



Conservation Roadmap

2025 – 2030



Statement from our CEO



At Ports of Jersey, we are privileged to operate where land and sea connect, custodians of environments that are both rich in biodiversity and vital to our Island's way of life. We recognise that with this privilege comes responsibility.

Our Conservation Roadmap sets out how we will build on the work we have done so far, working collaboratively with partners, regulators and our community to do more across our land and marine environments. It is our commitment to protecting, enhancing and restoring the natural environments in which we operate, supporting Jersey's unique landscapes and safeguarding native wildlife.

The impacts of climate change make this work even more urgent. Rising sea levels, changing weather patterns and growing pressures on our ecosystems all pose risks to biodiversity and, in turn, to our Island's wellbeing. By taking action now, we can help strengthen the resilience of local habitats, ensuring they can continue to provide the natural services, such as flood protection, clean air and water and food security, that our community relies upon.

For businesses, supporting conservation is not an optional extra, it is fundamental to long-term success. Healthy ecosystems underpin a healthy economy and, by embedding conservation into our operations, we aim to demonstrate that economic sustainability, regulatory compliance and environmental stewardship can, and must, go hand in hand.

This roadmap challenges us to think differently, innovate and lead by example. Above all, it reaffirms our respect for Jersey's land, waters and wildlife, and our determination to leave a positive legacy for generations to come.

Matt Thomas, CEO

November 2025

Introduction

Conservation is the second of the six key pillars of Ports of Jersey's Planet and People Plan. Although there are six separate pillars, they overlap in many areas and cannot be looked at in isolation. This conservation roadmap therefore also addresses the impacts of climate change and pollution as these pressures directly threaten ecosystems, species survival and the long-term resilience of natural habitats.

Our conservation roadmap helps outlines our commitment to:

- Protect the natural habitats across our estate
- Enhance our ecosystems and support biodiversity restoration through our capital projects
- Monitor wildlife and habitats across our estate to track progress
- Engage with our community and local experts to support conservation research and education

As part of our Planet and People Plan, we have pledged to protect and regenerate land and marine habitat across Ports of Jersey sites:



Conservation



**Circularity
& Pollution**



Colleagues



Climate



Community



Customers

Bringing the roadmap to life...

We have developed this roadmap through a process of co-creation, bringing together fresh ideas and encouraging collaboration between employees and our wider community.

Earlier this year, we held a series of workshops to:

1. Gather feedback from employees on successes to date, lessons learned and what matters most to them.
2. Seek advice and insights from local experts and organisations on our initiatives and targets, exploring how we can support their work while also learning from their experiences of working with us.

This roadmap reflects the feedback and ideas captured through those workshops. We are committed to ensuring its delivery continues in the same spirit of co-creation, maximising our collective impact and aligning with the critical work already taking place across the Island.



A big thank you also to our two summer Interns, Caitlyn Hogan and Stephanie Foord, who supported the creation of the roadmap throughout their internship at Ports.

Partnerships

We know that we cannot achieve our Planet and People Plan goals alone, and we rely on the guidance and support of experts to make sure that we are heading in the right direction.

One of Jersey's best attributes is its extremely knowledgeable and passionate third sector, and it's important for us as businesses to come together and support these organisations to do what they do best and lead a sustainable future for Jersey.

The following organisations have been involved in the creation of this roadmap and its delivery will only be possible with their collaboration:



Conservation Challenges for Ports and Airports

Habitat fragmentation

Harbours fragment coastal and marine ecosystems because the built infrastructure interrupts natural habitats and limits the connectivity that biodiversity depends on.

Airports fragment habitats because they clear large areas, isolate remaining patches, and impose conditions that make it hard for species to survive and move between habitats.

