2013

SUSTAINABILITY REPORT

for bremenports GmbH & Co. KG and the special assets
„Port“ and „Fishing Port (Waterside)“

Der Senator für Wirtschaft, Arbeit und Häfen
Freie Hansestadt Bremen

bremenports



(Reporting period: 2013) Prepared on the basis of the Sustainability Reporting Guidelines G 3.1 from the Global Reporting Initiative (GRI)

2013
SUSTAINABILITY REPORT

for bremenports GmbH & Co. KG and the special assets "Port" and "Fishing Port (Waterside)"

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FOREWORD



Committed to both the environment and social cohesion

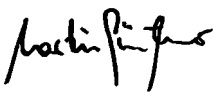
The government of the State of Bremen has clearly stated its position: the port of the future cannot merely be a port that exploits its economic potential to the full. To an even greater extent than today, it must be committed to both the environment and social cohesion.

The ports of Bremen recognise that the sustainable use of resources is one of their most important duties. Here are some examples:

- Our ecological compensatory measures for port construction set international standards.
- The carbon emissions that impact the climate are falling in the port and for bremenports, too.
- The twin ports' environmental management system was certified to the European standard PERS for the second time.
- Bremen introduced the Environmental Ship Index (ESI). Since 2012, shipowners are paying lower charges if they despatch highly environmentally friendly vessels in Bremen and Bremerhaven.
- By undergoing recertification under the strict criteria of the Global Reporting Initiative, we are sending out a clear message about how important it is to us that our sustainability measures are professionally documented and proven.

A "green" port is some distance away and this goal will require considerable efforts in the decades to come. Happily, a lot has been achieved since the "greenports" initiative of 2009 – as this report shows. It describes in detail how sustainability is practiced in the port and at bremenports.

I would like to thank the employees of the port management company who contributed to this publication. While collecting and evaluating the facts and data was labour-intensive, it was worth it, because now we have a better idea of where we stand.



Martin Günthner
Senator for Economy, Labour and Ports
of the Free Hanseatic City of Bremen



Sustainable practice: a commitment we all sign up to

When it comes to sustainability, commitment and reality are often some way apart. This is not the case at bremenports. We have been heavily involved in matters of sustainability for years – in the environmentally aware planning of our construction projects, in the cost-effective maintenance of the facilities, in the sensitive handling of polluted dredging spoils and in many other areas of day-to-day work at an international port.

Sustainable practice is clearly visible – just look at the electric vehicles that were added to bremenports' fleet years ago. Look at the environmentally friendly shore power connectors we have provided for inland waterway vessels. Notice that if you go for a walk on the Luneplate island, our planners have transformed wide expanses that used to be used for agricultural purposes into a green paradise. The largest conservation area in the State of Bremen is an example of compensatory mitigation at the highest level.

There are many sides to sustainability, which led us at bremenports to ask ourselves the question: how can sustainability be identified, documented and compared? The answer was this: certification to GRI standard and the associated systematic collection and processing of the data that went into this Sustainability Report.

Those who wish to develop or consolidate their sustainability footing, must first lay the foundations. Thus bremenports now has two new employees supporting us in this respect – a sign of the growing importance sustainability has for us. These colleagues take care of energy management and sustainability controlling.

Ecological matters and the fair treatment of employees have become corporate objectives of bremenports. We sign up to this commitment.

Robert Howe
Managing Director
bremenports
GmbH & Co. KG

Horst Rehberg
Managing Director
bremenports
GmbH & Co. KG

1 STRATEGY AND ANALYSIS

1.1 Statement from the most senior decision-maker within the organisation

The ports of Bremen have consistently pursued their sustainability strategy entitled "greenports" and confirmed their commitment to being the leading German port for sustainability.

Key milestone to date:

2008: Endorsement of the World Ports Climate Declaration
2009: Publication of the greenports strategy, along with a status review
2010: Registration of the greenports brand
2011: Certification to the PERS[1] standard of the environmental management system with a statement of environmental objectives
2011 : Sustainability brochure for bremenports containing the first sustainability targets
2012: Introduction of a port charge discounting system based on the Environmental Ship Index (ESI)
2013: Admission into the "partnerschaft umwelt unternehmen" Bremen sustainability initiative
2013: The first KPMG-assured Sustainability Report for 2012 was confirmed as Application Level B+ by the GRI
2014: Membership of the Global Reporting Initiative (GRI)
2014: Re-certification of the PERS[1] environmental management system
2014: bremenports has awarded the "greenports Award" for the first time for 2013
2014: Certification to ISO 9001:2008 of the quality management system

Our understanding of sustainability:

For us, sustainability consists of developments that are economically, environmentally and socially aware in equal measure and thus ensure the future viability of the ports of Bremen. By implementing the greenports sustainability strategy, we wish to promote sustainability in port management, in the port area and, if possible, also in the port industry and logistics.

Objective of our sustainability strategy

To ensure the **future viability** of the ports of Bremen

through developments that adhere to the **principle of sustainability;** i.e. developments that are

- **economically**
- **environmentally and**
- **socially**

aware.

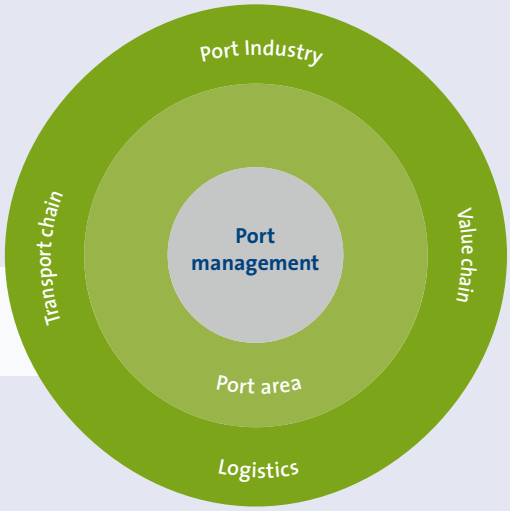


Figure 1: Our sustainability strategy

[1] PERS = Port Environmental Review System

Our motivation:
The provision of an effective and future-proof infrastructure for business and society requires the early detection of negative and positive factors and proper consideration of them in our business activities. Operational and location risks are just as important as opportunities.

The factors driving sustainability

Effective and future-proof infrastructure for business requires
- negative factors to be reduced
- positive factors to be ensured
- an awareness of operational and location risks
- the ability to identify and take opportunities

SUSTAINABILITY MANAGEMENT AS A NEW TASK

Economic focus on:
- Increasing efficiency
- Addressing risks
- Convincing capital providers

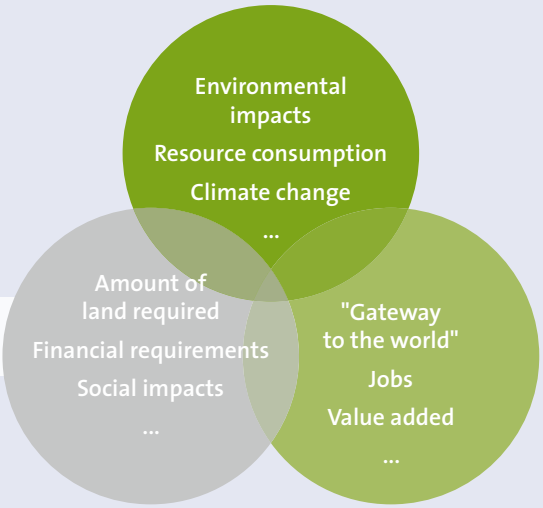


Figure 2: Sustainability motivation

Key statements on our strategy:
The following quotes show that the subject of sustainability has long found increasing mention in statements from high-ranking representatives of the ports of Bremen:

"Global warming is undisputed. Climate change and rising sea levels have evolved into mega-topics that are decisive for the future of the planet. It is time to rethink our attitudes and actions. Successful management of resources, social responsibility and ecological intelligence all go hand in hand." (NAGEL, 2009)[2]

"Marine environment protection is the common factor that links all aspects of bremenports' work. Over the course of various major quay and lock construction projects, our port and environment planning engineers have accumulated a wealth of experience. They think in holistic terms. They create infrastructure so that people find jobs. They design valuable ecological substitute sites to promote nature conservation. ... These efforts are backed up by many other sectors: maritime logistics, terminal operators, shipping lines. The ports of Bremen are fully committed to the greenports concept and will uphold it in all future activities. We have already made a good start." (HOLTERMANN & WOLTERING, 2009)[3]

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[2] Senator for the Economy and Ports of the Free Hanseatic City of Bremen and Chairman of the Supervisory Board of bremenports (2007–2010); cf. greenports: sustainable business – successful operations p. 5
[3] Managing Director in the status review "greenports: sustainable business – successful operations" p. 5

"As the second-largest port location in Germany, the ports of Bremen handle functions which are of central economic importance at both national and regional level. The Senate of Bremen is fully aware of its responsibility for reconciling economic and environmental concerns in the interests of sustainability." (GÜNTHNER, 2010)[4]

"Sustainability is a word often bandied about. Yet there is no better term to describe a subject of the future that concerns the economy more and more. ... Environmental issues and the fair treatment of employees are coming to the fore – a holistic approach that also characterises the work of the port management company bremenports." (HOWE & BANIK, 2012)[5]

Specific targets:
Back in **September 2011** bremenports reported on its progress[6], looked at enhancing its social competence and formulated more clearly its own **sustainability targets** (cf. Chap. 4.8). bremenports GmbH & Co. KG has raised the protection of the environment and the sustainable use of resources to a corporate objective. In addition, it has a sense of obligation to its employees; it treats its employees in a spirit of trust and would like to improve the working conditions further.

The first Sustainability Report[7] for the ports of Bremen was prepared on the basis of the Sustainability Reporting Guidelines G3.1 of the Global Reporting Initiative (GRI) and published in **July 2013** after assurance by KPMG and the GRI. It details the **management approaches, objectives and corporate guidelines** for the economic, environmental and social aspects(working conditions, human rights, society and product responsibility).

The Senator for Economy, Labour and Ports also referred to specific **targets** (most recently in **December 2013)** in connection with the coincident of **the environmental management system** in the ports of Bremen.

The Senator states that the ports of Bremen
- *will pursue the Environment Management System "PERS" which was implemented in 2011 and meets the requirements of Ecoports. It makes a contribution to improvements continuously, documents the port's performance in terms of environment protection and provides a framework for setting and reviewing environmental objectives and targets;*
- *comply with relevant environmental legislation and regulations, and with other requirements to which the ports of Bremen subscribe;*
- *regard the avoidance of environmental pollution and due regard to nature conservation as a decisive factor for port operations and port development;*
- *are taking steps above and beyond the legally required environmental standards in order to introduce innovative environment technologies and procedures;*
- *manage their resources as efficiently as possible and endeavour in particular to raise energy efficiency and consequently reduce carbon emissions;*
- *demand and deploy products whose manufacture and disposal cause minimum environmental impact;*
- *attach central importance to the avoidance of waste with adverse environmental effects and to exploiting potential for accident control;*
- *updates the Environment Report, which was firstly drew up in 2010/11, every two years and publishes it in a suitable manner.*

In order to implement the above environment policies, the ports of Bremen shall ensure continuously that their employees are aware of the policy and receive appropriate information and training to deliver and maintain a high standard of environment protection.

