

# LEAVING A CLEAN WAKE

Sustainability Report 2024

Produced by **Williams Marine Group** | June 2025



# WELCOME

to our Sustainability Report 2024

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# DIRECTORS NOTE

## A note from founders John & Mat Hornsby.

The last year will be remembered for a long time as we marked our 20th anniversary as a company. We launched our first Annual Sustainability Report which was a key step in measuring and communicating our sustainability progress.

It's always nice to receive accolades for your endeavours, and in 2024 we were awarded the King's Award for Enterprise in the International Trade category. This highly coveted award follows the previous Queens Award we won back in 2010, and is a testament to the entire team's hard work.

At the IBI Boat Builder Awards, held alongside the MET-STRADE show in Amsterdam, Williams won 'Sustainability Project of the Year' for their multi-faceted efforts to reduce its environmental impact. A key contributing factor was our inaugural Annual Sustainability Report, so we're delighted to be back with another version this year.

What we have achieved couldn't be done by a few individuals, it takes a team of hugely skilled and driven people.

The future is bright for Williams going forward, as we launched a new superyacht tender brand, Evene, in 2025.

Sustainability and a commitment to change is a key part of our brands identity. We want to produce the best boats we possibly can, but we also want to change how things are done for the better.

***We are evolving boat building practices to craft better boats, using better techniques and better materials.***

True revolution takes time, but our pioneering spirit and acknowledgement of our changing world means the future of Williams and its place within the marine sector is extremely promising.



**John Hornsby**  
Technical Director



**Mathew Hornsby**  
Commercial Director



# OUR STORY SO FAR...

Ours is a story of game-changing **passion**, unrivalled expertise, **innovation** and craftsmanship.

Our vision is focused on creating an exceptional culture and environment capable of delivering **quality** that is second to none, resulting in unforgettable experiences for our customers, and a brighter future for our planet.



Like all the best stories, it starts in a shed, with the first boat built by founders Mat & John in 1996 named 'Jade'.



Now the world's leading jet tender manufacturer with the MiniJet, TurboJet, SportJet, DieselJet, SOLAS & EvoJet ranges.



Following the Queens Award Williams received back in 2013, they returned to be awarded the King's Award in 2024.



2024 saw Williams launch their first fully-electric tender at Cannes and Monaco Yacht Show.



Switching to jet-powered RIB's in 2002 and with the help of Roy Parker, Williams started transforming the industry.



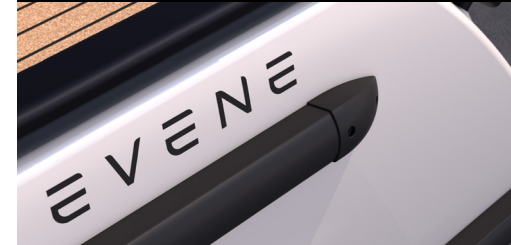
In 2021, Williams reached another milestone as they launched their 10,000th tender to the market.



November 2024 saw Williams win 'Sustainability Project of the Year' at the IBI Boat Builder Awards.



The pioneering spirit continues as Williams launch a revolutionary new superyacht tender brand, Evene Tenders.



# THIS REPORT

The Williams Marine Group Sustainability Report covers the period from 1 January to 31st December 2024.

As well as detailing our vision and sustainability strategy, we outline our impact across our three pillars – people, place and product.

Williams aims to provide honest and transparent data and reporting on our sustainability performance. We endeavor to follow best practices and follow globally recognised standards in emissions measurement.

Going forward, we will listen to feedback from customers, dealers, suppliers and other stakeholders to continuously improve our processes and standards where possible.

To stay up to date with our sustainability strategy, please visit our websites:

[williamsjettenders.com/sustainability/](https://williamsjettenders.com/sustainability/)

[evenetenders.com/responsibility/](https://evenetenders.com/responsibility/)

## Landscape of the Marine Industry

In a world of ever decreasing natural resources, the marine industry needs to take responsibility for the environmental impacts of its products. The planet is facing a climate emergency, nature is in trouble and large swathes of the population are being left behind.

The last five years have been the hottest since records began (Feb 2019) [12]

Sea levels are rising at the fastest rate in 3000 years [13]

More than 800 million people are already vulnerable to climate change impacts (droughts, floods, extreme weather events) [14]

The impacts of climate change could cost businesses USD \$1 Trillion in the next five years [15]

Global wildlife populations have declined by 60% in the last 40 years due to human pressures [16]

Eight million tonnes of plastic enter the oceans annually, unless action is taken, it is estimated there will be more plastic than fish in our oceans by 2050 [17]

# OUR MISSION

Williams products give people the ability to experience the most diverse, remote and exclusive marine environments in the world, these environments need protecting.

The carbon footprint of using and creating Williams products, has up until now, had a negative impact on the exact environments our product allows you to so easily enjoy. At a time when climate change poses ever greater challenges, Williams is focused on finding sustainable ways for people to experience the earth's oceans.

Williams Marine Group has a responsibility to instigate and drive change to ensure our environmental impact is dramatically reduced. This is currently a choice we are making, but external pressure from changing government legislation and shifting consumer demand will soon become the biggest driving factor in the need to adapt our business.

**Our vision is to move towards a climate positive business footprint, built using environmentally friendly materials, powered by zero emission propulsion systems.**

Williams selected 4 Sustainable Development Goals to provide a strategic framework for our sustainable actions.