Operational impact

Marine operations in harbours and marinas can negatively impact biodiversity by disturbing habitats through dredging, construction, and vessel traffic. Pollution from fuel, antifouling paints, and runoff degrades water quality, while physical structures fragment natural habitats such as seagrass beds and mudflats. These pressures reduce habitat connectivity, disrupt species movements, and increase vulnerability to invasive species, ultimately threatening the resilience of coastal ecosystems.



Climate change impacts

Climate change threatens conservation by altering sea and air temperatures and rainfall patterns, shifting habitats and species distributions and increasing the frequency of extreme weather events.

These changes can disrupt ecological balance and make ecosystems more vulnerable to invasive species and disease, further reducing the resilience of remaining natural areas.

Regulatory restriction

At Jersey Airport, we face the challenge of being subject to UK Regulation (EU) 139/2014 and therefore follow CAP 772 “Wildlife Hazard Management at Aerodromes,” which is a guidance document released by the UK Civil Aviation Authority (CAA). It focuses on reducing the risk of bird strikes at airports. Bird strikes, which occur when birds collide with airplanes, represent a substantial risk to aviation safety. This means the presence of birds and wildlife near an active airfield is a significant challenge for airports, as regulation restricts the levels of biodiversity permitted on-site. Part of our safeguarding efforts, which are based around CAP 772 guidance, includes the management of grass species in order to avoid bird-attracting elements.

Our sites





**Airfield and
land sites**

Airfield and land sites

At Jersey Airport, our expert habitat team have developed a management plan that ensures effective airport operations and safety, whilst enhancing biodiversity in areas where it is safe to do so:



Protect

- In accordance with UK Regulation (EU) 139/2014, our teams are responsible for wildlife management across our aerodrome. This includes habitat management and supporting with the management of invasive and feral species.
- Our airfield management plan actively monitors and works to improve airfield soil health.
- Our airfield reed beds act as filters for airfield run-off and provide habitats for local wildlife.



Increase

- As they are not held to the same restrictions as our airfield, our radar sites provide key opportunities for habitat creation and development. Alongside pollinator patches, we will create site management plans to restore and increase biodiversity wherever possible.
- The majority of our outlying harbours border National Trust sites and therefore present lots of opportunities for habitat regeneration.



Engage

- It is important for us to partner with expert organisations to support conservation across the island and, since 2019, Ports of Jersey has given over £220k financial aid to local charities and organisations supporting land conservation.
- We also support local data collection projects such as ReptileWatch and the Jersey Biodiversity Centre with tracking species such as reptiles and owls on our Northern Boundary sites.
- Our airfield grassland has also become a favoured site for nesting and roosting skylarks in recent years, and is now Jersey's primary habitat for the birds. We are pleased to be involved with the ongoing surveying and conservation of the Skylark in Jersey, working with Société Jeriaise and the Jersey Birds On The Edge Project.



**St Helier Harbour
and our marinas**

St Helier Harbour and our marinas



Protect

In alignment with our EcoPorts accredited Ports Environmental Review System, protecting our marine environment is key to our harbour operations. Our day-to-day operations and Harbour Masterplan activities are aligned to regulations for monitoring noise and water pollution and environmental impact, for example Cefas Action Standards (UK) for sediment sampling, FEPA licencing and MARPOL Treaty guidelines.

We have also initiated multiple projects to protect our marine environment, for example:

- A commercial fishing gear recycling scheme in partnership with Government of Jersey Marine Resources and the Jersey Prison Service.
- Eco friendly anti foul trial for our harbour vessels, with a campaign to encourage wider public use to be launched in 2026.



Increase

Alongside protecting and minimising impact to our marine environments, we have already begun to implement initiatives to restore and increase biodiversity at the harbour. For example:

- We have installed living sea walls across our flat walled harbour areas to support habitat creation for local marine life.
- We have installed five tonnes of caged oysters into St Helier Marina to support with water filtration and habitat creation.



Engage

Ports of Jersey maintains strong relationships with key marine biodiversity organisations, such as Jersey Marine Conservation, to support research and habitat creation projects in our harbours. We will continue to do so wherever possible, alongside our Harbour Masterplan Redevelopment, to support the delivery of the Island's Marine Spatial Plan.