The ports of Bremen shall further communicate their environmental programme with the local community and endeavour to convince all shipping and port actors to implement sustainable and environmentally friendly technologies and procedures". (GÜNTHNER, 2013)[8]

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[4] Since 2010, Senator for Economy, Labour and Ports of the Free Hanseatic City of Bremen and Chairman of the Supervisory Board of bremenports 2010 & 2011 in: 2010 Environment Report for the Ports of Bremen and Bremerhaven p. 15
[5] Cf. Foreword to the 2012 Sustainability Report p. 7
[6] greenports (2011): Nachhaltig denken und handeln – Aktuelle Entwicklungen bei der Hafengesellschaft bremenports, p. 22
[7] 2012 Sustainability Report for bremenports GmbH & Co. KG and the special asset "Port"
[8] Since 2010, Senator for Economy, Labour and Ports of the Free Hanseatic City of Bremen in: 2013 Environment Report for the Ports of Bremen and Bremerhaven p. 15

Practical examples from 2013:
In addition to continuing long-standing cooperations (Lower Saxony Wadden Sea National Park Authority), partnerships and initiatives (stakeholder dialogues, introduction of LNG, climate change adaptation options, Klimastadt Bremerhaven (climate city campaign), integrated dredging spoils disposal, port charges discounts under ESI, compensatory mitigation measures), the following examples from 2013 are worthy of special mention:

- Presentation at the Conference for the restoration of European estuaries in Leer of the Luneplate area as an example of best practice
- Construction and provision of shore power connectors on landing piers for inland waterway vessels
- Induction of bremenports into the "partnerschaft umwelt unternehmen" Bremen sustainability initiative
- Certification to GRI & publication of the 2012 Sustainability Report
- First Sustainable Shipping Conference in 2013
- Inclusion in the Federal Environment Agency's Handbook of the Luneplate measures as an example of best practice for adapting to climate change

1.2 Description of the key impacts, risks and opportunities

Key impacts:
As stated in 1.1, bremenports and the ports of Bremen accord very high priority to the consideration of sustainability in all its forms (economic, environmental and social). Tying in with this is a keen awareness in bremenports as a management company for acting in a responsible manner with limited financial and ecological resources as well as the rights and claims of staff and society.



Unfortunately shipping remains extremely emission-intensive

Ports in particular, with their complex organisation, have a multi-layered effect on their environment, from an economical, ecological and social perspective. The operation of a port entails significant flows of materials and values, diverse emissions, the need for large areas of land and water, and high rates of resource consumption. bremenports is aware of this fact and, for this reason, incorporates the principle of sustainability in all its corporate processes. The aim is to leave future generations a viable environment that is worth living in and, thus, to maintain the port and also to operate it in accordance with these values and objectives (licence to operate). The changes that the development of the port necessitates can, for example, affect the interests of various groups (e.g. conservationists, local residents, fishermen, other users, people seeking recreation, preservationists and coastal protection activists). This is why development plans are based on existing law, which sets out unambiguous provisions. In addition, it is in bremenports' interests to enter into dialogue with those potentially affected by the project and, if possible, to arrive at mutually agreeable solutions, if only to ensure acceptance and to shorten the planning process.



The Luneplate is habitat for barnacle geese

Regardless of the planning process, bremenports has proven to be cooperative and contributes to networks, round tables, partnerships and project cooperations to support the interests of other stakeholders in as constructive a manner as possible. In this we include not only the local activities, but also regional cooperations in the metropolitan region, interacting with other German seaport locations as well as the European and international ports, to

create synergies and to support forward-looking developments by adopting a coordinated approach.

In order to act responsible with limited resources from the point of view of the State of Bremen, too, ultimately all key activities for the ports of Bremen are approved by public oversight and steering committees and are therefore subordinate to the democratically elected bodies, even if this greatly restricts the decision-making abilities of bremenports as the management company.

In the 2013 reporting year, bremenports GmbH & Co. KG was inducted into the "partnerschaft umwelt unternehmen" Bremen, an initiative numbering no less than 140 regional firms at the time, who are actively commited to environmental protection. Also the firm's involvement in international working groups IAPH[9] (WPCI-WG[10] for LNG[11] and ESI[12]) and PIANC[13] (Sustainable Ports – A guide for port authorities) as well as the firm's support of regional research and development projects[14] (Northwest 2050: "Resilient Port Structures") and "Adapting to climate change on the Lower Weser in the form of a tidal polder in the Drepte lowland" constituted key areas of work concerning the above-mentioned interests.

Opportunities and risks:
Another important aspect that affects the port remains the use of offshore wind energy. It presents both **opportunities and risks** for the ports of Bremen in future, as the development of this branch of industry is difficult to predict for the coming years based on the changing trends of recent years. Plans for infrastructure for the handling of offshore components as well as other heavy lift cargo in Bremerhaven continue to be made. The completion of appropriate infrastructure is very important for the development of the offshore wind energy sector and for the intended turnaround in energy policy and presents great challenges to all involved.

Under less public scrutiny, further important extension measures are taking place in the port railway facilities, which are intended to promote the rail transport of goods.

In addition, Bremerhaven, like other German seaports as well, is preparing for the introduction of LNG (Liquefied Natural Gas) as a marine fuel. While fuel providers are planning local LNG bunkering facilities, bremenports is paving the way for the construction and use of vessels running on LNG in its own fleet. Besides the above-mentioned specific risks and opportunities for bremenports, the development of the global economy is another factor. Because the port economy is closely linked with developments in the global trade in goods, fluctuations in the global economy always have a direct effect on the port. However, as a port management company, bremenports tends to be indirectly affected.

Through bremenports, the ports of Bremen have a comprehensive **risk management system,** with the aid of which all key risks are identified, assessed and regularly monitored. A risk is defined as any contingency with a potential negative impact on the attainment of qualitative or quantitative objectives. The aim is not to prevent risks in general, as, with any business activity, availing of opportunities necessarily involves taking risks. Rather, the aim is to achieve transparency about the actual risk potential as a basis for active countermeasures as well as to establish another tool for the early detection of divergences.



Planned new hopper barge; first German inland ship with LNG-drive

The following risk management policy is adhered to:
- The risk strategy is coordinated with the strategies for the ports of Bremen and bremenports and must be consistent with them.
- The risk management system is integrated in the ongoing business processes.
- Risks are managed essentially by the business process owners.

[9] International Association for Ports and Harbours
[10] World Port Climate Initiative – Working Group ...
[11] Liquefied Natural Gas
[12] Environmental Ship Index
[13] Permanent International Association for Navigation Congresses
[14] Cf. "Prepared for climate change – Adapting to climate change in the metropolitan region of Bremen-Oldenburg in Northwest Germany" p. 22–24 & 28f.

- The purpose of the risk management process is to ensure that key risks can be identified, assessed and regularly monitored.
- The identified risks are communicated to the decision-makers in a transparent manner.
- Available means of risk prevention or mitigation are actively used to facilitate the early introduction of countermeasures.

Risks are assessed based on probability of occurrence and quantification of the potential loss. Risk control and preventive measures are the primary objectives of risk management. Risk management includes monetary valuation as well as all aspects of sustainability; that is, environmental, economic and social aspects.

A Risk Policy that applies to the entire company lays down uniform guidelines for dealing with risks. The risks are identified on-site twice a year and the information consolidated from the bottom up. Regardless of regular risk identification, unexpected ad-hoc risks must be reported immediately. This ensures that those responsible respond rapidly and efficiently to a change in the risk situation.

All risks are classified by type, potential loss, probability of occurrence, category, possible timing and duration. For the ports of Bremen and bremenports, the results of risk management are grouped in one risk situation, which contains all key risks in the form of a table.

There follows some of the risks, in particular in relation to sustainability:

- This includes, with a *probability of occurrence* assessed as *possible,* the **negative impact on the upkeep chain "Dredging and Disposal"** of a change in environmental legislation based on newly discovered or existing pollutants in problematic concentrations.

- It generally takes 15 years, during which period the compensatory mitigation sites are specifically developed, to meet the **compensatory mitigation conditions** attached to the planning permissions for the project. Parallel monitoring safeguards this process, but nonetheless a certain element of risk remains in respect of further remedial action and thus additional expenditure. The *probability of occurrence* in the main areas of compensatory mitigation is estimated as follows:

  a) Luneplate area: *possible*
  b) Wursten coastal area: *possible*
  c) Drepte lowland area: *possible*



Luneplate compensatory mitigation site

- The international shipping industry, for which we want our ports to be an attractive handling location now and in the future, will use lower-emissions or zero-emissions fuels [such as LNG (Liquefied Natural Gas), LPG (Liquefied Petroleum Gas), hydrogen or low-sulphur diesel fuels] instead of the current diesel, gas and heavy oils in the medium- to long-term, and will therefore need a supply of them in the ports of Bremen as well. The required quantities will increase in the medium term as the emissions guidelines are expanded at an international, European, national and local level and in line with a rise in other demands. For the ports of Bremen there is a risk, with a *probability of occurrence* assessed as possible, due mainly to their location in a SECA (Sulphur Emission Control Area), that the required **fuels will not be available, or not in the required quantity**, when demand arises and increases. This aspect also applies to inland shipping in Bremen, but the probability of occurrence is lower.

- In the event of **a delay in the realisation of the Bremerhaven offshore terminal**,
  a) both the onshore investments on the part of the State of Bremen and the investments of the port users would be affected,
  b) in the period of transition, any temporarily used areas in the international port area in Bremerhaven would still be required for temporary use for offshore purposes and thus would be unavailable for other uses

  However, in all cases, the *probability of occurrence is assessed* as only *possible*.

- The port facilities rely heavily on the **waterside connection** (adaptation of the outer and lower Weser) and on the **appropriate hinterland connections** (in the interests of sustainability, esp. rail and waterway). In this context, a functioning Bremen rail hub, the hinterland connection over the central Weser, but also the port connection to the motor way, is required. Inadequate development can lead to the depreciation of the special asset "Ports" and even the loss of some customers of the port. The *probability of occurrence* is assessed as *possible*.

- Furthermore, there are ***contamination*** problems in three sites, the *probability of occurrence* of which is assessed as *possible* to *moderate*.