**9 INDUSTRY, INNOVATION AND INFRASTRUCTURE**

**12 RESPONSIBLE CONSUMPTION AND PRODUCTION**

**13 CLIMATE ACTION**

**14 LIFE BELOW WATER**

# REPORT HIGHLIGHTS

up to **97%**

less net CO2e with HVO used in all diesel boats & fleet vehicles (compared to standard diesel)\*



**King's Award**  
for Enterprise  
(International Trade)

\*Based on DEFRA's Condensed Set of GHG calculations 2023. We are aware that CO2 emissions vary with feedstock and are working with our fuel partners to better understand impact



Bee Hives installed to improve the ecosystem surrounding the Williams factory

**6,000**

litre HVO tank installed on-site.

**270,856**  
kg CO2e

scope 1 & 2 total carbon emissions in 2024



Sustainability Project of the Year 2024



Apprentice of the Year 2024



Department for Education

National Apprentice of the Year 2024

Sustainable Product Developments

**Zero**  
Emission Propulsion

**Cork**  
Decking

**Eco**  
Upholstery

**Hull**  
Efficiency



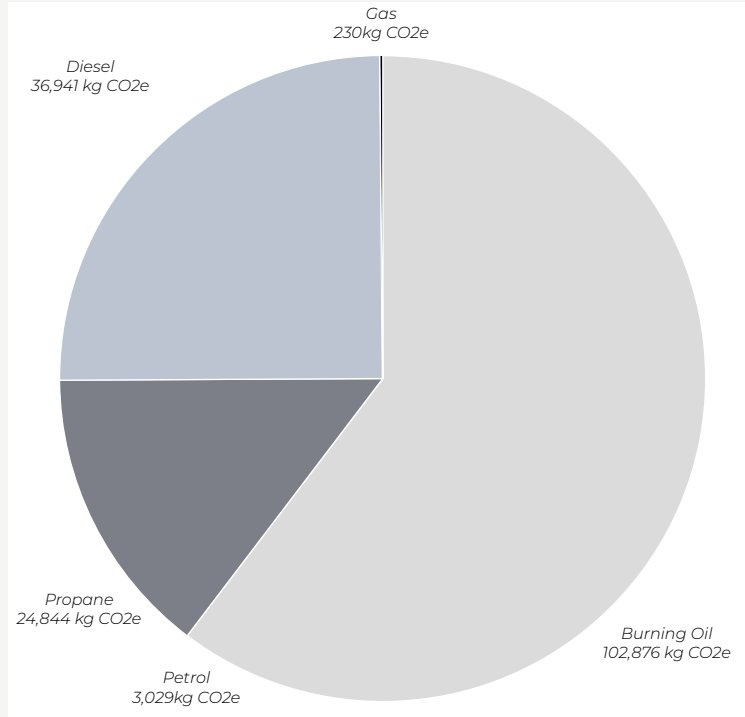
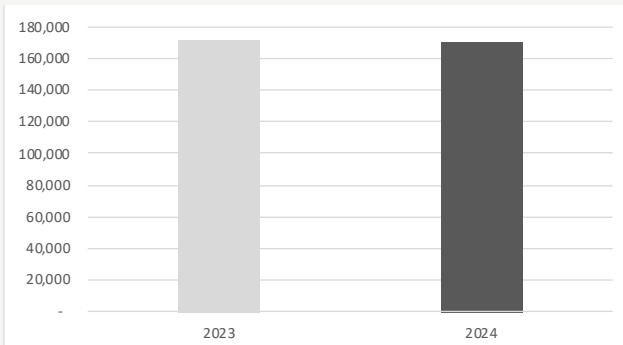
# GHG AUDIT SCOPE 1

## COMPANY FACILITIES & VEHICLES (DIRECT EMISSIONS)

We calculated the total volumes of fuels used across our estate to understand their environmental impact.

In 2024, we used burning oil in our boilers, gas for heating and propane in our forklifts, as well as diesel for our fleet vehicles and some production test boats, totalling just over 72,887 litres of fuel. This equates to 167,920 kgCO<sub>2</sub>e of carbon emissions, or the equivalent of 167 return passenger flights from London to New York.

We have carried out estate upgrades in 2025 such as a 6000L HVO tank installation to allow greater use of HVO in our vehicles as part of our decarbonisation plans.



	2023	2024
Scope 1 Carbon Emissions	171,493 kg CO <sub>2</sub> e	167,920 kg CO <sub>2</sub> e



