

**Meeting No. 132**  
**Wednesday, 1 August 2018**  
**9.00 a.m. – 10.30 a.m.**

**NSW Ports' Board Room, Level 3 Maritime Centre**  
**91 Foreshore Road, Port Kembla**

## **Minutes**

### **PRESENT**

Trevor Brown	NSW Ports
Ron Hales	Community Representative
Chris Haley	Chairman
Nigel Harpley	Ixom
Brian Kiely	Port Kembla Gateway
Roger Kirk	Port Authority of NSW
Philip Laird	Community Representative
Lucinda Machell	Linx Cargo Care
Bruce Medcalf	Community Representative
John Morrison	University of Wollongong
Brendan Moss	GrainCorp
Luke Pascot	Port Kembla Coal Terminal
Renee Winsor	Wollongong City Council
Lawrence Zammit	BlueScope Steel

### **In Attendance**

Andrea Spencer-Cooke	One Stone Advisors
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### **1. Apologies**

Allison Broad	University of Wollongong
Mark Jelbart	GrainCorp
Dene Ladmore	Quattro Ports
John Macpherson	Pacific National
Greg Newman	Environment Protection Authority
Olive Rodwell	Community Representative

### **2. Presentations**

#### **2.1. Climate Change and Shipping – Chris Haley**

Chris Haley delivered a presentation regarding greenhouse gas (GHG) emissions from the shipping industry and the initial GHG emissions reduction strategy adopted by the International Maritime Organisation in April 2018. A copy of the presentation is attached at Appendix A.

#### **2.2. NSW Ports Sustainability Plan Consultation – Trevor Brown and Andrea Spencer-Cooke**

Trevor Brown and Andrea Spencer-Cooke delivered a presentation regarding the NSW Ports Sustainability Plan and a review of best practice in sustainable port management. A copy of the presentation is attached at Appendix B.

Lawrence Zammit asked if NSW Ports had considered population growth as a material sustainability issue. Trevor Brown replied that it was unlikely that the sustainability plan would specifically address this issue but it could be argued that free and efficient trade is very important to sustain the world's population.

Lawrence also asked whether NSW Ports would consider excluding ships with poor environmental records. Trevor replied that NSW Ports' preference was to reward and incentivise shipping to achieve better environmental performance as discussed at the last meeting.

Ron Hales asked whether solar and wind power were feasible on ships. Chris Haley replied that there is some interest in solar sail technology for ships.

Philip Laird commented that investment in land transport infrastructure was a key issue for the sustainability of ports. He also said that competition issues were important, particularly in relation to privatised ports.

Members were provided with a consultation pack and asked to complete the enclosed questionnaire and submit to NSW Ports by 10 September.

**3. Confirmation of Minutes of Meeting No. 131 held on Wednesday, 20 June 2018**

The Minutes of Meeting 131 held on Wednesday, 20 June 2018, were received and accepted.

**4. Key Initiatives and Actions**

The status of key initiatives and actions will be reviewed at the next meeting.

**5. Climate Change**

Refer to item 2.1 above.

**6. Road and Rail Infrastructure**

Philip Laird noted that a recent NSW Parliamentary report included a recommendation "that the NSW Government explore options to bring forward construction of the Maldon to Dombarton railway line." However there was no funding allocated in the state budget for this project.

**7. PKHEG Website**

Trevor Brown said that he has developed a format for the website and will share it at the next meeting.

**8. Legislation and Policy**

Philip Laird noted that States, Territories and the Commonwealth have agreed to a framework for developing a 20-year national Freight and Supply Chain Strategy.

**9. Round Table Reports** (update on Harbour related information)

**9.1. BlueScope Steel**

Lawrence Zammit noted that management of firefighting foams and associated contamination is an emerging environmental issue. He offered to give a presentation to a future meeting regarding this issue.

**9.2. GrainCorp**

Brendan Moss reported that GrainCorp have removed PFAS-containing firefighting foam and replaced it with fluorine-free foam.

**9.3. Ixom**

Nigel Harpley reported that construction work is progressing on the new truck loading bay on Foreshore Road.

**9.4. NSW Ports**

Trevor Brown noted that the Minister for Planning declared the proposed Port Kembla Gas Terminal to be a Critical State Significant Infrastructure project. AIE is progressing with planning and design of the project, including the environmental impact statement. A planning focus meeting was held with relevant authorities in July.

Trevor also reported that the Maritime Union of Australia is working towards establishing a new memorial for the Dalfram Dispute in the Port Kembla Heritage Park. A public launch of the memorial is planned for 15 November to celebrate the 80<sup>th</sup> anniversary of the dispute.

#### 9.5. Community Representatives

Ron Hales asked if Council had any figures about the quantity of plastic bottles collected via kerbside recycling compared to the new Return and Earn container deposit regime.

### 10. Next Meeting:

**DATE:** Wednesday, 17 October 2018

**VENUE:** NSW Ports Board Room  
Level 3, Maritime Centre  
91 Foreshore Road  
PORT KEMBLA

**TIME:** 9.00 a.m. to 10.30 a.m.

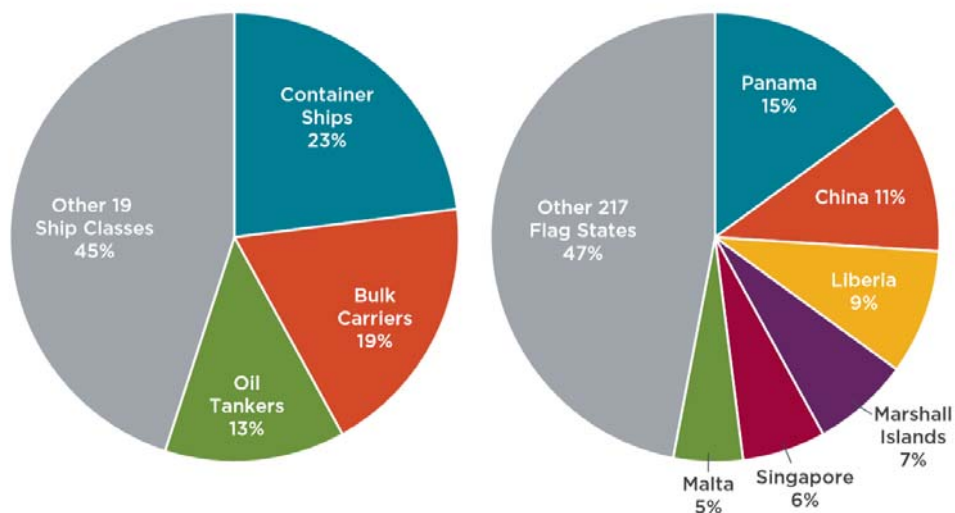
RSVP: Trevor Brown on Telephone: 4275 0714  
or E-mail [trevor.brown@nswports.com.au](mailto:trevor.brown@nswports.com.au)



