



Annual Review 2024





Welcome to our 2024 Annual Review

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Strategic framework

Port of Aberdeen’s strategic framework sets the course for the port, guiding how the business operates today and how it will serve customers in the future.

PURPOSE
To create prosperity for generations

VISION
To become UK’s first net zero port by 2040, offering world class facilities and services, at the heart of the nation’s energy transition efforts

MISSION
Connect our customers to what they need, where and when they need it, through operational excellence, sustainability, and innovation

STRATEGIC PRIORITIES

					
Customers & Growth	Land, Facilities & Assets	Environment	People & Culture	HSSQ	Stakeholder Engagement & Communication
Grow and diversify the port’s business, providing safe, efficient, quality services to existing and prospective customers.	Develop and make best use of our land, facilities, and other assets in line with Port of Aberdeen’s development goals to support operational excellence and growth for the Port and our stakeholders, whilst maintaining sufficient reserves to allow for unexpected changes in the business environment.	Achieve net zero by 2040 by leading in environmental stewardship and sustainability, facilitating innovation and energy transition solutions.	Develop and invest in our people so they are empowered with the values and capability to create and deliver prosperity for generations.	Keeping our people and port community safe by adopting and implementing world class standards on health, safety, security, and quality.	Continue to strengthen the influence of Port of Aberdeen among local, regional, and national stakeholders as a recognisable and trustworthy catalyst for the growth of energy, trade, and tourism.

Core values

	Dynamic	We must all be proactive and energised in implementing change. New ideas and positive change should form part of our daily practices and corporate culture.
	Relevant	Ensure we understand the context in which we operate so we stay current with the needs and requirements of our customers, and that the organisation is up-to-date in the services and facilities that we provide.
	Respectful	Show high regard for each other and everyone that we are in contact with. Any form of aggressive, patronising or bullying behaviour will not be tolerated. All colleagues, customers, contacts and the environment should be treated with respect.
	Professional	We shall all apply recognised codes of behaviour and are mature and ethical in the manner in which we conduct ourselves.
	Inclusive	All individuals and groups that we come into contact with are treated fairly, equally, and respectfully.



“South Harbour was pivotal in delivering a record financial performance.”

Chair’s statement

Reflecting on my first year as Chair, I am filled with pride for our collective achievements and I am optimistic about the future.

Aberdeen South Harbour was the UK’s largest marine infrastructure project at the time of construction. Now complete, Aberdeen is the largest berthage port in Scotland. This milestone, along with the progress of our 2040 net zero strategy and a record financial performance, marks 2023 as a landmark year for the port.

Turnover increased to £45.9 million, a remarkable rise of 17% from 2022. Operating profits also grew to £25.7 million, up from £21.3 million the previous year. As a Trust Port, these profits are reinvested into the port’s development, directly benefiting our stakeholders.

This success was driven by a 6.5% increase in the volume of goods and vessels handled, totalling more than 29.5 million tonnes, and a modest increase in vessels utilising the port to more than 6,900.

North Harbour maintained robust oil and gas revenues, ferry passengers grew 10% to more than 179,000, property rentals achieved 79% occupancy levels, while South Harbour attracted significant new business in energy, trade, and tourism.

Large jack-up rigs and dive support vessels utilised the port for extended periods of maintenance, and general cargo, such as timber and drill pipe, increased

significantly. The inaugural year of welcoming large cruise ships to the port proved immensely successful, with 43 vessels bringing over 24,000 visitors to the region, generating new spend in communities and businesses.

Engagement and transparency are fundamental to our role as a responsible Trust Port. As you read this annual review, you will notice a greater breadth and depth of reporting. This enhanced disclosure is a step towards developing full environmental, social, and governance (ESG) reporting in 2025.

We have a diverse range of stakeholders, from the local community and customers to those leading the country. Their continued support is essential as we strive to achieve the full potential of the expanded Port of Aberdeen.

Our dedicated Board members continue to support and steward the organisation, sharing their skills and experience as we enter a new chapter for the port. I extend my thanks to them for their invaluable contributions in 2023.

Together, we are committed to creating prosperity for generations.

Roy Buchan, Chair

CEO’s statement

2023 will live long in the memory of Port of Aberdeen.

The official opening of Aberdeen South Harbour marked the beginning of a new era in our nearly 900-year history, making us the UK’s oldest existing business with the country’s newest harbour.

The journey from concept to completion took more than a decade to deliver and the effort has clearly paid off. I am immensely proud of our team’s commitment to turn South Harbour from vision to reality while continuing to deliver a safe, efficient, high-quality service to our customers.

The team’s efforts were recognised by our peers and the wider industry in 2023, winning three prestigious awards, including the Northern Star ‘Business of the Year’ as well as prizes for sustainability and construction.

South Harbour was pivotal in delivering a record financial performance last year. Crucially, it cemented our position as a national strategic asset and a catalyst for economic growth, investment, and high quality job creation. Our increased capacity and capability is already creating new opportunities to grow and diversify across three strategic sectors - energy, trade, and tourism.

A stat that resonates across political parties is that renewables today accounts for 10% of our vessel traffic but only 1% of revenue. The impact of policy decisions and political uncertainty on the North Sea oil and gas industry, as well as a long and bureaucratic consenting

process for offshore wind, means the energy transition needs to be gradual and carefully managed to avoid a gap until renewables are ready at scale.