# GHG AUDIT SCOPE 2

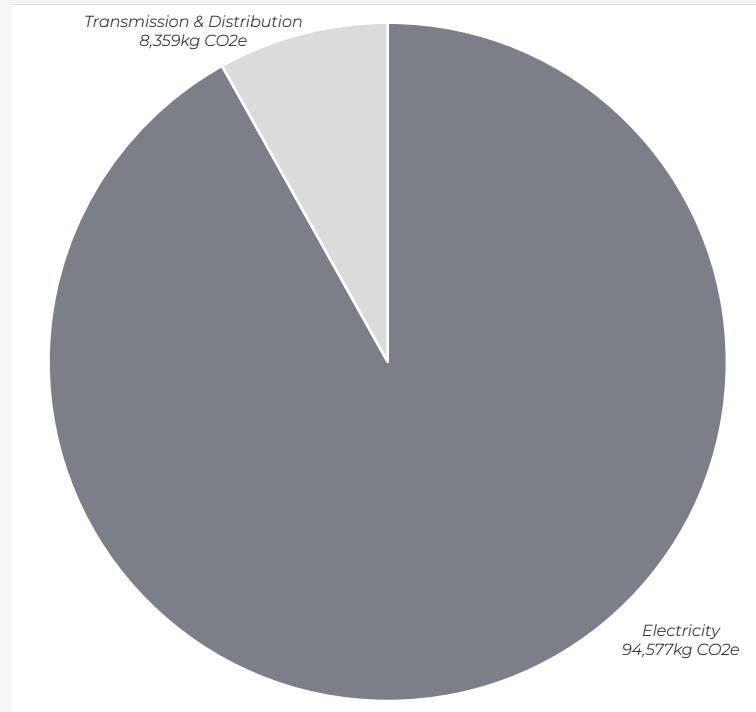
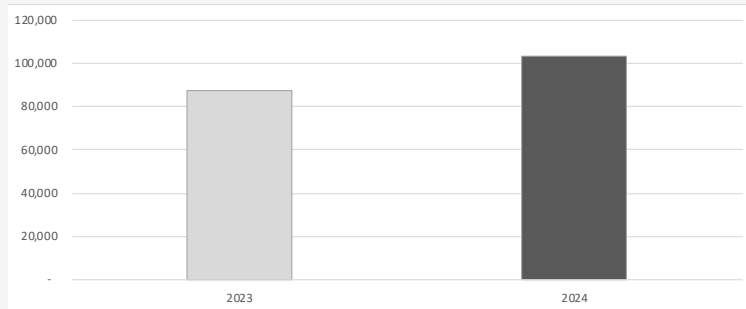
## PURCHASED ELECTRICITY (INDIRECT EMISSIONS)

We calculated the total amount of kilowatt hours (kWh) across our estate, including our main production facility and storage areas.

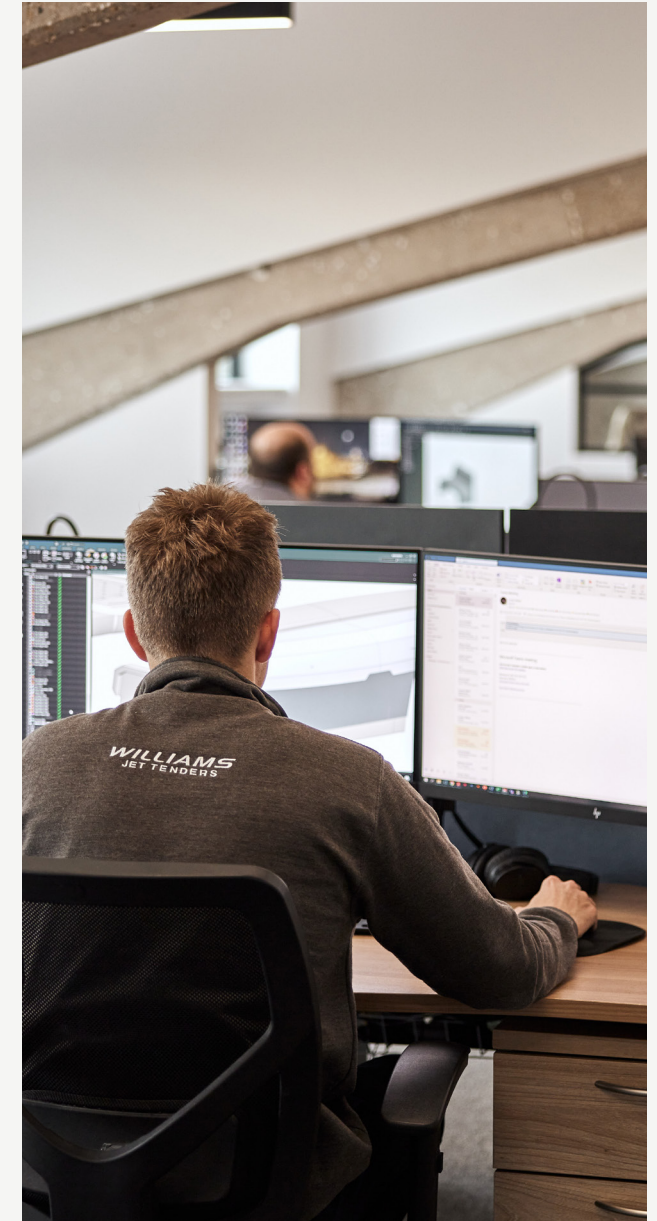
We found we used 456,784 kWh equating to 102,936 kgCO<sub>2</sub>e of carbon emissions during 2024 or 102 return passenger flights from London to New York.

We will continue to purchase our energy from renewable or carbon neutral sources.

We plan to develop and implement more energy efficiency projects across our estate, with the aim of reducing our energy use where possible.



	2023	2024
Scope 2 Carbon Emissions	87,047 kg CO <sub>2</sub> e	102,936 kg CO <sub>2</sub> e