Outlying Harbours and Ramsar sites

Outlying Harbours and Ramsar sites



Protect

As the custodian of Jersey's outlying historic harbours, a key part of our role is to protect them from environmental damage caused by human impacts.

Initiatives we have undertaken so far include:

- Trialling eco moorings at St Catherines to reduce the impact of mooring chain on seagrass beds.
- Publishing our 'leave no trace' campaign to encourage fishers to throw their tackle in the bin.



Increase and Engage

Alongside protecting and minimising impact to our marine environments, we will also work with local and international organisations to support habitat regeneration and development in our outlying harbours.

We are an active member of Jersey's Ramsar Advisory Group, acting as a critical friend and supporting with the development and delivery of Ramsar site management plans.

Alongside other collaborations, over the next four years we will also be one of five key partners on an innovative Jersey-based PHD initiative focused on marine protected areas and maerl habitats, to support the next phase of development of Jersey's Marine Spatial Plan.

Supporting off-Island habitat regeneration

Ports of Jersey passionately supports the work of Durrell Wildlife Conservation Trust across key damaged and endangered ecosystems around the world.



Rewild Carbon

The Rewild Carbon programme helps us to balance our Scope 1 and 2 emissions by rewilding threatened ecosystems. Although we are working hard to reduce our emissions, which is the most impactful thing we can do, we have supported Durrell to plant more than 24,000 trees in Brazil, restoring forest corridors to create lifelines for endangered wildlife.

Rewild Carbon also helps provide sustainable livelihoods for the local community, as well as restoring habitat for the many threatened species of mammals and birds who live in the Atlantic Forest.

Through our CarbonPass app, our passengers can also balance their travel emissions with Rewild Carbon.

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Our partnership with Ports of Jersey through our Rewild Carbon programme is a shining example of what can be achieved when different industries come together with a shared purpose. This collaboration is not only restoring biodiversity in one of the world's most threatened ecosystems, the Atlantic Forest, but also demonstrating that meaningful environmental impact is possible when organisations unite around a common vision of building a resilient, nature-positive planet.

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Rebecca Brewer
CEO of Durrell Wildlife Conservation Trust