Our journey to net zero by 2040 is well underway. In 2023, we reduced our Scope 1 and Scope 2 emissions by 24% compared with the previous year, and were the only UK port to feature in three of the ten projects backed in the Department for Transport’s inaugural Zero Emissions Vessels & Infrastructure (ZEVI) competition.

I was delighted to welcome many new faces to the port in 2023, who all show endless enthusiasm to safely deliver for the organisation and our customers. I am confident we have the right people and culture to lead us forward.

As we look to the horizon, The Tall Ships Races return to the city for the first time in almost 30 years. This spectacular, globally renowned event will leave a lasting legacy for Aberdeen and the wider region.

Thanks to the foresight of our predecessors and the dedication of our port team, we are ideally positioned to compete for transformative opportunities, such as floating offshore wind, and play a lead role in decarbonising the UK ports and shipping industry.



I am proud to lead an organisation with such a rich heritage and a bright and exciting future.

Bob Sanguinetti, CEO

Who we are

Port of Aberdeen is a thriving Trust Port located in the heart of the city.

Our world-class infrastructure, strategic location, and expert supply chain make Aberdeen the port-of-choice for oil and gas, renewables, decommissioning, general cargo, cruise, and ferry services.

- 
UK's oldest existing business
Established in 1136
- 
Scotland's largest berthage port
7,600m of quayside
- 
Scotland's busiest port
Handles 45% of the nation's vessel traffic
- 
National strategic asset
National development in the Scottish Government's NPF4
- 
Economic powerhouse
£1.5bn GVA annually and supports 12,000 jobs
- 
Multi-award winning
Local and national awards recognition

2023: A year in review



£45.9 million turnover



£25.7 million operating profit



6,948 vessels handled



112 employees including 21 new starts in 2023



36 international trading countries



£70,000 donated to 20 local charities and community groups



Cargo tonnage
3,304,132 tonnes



Vessel tonnage
26,218,459 tonnes



179,166 ferry passengers



24,135 cruise guests



Board of directors

Selected for their wide-ranging skills and experience, Port of Aberdeen's Board provides independent oversight for the organisation.



