

Join our journey

Ports of Jersey Planet & People Plan
2026-2030



Foreward



As an Island, Jersey's airport and harbours are essential gateways that connect our community to the wider world. They support employment and enable trade and tourism, providing vital services that underpin Island life. Ensuring these benefits are delivered responsibly is fundamental to our role as a provider of critical infrastructure.

The world is facing complex, uncertain and interconnected challenges, from climate change and biodiversity loss to increasing social inequality. For ports and airports, delivering sustainable outcomes in this context is both a responsibility and an opportunity. At Ports of Jersey, we recognise the role we must play and remain committed to driving progress through collaboration, innovation and decisive action.

In 2022, we launched our Planet and People Plan, setting out our ambitions across four priority areas: carbon, biodiversity, waste, and people and community. Since then, we have made strong progress. Jersey Airport has achieved Level 3 Airport Carbon Accreditation, recognising our clear pathway to reducing operational emissions to net zero by 2030. Our harbours have also achieved EcoPorts and Clean Marinas accreditations, demonstrating our commitment to protecting Jersey's marine environment.

This updated Plan builds on that momentum and reflects the progress we have made as well as the lessons we have learned. As we continue to strengthen connectivity for our Island, we must also ensure that our infrastructure and operations support Jersey's long-term environmental, social and economic wellbeing.

Sustainability will guide everything we do, from how we manage our estate and operate our assets, to how we work with partners, tenants and suppliers. This Plan sets out the priorities and actions that will guide our efforts in the years ahead.

We will deliver these commitments through clear targets, robust measurement and transparent reporting, ensuring that our progress is meaningful and accountable.

Achieving lasting change requires partnership. By working closely with Government, industry, our colleagues and the wider community, we can help shape a more resilient and sustainable future for Jersey.

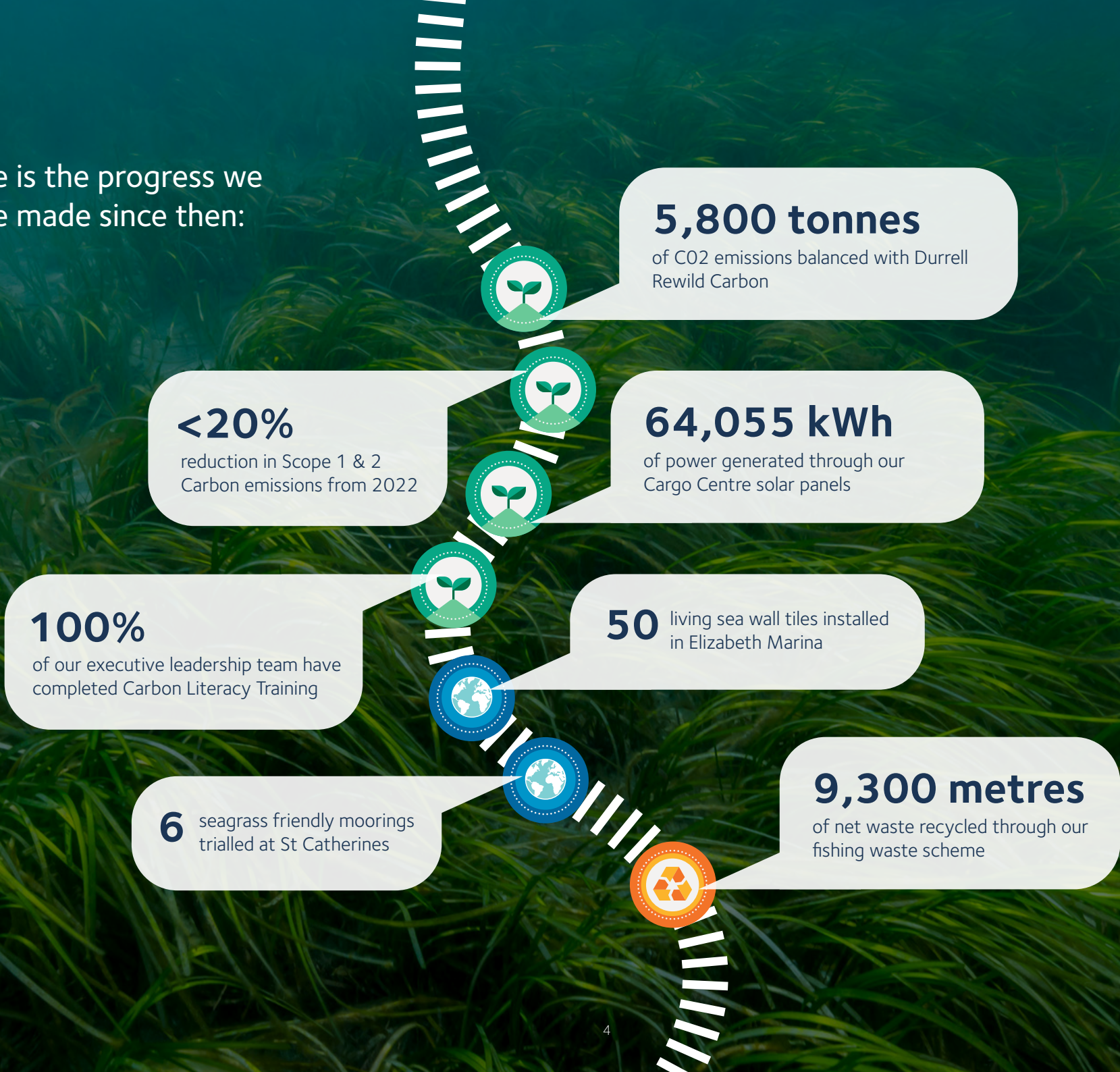
Our ambitions are significant, and they should be. By continuing to innovate and lead responsibly, we will strengthen connectivity while protecting the Island we are proud to serve.