- One risk with a *possible probability of occurrence* but high economic impact is **attacks on port infrastructure.**

- Sustainability risks with a *high probability of occurrence* include the challenges of **demographic change**. The following premises – in addition to those generally known – are of relevance to bremenports: The increasing number of employees leaving the company as of 2014 entails a knowledge drain. The higher retirement age and the changes in the semiretirement conditions mean that employees are staying in the firm for longer and retiring later. The needs of older employees must be given greater consideration in working conditions and human resources development in future.
- Another sustainability risk with a *high probability of occurrence* is **climate change**. Due to their location on navigable waters and the many processes that have to take place out in the open, ports in general are particularly affected by the probable phenomena of climate change. The ports of Bremen must prepare themselves in particular for a probable rise in sea levels, increasing storm surges as well as strong winds and rains and associated secondary effects due to interrupted or affected transport chains, which will have an effect on the economy, the environment and the working conditions.

Conclusion:
No risks jeopardising the future development of the ports of Bremen were identified in 2013 in the overall assessment on account of their close connection to the budget of the Free Hanseatic City of Bremen, the same applies for bremenports. Foreseeable risks for the future development of the port are to be identified early and addressed in a suitable manner in order to perhaps even create an "opportunity" for the port location out of this early anticipation of risk.

2 ORGANISATIONAL PROFILE

2.1 Legal form, ownership and organisational structure

Name and location of headquarters:
This report focuses on bremenports GmbH & Co. KG as a port management company. It acts for the two special assets "Port" & "Fishing Port (Waterside)"[15].
The headquarters of bremenports GmbH & Co. KG is in Bremerhaven with the address: Am Strom 2, 27568 Bremerhaven, Germany
More detailed information on the scale of the organisation is given in Chap. 5.



Company headquarters Sail City in Bremerhaven

Ownership structure and legal form: bremenports GmbH & Co. KG
bremenports GmbH & Co. KG (bremenports) is a wholly-owned subsidiary of the Free Hanseatic City of Bremen – City Municipality – FHB. The managing limited partner is bremenports Beteiligungsgesellschaft mbH, whose sole shareholder is the City Municipality of Bremen. The holding company (Beteiligungsgesellschaft) acts through its managing director(s). bremenports GmbH & Co. KG has been charged by the City Municipality, represented by the Senator for Economy, Labour and Ports, with the management of the two special assets "Port" & "Fishing Port (Waterside)".

Special asset "Port"
The Free Hanseatic City of Bremen – City Municipality – (FHB) has established a special asset without legal capacity but with its own business and accounting management under the name "Special asset 'Port' of the City Municipality of Bremen". The sites, areas of water and facilities essentially comprising the port area in Bremen and Bremerhaven owned by the City Municipality of Bremen as well as the compensatory mitigation sites and offsets for port investments of the special asset outside the port areas or outside Bremen are allocated to the special asset. The special asset may take legal action, sue and be sued in its own name.

Special asset "Fishing port (Waterside)"
The Free Hanseatic City of Bremen – State – (FHB) has established a special asset without legal capacity but with its own business and accounting management under the name "Special asset 'Fishing Port' as of the State". The sites, areas of water and facilities essentially comprising the fishing port area in Bremerhaven owned by the State of Bremen as well as the compensatory mitigation sites and offsets for port investments of the special asset outside the port areas are allocated to this special asset. The management of the special asset "Fishing Port (Waterside)" has been transferred by the Senator for Economy, Labour and Ports to Fischereihafen-Betriebsgesellschaft mbH for the shoreside and to bremenports GmbH & Co. KG for the waterside. The latter prepares the annual financial statements for the entire special asset "Fishing Port". The special asset may take legal action, sue and be sued in its own name.

[15] The two special assets "Port" & "Fishing Port (Waterside)" will hereafter, where permitted, also be referred to collectively as the two special assets "Ports"

Organisational structure:
The firm bremenports GmbH & Co. KG is divided into the three **divisions** port construction, port maintenance and commercial affairs. In addition, the extended management consists of four departments:

- Public Relations and Marketing
- Port Development
- Legal, Contract Award, Internal Audit, Anti-Corruption Office
- International Projects

bremenports does not have any different establishments, subsidiaries or joint ventures.

bremenports GmbH & Co. KG, a wholly-owned subsidiary of the Free Hanseatic City of Bremen, has been charged with the management of the special assets "Port" & "Fishing port (Waterside)". It does not itself have any shareholdings at present. The Senator for Economy, Labour and Ports sets out the rights and obligations of bremenports in the business management agreements.

Its main duty is the administration in trust of the special assets ports. This is broken down into so-called standard duties and special duties, which are performed for the special assets. Standard duties comprise the operation and maintenance of the port infrastructure, including the port railway, management of the properties and sites as well as marketing for the ports of Bremen. Special duties are commissioned separately by the Senator for Economy, Labour and Ports and involve, for example, the investment projects approved by the federal state government.

The **special asset "Fishing Port"** (see above) of the Free Hanseatic City of Bremen (City Municipality of Bremen) held the following shareholdings as at 31 December 2013:

- BLG LOGISTICS GROUP AG & Co. KG, Bremen: 100 %
- BREMER LAGERHAUS-GESELLSCHAFT[16], Bremen: 50.4 %
- bremenports GmbH & Co. KG, Bremen: 100 %
- Jade-Weser-Port Realisierungs-GmbH & Co. KG, Wilhelmshaven: 49.9 %
- bremenports Beteiligungs-GmbH, Bremerhaven: 100 %
- Jade-Weser-Port Realisierungs-Beteiligungsgesellschaft mbH, Wilhelmshaven: 49.9 %
- Columbus Cruise Center Bremerhaven GmbH, Bremerhaven: 43.0 %

The **special asset "Fishing Port (Waterside)"** of the Free Hanseatic City of Bremen (State) did not hold any direct shareholdings as at 31 December 2013, but is itself part of the special asset "Fishing Port" (see above).

2.2 Fields of activity, markets, brands, products and/or services

Fields of activity (duties and geographic area):
According to the current business management agreements[17] the fields of activity are broken down into standard and special duties:

Standard duties:

- Administration in trust of the Operational Company PORT OCP (BgA Hafen)
- Operation, management and maintenance of the infrastructure
- Management and marketing of properties
- Performance of dyke maintenance, storm surge service and the compensatory mitigation and offsetting measures
- Construction, planning, planning permission and project management as well as performance of the duties of owner and client for alteration, renovation and maintenance projects in respect of the abovementioned assigned duties
- Advertising and marketing for the ports
- Bookkeeping and accounting for the special assets

[16] Company limited by shares (Aktiengesellschaft) est. 1877
[17] For the special asset "Port" in the version of 23 January 2002 (described in detail in section 2) and the special asset "Fishing port (Waterside)" in the version of 21 May 2003.

- Development of plans and proposals for the Senator for Economy, Labour and Ports for strategic port development to strengthen Bremen and Bremerhaven as places to do business.
- Debt servicing for ongoing investment projects as specified by the Senator for the Economy, Labour and Ports, fulfilment of ongoing contracts with third parties as stipulated by the Senator for the Economy, Labour and Ports.

Special duties:

- Other activities related to the port and sites on the basis of the individual contracts to be awarded by Bremen on a case by case basis; in particular, construction, planning, planning permission and project management, finance management, preparation and performance of strategic alliances.

In geographical terms, the Federal Republic of Germany is the primary field of activity. In addition, bremenports GmbH & Co. KG currently has international advisory operations in the countries of East Timor and India, but does not have an establishment in these countries. There is a start-up project in Iceland. In addition, further training courses in port management for Indonesia are offered and delivered both in Bremen and in Indonesia. Other current target countries for further training are the People's Republic of China and Vietnam.

Markets:

In relation to **location marketing**, no particular regional markets have been specified in principle, but it is clear that trade fair attendances (see below) focus on China, South and North America and Europe. Customer events (event format: "Logistics Talks") are very much targeted at the German-speaking region.

In principle, the acquisition area for **International Projects** (Consulting) is not restricted. However, for various reasons – including respect for human rights and anti-corruption as well as the issue of the security of the staff employed – certain regions have been prioritised in recent years; mainly Southeast Asia (Indonesia, East Timor), India and the Gulf region (Kuwait, Qatar). In Europe, a project in Iceland is under development.

In relation to **standard and special duties**, there is a regional restriction on the market.

Key brands, products and/or services

Since January 2002, bremenports operates the infrastructure of the Bremen/Bremerhaven group of ports on behalf of the Free Hanseatic City of Bremen. The experts from bremenports maintain close contact with shipping and logistics, in order to keep port development in the State of Bremen consistently in line with requirements. They follow environmental and social developments to be able to integrate them in a suitable way in port development and their own concepts, and they plan and realise construction projects such as Container Terminal 4 (completed in 2008), the "Kaiserschleuse" lock (2011) and the Offshore Terminal Bremerhaven (in planning), in order to prepare the international port on the Weser for the future. They operate, maintain and repair the complex marine infrastructure. And they market their nautical-technical and ecological know-how in Germany and abroad. Thus the port management company is a prospective partner for projects all over the world.

In its legal form of a GmbH & Co. KG the bremenports firm has set a milestone in German port management – a powerful and flexible public infrastructure service provider with a consistent business orientation.

On account of the publically visible and noticeable activities of bremenports – particularly in the Bremen/Bremerhaven location – (the "greenports" initiative, for one), the firm's Corporate Identity has developed into a brand that is regarded as synonymous with high quality in the technical, environmental and organisational areas of progressive port management.

Another important duty of bremenports GmbH & Co. KG is location marketing for the Bremen/Bremerhaven port and logistics location. When the experts meet at logistics and transport trade fairs in Moscow, Shanghai and Munich, the port and logistics businesses of Bremen are also present. This is something that the experts at bremenports ensure. They organise the location marketing for the ports of Bremen. At representative communal stands under the brands "VIA BREMEN" and "GERMAN PORTS", they provide large and small port firms with the perfect platform for a professional trade fair appearance.

And not only that, bremenports initiates and organises numerous customer events, presents the location and projects in brochures, issues a two-monthly trade magazine and looks after national and international delegations and groups of visitors. In addition, the firm provides comprehensive information on the Bremen/Bremerhaven port and logistics location – for example, through an online portal for the port.

Since Spring 2011, the Bremen/Bremerhaven location emphasises its logistics competence in a striking, assertive and consolidated manner under the VIA BREMEN location brand.

Products and services:
The products of bremenports are the port infrastructure facilities (e.g. locks, quays, terminal areas, navigable port basins and fairways in the port area, offsets and compensatory mitigation sites as well as railway lines, roads and bridges) requested by its clients (primary the dedicated special assets and the Senator for Economy, Labour and Ports).

The planning, construction, operation, maintenance and management services provided by bremenports are services for the special assets "Ports" or special duties separately commissioned by the Senator for Economy, Labour and Ports (see above) as well as the service provision and advisory business that bremenports offers and provides for other customers worldwide.