### GHG Emissions from Ships

- Ships are responsible for roughly 3% of global CO<sub>2</sub> and GHG emissions (CO<sub>2</sub>-eq), emitting approximately 1 billion tonnes of CO<sub>2</sub> and GHGs per year, on average from 2007 to 2012.
- Ship emissions are expected to increase in both absolute terms and in shipping's share of global CO<sub>2</sub> and GHG emissions. Estimates are that ship CO<sub>2</sub> emissions will increase 50%–250% from 2012 to 2050.
- The actual increase will depend on future social and economic conditions.
- Under all scenarios, however, shipping emissions are expected to increase.
- As other sectors reduce their GHG emissions, shipping will account for an increasingly large share of global climate pollution.

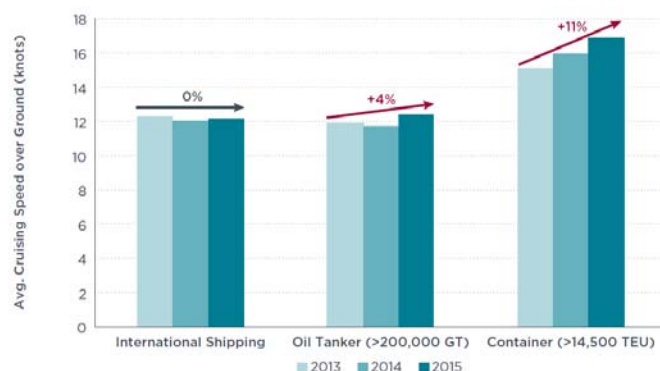
### Share of CO<sub>2</sub> emissions by ship, class and country



### Reasons for Change

- **Shipping GHG emissions are increasing despite improvements in operational efficiency for many ship classes.** Increasing emissions are being driven by rising demand for shipping and the associated consumption of fossil fuels.
- **Emissions are concentrated in a handful of ship classes and flag states.** Just three ship classes (container ships, bulk carriers, and oil tankers) account for 55% of CO<sub>2</sub> emissions. Similarly, six flag states (Panama, China, Liberia, Marshall Islands, Singapore, and Malta) account for 52% of CO<sub>2</sub> emissions.
- **Black carbon is a major contributor to shipping's climate impacts.** On a 20-year timescale, BC accounts for 21% of CO<sub>2</sub>-eq emissions from ships.
- **The biggest ships are speeding up and emitting more GHGs.** Unlike most ships, the largest container and oil tankers sped up between 2013 and 2015 and became less efficient, emitting more CO<sub>2</sub>/dwt-nm in 2015 than they did in 2013.
- **Absolute reductions in ship emissions will require concerted action to improve the energy efficiency of shipping and to develop and deploy alternative fuel and propulsion concepts.**

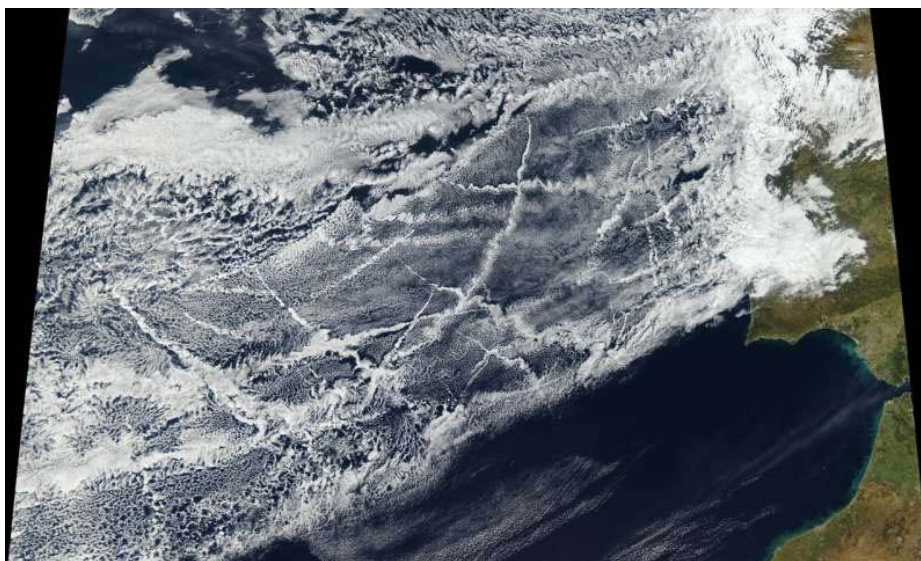
## Shipping GHG emissions are increasing despite improvements in operational efficiency for many ship classes



**Figure ES-5.** Changes in speed over ground for the largest oil tankers and container ships vs the international shipping average, 2013-2015

Increasing emissions are being driven by rising demand for shipping and the associated consumption of fossil fuels.

## North Atlantic –Traces of Shipping (NASA Image)



The narrow clouds, known as ship tracks, form when water vapor condenses around tiny particles of pollution that ships emit as exhaust or that form from gases in the exhaust.



