Northern Lighthouse Board	Document No	RI-POL-02
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Title	NLB Corporate Sustainability Policy	
Document Owner	McBrier, James	Next Review	06/08/2027

NLB are committed to ensuring sustainability within all aspects of our operational service delivery. This is geared towards meeting the needs of current stakeholders and interested parties without compromising NLB's ability to meet the needs of future generations. NLB will work across all aspects of our service delivery to effectively manage their triple bottom line across the three pillars of sustainability covering:

People: Societal Impact (Social & Human);

- Safety and wellbeing of employees, contractors and 3rd parties (including mariners) (Supported by ISO 45001)
- Security of personal data from cyber-crime (Supported by ISO 27001)
- Employee satisfaction and engagement including flexible work patterns (hybrid working) and family friendly policies. (Supported by ISO 45001)
- Inclusion and diversity
- Employee skills and capabilities including STEM outreach initiatives
- Recruitment and retention of talent in remote locations
- Investment into communities and charitable causes and exploiting NLB Heritage to support tourism opportunities;
- Awareness and commitment of employees to always do the right thing within the parameters and scope of NLB operations.

Prudence & Protection: Economic Impact (Finance and Cost Effectiveness);

- Long term view of care, maintenance and investment into NLB Assets (Supported by ISO 9001)
- Compliance with financial and taxation laws;
- Investment to sustain employment
- Encourage commercial growth with partnerships across regions, governments and other GLAs
- Working with supply chain and collaboration with industry to enhance future economy with lifecycle thinking; (Supported by ISO 14001)
- Innovate and research to develop opportunities and adapt for the future
- Support development of offshore and aquaculture industries, cruise destinations and safe movement of trade and;
- Managing risk with shared GLA contracts and insurances.

Planet: Environmental Impact (compliance and effective environmental stewardship).

- Understand NLB impact, GHG emissions, management of our energy inputs, aiming for zero carbon emissions
- Meeting and exceeding compliance to GGC and sharing best practices to encourage others to set improvement targets; (Supported by ISO 14001)

- Protection of environment, biodiversity and using appropriate biosecurity measures to minimise risk of causing harm; (Supported by ISO 14001)
- Minimising emissions to air, land and water (Supported by ISO 14001)
- Recognising the environmental footprint in tCO2e emissions created from our operations and projects; (Supported by ISO 14001)
- Recognising future requirements for our energy consumption, consideration of most appropriate fuels from renewable sources (solar, wind) at AtoNs, to least impactful fuel sources for our new vessels, aviation contracts and vehicle fleet. (Supported by ISO 14001)
- Using behaviours to manage our resources, from sustainable purchasing, to most efficient methods and processes; (Supported by ISO 14001)
- Using circular economy to reduce our raw material resource consumption and minimising our wastage at all times. (Supported by ISO 14001)
- Manage our use of water, including rainwater harvesting where appropriate; (Supported by ISO 14001)
- Measure ourselves in terms of our overall environmental and sustainable performance both in line with government mandatory requirements, but also in terms of NLB commitment to 'do the right thing'.
- Traveling in more sustainable manner; using EV and public transport where appropriate; reducing flights; planning journeys and work activities to minimise fuel consumption and the associated emissions; and
- Always thinking ahead to be resilient to change; and to the impacts and risks associated with climate change.

Mission Vision and Values

To this end the following Strategic Framework has been established, approved and embedded within our key strategic documents:

- **Our mission:** To deliver in the most sustainable way practicable, a reliable, efficient, and cost-effective Aids to Navigation service for the benefit and safety of all Mariners.

- **Our Vision:** Utilise the expertise, innovation, commitment, and pride of our people to identify, develop and deploy Aids to Navigation (AtoN) services that are sustainable and meet the future requirements of vessels, their crews, and our wider stakeholders. This to ensure both the continued protection of lives, trade and the marine environment and that an effective response to the Climate Emergency is in place which helps ensure the long-term future of our planet.

- **Our values:** Safety, Pride, Integrity, Teamwork, Fairness, Innovation, Respect, Environment

One of our core aims is also to reduce the impact on the environment from our operations and to deliver our services in the most sustainable way practicable. In doing so, NLB has worked to incorporate their ISO Certificated Management Systems in a manner that supports the drive for continuous improvement within the three core pillars detailed above, in order to challenge the organisation to consistently strive towards the achievement of a balanced Triple Bottom Line.

Commitment

NLB is committed to taking all reasonably practicable steps to optimise our environmental stewardship in addressing the Climate Emergency by delivering against NLB's GGC Commitments and driving towards making NLB Net Carbon Zero and sustainable.

The Chief Executive has overall responsibility for policy formulation, development, and implementation. Additionally, NLB's Governance Board, Commissioners and Directors are also responsible for promoting and influencing this policy and will lead by example. All Line Managers have responsibility for implementing this policy via their associated departments.

NLB will ensure that all employees are informed about this policy and the arrangements for implementation. Environmental Performance Behaviours have been established within NLB's Performance Management System and the organisation will continue via this mechanism to consult with employees on the implementation of this policy and promote individual and departmental responsibilities and training, to ensure that NLB's Strategic Focus can be fulfilled as identified within NLB's Corporate Plan. Staff suggestions on how NLB can improve its sustainability performance are also promoted and encouraged.

NLB will assume an integrated approach to addressing environmental aspects and impacts and support sustainable development by controlling and influencing the way products and services are planned, designed, and delivered by considering full lifecycle impact. Together this will contribute to the prevention of unintended negative environmental impact, from any of our operational activities.