2.3 Significant changes during the reporting period

There are no significant changes during the reporting period regarding size, structure or ownership of the organisation to report since the 2012 Sustainability Report. The expanded scope of the report is described in Chap. 3 (in particular Chap. 3.4).

2.4 Awards received in the reporting period

Neither bremenports nor the ports of Bremen received any awards in the strict sense in the reporting period, so at this point recognitions received and successful assurances, certifications or placements will be mentioned.

- bremenports, as in previous years, was recognised by the ADFC and AOK as a bicycle-friendly company in 2013.
- The State of Bremen and the not-for-profit association Impulsgeber Zukunft e.V. have recognised bremenports as a "Family-Friendly Company of the State of Bremen" in acknowledgement of its commitment to being family-friendly and its exemplary efforts to reconcile work and family life.
- In recognition of its voluntary commitment to the environment, bremenports GmbH & Co. KG was inducted into the "partnerschaft umwelt unternehmen", a network between the State of Bremen and selected firms.
- Conservation NGOs invited parties to the Conference for the restoration of European estuaries in Leer to discuss possibilities, plans and the implementation of the renaturation of European estuaries. The project "Luneplate on the Lower Weser" was presented at this event as an example of best practice.
- The Federal Environment Agency published a handbook on Best Practice for adapting to climate change. Two national examples of best practice were presented in each of eight areas of activity. The category "Conservation and biodiversity" included the project "Environmental offsetting on the Luneplate" and described the contribution to adaptation to climate change.

3 REPORT PARAMETERS

3.1 Reporting period & reporting cycle

This report is the second Sustainability Report prepared in accordance with the Sustainability Reporting Guidelines G3.1 of the Global Reporting Initiative (GRI). The reporting period is the 2013 financial year (1 January to 31 December 2013).

Back in April 2011, the environmental management system in the ports of Bremen was certified to the Port Environmental Review System (PERS), a standard development by the Ecoports Foundation for the European Seaports Organisation (ESPO), which must be audited by Lloyd's Register in Rotterdam. The first Sustainability Report for the 2012 year was published in July 2013 and was GRI-checked as Application Level B+.

bremenports intends to continue to publish a GRI Sustainability Report on an **annual basis** for itself and its area of responsibility (Special assets "Port" and "Fishing Port (Waterside)").


CERTIFICATE OF VERIFICATION

ECOPORTS

Ports of Bremen/Bremerhaven Germany

Port Environmental Review System (PERS) version 3

Activities, products and services of the port authority

PERS certificate

3.2 Report content

Definition of report content:
The GRI's guidelines (Version 3.1) form the framework for defining topics for sustainability reporting. We follow the principles for defining report content: materiality, involvement of stakeholders, sustainability context and completeness. The starting point for identifying topics is the aspects and indicators for the areas of economy, environment, society, work practices, human rights and product responsibility[18].

In the preparation and realisation phase of this report, we prioritised the reporting topics in order of importance both for us as a firm and for our stakeholders. All relevant organisational units were involved on an ongoing basis. Account was taken of the questions and wishes that employees, customers or public representatives expressed in recent times.

In addition, an external company helped to introduce us to and acquaint us with the task and worked up a materiality analysis in joint workshops with the management of bremenports. We have refined the results of this materiality analysis on an ongoing basis taking into consideration the feedback from our stakeholders and the readers of our Sustainability Report.

[18] Amounts shown are rounded to the nearest EUR 1000

GRI index table:
The specific scope of GRI reporting is documented in the index table at the end of the report. This table identifies the exact location of the standard disclosures.

Data collection methods and bases of calculation:
It was possible to source the majority of the data collected for the indicators from the available commercial and technical documents. In most cases, this data is measured data from the entire period from 1 January 2013 to 31 December 2013.

If estimates had to be used by way of exception, this is explained in detail in the indicator notes. We are working on continually improving the data quality of our sustainability indicators by refining our guidelines, systems, processes and internal controls for collecting these data.

To collect the indicators, data masks were developed in Excel and integrated into the inhouse document management system. There, all those involved can input their information and then current reports can be generated.

Assurance:
To ensure the credibility and high quality of our reporting, we engaged KPMG AG Wirtschaftsprüfungsgesellschaft to provide assurance over selected information and indicators in the 2013 Sustainability Report. Information on the scope, assurance procedures and results of this limited assurance are given in the assurance report on pages 82 to 83. The GRI indicators included in the scope of the assurance are marked with the Ⓟ symbol in the headings and in the GRI index (annex).

In addition, we want to have the Application Level B+ of this report checked by the Global Reporting Initiative (GRI).

Given its format, the primary purpose of this second GRI report is a structured GRI reporting. The plan for this year is to publish it in its entirely as well as in extracts as an online download in German and English. Separate from this, the audited annual financial statements of bremenports GmbH & Co. KG for the 2013 financial year, for which an unconditional audit opinion was issued, contain key information on employees as well as on environmental and risk management. These statements are publically available online and in print. The audited annual financial statements for the special asset "Port" & "Fishing port (Waterside)" have been available since June 2014.

Contact person for queries about the report:

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  Tel. +49 471 30901-105
  E-mail: ruediger.staats@bremenports.de

- For queries about sustainability management:
  Uwe von Bargen, Environmental Director
  Tel. +49 471 30901-550
  E-mail: uwe.vonbargen@bremenports.de

3.3 Report boundary

The statements and data in this report relate to bremenports GmbH & Co. KG as well as the special assets "Ports" administered in trust for the Free Hanseatic City of Bremen, but not to their direct shareholdings (cf. Chap. 2.1). The report covers all departments of bremenports. The data collected for this report does not include any data reported by suppliers.

In this report the special assets "Ports" and bremenports GmbH & Co. KG are consolidated, as collectively they reflect the area of the ports of Bremen for which bremenports GmbH & Co. KG is responsible.

If particular indicators only apply to individual entities ("Port", "Fishing Port (Waterside)" or bremenports GmbH & Co. KG), this fact is explicitly stated. The combined treatment of all entities is necessary to ensure comparability with other ports, because Bremen differs from other comparable ports with regard to the special asset structure.

This means that the entire port facilities are allocated to the special asset "Port" and are managed by a management company. Nationally and internationally this is often handled differently; i.e. the management company directly owns the port facilities.

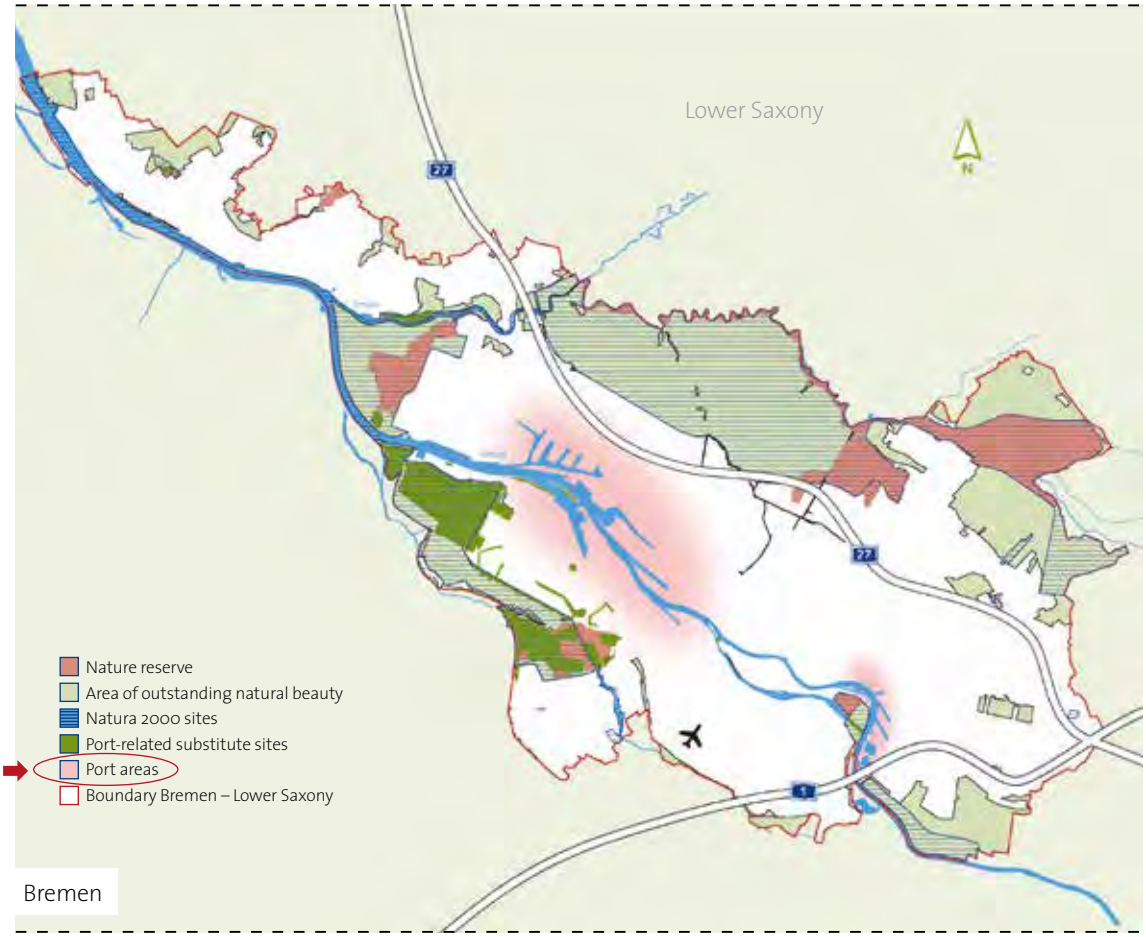


Figure 3: Port areas and port-related compensatory mitigation sites in the City of Bremen.