## International Maritime Organisation proposal for GHG Emissions from Ships

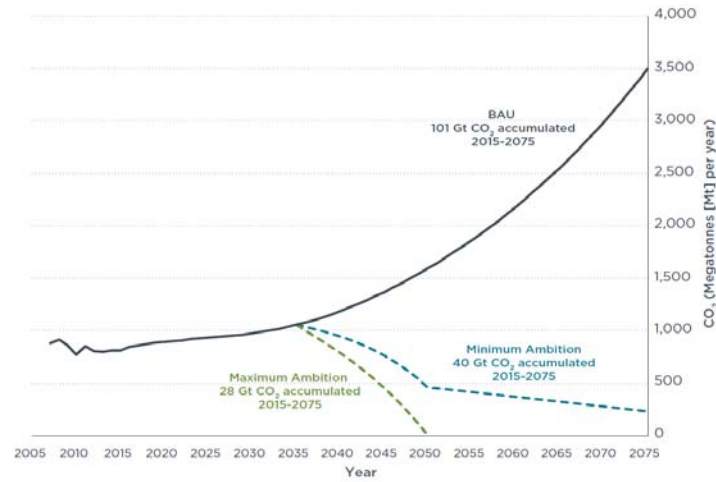
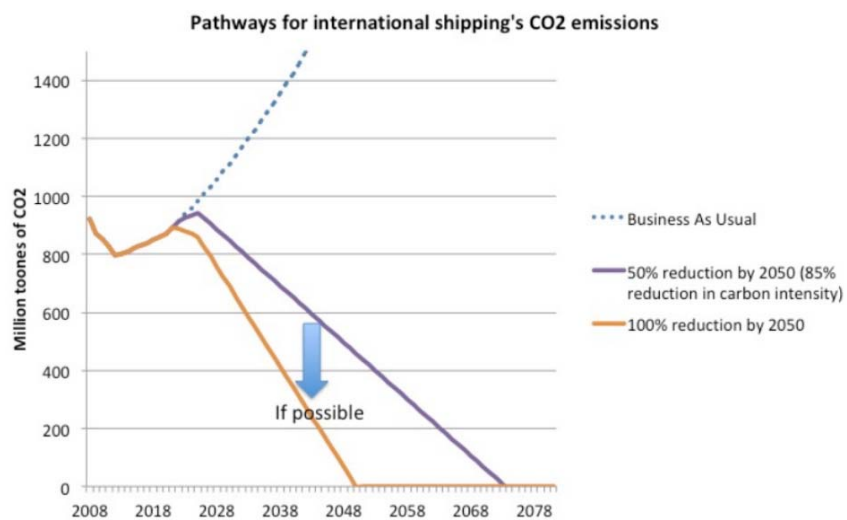


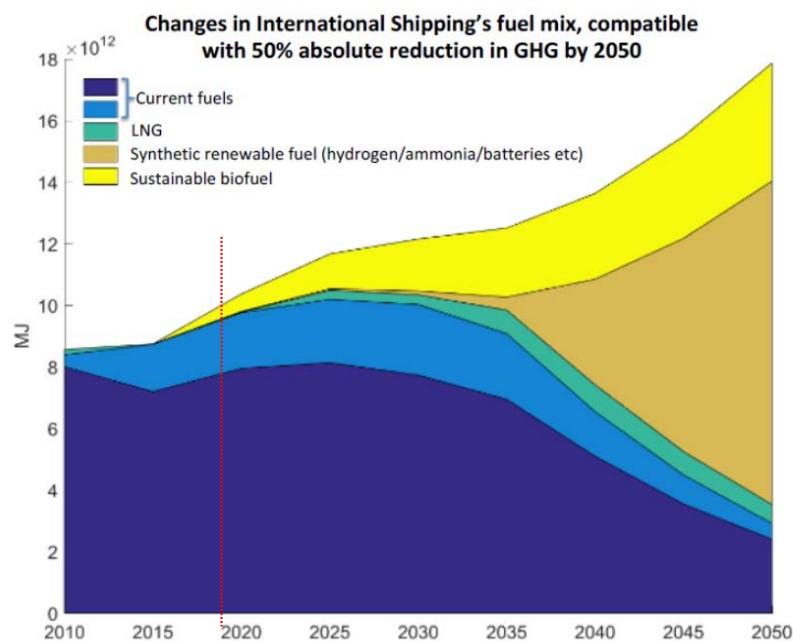
Figure 1: CO<sub>2</sub> emissions from international shipping under IMO's initial GHG strategy (blue and green) vs. BAU (black), with cumulative emissions 2015 through 2075.