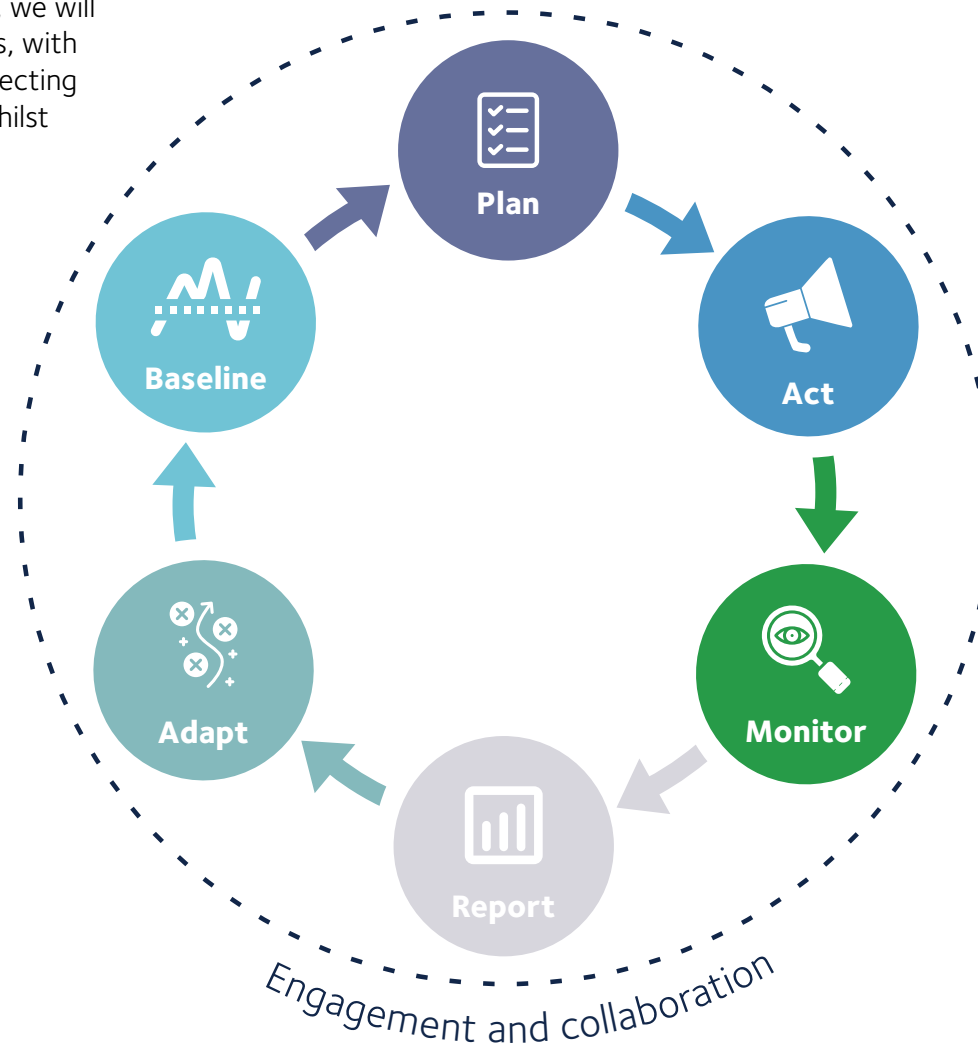
CARBONPASS

Taking action



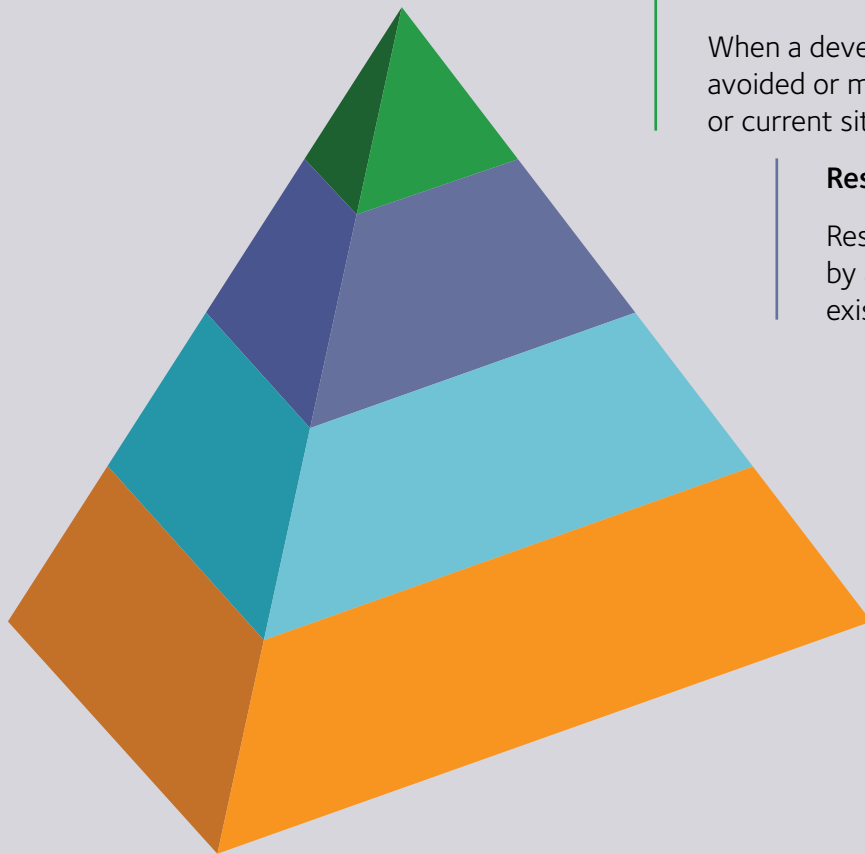
Habitat Management Plans

Underneath this overarching roadmap, we will create site-specific management plans, with tailored actions for each location, protecting Jersey's unique wildlife and habitats whilst meeting operational and safety needs.