Roy Buchan
Chair
Board member since 2019



John Brebner
Vice-Chair
Board member since 2018



Bob Sanguinetti
Chief Executive Officer
Board member since 2021



Jon Oakey
Chief Financial Officer
Board member since 2019



Roddy James
Chief Commercial Officer
Board member since 2022



Sian Lloyd-Rees
Non-executive member
Board member since 2023



Kenneth Shand
Non-executive member
Board member since 2022



Eleanor Craig
Non-executive member
Board member since 2019



Forsyth Black
Non-executive member
Board member since 2021



Bertie Armstrong
Non-executive member
Board member since 2020



Jayne MacIannan
Non-executive member
Board member since 2017



Mike Keith
Non-executive member
Board member since 2019

[Find out more about the Board](#) >>

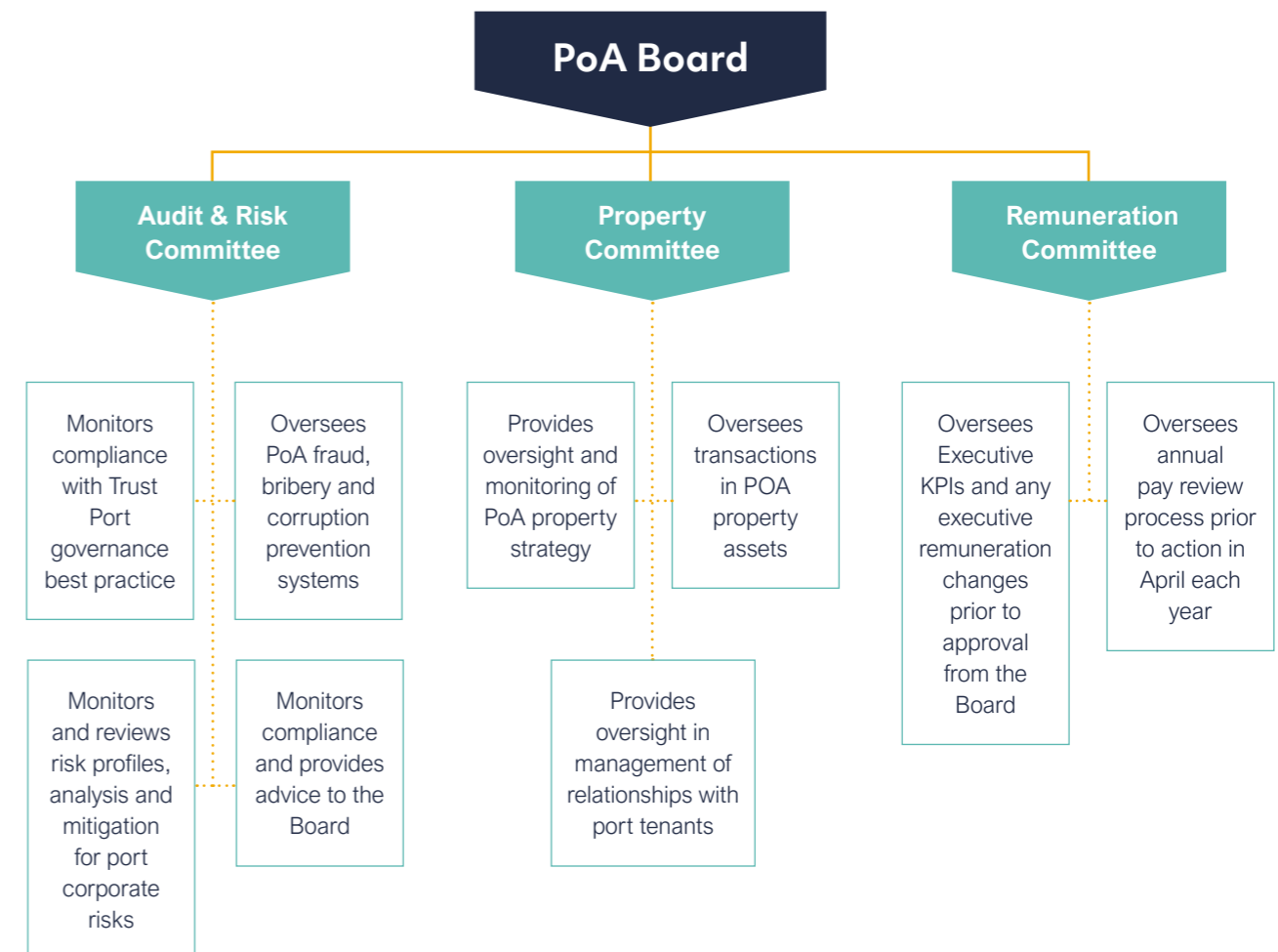
Board governance

Port of Aberdeen has a robust governance framework to ensure that our business operates in a responsible manner.

Our framework includes management systems and processes aligned with international standards. To further support and enhance our responsible management practice our Directors provide a key role in overseeing our approach.

Director demographics

- 9 male
- 3 female



Governance

Fraud, bribery, and corruption

Port of Aberdeen is committed to high standards of ethical and accountable conduct and adopts a zero-tolerance approach towards fraud, bribery, and corruption.

The port's fraud, bribery, and corruption policy is designed to:

- Minimise the opportunities for fraud, bribery, and corrupt conduct
- Detect, investigate, discipline and / or prosecute fraud, bribery, and corrupt conduct
- Take a risk-based approach to the identification and management of fraud, bribery, and corrupt conduct
- Ensure high standards of ethical and accountable conduct

As an organisation with an annual turnover of £36 million or more, Port of Aberdeen complies with the Modern Slavery Act 2015 and produced its first statement in 2023.

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Significant **instances of non-compliance with laws** and regulation during the reporting period.

Fines for **instances of non-compliance were paid** during the reporting period.

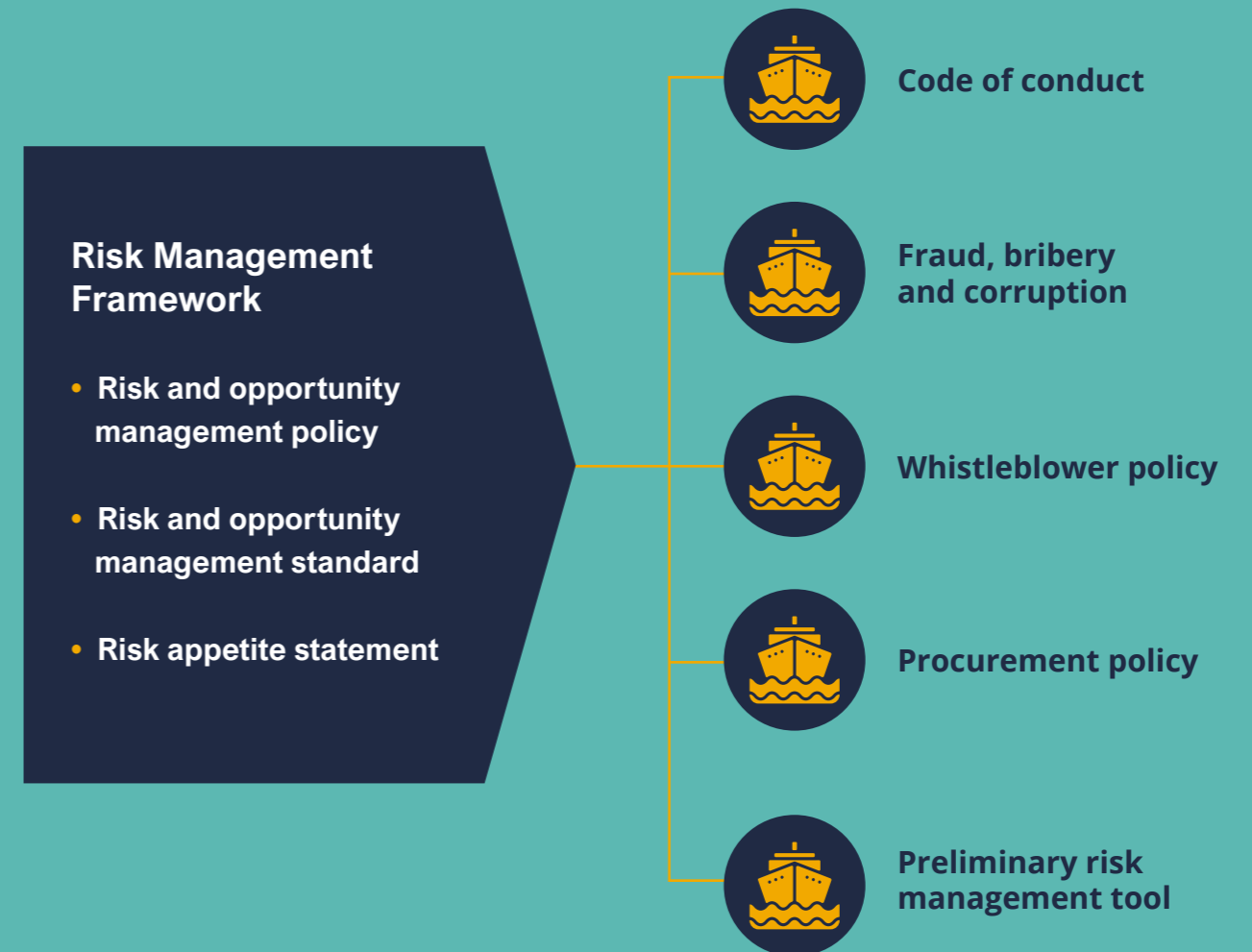
Incidents of corruption occurred during the reporting period.