## Future Scenarios without IMO Intervention

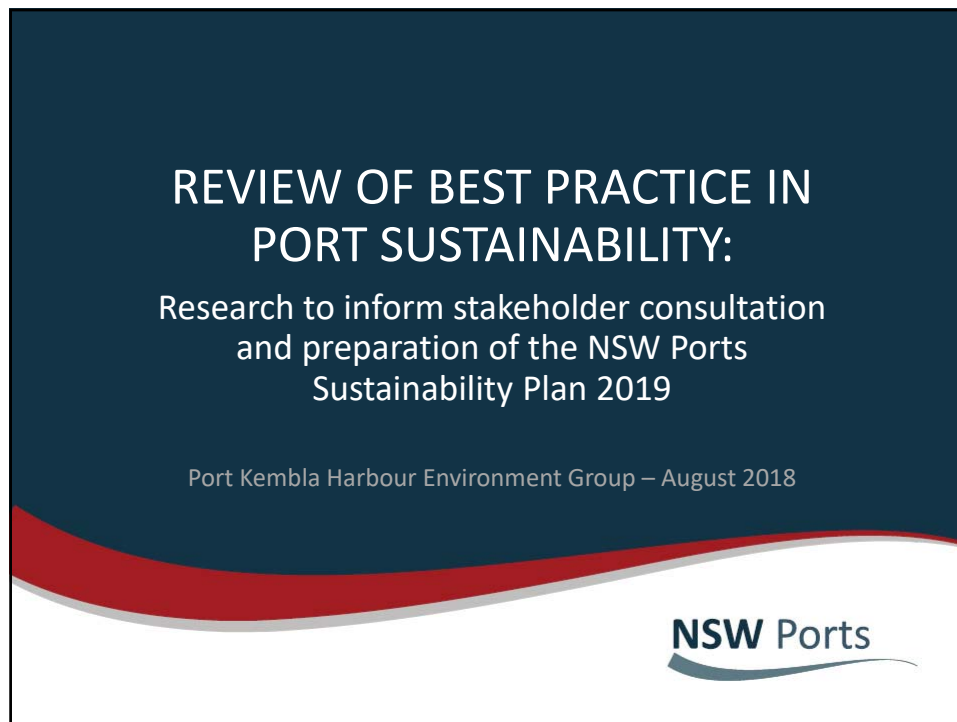


### Key Elements of IMO Strategy

- A clear signal of the industry's commitment to reduce GHG emissions from international shipping by ending the use of fossil fuels by mid-century
- At least 50% reduction by 2050 which equates to 85% reduction in carbon intensity
- Broad Government and Industry support for decarbonisation
- Under 5 years to deliver initial GHG reduction plan
- Will be reviewed in light of further evidence for example IPCC 1.5oC report in September this year
- A revised Strategy is to be adopted in 2023







## Achievements and Key Learnings – 2015 Plan

- Total of 26 specific short term actions or milestones

Completed or Successfully Ongoing	Partially Completed / In progress	Yet to Be Commenced
19	6	1

### Necessary for Success:

- Get input/support from a wide variety of stakeholders
- Sustainability actions incorporated into formal Business Plans – reporting up the line
- Willingness to adapt as you go

### Difficulties:

- Scope – sphere of control vs zone of influence
- Negotiating external support from stakeholders
- Visualising future operational/business needs

**NSW Ports**

**NSW Ports**

**OUR VISION**  
To be a world class port and logistics manager driving sustainable growth

**OUR APPROACH**  
We promote and facilitate sustainable trade growth through quality infrastructure, efficient operations and by engaging with customers and stakeholders

**OUR PURPOSE**  
We are custodians of key New South Wales ports – the gateways handling your valued goods

**CORPORATE OBJECTIVES**

Sustainable growth	Safe, responsible and efficient performance	Relationships with stakeholders	A highly engaged and effective workforce	Shareholder value
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Integrity Accountability Passion Collaboration Care

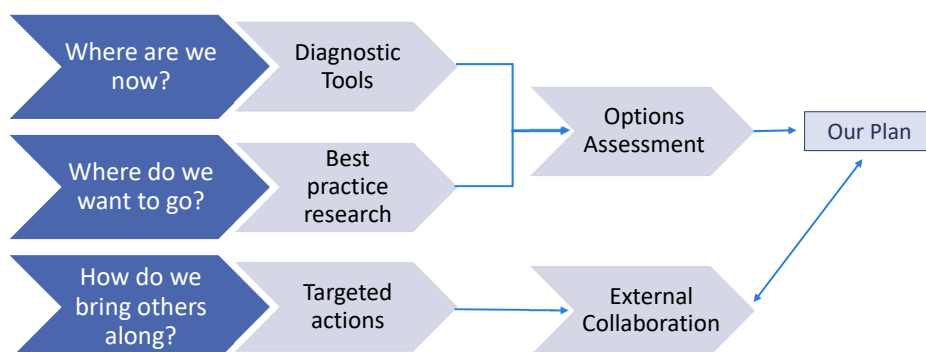
## NSW Ports 2019 Sustainability Plan – Sustain Harder!!

This year NSW Ports will be developing a new Sustainability Plan for release in 2019:

- Expect to keep the same focus areas and many of the goals
- Update some strategic directions and create new short term actions/milestones.
- Overall shift from minor, internal projects to larger port-wide strategies.
- A more holistic approach to sustainability – not just environmental.
- Consultation with community representatives
- More initial investigation and collaborative assessment of options.
- Focus on developing sustainability indicators that are meaningful and aligned with business strategy.

NSW Ports

## Scoping the 2018 Plan – Our Process



NSW Ports

# REVIEW OF BEST PRACTICE IN PORT SUSTAINABILITY:

Research to inform stakeholder consultation  
and preparation of the NSW Ports  
Sustainability Plan 2019

Port Kembla Harbour Environment Group – August 2018

Andrea Spencer-Cooke

one  
stone

NSW Ports

## Aims & scope

- Identify key trends and drivers affecting the global industry.
- Capture what material issues, initiatives and performance indicators leading global ports, shipping and logistics providers are reporting on.
- Engage NSW Ports' stakeholders in the development of the new plan to ensure it reflects their priorities.
- Use the research insights and stakeholder feedback to develop a draft 2018 Sustainability Plan and identify new short-term actions and milestones for the next three years to 2021.

# What does it mean to be a sustainable world class port?



“Sustainable transport is recognised as one of the biggest challenges of the 21st century.”

WWF

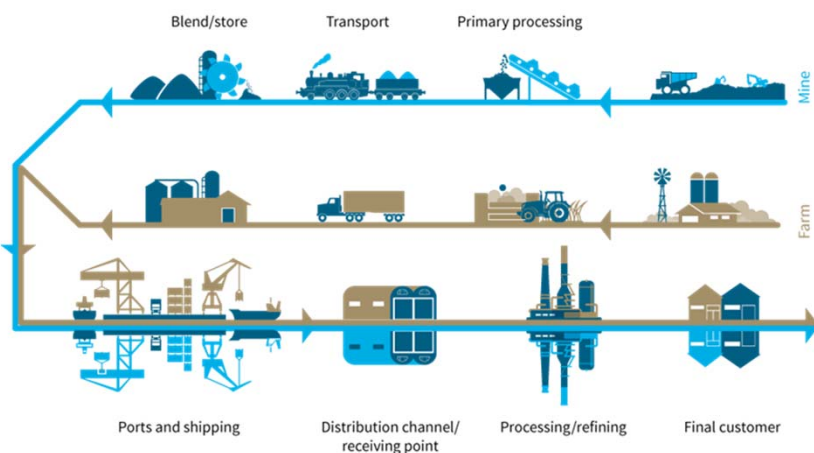


“Sustainability trends are becoming business drivers for shipping”

Sustainable Shipping Initiative

## What do we mean by ‘sustainable’?

- **Brundtland Commission (1987):** “Development that meets the needs of the present generation without compromising the ability of future generations to meet their own needs.”
- **Sustainable Shipping Initiative:** “Finding ways to combine positive social and environmental performance with commercial success.”
- Creating sustainable value across the whole shipping value chain and minimising cradle to cradle impacts.