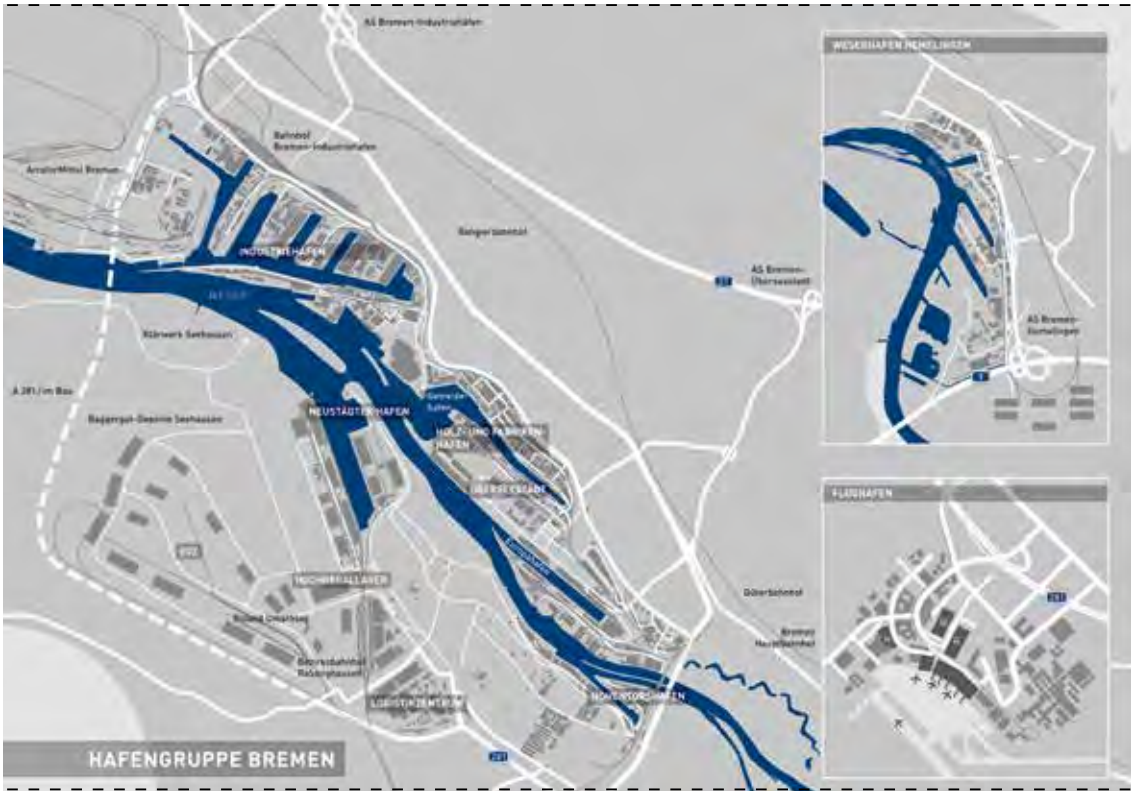


Figure 4: Bremen group of ports



Figure 5: Central port areas in the City of Bremen

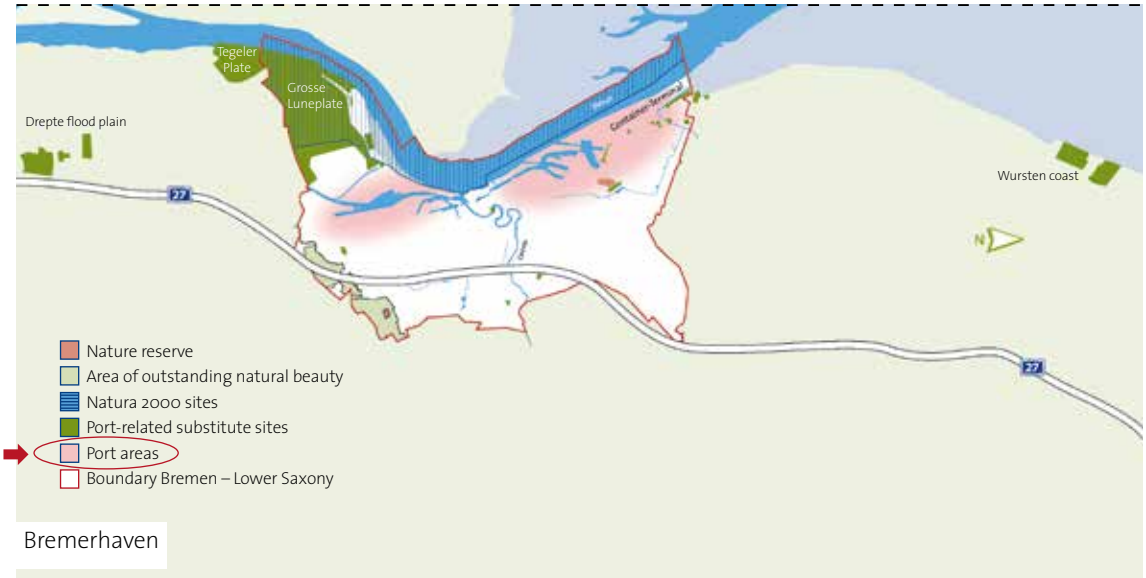


Figure 6: Port areas and port-related compensatory mitigation sites in Bremerhaven.



Figure 7: Bremerhaven group of ports



Figure 8: Overseas port area in Bremerhaven

3.4 Changes from the 2012 Sustainability Report

Impacts of a change in presentation from previous reports
Compared to the previous year's report, which reported on 31 assured indicators, this year's report takes up a further 12 indicators. For all repeated indicators, a comparison with the previous year's figures is given in this report.

In the report layout, we altered the strict breakdown of the performance indicators according to the six categories EC, EN, LA, HR, SO & PR in order to report more by topics that have a high degree of relevance for us and, overall, to provide a clearer arrangement and make it easier to read. However, the scope of reporting can still be seen in the GRI index at the end of the report.

Changes in boundary, scope or measurement methods
The boundary and scope of the report have changed to the extent that this is the first year it was possible to include the special asset "Fishing Port (Waterside)" in full. This increases the geographical scope by an area of water of 160 ha in the South of Bremerhaven, which was not included in the 2012 report.

In addition, the data quality was improved compared to 2012 by formalising and assuring the data collection process to a greater extent.



Port areas in the Fishing Port

4 GOVERNANCE, COMMITMENTS AND ENGAGEMENT

4.1 Governance structure and responsibility for sustainability

- **The special assets "Port" & "Fishing Port (Waterside)"**

The rights and obligations arising out of the special assets' shareholdings (cf. Chap. 2.6) are exercised and fulfilled by the Free Hanseatic City of Bremen. Management of the special assets "Ports" is assigned under section 5 of the SVG[19] to the Senator for Economy, Labour and Ports, who has delegated the management of both special assets to bremenports. The rights and obligations of bremenports are laid down in a business management agreement. In relation to management, bremenports is subject to the control and instruction of the Senator for Economy, Labour and Ports.

The process of managing and overseeing the special assets within the administration begins with the federal state government as the highest decision-making body that sets the corporate objectives. The management function is provided by the administration of the senate that coordinate the objectives for the holding company with the company.

As a holding company of the Free Hanseatic City of Bremen, bremenports is subject to the provisions of the byelaws, the state budgetary regulations and the SVG in relation to financial management. Under these provisions, some legal transactions are subject to approval.

- **bremenports GmbH & Co. KG**

Management

bremenports GmbH & Co. KG is managed by the managing directors (100 % male) of bremenports Beteiligungs-GmbH. The Technical and Commercial Managing Directors share responsibility for the content of the greenports sustainability initiative; the Technical Managing Director holds the regular jour-fixe meetings and supervises the internal sustainability reporting project group. Both managing directors consult closely with each other.

Shareholder Meeting

The statutory and/or contractual decisions assigned to the Shareholder Meeting are subject to resolution by the Shareholder Meeting. It decides on the issue or amendment of business instructions for the limited liability company (GmbH).

Supervisory Board

bremenports has a Supervisory Board and an Advisory Board. In the reporting period, the Supervisory Board was composed of up to 20 members: 10 employer's representatives (100 % male), 10 workers' representatives (1 female). The Chairman of the Supervisory Board and his deputy (female) are elected by the Supervisory Board. In the reporting period, the incumbent Councillor of State of the Senator for Economy, Labour and Ports held the position of Chair of the Supervisory Board. A workers' representative (female) was appointed as his deputy. The Supervisory Board defines the business policies – unless these are not already defined in the business management agreements – and supervises the managing directors. Decisions made by the managing directors that go beyond normal business operations of the firm must be passed by prior resolution of the Supervisory Board.

Advisory Board

The Advisory Board is composed of up to 14 members (in the reporting period: 12 male and one female member). The members of the Advisory Board are appointed by the shareholder, the Free Hanseatic City of Bremen (City). According to the partnership agreement, the Advisory Board has an advisory function.

[19] Act relating to Owner-Operated Enterprises and the special assets of the State and City Municipality of Bremen (BremSVG)

Environmental Director
Since 2008, bremenports has had an Environmental Director who is connected with the management from within the Port Development department. He developed and, in close consultation with the managing directors, supervises the content creation, further development and implementation of the "greenports" sustainability strategy for the ports of Bremen (i.e. bremenports, special assets and Bremen's port industry). As required, the managing directors or the Environmental Director report(s) to the relevant bodies and take directions, suggestions or orders from them.

Opportunities for employees to have a say
Up to the end of 2011, an industry-level company suggestion scheme under the auspices of the Bremen Senator for Finance was in place at bremenports. There is no follow-on arrangement as yet.

As part of the preparations for certification to ISO 9001:2008 in 2014, the first steps towards introducing a continuous improvement process (CIP) were taken. These include measures intended to evaluate customer satisfaction. One element of the CIP is to improve internal and external communication. In a two-day kick-off workshop involving various groups of employees, potential for improvement was identified and 3 working groups broke down the points into key issues. The plan is to implement the proposed measures in stages in the coming years after consultation with the management and, if necessary, the bodies.

Linkage between compensation for senior managers and the organisation's performance
Almost all employees of bremenports GmbH & Co. KG are employed in accordance with the civil service collective agreement (TVöD). In addition to a salary according to the salary scale, they receive a collectively agreed bonus (2013: 2.00 %) based on the previous year's wage.

An additional 15 civil servants (previous year: 20) of the Free Hanseatic City of Bremen were allocated to work for bremenports GmbH & Co. KG as at 31 December 2013.

The members of the Management Board have individual contracts of employment without variable remuneration components, which are not subject to collective agreements.

The two managing directors receive additional bonuses based on the level of target achievement. The total remuneration of each of the two managing directors is shown in the annual report and is accessible to the public.

Qualifications and expertise of the governing bodies in relation to sustainability
The special assets "Port" & "Fishing Port (Waterside)" are managed by bremenports, subject to the control and instruction of the Senator for Economy, Labour and Ports in Bremen.

Within bremenports, the decisions of the managing directors in relation to sustainability are prepared based on the submittals of the Environmental Director and taken with the involvement of the entire management team. If the involvement of the Senator for the Economy, Labour and Ports, other federal state government departments or the Supervisory Board is required, this is ensured. There are process descriptions both for sustainability management and port-related environmental management, which were updated up as far as certification of the quality management system to ISO 9001:2008 in 2014.

Both managing directors and the Chairman of the Supervisory Board have publically committed to sustainable port management and support the new mission statement. The Environmental Director assists them in an advisory and proactive capacity in his role as expert. His many years of professional environmental experience in the ports of Bremen, his acceptance at both local and international level and his more than 24 years of service in the firm are a great asset in this respect. Since the beginning of 2012, he has been assisted by one employee (female), who looks after the vessels side of greenports.

There are both representatives of the employer and of the workers on the Supervisory Board who are highly committed to sustainability based on their own professional activities or their personal beliefs. Women remain underrepresented in all the governing bodies mentioned. However, all those involved strive for an improvement in the balance and the plan is to increase the percentage of women in the firm as a whole to 30 % by 2020.