Risk management

Framework

A strong governance and risk management framework that promotes lawful and ethical behaviour and organisational integrity is underpinned by key policies.

No critical concerns were communicated to the governance bodies during 2023. The process for communicating critical concerns to the relevant governance bodies are set out in our organisational policies and practices.



Aberdeen South Harbour

Official opening

On 22 September 2023, Her Royal Highness The Princess Royal officially opened Port of Aberdeen's transformational £420 million expansion project, catalysing a multi-billion pound economic and jobs boost for Scotland.

Already an economic powerhouse for the region, independent analysis forecast that when the expanded Port of Aberdeen reaches its full potential the port's Gross Value Added contribution will jump 60% to £2.4 billion and increase the number of jobs supported by 45% to an incredible 17,500.

More than 250 stakeholders attended the opening event on South Harbour's Dunnottar Quay which was marked with The Princess Royal unveiling a commemorative plaque and 'Octopode Accropode' structure which was specially designed and painted by local street artist, Craig Fisher.



"Port of Aberdeen's South Harbour will be a national asset of strategic significance to Scotland."

Shona Robison MSP
Deputy First Minister

"This is a staggering feat of British engineering excellence."

Andrew Bowie MP
Minister for Nuclear and Renewables

"This marks a huge step in the race for us to become a net zero economy."

David Whitehouse
CEO, OEUK

"The new infrastructure is a major step for the port in its energy transition journey."

Richard Ballantyne OBE
Chief Executive, British Ports Association

"This new facility is set to bring major opportunities."

Claire Mack
Chief Executive, Scottish Renewables

"This marks a very positive milestone for the future economy of Aberdeen."

Sir Ian Wood
Chairman of ETZ Ltd



South Harbour Fast Facts

- 1.5km of quayside
- Maximum depth of -14.8m (mean high water springs)
- Vessels up to 300m long
- 125,000sqm of flexible laydown area
- 165m channel width
- Tidally unrestricted

Going for growth

Unlocking the potential of the expanded port



Port of Aberdeen is targeting sustainable growth across a diverse range of sectors.

To achieve this, the port aims to consolidate its existing business, diversify and grow in key markets, capitalise on value adding opportunities and uphold its commitment to connecting its customers to what they need, where and when they need it.

“Port of Aberdeen was very flexible and provided a great service offering for Blue Tern’s port call.”

Benjamin Graff, Fred. Olsen Windcarrier



Oil & Gas

The port expansion has created large project areas adjacent to the quaysides which support construction and dive vessel activities, along with extended lay-ups and drilling rig maintenance activities.

Future opportunities:

Attracting larger ships which support the sector, such as floating production storage and offloading and heavy-lift vessels, to offset the forecast decline in platform supply vessel traffic.

Renewables

Port of Aberdeen is a world class hub for offshore wind marine logistics. The port currently supports two offshore windfarms with its operations and maintenance facilities and welcomed 700 renewable energy vessels, supporting projects such as Neart na Gaoithe, Seagreen, and Moray East / Moray West, in 2023.

Future opportunities:

Optimising South Harbour for floating offshore wind through a capital dredging initiative will position the port as a leading UK hub for assembly, integration, and tow-in, tow-out maintenance operations.

Decommissioning

South Harbour is one of the UK’s largest decommissioning facilities, with subsea flowlines, risers, concrete mattresses, and more regularly moving through the port.

Future opportunities:

Industry decommissioning activity levels are expected to remain high, with £2 billion a year forecast to be spent in the next decade. Port of Aberdeen is ideally positioned to attract more decommissioning activity to the region with a focus on subsea infrastructure.

General Cargo

Port of Aberdeen’s expansion has significantly increased its capacity and capability for general cargo. Timber and woodchip exports increased from 7,000 tonnes in 2022 to 150,000 tonnes in 2023, and the port is now a transshipment hub for international pipe shipments that were previously routed to Norway.