## What we did



1. Review of industry trends (e.g. International Maritime Organisation (IMO); European Sea Ports Organisation (ESPO); OECD International Transport Forum (ITF); Sustainable Shipping Initiative (SSI); World Ports Sustainability Program (WPSP); Asian Development Bank (ADB); UNCTAD; [www.portstrategy.com](http://www.portstrategy.com), etc.
2. Desk research on leading global ports including: Antwerp, Busan, Copenhagen, Fremantle, Gothenburg, Hamburg, Los Angeles, Oslo, Rotterdam, Shanghai, Singapore, Vancouver
3. Insights from shipping & logistics leaders and tenant companies (e.g. A.P. Moller-Maersk Group, Oriental Overseas International Ltd, etc.) & NGOs (e.g. WWF, Forum for the Future, etc.)



## Trend 1—innovation

- Digitisation, automation and 5G to optimise port operations, lower environmental footprint, increase safety, transform efficiency and collaboration in global supply chains.
- Development of sky-sails, more energy-efficient propulsion systems and 'slow steaming' to save money and fuel. For ferries, internet-connected surveillance cameras and radios; GPS; data sensors on weather, speed, direction, fuel use and maintenance needs.
- MoU between International Association of Ports and Harbors (IAPH) and International Cargo Handling Coordination Association (ICHCA International) to speed up testing and implementation of sustainable innovations in technology, equipment cargo handling and financial services.

## Trend 2—decarbonisation

- Use of alternative fuels and renewable energy (e.g. biofuels, methanol, ammonia, hydrogen); technological measures (e.g. hull design, bulbous bows and air lubrication); operational improvements (e.g. slower ship speeds, use of larger ships, better ship-port coordination).
- Clear, ambitious emissions reduction targets for maritime transport and smart financial incentives for maritime shipping. Onshore power facilities, electric charging systems and bunkering facilities for alternative fuels & environmental criteria to differentiate fees.
- Improvements in 'ship-port interface' like flexible berth planning, better collaboration and data exchange to optimise ship waiting times and minimise emissions, fuel use from auxiliary engines.

## Trend 3—sustainability

- Need to address broader, more complex global impacts across entire shipping value chain, like human rights, anti-bribery and corruption and wider impacts on ecosystems, e.g. [Sustainable Shipping Initiative \(SSI\)](#).
- Broader agenda encapsulated by [UN Sustainable Development Goals \(SDGs\)](#) in which business has a key role to play to ensure progress by 2030.
- Committing to SDGs not just about mapping existing activities to goals, involves raising level of ambition, quantifying progress against individual targets and developing understanding of interlinkages between different goals.
- Growing uptake and integration of UN Sustainable Development Goals across ports, shipping and logistics sectors. [World Ports Sustainability Program \(WPSP\)](#) set up to coordinate and accelerate industry contribution.
- IMO has identified 15 goals impacted by its work, and several global ports are including SDGs in their strategic plans and sustainability reports.

## International Maritime Organisation (IMO)

- Strategic Plan 2018 to 2023 & Initial Greenhouse Gas Strategy
- Fully committed to achieving the 2030 Agenda and the SDGs
- “Shipping is an essential element of sustainable economic growth as it is the most environmentally sound mode of transport with the lowest carbon footprint per unit of cargo transported. Along with other transport modes, shipping is an important enabler for a substantial number of SDGs.”



## Sustainable Development Goals (SDGs)



- 17 social, environmental and economic goals
- Underpinned by 169 targets
- A sustainability roadmap for the next 12 years
- Universal & integrated—apply to all
- A shared language and vision
- Strong focus on business leadership and multi-stakeholder partnerships
- Australia has signed up & delivered our first national report in 2018. A Senate Inquiry on the SDGs is underway



# World Ports Sustainability Program

- Nearly 1000 ports & port-related entities committed to achieving the SDGs (via founding partners AAPA, ESPO, AIVP, PIANC & IAPH)
- Aim to demonstrate global port leadership on local, regional and global challenges
- Signed WPSP Charter
- Key focus on resilient infrastructure, climate & energy, community outreach & port city dialogue, safety & security, and governance & ethics
- Regular reporting on sustainability performance of global port sector
- Website, best practice library, project platform, events & initiatives



## Sustainable Development Goals

A global roadmap for a more sustainable future

CITY OF SYDNEY

In September 2015, Australia was one of 193 countries to commit to the Sustainable Development Goals.

The 17 goals provide a global roadmap for all countries to work toward a better world for current and future generations.

The goals tackle not only poverty in developing countries, but also set out an agenda to tackle climate change, inequality, sustainable business and innovation as well.

Three core elements are considered a priority: economic growth, social inclusion and environmental protection.

The goals have 169 targets against which global progress will be measured. It is recognised that not all 169 targets will be relevant to every country. Australia, like other advanced nations, will focus at a national level on the targets that are relevant to our country.

There is much to do if we are to reach the 2030 targets. In 2016, one year after the adoption of the Sustainable Development Goals, Australia was ranked number 20 among all countries. Six of the goals were identified as needing more critical action and only three where good progress has been made.

Implementation of the goals is not the role of governments alone. Business, civil society and others all have a role. Partnerships and collaborative action will ensure more focussed attention on shared outcomes.

Sustainable Sydney 2030 is aligned with the Sustainable Development Goals. It is a local action plan that makes a positive contribution to the sustainable development of our city and community in line with Australia's global commitment.