Matt Thomas, CEO
April 2026

Our journey so far...

In our Planet and People Plan, published in 2022, we set out targets across the four pillars.

Here is the progress we have made since then:



5,800 tonnes

of CO2 emissions balanced with Durrell Rewild Carbon

<20%

reduction in Scope 1 & 2 Carbon emissions from 2022

64,055 kWh

of power generated through our Cargo Centre solar panels

100%

of our executive leadership team have completed Carbon Literacy Training

50 living sea wall tiles installed in Elizabeth Marina

6 seagrass friendly moorings trialled at St Catherines

9,300 metres

of net waste recycled through our fishing waste scheme

100kg

of clothing recycled through our uniform recycling scheme

3.71%

reduction in our gender pay gap

58

employees involved in Ports Mentoring Matters Scheme

13

employee DE&I champions established

2,558 hours

of employee volunteering time

166

educational & school visits

£2,751,615

given to the community in financial donations or donations in kind

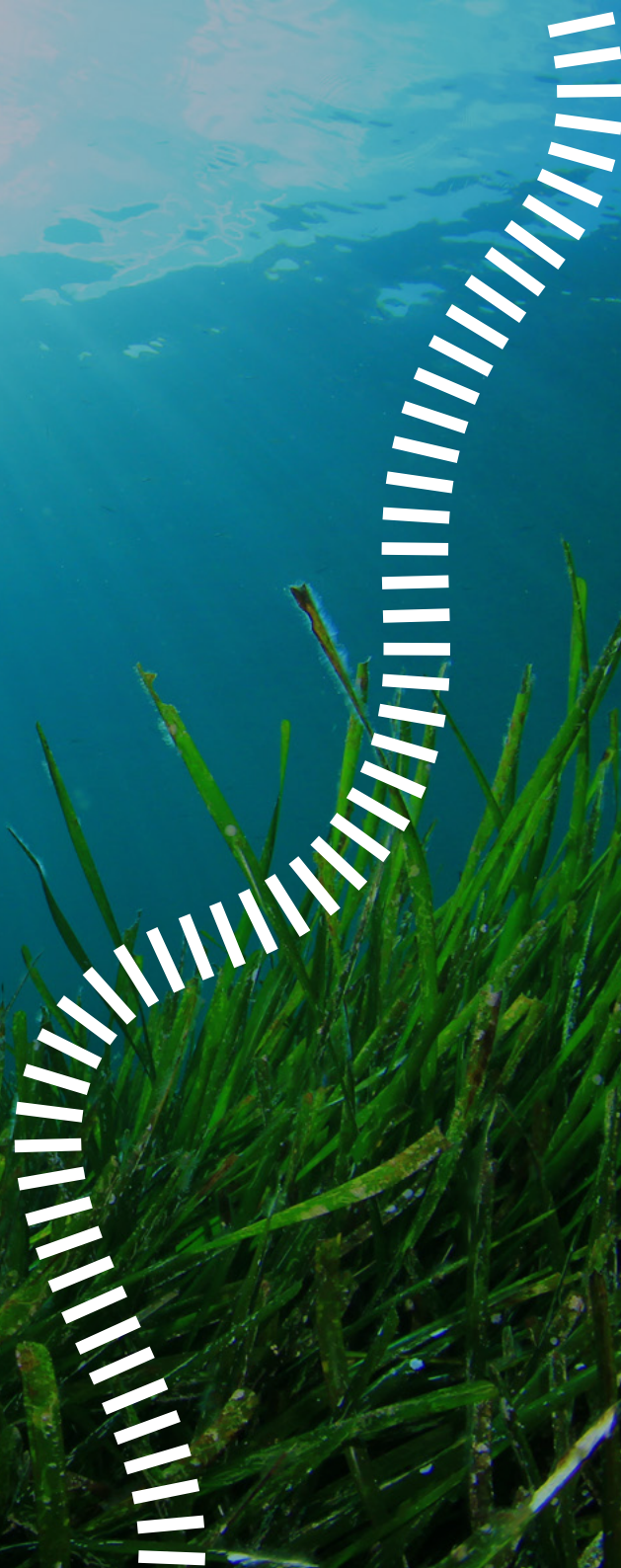
6,500

students connected with through Inspiring the Future

Accreditations and awards received:



**What does our
plan align with?**



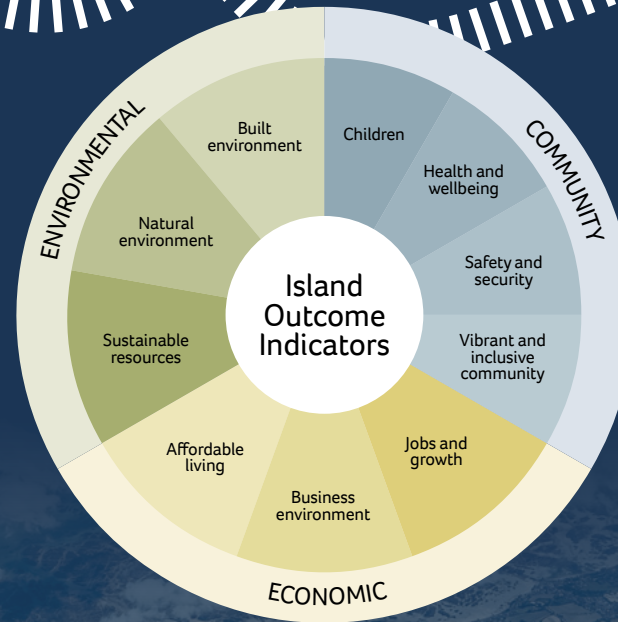
Global level

United Nations
Sustainable Development Goals



Local level

Future Jersey Vision and
Island Outcome Indicators



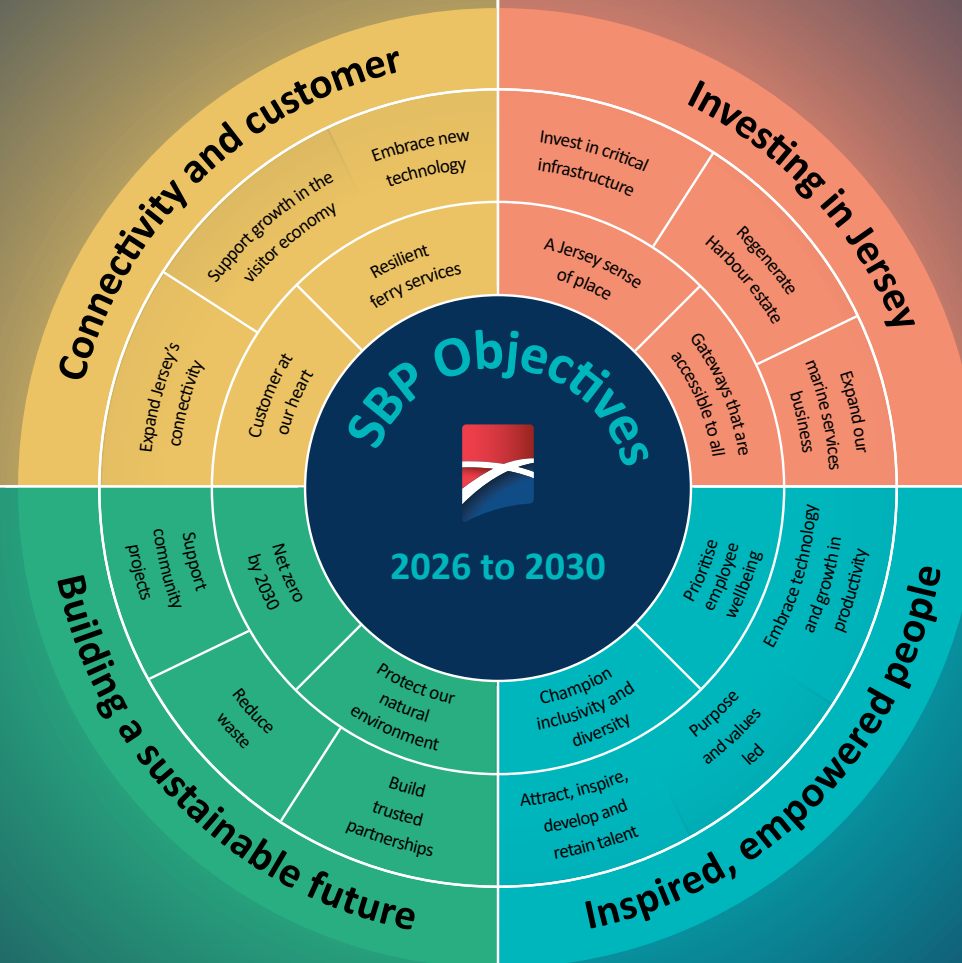
Local sectorial level

Ports Policy Framework



Aligning to our Strategic Business Plan

Our purpose is to connect our Island by air, by sea, and by service, for a better future.



Our values

In 2025 colleagues from across the business took part in workshops to help create our values.



These values, along with our purpose, have been embedded into our Behavioural Framework and will help us make decisions as we work towards achieving our goals and making a positive difference to Islanders.



Being brave:

We're committed to learning, adapting, and innovating to be our best, for each other, our business, and our Island.



Dedicated to customer and community:

We're dedicated to providing unique, diverse experiences that make our customers and community proud every day.



Delivering with conscience:

We care deeply about making a positive impact and creating a lasting legacy for future generations of our Island.

Collaboratively evolving our Planet and People Plan



Since launching our Planet and People Plan in 2022, our understanding of sustainability and our impact has continued to grow.

To ensure our strategy remains focused on the areas where we can make the greatest difference, we undertook a review of our priorities in 2025.