Masterplan redevelopment

When it comes to our development activity, we will follow the biodiversity mitigation hierarchy:



Offset:

When a development damages nature (and this damage cannot be avoided or mitigated) Ports will ensure new nature sites will be created, or current sites expanded, either on-site or off-site.

Restore:

Restorative actions are implemented if an area has been negatively impacted by a project or expansion. This can involve re-establishment or enhancement of existing habitats.

Minimise:

This is applied to situations where complete avoidance is not possible. We will ensure Ports of Jersey's projects go through an environmental assessment to identify any biodiversity impacts and put in mitigations where possible to reduce impact.

Avoid:

Ensuring Ports of Jersey's projects and development avoids any negative biodiversity impact whatsoever (e.g. expanding on an already urbanised area, avoid expansion onto green or high biodiversity areas).

Research, education and engagement

Improving conservation starts with knowledge, awareness and getting involved.

By supporting research, education and community projects, we can learn more about our local ecosystems, see what's working and spot challenges early on.

Just as importantly, raising awareness and involving both employees and the wider community helps build a sense of shared responsibility, making sure everyone understands why conservation matters and how they can play a part.

Giving people the knowledge and opportunities to get involved is key to creating lasting, positive change for Jersey's natural environment.

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The moment Ports of Jersey came onboard as partners, they brought so much more than financial support, they brought insight, enthusiasm, and genuine passion for the ocean. Their contribution helped us deliver our World Ocean Week education programme, reaching hundreds of school children across the island, and they even joined us in the classrooms to inspire the next generation of ocean guardians.

Ports of Jersey also provided a home for our Ocean Family mural, ensuring this community artwork will be seen for years to come, and have offered a future space for our Stories of the Sea exhibition, allowing thousands more islanders and visitors to connect with the importance of our seas.

Working with Ports of Jersey has been an absolute pleasure. They're completely aligned with our mission to give a voice to the ocean.

Tamsin Raine
CEO of Ocean Culture Life

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Jersey Marine Conservation recognises and supports Ports of Jersey's key aim to serve the islands community and economy. Our ongoing partnership has demonstrated that this can be achieved in harmony, with the preservation and enhancement of marine biodiversity. Our harbours are surprisingly rich in marine life and the partnership has produced innovative opportunities to protect and enhance even the busiest and most vulnerable aspects of these essential facilities. Informing the community through Marine Mission has been an incredibly successful PofJ supported education program, that encourages the future proofing of Jersey's passion to protect our nearest neighbour; 'the ocean'.