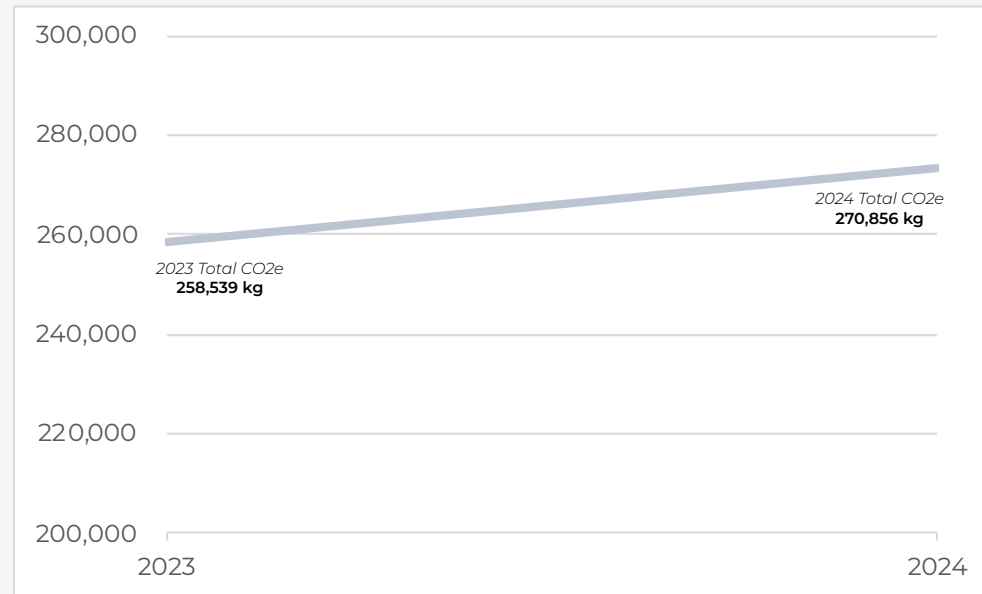


# GHG AUDIT SCOPE 1 & 2

## TOTAL EMISSIONS

In 2024, Williams Marine Group total emissions from scope 1 and 2 was 270,856 kgCO<sub>2</sub>e, which is the equivalent of 270 return passenger flights from London to New York.

As we shift towards more in-house composite mouldings and maximise our own logistics capabilities (rather than using 3rd parties for local collections and deliveries), we understand this will increase our own scope 1 & 2 emissions.



	2023	2024
Scope 1 & 2 Carbon Emissions	258,539 kg CO <sub>2</sub> e	270,856 kg CO <sub>2</sub> e



# ESTATE UPGRADES

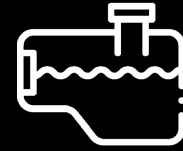
Over the last 20 years, Williams has continued to grow and expand at a steady rate.

With 137 employees\*, Williams recently invested in its Oxfordshire-based HQ, resulting in new canteen & breakout facilities for production staff.

Whilst undergoing building renovation and improvements, Williams have managed to introduce significant sustainability upgrades throughout.

Our cycle to work scheme has also seen an increase in uptake in 2024.

\*Financial year ending 31/12/2023



HVO TANK INSTALLATION



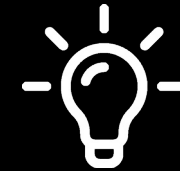
WASTE MANAGEMENT SYSTEMS



VENDOR MANAGED INVENTORY SYSTEM (BUFAB)



CYCLE TO WORK SCHEME



LED LIGHTING



BEE HIVES INSTALLED TO IMPROVE LOCAL ECO-SYSTEM



SWITCH TO ECO-CONSUMABLES



BOAT EV CHARGING INFRASTRUCTURE



HEATING AUDIT

# WASTE MANAGEMENT

Williams has introduced a waste management policy which incorporates the whole business at the main factory in Berinsfield, as well as the storage warehouse in Abingdon and Garford.

We accept that waste is generated as part of our business but the purpose of this policy is to ensure correct and proper management. From upstream activities including our supply chain, staff at our factory and warehouse through to production process, and downstream activities to the point of sale of our products.

As well as upholding a safe and clean working environment for staff and the surrounding community, Williams promotes sustainable working practices throughout the tender building process, by the correct management and disposal of waste.

The company encourages staff to focus on reducing waste whenever possible, and our non-recyclable waste was reduced from 107,629kg in 2023 to 84,805kg in 2024. Our recyclable waste also reduced from 19,600kg in 2023 to 18,367 in 2024.





# LIFE CYCLE ANALYSIS

We are just starting out on the journey to transform our business to one which leaves a clean wake. We are committed to doing things the right way. Our quest for perfection in all we do means that there can be no shortcuts.

This is why we initiated, in 2021, a detailed environmental assessment of our complete product range – starting with the TurboJet325 – to really understand the complete environmental impacts of our boats.

We have completed the Life Cycle Assessment for 2 of our products, TurboJet 325 and DieselJet 415, and plan to continue this journey over the coming years. Please view the report [2] for the TurboJet 325 by visiting:

[williamsjettenders.com/sustainability](https://williamsjettenders.com/sustainability)

In 2023, we reviewed our LCA approach and methodology, based on the latest guidance and data from our production builds. In time, we plan to publish LCA data to enable our dealerships and customers to understand the carbon footprint of our products better.