Processes in place for the governing bodies to ensure conflicts of interest are avoided
The federal state government of the Free Hanseatic City of Bremen adopted the Public Corporate Governance Code for all holding companies in January 2007.

Since then, bremenports has undertaken to be measured by strict transparency and efficiency standards. It is also in bremenports' own interests to give an account to parliament and the public of targets, strategies and actions on a regular basis.

The regular participation of Supervisory Board members in Supervisory Board meetings is monitored according to the Code. The members of the Supervisory Board must declare conflicts of interest. This is monitored annually by survey.

The Internal Audit department carries out annual selective audits on specific content and provides regular information and/or training together with the Bremen Anti-Corruption Office.

The performance report and the declaration of conformity are presented annually to the Supervisory Board, reported in the annual financial statements and published in the annual report.

4.2 Sustainability mission statements and their implementation

Mission statements of significance for the organisation's sustainability performance
The "greenports" sustainability strategy has gradually evolved (cf. Chap 1.1) without the various objectives having been merged to form a consistent system of targets: a necessary step, which is to be taken in the near future. To date, the sustainability objectives of our greenports initiative are[20]:

"bremenports GmbH & Co. KG has raised the protection of the environment and the sustainable use of resources to a corporate objective. In addition, it has a sense of obligation to its employees; it treats its employees in a spirit of trust and would like to improve the working conditions further.

We want
- *to enhance our competence in all areas of marine ecology,*
- *to make an even greater contribution to improved environmental protection and sustainability in the ports of Bremen,*
- *actively to support the 2011 certification of the environmental management system of the Bremen/Bremerhaven group of ports (to the international PERS standard) and further advance standards in relation to this,*
- *to continue engaging with industry on the correct way to achieve a sustainable port,*
- *to step up our public relations work on issues of marine environmental protection,*
- *to reduce energy consumption in the firm,*
- *to report regularly in sustainability reports on developments at bremenports and*
- *to make a success of the future project "Bremerhaven Offshore Terminal".*



Trainer Mr Köhnken together with his trainees

In addition, we want
- *to nurture a corporate culture of fairness,*
- *to be even more rigorous in our social responsibility towards our employees,*
- *to increase the proportion of women and the seriously disabled in the port management company and*

[20] Cf. greenports: sustainable business and operations – current developments in the port management company bremenports p. 22 (2011)

- *to train more young people to safeguard the development of the company and to fulfil our social responsibility."*

Furthermore, *five corporate principles* were devised to govern our actions:

I. Customer-led offering:
- We actively cater for our customers and identify their needs. Our employees show professionalism both in their personal interactions and in their cooperative approach.
- We win customers by providing tailored, comprehensive services throughout the value chain spanning planning, construction, maintenance, operation and consulting.
- We take a holistic view of projects and look at the entire life cycle of the infrastructure.

II. Successful employees:
- We continuously improve our results, through ideas, entrepreneurship, loyalty and dedication.
- We take on complex tasks and are given the necessary scope to achieve the agreed objectives. We deal openly and constructively with mistakes.
- We agree specific individual targets in our structured staff appraisals. By employing a transparent approach to evaluation, we improve our motivation and performance.
- We work in interdisciplinary project teams to use our skills in the best possible way.
- We undergo ongoing training and practice a corporate culture in which each and every person is challenged and encouraged.

III. Sustainable operations:
- We run a sustainable business and are committed to our responsibility to the environment and to society.
- We support equal opportunities and oppose discrimination of any kind.
- We promote occupational health and safety, thereby reducing the risk of accidents and safeguarding the health of all employees.
- We aim to reconcile family and work life as best possible.

IV. Value-driven strategy:
- We manage bremenports in a way that provides value for money and are responsible with the infrastructure entrusted to us.
- Our internal and external communication is open and we are committed to transparent reporting.
- We pledge to uphold the "Public Corporate Governance Code" of the Free Hanseatic City of Bremen.

V. Fair dealings with suppliers:
- Dealings with our suppliers are based on trust and fairness.
- We expect our suppliers to accept and adhere to our quality standards.

Procedures for overseeing and managing sustainability performance

In tandem with his existing environmental duties, the Environmental Director was assigned the development of the greenports initiative for the entire port, the coordination of the whole subject of sustainability, the further development of sustainability themes as well as the positioning of the ports of Bremen at national and international level.

Once a month, a jour-fixe meeting is held with the Technical Managing Director regarding significant projects and targets. The results are shared with the Commercial Managing Director. If required, further meetings are held, in which additional colleagues participate if necessary.

Similar project meetings are held with the Technical Managing Director in relation to sustainability topics with a technical focus (e.g. LNG filling station in Bremerhaven, construction of new vessels that run on LNG, R&D project "Nordwest 2050", R&D project "Drepte tidal polder").

If required, the Environmental Director makes presentations to the entire management board in order to inform them and to seek assistance.

The managing directors/the Environmental Director report to the different bodies upon request (Supervisory Board, Port Committee, Environment Deputation, etc.). Scheduled routine meetings are held on a needs basis with the specialist personnel in the office of the Senator for Economy, Labour and Ports. Their purpose is to share information, facilitate consultation and provide mutual assistance. In relation to the introduction of LNG in the Ports of Bremen, an interorganisational working group was formed for ad-hoc consultation and providing mutual assistance. Internally, there are other formalised coordination

meetings within the Port Development unit (weekly) and monthly meetings between the Environmental Director and a representative of the Environmental Planning department.

To have the sustainability performance externally assured, an internal working group was formed in 2012 for the purpose of preparing certifications to the GRI[21] standard.

Evaluation of sustainability performance
The following five PERS environmental indicators which can be influenced by bremenports were the only "measures" to date to evaluate the sustainability performance.

For the indicators available since 2008 (2007), the change up to and including 2012 was disclosed in the 2013 Environmental Report.

In the 2012 Sustainability Report, 31 further assured sustainability indicators were available, which were measured and their nature described in accordance with the GRI standard. The description of the management approach for these indicators is supposed to clarify further specific development. In addition to the internal evaluation of these indicators, external evaluation is possible and desirable as part of certification/reporting to PERS & GRI.



Water injection device in use to prevent sedimentation in the Geeste outer harbour

- Level: *Environmental impacts of the port*

Amount of dredged material

Viewing level	**Environmental implications**
Enquiry	Sediment dredged in Bremen and Bremerhaven in m^3 (not including the turning point for shipping in the River Weser) / port water area in m^2 according to the port regulations
Measured by	bremenports GmbH & Co. KG; Port Maintenance Division
Value for **2008**	**0.08 m^3/m^2**
Value for **2009**	**0.065 m^3/m^2**
Value for **2010**	**0.063 m^3/m^2**
Value for **2011**	**0.084 m^3/m^2**
Value for **2012**[22]	**0.129 m^3/m^2**

[21] GRI = Global Reporting Index
[22] Annual fluctuations in dredging volumes are strongly subject to hydraulic and certain management effects (when and how is what demand created to maintain the depth of water); in addition, operational effects (third-party demand for sand) may arise.

Noise from container port operations

Viewing level	**Environmental implications**
Enquiry	Immission level, measured at the edge of the terminal and adjacent to the nearest housing areas. The noise rating level shown has been calculated manually as a mean level for the night period including all extra charges.
Collected by	bremenports GmbH & Co. KG; Port Development Division
Value for **2008**	**51.2 db(A)/1 mill. TEU**
Value for **2009**	**51.3 db(A)/1 mill. TEU**
Value for **2010**	**50.8 db(A)/1 mill. TEU**
Value for **2011**	**49.9 db(A)/1 mill. TEU**
Value for **2012**	**49.9 db(A)/1 mill. TEU**

- Level: *Environmental management services of the port*

Landfilling of dredging spoils

Viewing level	**Own environmental efforts**
Enquiry	Landfilling of dredging spoils in m^3/total annual dredging volume per year; objective: reduction in the landfilled amount.
Collected by	bremenports GmbH & Co. KG; Port Maintenance Division
Value for **2008**	**3.0 %**
Value for **2009**	**18.0 %**
Value for **2010**	**10.0 %**
Value for **2011**	**20.0 %**
Value for **2012**	**3.0 %**



New habitats thanks to successful compensatory mitigation measures on the Wurster coast

Use of regenerative energy

Viewing level	**Own environmental efforts**
Enquiry	Power from renewable energy/total energy consumption for the port infrastructure.
Collected by	bremenports GmbH & Co. KG; Port Maintenance Division and Port Construction Divisions
Value for **2008**	**18.0 %**
Value for **2009**	**20.3 %**
Value for **2010**	**20.2 %**
Value for **2011**	**95.0 %**
Value for **2012**	**82.9 %**

- Level: *Environmental quality in and around the ports*

Biotope index for the entire port

Viewing level	**Quality of the environment in and around the port**
Enquiry	Biotope area for which the ports of Bremen are responsible, in ha/total port area in ha
Collected by	bremenports GmbH & Co. KG; Environmental Director
Value for **2007**	**20.19 %**
Value for **2008**	**20.08 %**
Value for **2009**	**22.52 %**
Value for **2010**	**22.54 %**
Value for **2011**	**22.85 %**
Value for **2012**	**23.16 %**

Externally developed sustainability standards, agreements and initiatives to which the organisation subscribes or endorses

bremenports and/or the ports of Bremen subscribe to and endorse the following external standards, agreements and initiatives that contribute to sustainability:

- **World Ports Climate Declaration**

One representative from bremenports and the one from the Senator for Economy, Labour and Ports took part in the World Ports Climate Conference in Rotterdam in July 2008. The joint, voluntary declaration was signed on 11 July by the representative of the Senator for Economy, Labour and Ports on behalf of the ports of Bremen. Alongside the other 55 signatory ports, the ports of Bremen are thereby committed to help reduce greenhouse gases in shipping, in the ports and in hinterland transport; to promote the use of renewable energies and to develop and use monitoring systems that review the status of CO_2 emissions. As an active supporter of the initiative, the ports of Bremen contribute to the advancement of the Environmental Ship Index (ESI; see below) and to an international working group that supports the introduction of LNG as a marine fuel.

- **Port Environmental Review System (PERS)**

A working group of bremenports, Hanseatic City of Bremen Port Office and the Senator for the Economy, Labour and Ports has, under the latter's aegis, prepared the certification to the PERS standard (Version 3.0) from ECOPORTS of the combined port environment management system. Lloyd's Register in Rotterdam carried out certification on 27 April 2011 for the European Seaports Organisation (ESPO). After the 2013 Environmental Report, recertification (Version 4.0) was achieved on 19 February 2014.

- **Environmental Ship Index (ESI)**

The ports of Bremen developed the ESI up to November 2010 in conjunction with the ports of Rotterdam, Antwerp, Le Havre, Hamburg and Amsterdam. After its presentation and introduction in Rotterdam, Amsterdam, Antwerp and Hamburg, the ESI was adopted in the Bremen schedule of port charges as of January 2012, and since then shipowners who use particularly low-emission vessels can receive discounts on port charges under certain conditions.