This included a materiality assessment involving colleagues from across Ports of Jersey, facilitated by local consultancy TrueESG. Through workshops, teams assessed where our operations have the most significant environmental, social and economic impacts, aligned to the United Nations Sustainable Development Goals.

To complement this internal engagement, we also completed an external impact assessment using

the Paragon Impact tool, aligned with the Global Reporting Initiative (GRI) framework. This helped us understand our most material impacts and refine our strategic priorities.

We also held workshops with a variety of local experts and sustainability organisations to make sure we were aligning to their priorities and looking for opportunities for collaboration.

The results reaffirmed that our four key areas still remained, but that we needed to ensure that social and economic sustainability were as much a focus as our environmental ambitions.

Core SDGs



Important SDGs



Learning and review

Gathering insights from the first two years of delivering the Planet and People Plan

1

Internal engagement

Workshops with colleagues across Ports of Jersey, facilitated by local consultancy TrueESG

2

Materiality assessment

Evaluation of our most significant impacts aligned with the UN SDGs

3

External impact assessment

Independent analysis using the Paragon Impact tool, aligned with GRI.

4

Refined priorities

Refreshing our Planet and People Plan pillars

5

Our new pillars

We are committed to operate within planetary boundaries, achieve absolute zero emissions and protect natural habitats.