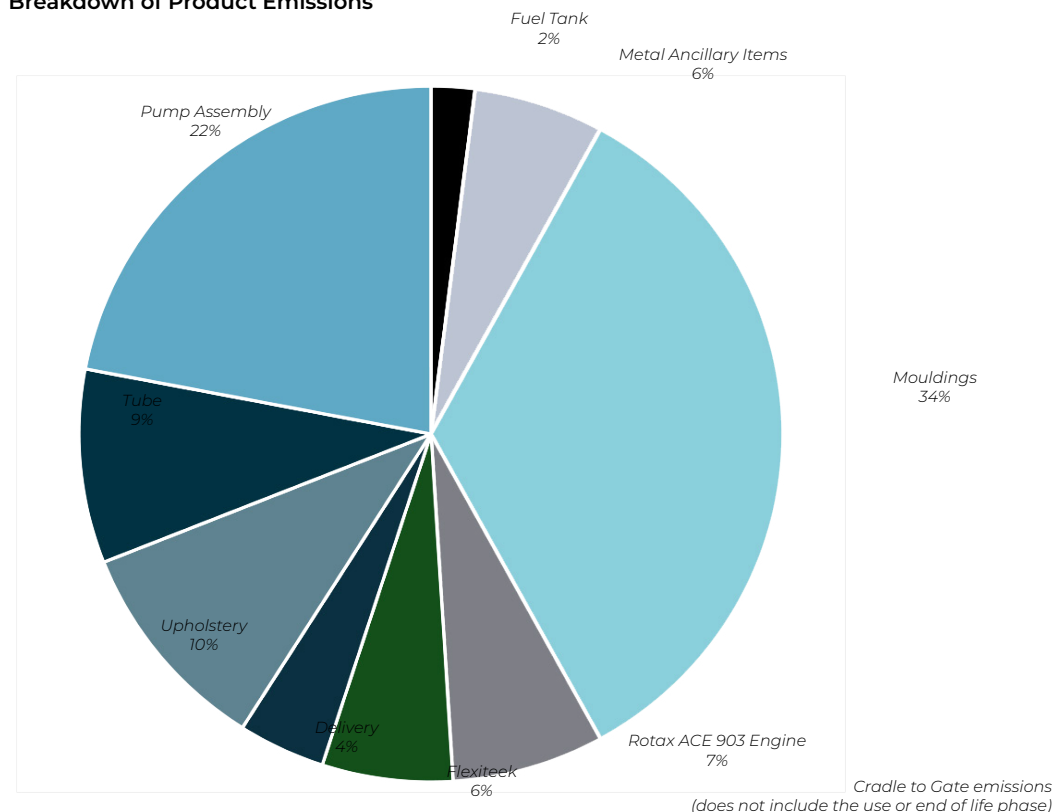
This is our baseline emissions LCA data from our first Turbojet 325 study in 2021, it provides a useful framework demonstrating the emissions associated with the main parts of the boat building process.

This allowed us to understand our carbon hotspots and focus reduction efforts in these areas.

Just over a third (34.13%) is attributable to the composite mouldings with the cast aluminium jet pump assembly just over one-fifth of the total (22.33%).

The tube and upholstery are each about one-tenth of the total (9.28% and 10.33% respectively) with the remainder made up of the engine (7.20%), flexi-teak decking (5.41%), delivery to customer (3.82%), metal fittings (6.00%) and fuel tank (1.49%) [2].

## Breakdown of Product Emissions



# USE OF TENDERS

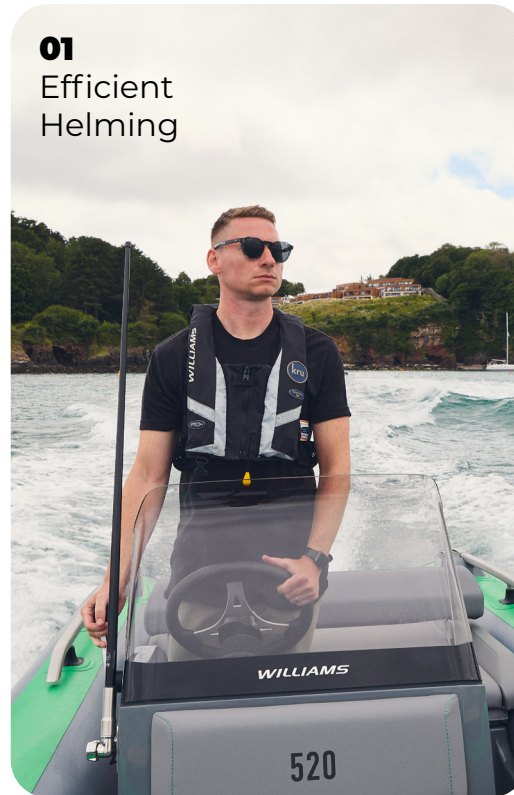
Owning a Williams is a joy.

It opens even greater use of your main craft, allowing exploration of small coves, anchorages, and trips ashore, Williams is making every effort through their Sustainability Roadmap to produce your tender with a low environmental impact in the design, production, delivery, and even the end of life of the tender.

At some point you may wish to sell or trade your tender, or after many years faithful service it may have reached the end of its life, all the steps here will ensure that it remains in tip top condition whilst in your ownership and that will make any part of that process much easier.

As an owner you can make small changes in your daily use to lessen your environmental impact on the marine world that brings us all together.

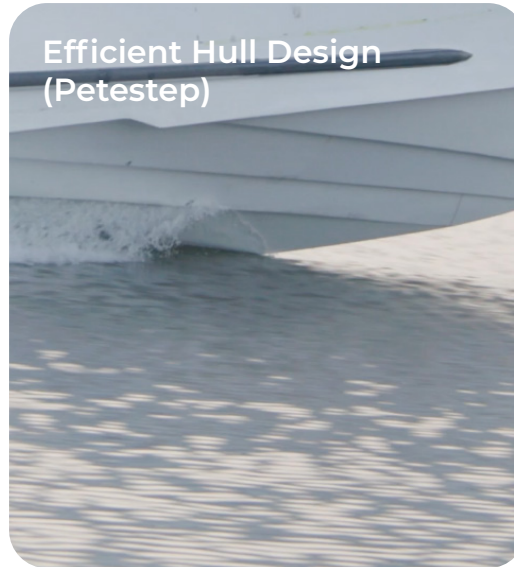
View our Sustainable Use of Tender summary [3] at [williamsjettenders.com/sustainability](https://williamsjettenders.com/sustainability)



# R & D

We are on a journey to transform our business to one which leaves a cleaner wake. Our vision is to move towards a climate positive business footprint.