Future opportunities:

General cargo is Port of Aberdeen’s most significant opportunity for growth in the next five years, in areas such as scrap, timber, and pelagic fish. The development of the Waterloo train yard offers a sustainable alternative to move cargo from road to rail.



Cruise

The number of cruise calls to Aberdeen has grown by over 150% since 2022, with 58 scheduled for 2024. The port is welcoming a new size and scale of cruise ships, including the Costa Favolosa, a 290m long ship with a capacity exceeding 4,000 guests and crew.

Future opportunities:

Port of Aberdeen is gearing up to welcome over 100 cruise ships annually by 2027 and working with its regional partners to ensure all cruise guests have a memorable visit.



Property

Port of Aberdeen has a diverse property portfolio, providing accommodation for port users within its boundary, as well as investment returns from property let to other port-centric users outside the secure area. Letting continues to be in place for around 85% of the port's properties with active marketing of the few vacant opportunities available.

Future opportunities:

Divestment of some of the port's non-core investment properties has begun, with funds raised being employed to make improvements to retained properties, as well as offer new services to port users as required. Studies into remodelling the Regent Centre to support future renewable energy operators' requirements are underway. Discussing future development opportunities at Greg Ness with Aberdeen City Council and several prospective tenants is the primary focus in the immediate short term.

Innovation

Port of Aberdeen is increasingly a port-of-choice for maritime decarbonisation projects, working with government, industry, academia, and technology centres to tackle this pressing global challenge.

The port's involvement spans a wide array of both completed and active innovation projects aimed at reducing emissions:

- Installation of shore power facilities at Port of Aberdeen for Serco NorthLink's passenger ferries.
- Design and deliver Scotland's first large-scale landside and vessel-side shore power system.
- Build the world's first zero-emission electric service operation vessel.
- Develop and deploy a methanol conversion kit for a high horsepower marine internal combustion engine.
- Explore the feasibility of storing hydrogen underwater at South Harbour.
- Establish a green shipping corridor between Aberdeen and the Orkney and Shetland Islands, with hydrogen-powered autonomous ships being used to transport cargo.
- Develop a roadmap to decarbonise port operations at South Harbour.



Spotlight on Douglas Payne Dock Control Officer

Douglas joined Port of Aberdeen as a Dock Control Officer in 2016 and previously worked in port operations for a shipping agent and quayside logistics base.

“Even though I knew South Harbour was to be constructed when I started working here, if you'd told me that I'd be tying up 80-metre wide jack-up wind turbine construction vessels I would never have believed you! We are growing our skills and abilities to match size and scope of vessels that can utilise the port. It's an exciting time to work at Port of Aberdeen!”

Environment in focus

Bold ambition, industry leading strategy



In April 2023, Port of Aberdeen launched its net zero strategy, with the bold ambition to become the UK's first net zero port by 2040, backed by up to £55 million of investment over the next 10 years.

Aberdeen is the only UK port to take accountability for scope 3 emissions from client vessels in its efforts to reach net zero. This is a significant challenge with no single solution, but as one of the UK's busiest ports, and at the heart of a major energy hub, Port of Aberdeen believes it can deliver.

What's clear is that close public and private sector partnership, investment, and alignment is required to deliver this transformational change.



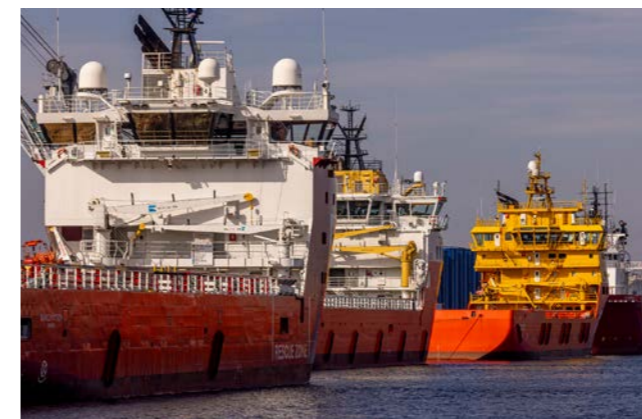
Reducing the port's emissions

Port of Aberdeen is taking sustained action to reduce the impact of its operations on the environment. A key initiative has been a significant investment in the renewable fuel, hydrotreated vegetable oil (HVO), which now powers port vehicles, vessels, and equipment instead of diesel. The port also continued its progress towards electrification by acquiring two new electric vehicles (EV), increasing the number of charging points, and launching an EV salary sacrifice scheme to all employees.



Biosecurity management

The presence of invasive non-native species (INNS) presents a risk to both the environment and port operations. Collaborating with the Scottish Government's Marine Directorate, the port has embarked on a project to identify and monitor non-native species within its waters. The project is collecting water samples for eDNA analysis to establish a baseline for INNS presence and support the implementation of a biosecurity management plan.



Sustainable shore power

More than 70% of the port's emissions are generated from vessels at berth and shore power is considered the leading option to tackle this issue. Multiple projects with public and private sector partners are ongoing to provide shore power at nine berths in Port of Aberdeen.

Sercio NorthLink passenger ferries:

The MV Hrossey and MV Hjaltland ferries have been converted to accept shore power and will 'plug-in' to a clean electrical power source, through the port's renewable energy tariff, while berthed in Aberdeen from Q1 2025. The new infrastructure will mitigate 1,300 tonnes of CO2 annually, the equivalent of almost 24 tankers of marine gas oil.