It is an invitation to partners to join with us to deliver a better Sydney by 2030.

Let's Global tomorrow



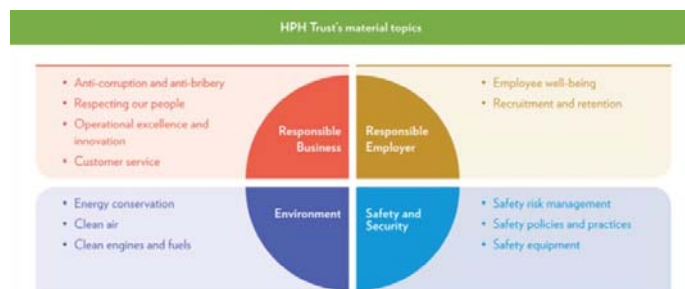
## Headline findings

- Decarbonisation the industry's biggest priority. Ports on frontline of climate change means taking ambitious action now through digitisation, innovation, port & equipment upgrades, operational energy efficiency, transitioning to low carbon/renewable fuels and partnering along shipping value chain to incentivise and measure progress.
- Decarbonising will deliver significant co-benefits for local communities like improved air quality (lower NOx, SOx & particulate matter (PM) emissions) leading to better health and wellbeing and long-term benefits from remaining within a 2°C warming scenario.
- To be a sustainable world class port, NSW Ports must show leadership and work with its partners in shipping and logistics to accelerate just energy transition.
- As well as addressing global environmental challenges, new NSW Ports Sustainability Plan should take an integrated approach that includes social and governance objectives. The [10 principles of the UN Global Compact](#) and [17 UN SDGs](#) and supporting targets provide a useful and universal framework.

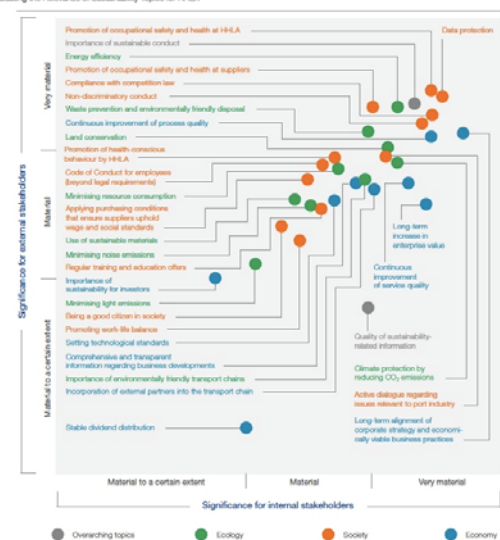
## Material issues for ports

According to European Port Industry Sustainability Report 2017, 'top ten' environmental priorities of port sector are:

- air quality, energy consumption, noise, water quality, dredging operations, port waste, port development (land-related), relationship with local community, ship waste and climate change



Materiality Matrix (Outcome of the Most Recent Stakeholder Survey)  
Evaluating the Relevance of Sustainability Topics for HFLA



# Material issues—economic & governance

Type of impact/value created	Material Issues	
Economic	Sustainable economic growth	Job creation
	Accommodating larger ships	Inclusive trade (e.g. SMEs, etc.)
	Land acquisition, use & planning / urban encroachment	Optimisation & operational efficiency
	Inland freight handling	Digitisation & automation
	Industry consolidation	Innovation & technology
Responsible Business Practices	Ethics, anti-bribery & corruption	Respect for human rights & Non-discrimination
	Land acquisition & resettlement	Modern Slavery
	Risk management	Security
	Sustainable procurement	Transparency & accountability
	Compliance	Tax practices

## OVERVIEW OF 6 KEY MATERIAL ISSUES

**Safe, Efficient and Sustainable Shipping**

This material issue addresses the importance and impact of MPA's role as a driving force behind Singapore's port and maritime development. In developing Singapore as a premier global hub port and IMC, MPA must manage multiple economic, environmental and social risks and opportunities, and use its influence to drive positive change in the industry. MPA seeks to partner the industry and other agencies to enhance safety, security and environmental protection in port waters, facilitate port operations and growth, expand the cluster of maritime ancillary services and promote maritime R&D and manpower development.

**Economic Contribution**

This material issue addresses the importance and impact of MPA's role in contributing to Singapore's Future Economy. Presently, the maritime industry contributes 7% of Singapore's Gross Domestic Product (GDP) and employs over 170,000 people. The launch of the Sea Transport Industry Transformation Map (ITM) builds on MPA's strategic long-term plans to develop Singapore's next-generation port and strengthen our IMC. With the aim to grow the sector's value add by \$4.5 billion and create more than 5,000 good jobs by 2025, MPA's significant role as industry champion is critical to the success and sustained prosperity of Singapore.

**International Support and Community Engagement**

This material issue addresses the importance of local and international partnerships to, and its impact on MPA by considering MPA's engagement with, and contributions to local communities, and initiatives to strengthen partnerships with the international maritime industry.

**Financial Sustainability**

This material issue addresses the importance and impact of MPA's economic performance. As a self-funded statutory board, maintaining a competitive business and sustainable revenue stream is critical to MPA's long-term financial viability.

**Environmental Sustainability**

This material issue addresses the importance and impact of MPA's operations on the environment through MPA's energy and water consumption, carbon emissions, and waste generation.

**Our People and Culture**

This material issue addresses the importance and impact of maintaining a skilled and productive workforce in MPA, in meeting its current and future needs. MPA seeks to build a workplace that is rewarding and engaging, and places strong emphasis on employee's learning and development.