We will operate with integrity and to high ethical standards, championing our customers and employees.

We will drive the economic resilience of our organisation and catalyse the sustainable wellbeing and development of our Island community.



CONSERVATION



CLIMATE



CIRCULARITY &
POLLUTION



COMMUNITY



COLLEAGUES



CUSTOMER

Climate

We will transition to absolute zero and prepare our infrastructure and operations for the impacts of climate change.



As Jersey's gateway for air and sea travel, we recognise that our airport and harbours play a role in both contributing to and addressing climate change.

We are committed to reducing emissions from our own operations and working with the airlines, ferry operators, and partners who use our facilities to support the move to lower-carbon travel. For more information, please see our [Decarbonisation Roadmap >>](#).



Decarbonise our operations

We will reduce emissions from our airport and harbour operations by moving away from fossil fuels, improving energy efficiency and generating renewable energy.

Targets

- » Net zero Scope 1 & Scope 2 emissions by 2030
- » Absolute zero emissions across our operations by 2040
- » Become carbon negative by 2050, removing more greenhouse gas emissions from the atmosphere than we produce.

Build climate resilience

As critical Island infrastructure, our airport and harbours must remain safe and operational as the climate changes. We will assess climate risks and ensure our infrastructure is prepared for future impacts such as extreme weather and sea level rise.

Targets

- » Publish our Climate Change Risk Management and Adaptation Strategy by the end of 2026
- » Embed climate risk assessments and adaptation into major infrastructure investment decisions from 2027

Enable lower - carbon aviation and maritime transport

Many of the emissions associated with air and sea travel sit beyond our direct control. We will work with airlines, ferry operators, suppliers, and industry partners to support the transition to lower-carbon transport. We will also ensure that our infrastructure supports new technologies and decarbonised fuels as they emerge.

Targets

- » Support our value chain to reduce greenhouse gas emissions in line with Science Based Targets, enabling net zero by 2050
- » Measure and publicly report our full Scope 3 emissions by 2028
- » Ensure our airport and harbour infrastructure can support low-carbon aviation and maritime fuels by 2035

Circularity & pollution

We will operate within planetary boundaries, incorporating circular design and reducing pollution.



Deliver circular development

We will apply circular economy principles when planning and delivering infrastructure across our airport and harbour estate, ensuring materials are used efficiently and waste is minimised.

Targets

- » Reuse or recycle at least 50% of construction and demolition materials from major capital projects by 2030
- » By 2030, all capital projects will have a Site Waste Management Plan that follows the waste hierarchy
- » Continue to include circular economy requirements in all procurement processes from 2026

Reduce waste and improve resource use

We will reduce the amount of waste generated across our operations and improve how materials are managed across our estate.

Targets

- » Publish our Circularity and Pollution Roadmap by the end of 2026
- » Introduce a zero single-use plastic policy across our estate, including tenants and concessionaires, by 2027
- » Report annually on waste generation & recycling performance across our estate from 2026
- » Reduce potable water use by 20% by 2030 (compared with a 2019 baseline)

Prevent pollution

We will manage our operations carefully to prevent pollution and protect the quality of Jersey's air, land and marine environment. This includes reducing risks of pollution incidents and managing the impacts of airport and harbour activity on local air quality and noise.

Targets

- » Achieve ISO 14001 environmental management certification at Jersey Airport by 2030
- » Deliver at least one engagement or educational campaign per year to support pollution reduction across our estate from 2026
- » Ensure tenants and concessionaires align with our waste reduction & circularity requirements by 2028
- » Monitor air quality impacts associated with airport and harbour operations and publish results annually from 2027



Waste that is not properly managed can harm our air, land and seas, affecting wildlife, ecosystems and local community.

We want to reduce the amount of waste generated across our operations and ensure that the materials we do use are managed responsibly. By applying circular principles, we aim to keep resources in use for as long as possible through reuse, repair, recycling and recovery.

Conservation

We will protect and restore the natural environment around us.





Our airport, harbours and surrounding land sit within a unique coastal and marine environment, and we recognise our responsibility to manage these areas carefully

Through our **Conservation Roadmap >>**, we are working with local experts and organisations to protect habitats, support wildlife and improve the natural environment across the Ports of Jersey estate. This includes caring for natural areas, creating new green spaces, and supporting conservation education and community engagement.