Shore Power in Operation:

The ZEVI partnership will design and deliver the first large-scale landside and vessel-side shore power system in Scotland by Q1 2025. The demonstrator project will cut vessel emissions at the berths by more than 80% compared with burning marine fuel and save in excess of 60,000 tonnes of CO2 equivalent over the next 20 years.



Spotlight on
Belle Sierina
Environmental Manager

Belle joined the port in March 2023 and holds the pivotal role of overseeing the daily environmental operations across the port while leading its ambitious net zero strategy.

"My role at Port of Aberdeen is to drive our efforts in reducing greenhouse gas emissions across our business and services by implementing sustainability initiatives. I am most excited to work towards our ambitious target to be the first UK port to achieve net zero by 2040!"

Emissions analysis

Scoping our carbon footprint



Port of Aberdeen's Scope 1 (port fuel), Scope 2 (port electricity) and Scope 3 (indirect emissions) have been independently verified.

In 2023, the port's carbon footprint totalled 70,919.4 tonnes of carbon dioxide equivalent (tCO₂e).

Port of Aberdeen 2023 Carbon Footprint

Scope	Emissions Source	tCO ₂ e
Scope 1		498.2
	Company vehicles (fuel use)	19.8
	Equipment / machinery, including company vessels (fuel use)	211.9
	Gas	256
	F Gas	10.4
Scope 2		449.9
	Electricity	449.9
Scope 3		69,971.3
	Business travel	11.6
	Employee commute	136.6
	WFH	7.5
	Water	1.3
	Waste	8.6
	Leased assets	1215.7
	Vessel emissions	68590.1

Scope 1 and Scope 2

Port of Aberdeen's Scope 1 emissions totalled 498.2 tCO₂e in 2023 and Scope 2 emissions totalled 449.9 tCO₂e.

- Scope 1: Gas was the largest contributor of emissions, with the implementation of HVO for company vehicles, machinery, and vessels significantly reducing the port's emissions from fuel consumption.
- Scope 2: The port purchased 2,170 MWh of electricity in 2023, leading to a significant increase in its Scope 2 emissions, primarily due to the operations at the new South Harbour.

The emissions analysis demonstrates a 24% reduction in Scope 1 and Scope 2 emissions from port operations compared with 2022, and a 39% reduction compared with 2020.

Port of Aberdeen is on track to achieve net zero in Scope 1 and Scope 2 by 2035.

Scope 3 emissions

Scope 3 emissions are those for which the port is indirectly responsible and in 2023 this totalled 69,971.3 tCO₂e.

Emissions from Scope 3 account for 98.6% of the port's emissions within the reporting period, and 97% of emissions come from visiting vessels.

By considering the visiting vessels emissions in Scope 3, Port of Aberdeen is not only seen as accountable but also encourages stakeholders to adopt their own net zero strategies.

Intensity ratios are a way of defining annual emissions data in relation to an appropriate business metric as this allows comparison of emission performance over time. Port of Aberdeen's carbon reporting measures kg of CO₂e per vessel tonnage handled.

In 2023, the port recorded 1.61kg of CO₂e per vessel tonnage, a slight increase of 0.6kg on 2022 as larger vessels stayed for longer in the new South Harbour.

Port of Aberdeen is developing a roadmap to tackle Scope 3 emissions with its public and private sector partners, and its first shore power projects will deliver vessel emissions reductions from Q1 2025.

Port of Aberdeen is on track to achieve net zero in Scope 3 by 2040.

Health, safety, security, and quality

At the heart of what we do



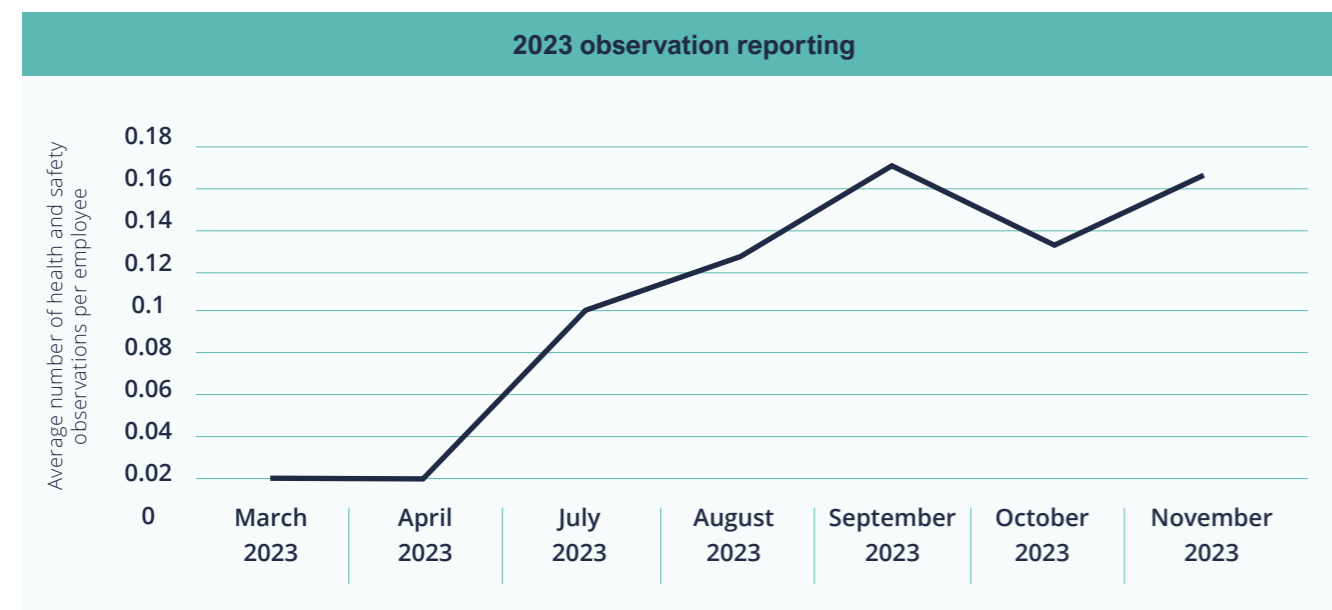
Health, safety, security, and quality are paramount at Port of Aberdeen. There is an expansive estate, around 20 vessels arriving every day, and round the clock operations involving a diverse range of port users, vessel owners and supply chain companies.