## SUSTAINING A FUTURE-READY MARITIME SINGAPORE

GOVERNANCE • INTEGRATED REPORT 2017

Future-Ready Framework	SDGs	Material Matters
1 Safe, Efficient & Sustainable Global Hub Port	SDG 9, SDG 11, SDG 13, SDG 14, SDG 15, SDG 17	Safe, Efficient and Sustainable Shipping
2 Vibrant IMC Eco-System	SDG 8, SDG 9, SDG 11, SDG 13, SDG 14, SDG 15, SDG 17	Economic Contribution
3 Safeguard Strategic Maritime Interests & An Influential Voice	SDG 16, SDG 17	International Support and Community Engagement
4 Maritime Knowledge & Innovation Hub	SDG 4, SDG 9, SDG 11, SDG 13, SDG 14, SDG 15, SDG 17	Financial Sustainability
5 Quality Maritime Workforce	SDG 4, SDG 8, SDG 9, SDG 11, SDG 13, SDG 14, SDG 15, SDG 17	Environmental Sustainability
6 Strong Maritime Singapore Identity	SDG 11, SDG 13, SDG 14, SDG 15, SDG 17	Our People and Culture
7 Culture of Excellence	SDG 11, SDG 13, SDG 14, SDG 15, SDG 17	
8 Strong Partnerships	SDG 11, SDG 13, SDG 14, SDG 15, SDG 17	
9 Choice Employer	SDG 11, SDG 13, SDG 14, SDG 15, SDG 17	

- 1st in 2017 Xinhua-Baltic International Shipping Centre Development Index Report (4<sup>th</sup> consecutive year)
- 1<sup>st</sup> in 2017 Menon Economic Report Leading Maritime Capitals of the World (3<sup>rd</sup> consecutive year)
- Best Seaport in Asia (29<sup>th</sup> time)
- Global Reporting Initiative (GRI) & International Integrated Reporting (IIRC) report
- MPA Sustainability Office set up 2014 to promote good practices, sound governance in resource management & environmental sustainability within MPA and the wider maritime industry in Singapore
- Aligned with the UN SDGs



## Material issues—environmental

Environment	Energy use	Resource use
	Energy efficiency	Air pollution & emissions
	Carbon emissions (direct & indirect logistics—Scope 1, 2, 3)	Climate change & adaptation
	Clean energy	Waste by type & treatment
	Chemicals / hazardous substances	Food waste
	Biodiversity & ecosystems	Light & dust
	Water use	Noise (incl. underwater)
	Marine pollution/water quality	Disaster management & response
	Dredging / silt / erosion	Congestion

## Busan

- UNGC signatory since 2015
- GRI G4 'in accordance' report
- ISO 26000 social responsibility standard
- 1<sup>st</sup> port in Asia to introduce ESI green incentives
- Emphasis on reducing GHG emissions, securing environmental energy sources & creating a 'water-friendly' and 'resource recycling' port

### BPA Sustainability Performance

#### Environmental Value Creation

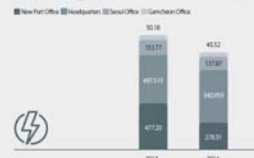
##### Greenhouse gas emissions

BPA calculates and manages greenhouse gas (GHG) emissions at the headquarters, New Port Office, Gamcheon Office, and Seod Office. Environmental organizations regularly visit our business sites to check and review GHG emissions calculation method and other GHG emissions of BPA in 2014 was 69,27 tons.

GHG emissions	(tCO <sub>2</sub> e)
GHG emissions	2813
Scope 1	4944
Scope 2	2275
Total (Scope 1+2)	7219
Total (Scope 1+2+3)	69,27

■ Data scope: Headquarters, New Port Office, Gamcheon Office, and Seod Office  
 ■ Criteria: GHG Emissions Management System  
 ■ Use of data: Reported to request for disclosure of environmental information

##### Consumption of energy sources



■ Energy consumption at New Port Office decreased thanks to replacing air-conditioning with high-efficiency ones.

##### Consumption of energy sources



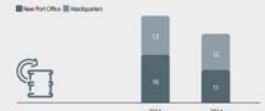
##### Other environmental data

It is not easy to calculate water consumption and waste discharge due to a lot of leased buildings at each business site. New Port Office and Gamcheon Office consumed 1,661 tons and 107 tons of water in 2014, respectively. Waste discharge at New Port Office and the headquarters amounted to 11 tons and 12 tons, respectively.



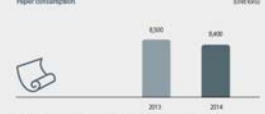
■ The figure of the headquarters was estimated by dividing total consumption amount of the building by the percentage of used area because the headquarters leases office spaces.

##### Waste discharge



■ The figure of the headquarters was estimated by dividing total consumption amount of the building by the percentage of used area because the headquarters leases office spaces.

##### Paper consumption



■ Paper consumption data at all business sites is managed by the headquarters.

## Material issues—social

Labour	Health & Safety (balance btw. speed & safety)	Human rights
	Gender & diversity	Culture
	Working conditions	Training & skills
	Inclusion & equal opportunities	Engagement & satisfaction
	Labour/management relations	
Stakeholders	Social value created/investment	Complaints
	Enhancing amenity & heritage	Consultation & engagement
	Customer satisfaction	Treatment of suppliers

## Gothenburg

### Inclusive workplace

*The Gothenburg Port Authority shall be an inclusive workplace where equality and diversity prevail, where nobody is discriminated or abused. A workplace that harnesses our employees' varied experiences and skills. Human rights shall characterise every aspect of our operation. Our code of conduct, which is based on our core values of cooperation, sustainability, innovation and reliability, leads the way.*

#### OUR FOREMOST RISKS

These are our foremost potential risks regarding human rights: the risk of discrimination in one or more ways if we do not recruit on the basis of competence and with the focus on diversity and equality; the risk that our staff and others who visit our workplace are subjected to abuse and harassment; the risk of unjustified differences in pay between men and women; and the risk of unacceptable conditions further down the supplier chain.



#### GOVERNING POLICY AND RESPONSIBILITY

- The Gothenburg Port Authority's code of conduct, equality policy for the City of Gothenburg, employee and work environment policy for the City of Gothenburg, the City of Gothenburg's policy for procurement and purchasing.
- The chairperson of the equal opportunities group is responsible for work on our equal opportunities plan, while the purchasing manager is responsible for the "Procurement" support process.