Understand and manage our sites for nature

We will improve our understanding of the habitats and species across our estate and manage our sites in ways that protect and enhance biodiversity.

Targets

- » All site management plans and biodiversity baselines for key sites developed by 2027
- » 100% of Airport Leadership and Management Groups to have completed conservation and biodiversity training by 2030

Deliver nature-positive development

We will ensure that our infrastructure development is planned and delivered in ways that protect and improve biodiversity.

Targets

- » No net loss of biodiversity across all capital projects by 2030
- » Net positive biodiversity impact across exterior capital projects by 2035
- » All capital projects over £500,000 to ensure carbon balancing by 2030

Support conservation across Jersey

Alongside managing biodiversity within our estate, we will support wider conservation efforts that protect Jersey’s landscapes, wildlife and marine environment. Our Conservation Roadmap also includes supporting conservation education, community engagement, and partnerships with local organisations working to protect Jersey’s natural environment.

Targets

- » Over £500,000 donated to biodiversity-related projects by 2030
- » Support at least 10 conservation research, education or community projects by 2030
- » Report annually on conservation education and community engagement activities delivered through our Conservation Roadmap

Colleagues

We will inspire and empower our people – attracting diverse talent, investing in development and creating a culture where everyone feels they truly belong.



Every day, we welcome customers and colleagues with diverse backgrounds, experiences and perspectives. This diversity makes us stronger and helps us better respond to the needs of our community and Island. Feeling welcome and included remains a strategic priority for Ports of Jersey to make us a great place to experience as a customer or work as a colleague.



People objectives 2025-2029

» Purpose

Fully living into our purpose with clear values and behavioural standards that create an empowered, accountable, welcoming, inclusive and healthy culture driving the delivery of our SBP.

» Talent

Supporting emerging, future and top talent and fostering a culture of continuous learning and adapting our operating model to support supply and demand resourcing. We will build a proactive dynamic workforce that is curious, creative and equipped to tackle challenges and make the most of opportunities. We are developing a Ports Academy in 2026 to create a meaningful and practical pathway for existing and aspiring leaders to lead with impact.

» Wellbeing

Building our environment to be psychologically safe with a strong sense of belonging promoting healthy bodies and minds. We have tailored wellbeing programmes to our individual teams.

» Reward

Embedding our pay and benefits structure that aligns with our values, attracts talent and where recognition matches our delivery & exceptional performance is incentivised

» D, E & I

We will be known for our inclusivity; reflecting and celebrating the diversity of our island by 2028. In 2026, our focus will shift to empowering our DEI Champions to play a central role in defining and delivering our diversity, equity and inclusion strategy. These trained advocates will lead key initiatives, embed inclusive practices across the organisation, and drive measurable progress against our strategic DEI priorities.

» Sustainability

Creating a collective mindset of sustainable and data driven decision-making supported by digital technology .

Targets

Performance and talent:

- » PDP's – 100% of employees have in place

Engagement targets:

- » 7% improvement in 2026
- » 7% improvement in 2027

Customers

We will make customers feel informed, understood and welcome.



Customer experience

- » We strive to deliver hassle free experiences, unique to each customer, making everyone feel informed, understood and welcomed.
- » This will be achieved by building engagement with customers to understand their needs, increasing use of data, supporting our teams to deliver excellent customer experience and investing in our infrastructure.

Open, safe, secure

- » We will prioritise safety and security above all else, utilising technology, data analytics, and real-time monitoring to proactively identify and address potential risks, ensuring the highest level of safety for our passengers and our colleagues.

Voice of customer

- » Increase our understanding of customer needs and perception of ports by implementing a voice of the customer programme combining quantitative and qualitative feedback and data to drive targeted improvements in customer experience

Colleague focus

- » Building on our values to drive employee engagement and focus on delivering consistent and excellent customer experience.

Invest in infrastructure

- » Invest in infrastructure that supports our customer experience ambitions.



The progress that has been made was recognised at the Jersey Customer Service Awards, where Ports of Jersey won the award for “Most Improved Customer Experience” 2025



Community

We will serve our community & enable sustainable tourism and economic development.