In 2023, there was a tragic fatal incident onboard a vessel and a cargo handler lost his life. There was one lost time injury to a Port of Aberdeen employee in the year. We learn from these incidents and share lessons learned to prevent a recurrence.

Moving forward, Port of Aberdeen is dedicated to developing a 'Zero Harm' culture. This involves engaging with all employees and external stakeholders to ensure a collective commitment to taking action beyond compliance.

Step change in safety reporting

Safety observations act as an early warning system, identifying potential hazards before they lead to incidents. In 2023, Port of Aberdeen experienced a significant increase in safety reports, with colleagues, especially those in operations, customers, and port users using the QR code or 'My Incidents' app to quickly report any safety issues. This effort showed a commitment to maintaining the highest standards and everyone playing their part in keeping people safe in the port.



South Harbour public open day

The South Harbour public open day represented a new operational challenge, managing the influx of more than 10,000 visitors and 500 vehicles to the new facility. This significant event offered the public insights into port operations, including the opportunity to board vessels. The event featured interactive exhibits, children's activities, stakeholder exhibitions, and street food catering. The event was delivered with no HSE incidents thanks to meticulous planning and execution by Port of Aberdeen's team and its contractors.

Collaboration is key

Effective collaboration is essential for enhancing safety and operational efficiency. Regular meetings with stakeholders, including Port Safety Group gatherings, are crucial for addressing safety issues and implementing preventative measures. This promotes a 'one team' approach, emphasising collective responsibility in maintaining a safe, sustainable, and efficient port environment.



Spotlight on

John Thomas
SHEQ Advisor

John joined Port of Aberdeen in March 2023 and has an important role managing safety, health, environment, and quality (SHEQ) initiatives which help to ensure the port operates at the highest standards.

"I take pride in our commitment to pioneering sustainable, safe, and environmentally conscious practices. Our focus extends beyond regulatory compliance, championing a culture of excellence where every action reflects safety and environmental stewardship."

Empowering our people

Supporting their development



It takes a dedicated and skilled workforce to keep Scotland's busiest port operating safely around the clock. From operations to IT, finance to marine, and everything in between, everyone at Port of Aberdeen has an important role to play.

One of the port's strategic priorities is to develop and invest in its people, so they are empowered with the values and capabilities to create prosperity for generations.

Helping our colleagues Thrive

Port of Aberdeen's Thrive Wellbeing Programme is a holistic initiative that focuses on four pillars of wellness: emotional, physical, social, and financial. Throughout the year, the port hosts a variety of activities, events, initiatives, and informative sessions which are aimed at supporting employees in enhancing overall wellbeing. In 2023 this included:

- Emotional Wellbeing: Guided mindfulness sessions and lunch and learns on nutrition for mental health.
- Physical: Health checks, gym classes, group walks, and nutrition seminars.
- Social: Community-based volunteer activities during the holiday season, such as assisting with community meals and festive gatherings.
- Financial: Seminars on financial wellbeing and communication about the launch of a salary sacrifice EV scheme.



Spotlight on

Jill Gall
PA to CEO

Jill has been with Port of Aberdeen for 10 years and her role as PA to the CEO is fast-paced and varied.

"I found the Thrive mindfulness session very beneficial and have continued to use some of the exercises on a daily basis. I feel it's a real bonus that we have the opportunity to take part in things like this at work and I am proud to be part of an organisation that invests in their employee's well-being."



Developing our leaders

Building on the Management Development Programme run in 2022 for Line Managers, the Functional Leadership Team (FLT) was formed in 2023. The team consists of 13 managers who provide operational expertise and knowledge in their functional areas to support Port of Aberdeen's strategic priorities. Teambuilding and facilitated discussions about their role and impact have helped the FLT to grow and develop together.



Spotlight on

Bruce Clark
Maintenance Manager

Bruce has been with Port of Aberdeen for three years, leading the teams of Maintenance Engineers, Electrical Technicians and Maintenance Operatives responsible for maintaining the port facilities and assets.

"Our new FLT team offer the Executive Leadership Team our experience and support to shape the future of the business. The journey has had its challenges but with a change of direction in the training, together with the new faces who have arrived, we have assembled what is now an incredible team of exciting talent."