#### WORK ON EQUAL OPPORTUNITIES

In 2017, the company's equal opportunities team worked in accordance with the relevant equal-opportunities plan which contained goals linked to: Equal-Opportunity Gothenburg, human rights, equality, personnel, review of the equal-opportunity group's work method based on recent anti-discrimination legislation, knowhow about and awareness of equality-related issues, harassment, recruitment and competence enhancement, internal mobility and parenthood.

This year's equal-opportunities plan also had an activity linked to our code of conduct and the way we

*Creative initiatives at the workplace are appreciated by all.*



*Our diversity, equal opportunities and non-discrimination work contributes to UN sustainability goals 5, 8 and 10.*

*The 2017 employee day attracted considerable involvement by all the employees.*



treat one another, resulting in a successful employee day that focused on the code of conduct, corporate culture and our core values. With a high degree of participation and considerable involvement by all employees, this created a sound basis for further work on these issues and a new employee day in 2018.

During the year the equal-opportunities group discussed how diversity and equal-opportunities issues can engage and involve the entire organisation. One result is 12 information events on our intranet linked to subjects such as: West Pride, an equal-opportunity quiz, and an alternative Advent calendar that encouraged good deeds.



## Key research takeaways

### 10 key things global ports are doing as part of a world class approach to sustainability:

- Decarbonisation and developing zero or low-carbon roadmaps.
- Shifting more freight to rail.
- Switching to clean/renewable energy.
- Offering Onshore Power Supply (OPS) & Liquid Natural Gas (LNG) bunkering.
- Offering green shipping incentives.
- Setting ambitious SMART (specific, measurable, achievable, relevant and time-bound) goals and targets & reporting regularly on progress.
- Measuring customer satisfaction and developing sustainable services.
- Implementing sustainable procurement and sharing value with SMEs.
- Addressing seafarer wellbeing & focusing on youth outreach to develop skills pipeline for maritime careers.
- Partnering with key stakeholders (customers, tenants, regulators, communities) to achieve shared goals, promote port-wide sustainability practices and green transport supply chains.

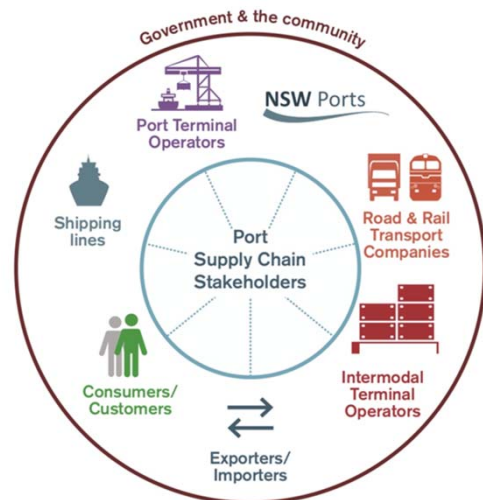
## NSW Ports opportunities for improvement

- **Expansion of 5 Focus Areas** include social and economic impacts and performance and responsible business practices (including safety, leadership & procurement).
- **Extension of sustainability goals** under Focus Areas 3, 4, and 5 include key topical material issues identified in best practice research, e.g. introducing sustainability services to shipping; developing Customer Satisfaction surveys; rolling out staff sustainability training and awareness programs, introducing ESI green incentives, etc. (TBD in consultation with NSW Ports & CCC).
- **Strengthening performance management and monitoring** by setting 'SMART' goals and targets for energy, water, waste, GHGs, NOx, SOx, PMs, diversity & employment, etc., using a core set of industry-recognised KPIs with a clear baseline, and developing new policies for e.g. sustainable procurement.
- **Explore potential for port-wide partnerships** NSW Ports, tenants, shipping companies and other stakeholders collaborate to achieve shared sustainability goals based on 'avoid, shift, improve' framework (e.g. low carbon innovation, operational efficiencies, development of new 'green' services, longer term viability of OPS/LNG bunkering, waste sorting and closed loop waste streams/circular communities, etc.).
- **Build credibility** by aligning with universal and recognised global sustainability frameworks like the 10 principles of the UN Global Compact and 17 UN SDGs.

## Community consultation & feedback process

5 discussion points around three themes:

- Where are we now?
- Where do we want to go?
- How do we bring others along?



## Discussion points

### *Where are we now?*

1. What do you believe NSW Ports' strengths currently are in terms of sustainability?
2. What do you believe NSW Ports' weaknesses currently are in terms of sustainability?

## Discussion points

### *Where do we want to go?*

3. What do you believe should be the top two sustainability priorities for NSW Ports for each of the aspect areas in the Table below? You can refer to the Table of Material Issues on Page 5 to assist with your answer (i.e. reducing carbon emissions, improving air quality, better consultation/ engagement) or feel free to provide another response not listed.
4. For each of your sustainability priorities and based on industry drivers and global best practice—and in the Australian context—what do you think are some actions that NSW Ports could realistically do in the next three years to become a 'world class' sustainability port? (i.e. based on the above example of carbon emissions – report on whole-of-port emissions, set targets to reduce carbon emissions across the port precinct, liaise with tenants to reduce carbon emissions, etc.).

## Discussion points

### *How do we bring others along?*

5. What can NSW Ports do to engage better with you on our sustainability journey?

## Thank you. We welcome your input.

Please submit your response via email or mail by 10 September. NSW Ports will present a summary of the feedback received at the November community meetings. Responses or comments/questions should be sent to:

Alison Wedgwood

Environment & Sustainability Co-Ordinator NSW Ports

PO Box 297 Botany NSW 1455

T: +61 1300 922 524 | D: +61 2 9316 1134 | M: +61 408 814 315

E: [Alison.Wedgwood@nswports.com.au](mailto:Alison.Wedgwood@nswports.com.au) | [www.nswports.com.au](http://www.nswports.com.au)

The logo for NSW Ports, featuring the text "NSW Ports" in a bold, sans-serif font, with a stylized blue wave graphic underneath the text.