Kevin McIlwee
Chairman of Jersey Marine Conservation

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Setting targets

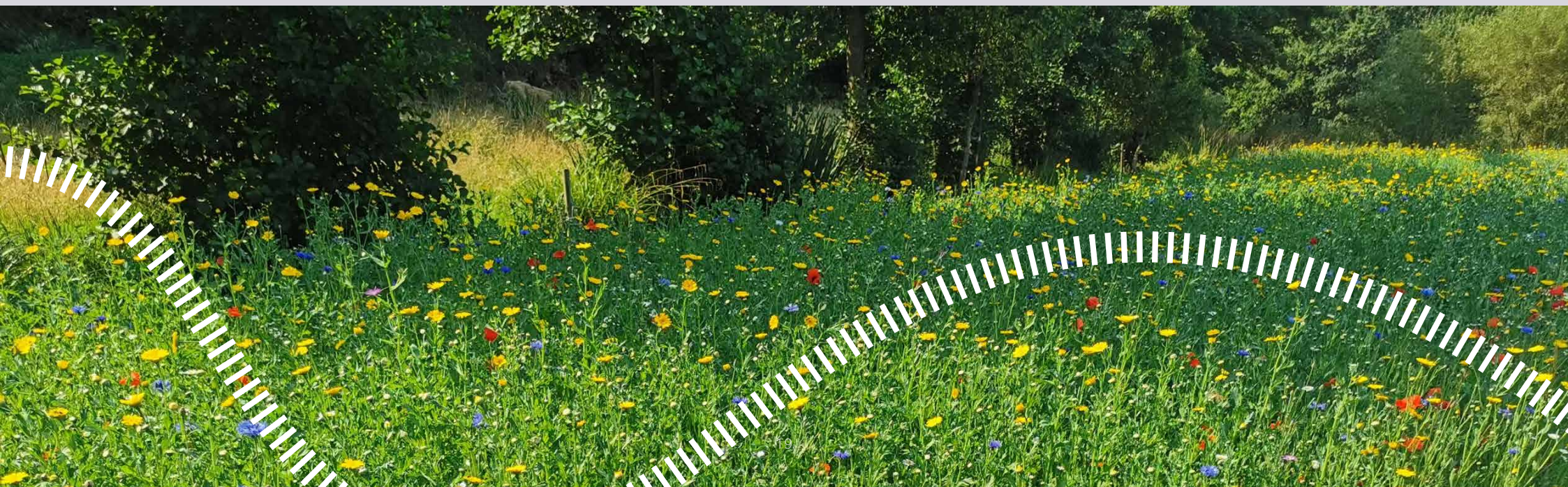
Unlike carbon reduction, where emissions can be measured and compared on a clear scale, conservation is complex, place-based and harder to quantify. Every habitat, species and ecosystem functions differently and the pressures they face, from climate change to land use, can shift over time.

For all organisations, this makes setting conservation targets difficult. There is no single universal metric to measure success, and progress often depends on long-term ecological change rather than short-term results.

Actions taken in one area may take years before their full benefits are visible, while unintended consequences can sometimes arise elsewhere in the ecosystem.

Despite the complexity of setting conservation targets, Ports of Jersey is committed to taking decisive and transparent action. We will continue to embed conservation considerations into our operations, invest in evidence-based initiatives and work with partners and experts to strengthen local ecosystems both on and off our estate.

Our approach will focus on setting realistic, site-specific and measurable actions, monitoring their impact over time and reporting openly on our progress. In doing so, we will ensure that biodiversity protection is not an aspiration but a core responsibility, integral to the way we operate and essential to the legacy we leave for future generations.



Our Commitments – Ports of Jersey

Pillar	Purpose	Key Actions	Targets
Protect and prevent biodiversity loss	Avoid, minimise, and mitigate biodiversity impacts across airside, landside and marine areas.	• Apply conservation considerations and impact assessments in all master planning and capital projects. • Implement pollution control measures (noise, light, water, emissions). • Manage and mitigate the impact and presence of invasive species across our estate.	• No Net Loss of biodiversity in all our capital projects by 2030. • Airport EMS to be created by 2030. • Vessel washdown strategy to be implemented by 2030. • All site management plans and baselines for key sites developed by 2027.
Restore and increase habitats	Regenerate degraded terrestrial and marine habitats to improve ecosystem function, connectivity and biodiversity.	• Develop pollinator corridors and native planting schemes. • Integrate ecological design in infrastructure (green roofs, living sea walls). • Work with local organisations to support habitat restoration initiatives across the Island.	• Net Positive Impact in our capital projects by 2035. • At least five pollinator patches across our estate by 2030. • At least two further habitat creation projects at our harbour or outlying harbours by 2030.
Nature based solutions for climate change	Use ecosystem-based approaches to strengthen resilience and support climate goals.	• Continue to support carbon balancing rewilding schemes and encourage stakeholders and suppliers to do the same. • Support biodiversity restoration projects that also increase carbon sequestration.	• Implement or support at least two further nature-based carbon sequestration projects by 2030. • All capital projects over £500,000 support carbon balancing rewilding schemes by 2030.
Engage, educate and collaborate	Build conservation awareness and action through partnerships, research and community engagement.	• Partner with local students and environmental organisations • Support conservation awareness and citizen science programs. • Create and roll-out employee conservation training	• 5+ long-term conservation partnerships supported every year. • Over £500,000 to be donated to biodiversity related projects by 2030. • All PET, LGs and MGs to have completed biodiversity training by 2027.
Measure and report	Establish robust conservation governance, monitoring and disclosure systems.	• Develop internal conservation dashboards and key indicators. • Align with GRI reporting framework. • Publish annual conservation performance reports in our annual report.	• GRI aligned disclosure by 2028. • At least one stakeholder engagement strategy day held before 2030.