- **Global Reporting Initiative (GRI)**

For the 2012 year, the sustainability performance of the ports of Bremen was recorded and reported in accordance with the Sustainability Reporting Guidelines G3.1 from the Global Reporting Initiative and in June 2013 compliance with Application Level B+ was certified by GRI & KPMG.

- **Work and family**

For years the Hertie Foundation has offered a scheme that certifies an enterprise's efforts to reconcile work and family. bremenports achieved this certification for the first time in 2005. Recertification comes round every three years; thus, bremenports achieved recertification in the years 2008, 2011 and 2014.

- **Occupational health management**

bremenports has had a working group "Health" since 29 April 2003, but initially without a framework agreement. On the AOK's request, bremenports then decided to set up a combined programme for occupational health management. This programme was signed and initiated on 20 January 2010 and has been successfully ongoing since then.

- **Bicycle-friendly company**

Employees of bremenports and bremenports itself have for many years been involved in a joint initiative of AOK and ADFC (German Cycling Association). A firm that fulfils certain criteria is recognised as a bicycle-friendly. bremenports has been recognised every year since 2008[23].

- **Bremerhaven Climate City**

Since January 2010 bremenports has supported the initiative of the maritime town of Bremerhaven by participating in the Advisory Board and supporting numerous activities (working groups, website, etc.).

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[23] Certificates are kept in the organisation department (or are hung up on the management floor)

- **Nordwest 2050**

On 4 July 2008 bremenports signed up to become a partner in the Nordwest 2050 research project and, in view of climate change and the adaptation that is required, to work with Bremen University of Applied Sciences on developing a "resilient" port and logistics infrastructure. The project was initiated in 2011 after approval and completed at the end of March 2014.

- **Drepte lowland tidal polder**

Up until February 2012, bremenports and representatives of the rural community of Wesermünde, BUND and the University of Applied Sciences developed an idea for an adaptation to climate change project. Bremen University of Applied Sciences and bremenports then made an application for funding from the Bremen-Oldenburg metropolitan region on behalf of the Senator for Economy, Labour and Ports. The project was approved by the decision of 30 August 2012 and commenced in November 2012. A preliminary study was completed by the end of March 2014 which can now form the basis for subsequent feasibility studies.



Homepage of the Drepte lowland tidal polder project

4.3 Memberships & stakeholder management

Memberships in associations and interest groups
bremenports is a member of the following associations and societies (as at 31 December 2013):

- Bremische Hafenvertretung e.V. – society representing companies associated with Bremen port
- ZDS – Zentralverband deutscher Seehafenbetriebe – Central Association of German Seaport Operators
- KAV – Kommunaler Arbeitgeberverband – Communal Employers' Association
- Wilhelmshavener Hafenwirtschaftsvereinigung e.V. – Wilhelmshaven port association
- VDV – Verband Deutscher Verkehrsunternehmen – Association of German Transport Companies
- Deutsches Verkehrsforum – German transport industry forum
- BVL – Bundesvereinigung Logistik e.V. – Federal Logistics Association
- Baltic Sea Forum
- IHK – Bremen Chamber of Commerce and Industry
- IHK – Bremerhaven Chamber of Commerce and Industry
- DVWG – Deutsche Verkehrswissenschaftliche Gesellschaft e.V. – German Society for Transport Science
- IAPH – International Association of Ports and Harbors
- World Port Climate Initiative (ESI & LNG)
- PIANC – Permanent International Association for Navigation Congresses
- HTG – Hafentechnische Gesellschaft – port technology association
- Dekra – vehicle inspection company
- VIA BREMEN – port and logistics industry representative
- Wirtschaftsverband Weser – Weser industry association
- NV – Nautischer Verein Bremerhaven – Bremerhaven Nautical Society
- Bremerhaven Climate City project
- Kinder im Zentrum – child advocacy organisation
- Windenergieagentur Bremen/Bremerhaven e.V. – Bremen/Bremerhaven Wind Energy Agency
- Creditreform – financial and information service provider
- Netzwerk Schiffdorf – Network of the community Schiffdorf
- DEMAKO – Deutscher Maritimer Kommunikationsverband – German Maritime Communication Association
- Impulsgeber Zukunft e.V. – society promoting balance between work and family
- Franzius-Institut der Universität Hannover
- OAV – German Asia-pacific Business Association
- AHK Österreich – German Chamber of Commerce in Austria
- Bundesvereinigung der Personalmanager – Federal association of HR managers

Stakeholder engagement
Relevant stakeholders/stakeholder groups in the Ports of Bremen (Special assets "Ports" and bremenports) were identified in connection with the first Sustainability Report in an internal workshop in December 2011 with the involvement of experienced colleagues from Environmental Management, Controlling and Finance departments.

Owing to bremenports' port management activities and the resulting broad field of business involving highly diverse duties, the number of relevant stakeholder groups that must be considered is high.
All the stakeholders and stakeholder groups identified by the internal working group with claims on bremenports or the special assets are given in the following list. This list is checked and updated on a regular basis.

bremenports has a large number of stakeholders owing to its complex range of duties. This includes a significant number of employees. The following overview shows the frequency or cycle of engagement with stakeholders and what form this usually takes:

Stakeholder groups	Special asset "Port"	Special asset "Fishing Port (WS)"	bremenports	Stakeholder engagement	
				Frequency	Form
Supervisor Board			X	4x/a	Meetings with the managing directors
Advisory Board			X	At least 1x/a	Meetings with the managing directors
Shareholders			X	At least 1x/a	Meetings with the managing directors
Industry associations/players and trade associations					
German Shipowners' Association	X	X		Non-regular	As required
The Central Association of German Seaport Operators	X	X		Non-regular	As required
Regional Chambers of Commerce	X	X	X	Regular	At various levels in working groups
Weser industry association			X	Regular	General meeting
VIA BREMEN			X	Regular	At various levels in working groups
WfB Bremen Economic Development	X		X	Ongoing	Project-specific working groups
BIS Bremerhaven Economic Development		X	X	Ongoing	Project-specific working groups

Stakeholder groups	Special asset "Port"	Special asset "Fishing Port (WS)"	bremen-ports	Stakeholder engagement	
				Frequency	Form
Industry associations/players and trade associations					
Fischereihafen-Betriebsgesellschaft mbH		X	X	Ongoing	Project-specific working groups
Bremerhaven-Luneort regional airport		X		Non-regular	As required
Industry initiatives					
International Association of Ports and Harbors (IAPH)			X	Non-regular	As required
World Port Climate Initiative			X	Non-regular	In working groups
European Seaports Organisation (ESPO)	X	X		-	(By Senator for Economy, Labour and Ports)
Permanent International Association for Navigation Congresses (PIANC)			X	Non-regular	In working groups/ at conferences
Port technology association (HTG)			X	Non-regular	In working groups/ at conferences
Politics					
Federal state government departments (esp. Senators for Economy, Labour and Ports / Environment, Construction and Transport / Finance) and the municipal authorities of Bremerhaven	X	X	X	Regular	Meetings
Federal administration (esp. the Department of Transport and the Environment)	X	X	X	Non-regular	Only as required
European institutions (direct, via federal state government departments or via representative of the State of Bremen in Brussels; e.g.: EIB)	X	X	X	Non-regular	Only as required
EU Directorates-General (incl.: MOVE, MARE, ENV, CLIM)	X	X	X	Non-regular	Only as required
Political parties			X	Non-regular	Only as required
Authorities					
Environmental authorities (at federal/state/local level)	X	X	X	Ongoing	Project-specific working groups
WSV – Federal Waterways and Shipping Administration	X	X	X	Non-regular	As required
State and local government	X	X		Non-regular	As required
Harbourmaster (HBH)	X	X	X	Non-regular	As required

Stakeholder groups	Special asset "Port"	Special asset "Fishing Port (WS)"	bremen-ports	Stakeholder engagement	
				Frequency	Form
Non-governmental organisations					
Conservation organisations (esp. BUND, NABU, WWF)	X	X	X	Non-regular	As required
Other NGOs (changing)	X	X	X	Non-regular	As required
Regional/local players/initiatives					
Society representing the metropolitan region of Bremen-Oldenburg			X	Non-regular	As required
regional association Unterweser			X	Non-regular	As required
Farmers	X	X	X	Non-regular	As required
Fishermen	X	X	X	Infrequent	As required/ project-specific
Weddewarden citizens' initiative	X		X	Regular	Meetings
Noise control initiatives	X		X	Infrequent	As required/ project-specific
Bremerhaven Climate City project	X	X	X	Non-regular	As required
Nordwest 2050 research project/ Adaptation to climate change in the port industry & logistics cluster	X	X	X	Ongoing	Project-specific working groups
Inland waterway transport working group	X	X	X	Regular	Meetings
Customers					
Direct commercial users of the ports	X	X	X	Regular	In working groups
Customers of customers			X	Regular	In working groups
Shippers	X		X	Regular	In working groups
Shipping agents	X		X	Regular	In working groups
Port service providers	X	X	X	Regular	In working groups
Recipients of services provided by bremenports GmbH & Co. KG			X	Regular	As required/ project-specific
Employees					
Staff			X	1x/a	Works meeting/ annual performance review
Trade unions			X	Infrequent	As required
Works council			X	Regular	Meetings
General association of port businesses	X			Infrequent	As required
Chamber of Labour			X	Infrequent	As required

Stakeholder groups	Special asset "Port"	Special asset "Fishing Port (WS)"	bremen-ports	Stakeholder engagement	
				Frequency	Form
Providers of capital					
European Investment Bank (EIB)	X	X	X	selten	As required
European funds (e.g.: ERDF)	X	X	X	selten	As required
Federal gov. dep. via fed. state gov. dep. or other public bodies	X	X	X	regelmäßig	
Senator for Finance and Senator for Economy, Labour and Ports and/or municipal authorities of Bremerhaven (state/ municipal budget)	X	X	X	regelmäßig	As required
DBU – Federal Foundation for the Environment			X	Infrequent	As required
Suppliers					
Construction firms	X	X	X	Ongoing	Project-specific working groups
Material and energy suppliers	X	X	X	Ongoing	Project-specific working groups
Providers of studies, surveys and plans	X	X	X	Ongoing	Project-specific working groups
Society					
Universities & universities of applied sciences			X	Ongoing	Project-specific working groups
Education and training networks			X	Ongoing	Project-specific working groups
Press/Media			X	Regular	In working groups
Trade press			X	Regular	In working groups
Local/Regional (non-exhaustive list)					
Regional TV "buten + binnen"			X	Ongoing	Public relations
Radio stations (e. g. Radio Bremen)			X	Ongoing	Public relations
Weser-Kurier newspaper			X	Ongoing	Public relations
Nordsee-Zeitung newspaper			X		Public relations
Sonntagsjournal newspaper				Ongoing	Public relations
German Ports – The Logistics Pilot	X	X	X	Ongoing	Marketing
"Wirtschaft in Bremen" industry magazine			X	Ongoing	Public relations
"Wirtschaft an Strom und Meer" industry magazine Bremerhaven			X	Ongoing	Public relations

Stakeholder groups	Special asset "Port"	Special asset "Fishing Port (WS)"	bremen-ports	Stakeholder engagement	
				Frequency	Form
National/International (non-exhaustive list)					
Various television stations			X	Ongoing	Public relations
"Verkehrsrundschau" transport magazine			X	Ongoing	Public relations
"Täglicher Hafenbericht" shipping and port newspaper			X	Ongoing	Public relations
"Deutsche Verkehrs-Zeitung" transport and logistics journal			X	Ongoing	Public relations
"Hansa" maritime journal			X	Ongoing	Public relations
"Binnenschifffahrt" inland shipping journal			X	Ongoing	Public relations
"Schiff und Hafen" marine engineering and shipbuilding magazine			X	Ongoing	Public relations
Ports and Harbors			X	Ongoing	Public relations
Green Ports Journal			X	Ongoing	Public relations
Port strategy			X	Ongoing	Public relations

There are internally appointed contact points for the different levels of contact. Their duty as a contact person is primarily related to their function and they report the results to bremenports. Reporting is generally hierarchical and involves other employees or the managing directors, if necessary.