Support a sustainable Island economy

Our airport and harbours are critical to Jersey's connectivity and economic resilience. We will continue to work with partners to support reliable connectivity, responsible economic growth and long-term value for the Island.

Targets

- » Support reliable and inclusive air and sea connectivity that enables Islanders, businesses and visitors to access essential travel, trade and services
- » Maximise the contribution of the Ports Sector to Jersey's economic development and development in accordance with Jersey's Future Economy Programme
- » 100% of major infrastructure projects overt £100k consider community benefit, accessibility and long-term value for the Island
- » Embed a sustainable procurement policy across our supply chain by 2027
- » 100% of contracted suppliers have a reportable social value element embedded within their contract by 2030

Support our community

We will contribute to the wellbeing of the Island by supporting local organisations, volunteering in community projects and working with partners to make Jersey a great place to live, visit and work.

Targets

- » Invest a minimum of 1,000 employee work hours in local community projects every year
- » Provide at least £500,000 each year to local community organisations through financial donations or donations in kind
- » Work with partners to deliver initiatives that support Jersey's development as a sustainable tourism destination, including at least two collaborative projects or campaigns each year
- » Provide at least 700 hours per year for future talent initiatives (careers fairs and events, work experience and visits, placements and internships)
- » Support at least one STEM-based challenge each year

Ports of Jersey plays a vital role in Island life. Our airport and harbours connect Jersey to the world, support the economy and provide essential services for the community. We are committed to ensuring that our operations and investments deliver lasting benefits for the Island by supporting local communities, strengthening Jersey's economy and developing infrastructure that Islanders can be proud of.



Giving a **boost**

to our **local
community**

Find out more about our [community giving >>](#)



**COMMUNITY
BOOST**

Accreditations

We are proud to have achieved the following industry accreditation schemes that provide independent verification of our sustainability performance and support.



Reporting frameworks

Ports of Jersey aligns its sustainability reporting with recognised international frameworks to ensure transparency, consistency and accountability. These frameworks help guide our approach and allow stakeholders to understand and track our progress.



Glossary

Biodiversity Net Gain (BNG)

An approach to development and land management that leaves biodiversity in a measurably better state than before, by avoiding impacts where possible and enhancing habitats to achieve an overall increase in ecological value.

Carbon Footprint

The total greenhouse gas emissions generated by an organisation's activities, expressed as CO₂ equivalent (CO₂e).

Circularity

An approach that keeps materials in use for as long as possible through reuse, repair, recycling and recovery.

Climate Resilience

The ability to anticipate, prepare for, and respond to climate-related risks and impacts.

Decarbonisation

The process of reducing carbon emissions through energy efficiency, low-carbon fuels, and operational changes.

Diversity, Equity and Inclusion (DE&I)

An approach that promotes fair treatment, equal access to opportunities, and a diverse and inclusive workplace culture.

Net Zero

Achieving a balance between greenhouse gas emissions produced and emissions removed from the atmosphere.

Pollution Prevention

Measures taken to reduce or eliminate the release of harmful substances into air, land and water.

Renewable Energy

Energy generated from natural sources that are replenished, such as solar, wind or tidal power.

Scope 1, 2 and 3 Emissions

Categories of emissions: direct (Scope 1), purchased energy (Scope 2), and value chain emissions (Scope 3).

Social Value

The broader social, economic and environmental benefits created for communities through organisational activities.

STEM (Science, Technology, Engineering and Mathematics)

An interdisciplinary area of education and careers that develops skills in science, technology, engineering and mathematics, supporting innovation and the future workforce. At Ports of Jersey, STEM is promoted through careers, training and engagement to support aviation, maritime and infrastructure operations.

Sustainable Procurement

Sourcing goods and services in a way that minimises environmental impact and supports social and economic value.

UN Sustainable Development Goals (SDGs)

A set of 17 global goals adopted by the United Nations to address social, environmental and economic challenges, including climate change, inequality and sustainable growth, providing a shared framework for governments and organisations to achieve a more sustainable future by 2030.

Waste Hierarchy

A framework prioritising waste prevention, followed by reuse, recycling, recovery, and disposal as a last resort.

Wellbeing

The physical, mental and emotional health of individuals, supported through a safe and positive working environment.





For more information and how you
can get involved, please visit
ports.je/sustainability