Here are some of the R&D projects which are already underway to lessen the impact of our tenders.



# ZERO-EMISSION PROPULSION

In 2019, the EvoJet pushed the boundaries of what's expected from a superyacht tender, but this wasn't the end... we were just getting started.

We embarked on a journey of discovery, and a mission to reduce emissions. A demonstration of innovation. A bolt from the blue.

In 2024, our most advanced and luxurious tender, the EvoJet, was electrified. A technology demonstrator designed to push the boundaries of what's possible, without compromising on the level of performance you'd expect from a Williams tender.

With a 58.5kWh battery and dry weight of 2,200kg, the Electric EvoJet 70e runs for a typical activity cycle of 56mins, and a charging time (CCS type 2) of 1 hour with DC fast charge.

We welcome OEM's to approach us with live projects for integrating an electric tender.

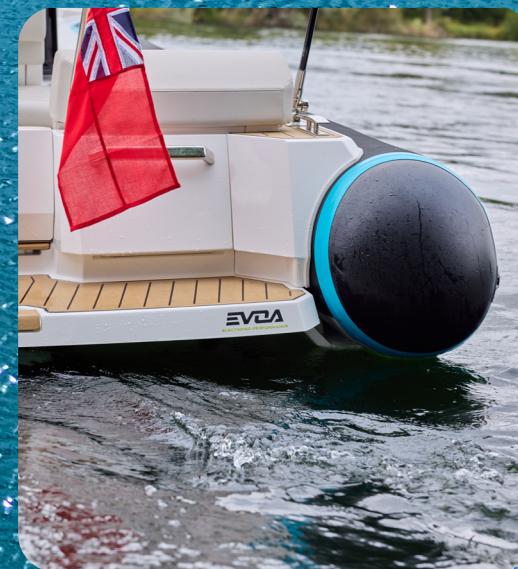
### TYPICAL ACTIVITY CYCLE

16% at  
37+mph



46% at  
25mph

38% at  
<10mph





# LIFE AT WILLIAMS

Established over 20 years ago, brothers and owners Mathew and John Hornsby are just as driven as ever to build the best boats they possibly can.

We've always had a passion for training people and creating an environment designed to promote collaboration and interaction both within and between our teams.

Benefits of life at Williams include **modern offices, employee assistance program, cycle to work scheme, social club & activities** and **training / development** opportunities.

At Williams we recognise the importance of mental health in our day to day lives, particularly in a fast-paced industry such as boat building. In 2024, we were delighted to introduce our own **Mental Health First Aider** to support and assist all employees who wished to seek guidance.



# APPRENTICE SCHEME



Being located away from the coast without a pool of skilled boat builders close by, Williams have always understood the importance of their apprenticeship scheme.

Since starting the boat building school in 2013, Williams select 1 or 2 apprentices a year to join their programme. We are proud to stand by our 100% retention rate for all apprentices, and look forward to welcoming more apprentices next year.

2024 was a particularly successful year for putting Williams on the map for its apprenticeship scheme thanks to apprentice, Anisha Roberts, who won the inaugural British Marine Apprentice of the Year, plus National Apprentice of the Year from the UK Government Department for Education.

*“From early on I could see it was an exciting company that was really going places, and I definitely wanted to be part of that.”*

Connor Wyatt | Design Engineer



ANISHA ROBERTS

British Marine Apprentice of the Year 2024



ANISHA ROBERTS

National Apprentice of the Year 2024

# QHSE

## Quality, Health & Safety, & Environmental

Embedded within our principles is a dedication to QHSE standards.

We focus on meeting and surpassing regulatory standards while continuously improving our processes to reinforce best practices.

Our intent is to foster a culture of accountability, transparency, and excellence across all facets of our organisation.

QHSE is at the centre of our operations and we have expanded our QHSE team in the last year.

In 2024, 72 business-wide risk assessments were generated, gaining Williams a broad understanding of workplace hazards and risks. By the end of Q1 2025, all employees were trained to them.