Our Commitments – Land conservation

Pillar	Purpose	Key Actions	Targets
Protect and prevent biodiversity loss	Avoid, minimise, and mitigate biodiversity impacts across airside and landside areas.	• Apply conservation considerations and impact assessments in all master planning and capital projects. • Implement pollution control measures (noise, light, water, emissions). • Manage and mitigate the impact and presence of invasive species across our estate.	• No Net Loss of biodiversity in all our capital projects by 2030. • Reed bed regeneration project to be implemented by 2030. • Airport EMS to be created by 2030. • All site management plans and baselines for key sites developed by 2027.
Restore and increase habitats	Regenerate degraded marine habitats to improve ecosystem function, connectivity and biodiversity.	• Develop pollinator corridors and native planting schemes. • Integrate ecological design in infrastructure (green roofs, pollinator patches). • Work with local organisations to support habitat restoration initiatives across the Island.	• Net Positive Impact in our capital projects by 2035. • At least 5 pollinator patches across our estate by 2030.
Nature based solutions for climate change	Use ecosystem-based approaches to strengthen resilience and support climate goals.	• Continue to support carbon balancing rewilding schemes and encourage stakeholders and suppliers to do the same. • Develop Jersey Airport's airfield carbon sequestration programme.	• 90% of airfield grass will be Tall Fescue by 2030 • Airfield carbon sequestration management plan to be created by end of 2027.
Engage, educate and collaborate	Build conservation awareness and action through partnerships, research and community engagement.	• Partner with local students and environmental organisations • Support conservation research and citizen science programs. • Create and roll-out employee conservation training.	• 5+ long-term terrestrial conservation partnerships supported every year • 100% of Airport Leadership and Management Groups to have completed conservation training by 2030.
Measure and report	Establish robust conservation governance, monitoring and disclosure systems.	• Develop internal conservation dashboards and key indicators. • Align with GRI reporting framework. • Publish annual conservation performance reports in our annual report.	• GRI aligned disclosure by 2028. • At least one collaborative conservation study published every year. • At least one stakeholder engagement strategy day held before 2030. • ISO 14001 achieved at the airport by 2030.