Opportunities to progress

The port continues to develop its internal talent and create opportunities for employees to upskill, cross-skill and move around the organisation. This approach has many benefits, including engagement and retention, fosters career growth, encourages a fluid workforce, and breaks down silos between departments. Last year, nine colleagues were appointed to internal roles or promoted.



Spotlight on

Andre Azuz
Operational Technology (OT) Engineer

Andre joined the port in August 2023 as a Maintenance Database Engineer intern and transitioned to OT Engineer. With the guidance of an IT Engineer mentor, Andre enhanced his skills in the areas where he lacked qualifications.

"I started my new role in 2024 and my responsibilities have significantly expanded. I'm happy to have joined Port of Aberdeen at the peak of its modernisation and be at the forefront of the challenges that come with it."

Delivering community benefits

Positive local impact



With a clear purpose to ‘create prosperity for generations,’ building and maintaining positive relationships with the local community is fundamental to the success of Port of Aberdeen.

Over the past two years, the port has ramped up its community engagement efforts and trebled its corporate social responsibility funding, including the creation of strategic, multi-year partnerships with four Aberdeen based charities.

Improving physical health and wellbeing

Regular physical activity is one of the most important things a person can do for their health and wellbeing. Port of Aberdeen supported the partnership between Robert Gordon University (RGU) and the Old Torry Community Centre to provide free, student-led physiotherapy classes for local residents aged over 55.

The funding allowed RGU to expand the classes in Torry, with nearly 70 different people attending each week, extend the classes into Garthdee and deliver 160 hours of classes over 12 months. The positive impact of the partnership led Port of Aberdeen to continue its support for the classes into 2024.

“It not only lifts the body; it lifts the spirit and the mind.”

RGU Torry physiotherapy participant

Community engagement

Engaging with the local community is fundamental to being a responsible Trust Port. More than 10,000 people visited South Harbour on the official opening weekend, taking the unique opportunity to walk the quayside, board vessels, and visit exhibitions from key port stakeholders. Community Q&A sessions, quayside tours, school visits, and the port’s AGM gave the local community opportunities to find out more about the port and quiz the executive team on future plans.



STEM sessions

As society innovates and technology advances, the importance of inspiring the next generation into Science, Technology, Engineering and Maths (STEM) careers continues to grow. Port of Aberdeen partnered with Aberdeen Science Centre to expand its capacity for delivering STEM community engagement sessions.

Between May 2023 and March 2024, 181 children and 85 adults attended 12 community sessions which explored chemical reactions, discovering geology, and overcoming engineering challenges. The sessions increased attendees’ STEM skills and knowledge, while building social skills in teamwork, communication, and problem solving.

100% of participants

are more likely to engage in STEM activities in the future

98% of participants

said science was the favourite thing about the session

100% of participants

enjoyed their experience



Spotlight on

Barry Ross
Pilot Cutter Deckhand

Barry joined Port of Aberdeen in February 2021 as Deckhand on the pilot cutter and currently works as Relief Coxswain / Deckhand.

Outside of work, Barry co-runs The Kickabout Aberdeen which is a charity that supports men with mental health and well-being issues through football.

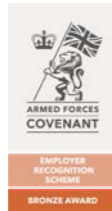
“TKA is community based and we have members from all over the city who come together to have our kickabouts. The port are our new kit sponsor and has been great in providing support and involvement which I can’t thank them enough for.”

Membership, affiliations, and awards

Safety, sustainability and skills



EcoPorts



Armed Forces Covenant



Port Skills & Safety



Young Person's Guarantee

Awards



Construction Project of the Year
Trades Awards



Sustainability Award
British Ports Association



Business of the Year
Northern Star Business Awards

2023 ESG data

BUSINESS	
Commodity handled (tonnes)	29,522,591
GOVERNANCE	
ISO accreditation (9001, 14001, 45001) % port locations	100%
EMPLOYEE SAFETY	
Total recordable incident rate (TRIR)	0.93
Senior management SHEQ tours	24
Hazard observations raised	253
ENVIRONMENTAL	
GHG; Scope 1 (tCO ₂ e)	498.2
GHG; Scope 2 (tCO ₂ e)	449.9
GHG; Scope 3 (tCO ₂ e)	69,971.3
GHG; per vessel tonnage (tCO ₂ e)	1.61
Electric vehicles; % of vehicle fleet (available / on-order)	53%
Transition from diesel to HVO; (L)	34,204
Non-renewable electricity purchased; (MWh)	2,170
Net zero steering group meetings	4
EMPLOYMENT	
Number of employees	112
DIVERSITY & INCLUSION	
Employees with a flexible working arrangement	32
TRAINING	
Training events	95
Average spend per employee	£900
EARLY CAREERS DEVELOPMENT	
Early career opportunities (intern / foundation apprentice)	4
Career events	8
PAY & BENEFITS	
Employees paid real living wage	100%
Armed Forces Covenant	Bronze Award
HEALTH WELLBEING & SOCIAL	
Health surveillance	100%
COMMUNICATION & ENGAGEMENT	
Port of Aberdeen HSE awards	April 2023
Engagement forums (e.g., port safety, commercial)	7
Community engagement event attendees	10,286



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