In 2024,

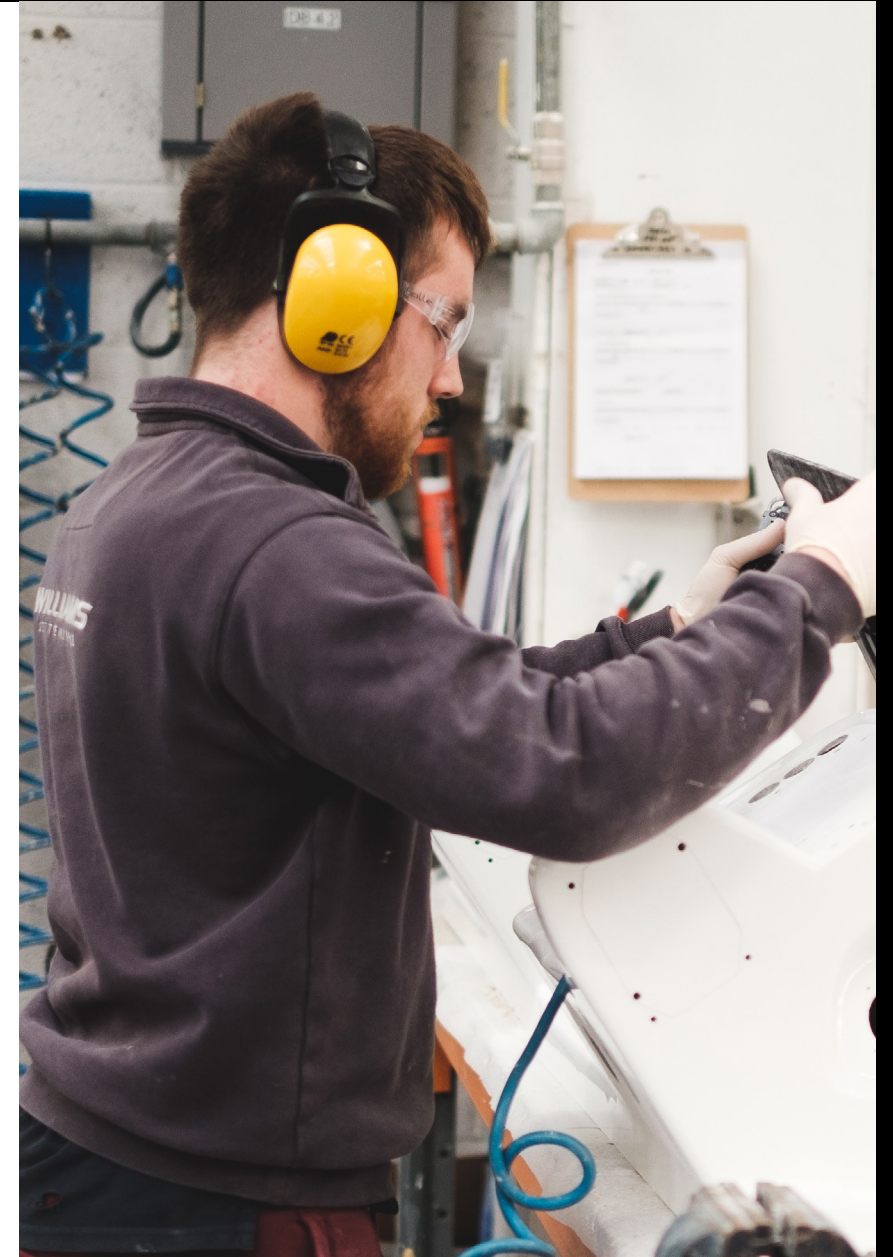
# 72

business-wide risk  
assessments were  
generated.

By

# Q1 2025

all employees were  
trained to these  
hazard awarenesses.



# SUPPLYCHAIN

## A lean & responsible supply chain

Williams strives to work with our supply and logistics providers to ensure their products and services constantly meet our high standards.

We understand this is a collaborative journey, but we expect our vision to deliver a brighter future for our planet is mirrored by our partners.

We welcome any industry contacts to approach us with ways we can improve, perhaps with new technology that has been developed, or a fresh line of thinking which is a good fit for our progressive approach.

In 2025, we will continue to develop a lean and responsible supply chain by conducting a remote audit on our suppliers. Checking for factors such as anti-slavery, anti-bribery, environmental impact, data protection and health and safety are all considered, as well as community impact and achieving accreditations such as ISO14001 and ISO20400.

Following the remote audit, we engage with all suppliers to agree targets, and work towards aligning with our ESG guidelines.

Top performing partners are presented with an Approved Sustainable Supplier Certificate.



# OUR DEALERS

## Responsible representation globally

Williams and Evene Minimum Dealer Standards are a clearly defined list of parameters we expect all our dealers to adhere to, with the ultimate goal of protecting and enhancing our brand reputation globally.

As part of these Minimum Standards, all dealers must recognise the Williams / Evene ESG (Environmental, Social and Governance) document and adhere within their own business environment.

To formalise the process, we have provided each distributor with an audit checklist for them to complete and conform to, as well as sign an ESG declaration sign off form.

This ensures the highest standards of our brand are represented globally across our dealer network. We will continue to work with our dealers on delivering a more sustainable future for our planet.

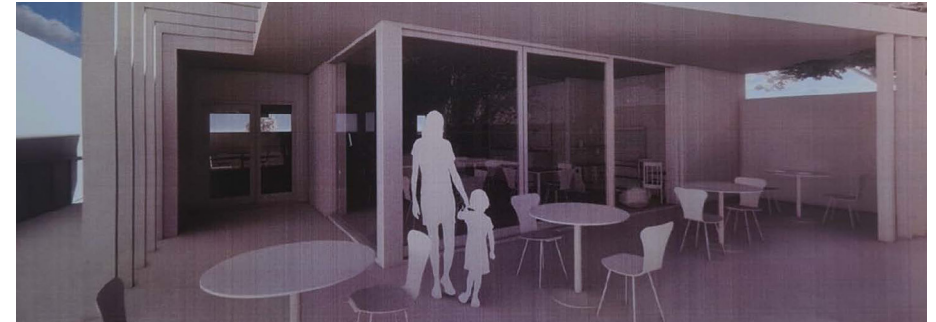


# SOCIAL IMPACT

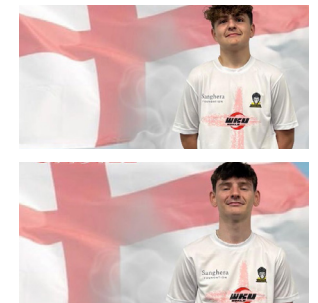


*We are pleased to have raised over £35,000 to nominated charities and local community schemes in 2024.*

Williams are the latest supporter to pledge to the Berin Centre Community Cafe project, kindly donating the proceeds of a special boat towards it.