Legislation

NLB will liaise and co-operate with the appropriate authorities and comply with the relevant legislation, including the continued delivery of our Greening Government Commitments. NLB will seek to continually improve upon minimum legal requirements and our overall sustainability performance via implementation of best practice in line with published KPIs. NLB will align its sustainable development goals with our management processes defined within the context of our Business Management System that is certificated to ISO 9001, 14001, 45001 & 27001.

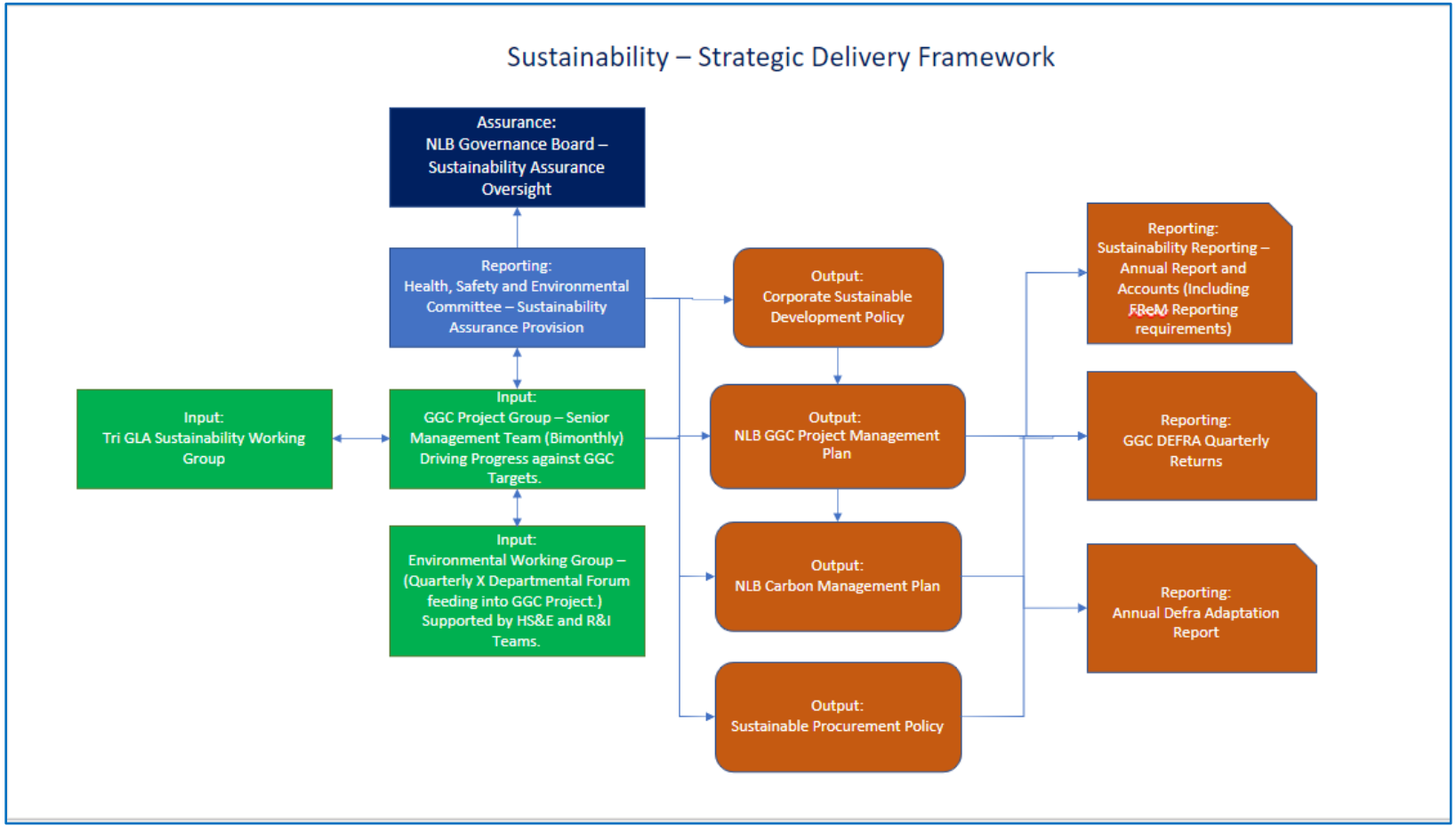
Reporting

NLB will report carbon emissions performance to the Department for Transport via the 'Greening Government Commitments' (GGC) associated targets. In addition, we will continually assess the environmental impacts of our operations and set objectives and targets to improve our environmental performance. We will regularly review and report against these targets in line with the requirements of the Government Financial Reporting Manual and Sustainability Reporting Guidelines.

Chief Executive Signature _____

06 August 2025

Date _____


Sustainability – Strategic Delivery Framework
Assurance:
NLB Governance Board – Sustainability Assurance Oversight
Reporting:
Health, Safety and Environmental Committee – Sustainability Assurance Provision
Input:
Tri GLA Sustainability Working Group
Input:
GGC Project Group – Senior Management Team (Bimonthly) Driving Progress against GGC Targets.
Input:
Environmental Working Group – (Quarterly X Departmental Forum feeding into GGC Project.) Supported by HS&E and R&I Teams.
Output:
Corporate Sustainable Development Policy
Output:
NLB GGC Project Management Plan
Output:
NLB Carbon Management Plan
Output:
Sustainable Procurement Policy
Reporting:
Sustainability Reporting – Annual Report and Accounts (Including FReM Reporting requirements)
Reporting:
GGC DEFRA Quarterly Returns
Reporting:
Annual Defra Adaptation Report