Our Commitments – Marine conservation

Pillar	Purpose	Key Actions	Targets
Protect and prevent biodiversity loss	Avoid and minimise ecological pressures from harbour operations and pollution.	• Apply conservation considerations and impact assessments in all master planning and capital projects. • Implement pollution control measures (noise, light, water, emissions). • Manage and mitigate the impact and presence of invasive species across our harbours • Contribute to the RAMSAR advisory group and delivery of Jersey's Marine Spatial Plan.	• No Net Loss of biodiversity in all our capital projects by 2030. • All site management plans and baselines for key sites developed by 2027. • 100% compliance with MARPOL and Cefas Action Level standards (UK).
Restore and increase habitats	Regenerate degraded marine and intertidal habitats to improve ecosystem function, connectivity and biodiversity.	• Integrate ecological design in Port infrastructure. • Work with local organisations to support habitat restoration initiatives across the Island.	• Net Positive Impact in our capital projects by 2035. • At least two habitat restoration initiatives undertaken across our harbour and outlying harbours per year.
Nature based solutions for climate change	Use ecosystem-based approaches to strengthen resilience and support climate goals.	• Continue to support carbon balancing rewilding schemes and encourage stakeholders and suppliers to do the same • Support biodiversity restoration projects that also increase carbon sequestration.	• Undertake at least one collaborative initiative per year around the development of nature-based-blue carbon sequestration.
Engage, educate and collaborate	Build conservation awareness and action through partnerships, research and community engagement.	• Be an active member of the Jersey's Ramsar Advisory Group • Support of the delivery of Jersey's Marine Spatial Plan. • Partner with local students, environmental organisations and business partners on biodiversity initiatives. • Support conservation awareness and citizen science programs. • Create and roll-out employee conservation training	• 5+ long-term marine conservation partnerships supported every year. • 100% of Maritime Leadership and Management Groups to have completed conservation training by 2030.
Measure and report	Establish robust conservation governance, monitoring and disclosure systems.	• Develop internal biodiversity dashboards and key indicators. • Align with Global Reporting Initiative (GRI) reporting framework • Publish annual conservation performance reports in our annual report.	• GRI aligned disclosure by 2028. • Maintain EcoPorts Port Environmental Review System (PERS). • At least one stakeholder engagement strategy day held before 2030.

Monitoring progress

Our management plans will provide transparency and accountability, setting out clear objectives, measurable actions and monitoring processes, enabling us to track progress over time and adapt as conditions change.

Establishing our baseline:

We will survey all our sites in priority order to establish a baseline for the presence of, and the potential for, habitats and species.

Setting KPIs:

Our habitat management plans will set specific Key Performance Indicators for each location such as species richness, invasive species detection and air and noise pollution levels.

Measurement tools and resources:

Audits and monitoring will be carried out by our internal teams and in partnership with local experts, students and research teams. Data will be shared through the Jersey Biodiversity Centre.

Reporting on progress:

Progress against our conservation roadmap and site-specific management plans will be shared in our annual report in line with the Global Reporting Initiative framework. We will also hold stakeholder engagement sessions with our community partners to share insights, solve joint problems and plan future initiatives.



Glossary

Baseline Assessment

Initial data collection to understand the current state of biodiversity before interventions.

Biodiversity

The variety of life on Earth, including species, ecosystems, and genetic diversity within species.

Biodiversity Offsetting

Compensating for unavoidable biodiversity impacts by creating, restoring, or protecting habitats elsewhere.

Conservation

The protection, management and restoration of natural habitats and the species that live in them, to maintain healthy ecosystems and prevent the loss of biodiversity.

Ecosystem

A community of living organisms interacting with each other and their physical environment.



Habitat

The natural environment in which a species lives and grows.

Invasive Species

Non-native plants or animals that spread rapidly and cause harm to ecosystems, biodiversity, or human wellbeing.

Key Performance Indicators (KPIs)

Measurable values used to track progress towards biodiversity goals and targets.

Monitoring and Evaluation

The process of measuring biodiversity outcomes over time to track progress and assess effectiveness of actions.

Net Positive Impact (NPI)

A goal where conservation actions by a company outweigh its negative impacts on biodiversity, leading to a net gain.

No Net Loss (NNL)

A commitment to balance biodiversity losses with measures that achieve equivalent gains.

Pollinators

Species such as bees, birds, and bats that play a crucial role in plant reproduction and food production.

Sustainable Land Management

Practices that use land in ways that meet human needs while safeguarding biodiversity and ecosystem health.





**PORTS
OF JERSEY**

For more information, please see
ports.je/sustainability