Williams recently sponsored a local football team and raised money for local lads to attend the World Kick Boxing Championships. Unfortunately, kick boxing doesn't receive national sport funding, so we were happy to help raise money for some kit to help them on their way.



# GOVERNANCE

Delivery of our sustainability strategy requires business wide collaboration and management.

We have split the management and oversight of delivery across all staff levels and created a 'Steering Group' of key staff.

A quarterly sustainability steering group meeting is held to work towards embedding sustainability across the business.

Separate project meetings are held to support the application of new technologies through Williams' research and development team. We regularly review our progress, providing quarterly updates to board meetings.

Our sustainability roadmap and decarbonisation plans are monitored annually and reviewed accordingly, to support our good governance processes [1].

## BOARD OF DIRECTORS

**MATHEW HORNSBY**

COMMERCIAL DIRECTOR

**JOHN HORNSBY**

TECHNICAL DIRECTOR

**DAN BLOICE-SMITH**

OPERATIONS DIRECTOR

**PAUL GILL**

SUPPLY CHAIN DIRECTOR

**SIMON SMITH**

FINANCE DIRECTOR

## SUSTAINABILITY STEERING GROUP

**DAN BLOICE-SMITH**

OPERATIONS DIRECTOR

**PAUL GILL**

SUPPLY CHAIN DIRECTOR

**OLIVER BROWNE**

HEAD OF PRODUCT DEVELOPMENT

**TOM DOWDELL**

HEAD OF MARKETING

**GINA DARLING**

HR MANAGER

# SOURCES

- [1] Williams Jet Tenders 'Sustainability Strategy Road Map August 2021'
- [2] Williams Jet Tenders 'LCA Summary TurboJet 325' (Oct 2021) – [williamsjettenders.com/sustainability](https://williamsjettenders.com/sustainability)
- [3] Williams Jet Tenders 'WJT Sustainability Use of Tender V3' (March 2022) – [williamsjettenders.com/sustainability](https://williamsjettenders.com/sustainability)
- [4] Gov.uk website 'small-to-medium-sized-enterprise-sme-action-plan' (accessed 16.05.2024) – <https://www.gov.uk/government/publications/fcd0-small-to-medium-sized-enterprise-sme-action-plan/small-to-medium-sized-enterprise-sme-action-plan>
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- [6] European Commission – "Europe's 2040 climate target and path to climate neutrality by 2050 building a sustainable, just and prosperous society" (accessed 16.05.2024) – <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=COM%3A2024%3A63%3AFIN>
- [7] HM Government 'Industrial Decarbonisation Strategy' March 2021 (accessed 16th May 2024) – [chrome-extension://efaidnbmnnnibpcajpcglclefindmkaj/https://assets.publishing.service.gov.uk/media/6051cd04e90e07527f645f1e/Industrial\\_Decarbonisation\\_Strategy\\_March\\_2021.pdf](https://assets.publishing.service.gov.uk/media/6051cd04e90e07527f645f1e/Industrial_Decarbonisation_Strategy_March_2021.pdf)
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- [9] OxLEP Skills – Oxfordshire Apprenticeship Awards – <https://oxlepskills.co.uk/employers/apprenticeships/apprenticeship-awards/>
- [10] The Berin Centre Community Café Updates Contact – <https://www.theberincentre.co.uk/our-services/community-cafe-updates>
- [11] 'Williams awarded grant to test more sustainable composite materials' (13th Nov 2023) – <https://www.williamsjettenders.com/news-events/sustainable-composite-materials-grant/>
- [12] MIT Technology Review 'The last five years have been Earth's warmest since records began' – <https://www.technologyreview.com/2019/02/07/137539/the-last-five-years-have-been-earths-warmest-since-records-began/>
- [13] Proceedings of the National Academy of Sciences 'Temperature-driven global sea-level variability in the Common Era' (22nd Feb 2016) – <https://www.pnas.org/doi/full/10.1073/pnas.1517056113>
- [14] Chartered Institute of Internal Auditors 'Climate change and environmental impact' (accessed 16th May 2024) – <https://www.iaa.org.uk/resources/ethics-values-and-culture/climate-change-and-environmental-impact/?downloadPdf=true>
- [15] CDP 'World's biggest companies face \$1 trillion in climate change risks' (accessed 16th May 2024) – <https://www.cdp.net/en/articles/media/worlds-biggest-companies-face-1-trillion-in-climate-change-risks>
- [16] Scientific American 'Human Pressures Have Shrunk Wildlife Populations by 60 Percent' (accessed 16th May 2024) – <https://www.scientificamerican.com/article/human-pressures-have-shrunk-wildlife-populations-by-60-percent/>
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- [18] UN Sustainable Development Goals – <https://sdgs.un.org/goals>



**Williams Jet Tenders Ltd.**

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OX10 7LN, United Kingdom.

T: +44 (0)1865 341134

E: [sales@williamsjettenders.com](mailto:sales@williamsjettenders.com)

[williamsjettenders.com/sustainability/](https://williamsjettenders.com/sustainability/)

Registered number: 05227633. Registered in  
England, UK. VAT number 860805719



**Evene Ltd.**

Vogue Business Park, Berinsfield, Oxfordshire  
OX10 7LN, United Kingdom.

T: +44 (0)1865 968768

E: [info@evenetenders.com](mailto:info@evenetenders.com)

[evenetenders.com/responsibility](https://evenetenders.com/responsibility)

Registered number: 16102883. Registered in  
England, UK.

For all sustainability enquiries, please email:  
[sustainability@williamsjettenders.com](mailto:sustainability@williamsjettenders.com)