Within bremenports, aside from the formal works meeting there are a number of ways for employees to access information; such as the "intern@bremenports" employee newsletter and the Intranet as well as the notices on the business premises.

A series of routine and ad-hoc meetings takes place with the Senator for Economy, Labour and Ports, the purpose of which is to facilitate full information sharing.

To maintain customer contacts, bremenports uses various means (meetings, working groups, workshops, events, trade fairs, and the like), to facilitate mutual information on optimum location specific offerings and solutions and to identify and address both demand and problems at an early stage.

In addition, the website *www.bremenports.de* is open to the public. It contains extensive information on the ports of Bremen and on the activities of bremenports. It is linked with the site *www.greenports.de*, which has provided additional information on the greenports initiative since December 2009. Contact points and channels are given on the individual pages.

Key concerns of stakeholders

The previous chapters have described the complex stakeholder structure, and the various groups pursue very different objectives and require bremenports to take approaches to reconcile them, if possible.

The key concern of **representatives of the owner** is that bremenports first and foremost safeguard or enhance the future viability of the property of Bremen (value retention/appreciation). However, they also expect an effective offering for the maritime industry, which should provide local and/or regional value creation and employment. It is understandable, given Bremen's financial situation, that external sources of finance should be used to an even greater extent, if possible.

State agencies expect that, as well as abiding by regulatory arrangements, bremenports make an active contribution to the public good, especially local and regional interests, and that above all the requirements of emissions control, safe shipping, conservation and environmental protection, water pollution control, climate protection as well as coastal protection are satisfied.

The **port users** want a reliable (safe and functional), cost-effective and economical port infrastructure that is environmentally and socially acceptable. Proactive and progressive initiatives, like the "greenports" sustainability initiative are expressly praised and supported. Other forms of progress in relation to future-oriented and competitive transport chains that should be sustainable and with a low carbon footprint are in our joint interests and these aims are pursued in joint working groups.

Healthy and satisfactory (motivating) work conditions in the port and at bremenports should improve the health and dedication of the **workers**. Good wages and consideration for family circumstances are part of the equation and should provide an appealing working environment, which attracts the required skilled employees now and in the future.

Suppliers and service providers lay claim to a reasonable price for their products and services. Some specifically expressed a desire to get involved in the greenports initiative as a partner of bremenports.

Other user groups (e.g. fishermen, farmers, conservationists & residents) that may be affected by port activities want their interests to be adequately taken into account. In particular, conservation organisations are well organised and express their demands (esp. in relation to environmental protection, safeguarding the basis for life, maintaining biodiversity, reducing environmental pollution) in direct meetings. Other desires are maximum energy efficiency, the greater use of renewable energies and cost/benefit analyses that examine all ensuing costs to society more closely than before. Since 2010 representatives of conservation organisations and agriculture have respectively had meetings with bremenports to bring about better cooperation and a certain level of support for these interest groups by way of joint projects, if possible.

Representatives of other ports and the different levels of government want close cooperation at regional, national and international level and, if possible, an in-depth exchange of know-how in order to avoid undesirable developments and for each to learn from the other's experience. As well as working groups that benefit from mutual information, bremenports has developed a range of services allowing the very specialist know-how of bremenports employees to be provided to other interested parties.

Educational and training institutions (esp. universities, universities of applied sciences, schools) also have an interest in a close working relationship in order to provide attractive, needs-based training with good prospects for young people and, at the same time, to align research and development to practical requirements. In this respect, the institutions generally also want a contribution – in terms of funding or personnel – to joint projects.

Finally, **political bodies** and the **public** want prompt, transparent and open information about a field of work that is highly interesting and important to society.

All in all, the need for sustainable infrastructure that takes environmental and social issues into greater account was identifiable years ago, and ultimately led to the development and expansion of the scope of the greenports initiative of the ports of Bremen!



Stakeholder meetings

5 ECONOMIC SUSTAINABILITY

Management approach
Our most important economic objective is to keep the ports in Bremen and Bremerhaven available in the long-term for shipowners, terminal operators, charterers and carriers, logistics companies, forwarding businesses, shipyards and other service providers in line with their needs, and to offer German business as well as neighbouring EU member states, an effective and economical gateway for imports and exports.

We also have the considerable responsibility, given the importance of the port for the economic and labour market situation in the entire region, to ensure that both ports meet the needs of the international market at all times and, in particular, to keep them economically attractive to achieve optimal effects for the regional economy.

The main operating performance objective of the ports of Bremen is to guarantee almost 100 % port availability.

Our essential strategic objectives are:
- bremenports safeguards the competitive position of the seaports of Bremen through powerful, flexible port management.
- bremenports ensures that the port infrastructure pooled in the special asset "Port" is managed economically and sustainably throughout its life cycle.
- bremenports is the central contact point in relation to all matters of port development and promotion of the seaport transport industry.
- bremenports is a competent, fair port service provider for all its customers in Germany and abroad.

For sustainability reasons, we aim to source the goods and services required to carry out our duties from the Northwest metropolitan region where possible. Thus, we can also respond rapidly and flexibly to any needs or bottlenecks that arise. In addition, we want to take social and environmental criteria into greater account in the procurement process.

5.1 Economic performance

GRI EC 1

In order to be able to interpret the economic performance of bremenports and the special assets **(EC 1 Ⓟ)**, the duties of the ports of Bremen must be broken down based on the "landlord model"; that is, separate infrastructure from suprastructure:

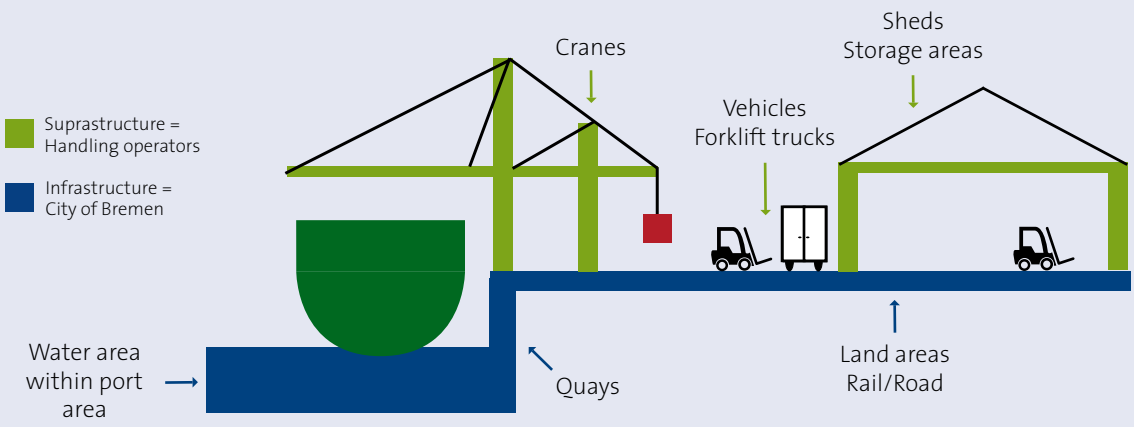


Figure 9: Division of duties with regard to infrastructure and suprastructure

The infrastructure is owned by the Free Hanseatic City of Bremen, which has allocated the entirety of the extensive port facilities to the special assets "Port" and "Fishing Port (Waterside)". These special assets are managed by bremenports GmbH & Co. KG, which as a public-sector company is a wholly owned subsidiary of the City of Bremen. Thus all organisations in question are publicly owned (cf. Chap. 2.1). The port infrastructure is – as is generally the case – publically funded and, on its own, is loss-making, since the income from port operations does not flow into special assets ports. The port land areas, the so-called suprastructure, are used, and the terminal is operated for profit, by private firms. Positive economic effects arising from the provision of the port infrastructure are listed in Chapter 5.3.

The sources of value added as shown below represent the increase in value generated in the reporting year by way of the firm's contribution to Gross Domestic Product. In our case, public revenue accounts for the primary sources of value added.

75 % of bremenports' sales revenue results from the performance of standard duties for the special assets ports. The remaining 25 % results from the performance of special duties for the Senator for Economy, Labour and Ports as well as third-party consulting and engineering services. EUR 197,000 of the sales revenue came from consulting and engineering services.

The appropriation of value added shows how the created value is distributed among staff, providers of capital, the state and the limited partner of the Free Hanseatic City of Bremen.

		bremenports GmbH & Co. KG	Special asset "Port"	Special asset "Fishing Port (WS)"
Sources of value added (EUR)				
a.) **Income**	Sales revenue	26,115,343	63,861,997	338,659
	Changes in holdings	24,262		
	Other income	1,287,225	24,479,818	92,964
b.) **Expenditure**	Cost of materials	768,071	770,954	738,919
	Depreciation and amortisation	129,111	41,952,647	5,616,581
	Other expenditure	3,170,561	78,390,054	5,492,739
		23,359,086	**–32,771,840**	**–11,416,617**
Appropriation of value added (EUR)				
a.) **Staff**	Wages & salaries	22,030,803		
b.) **Providers of capital**	Interest expense	137,909	30,164,885	1,059,914
c.) **State**	Taxes/duties	197,481	–628,417	722
d.) **Transfer to the limited partner**	Net profit/loss	992,893	–62,308,309	–12,477,254
		23,359,086	**–32,771,840**	**–11,416,617**

GRI EC 4

Other funding in the reporting year to report (especially tax relief, subsidies, grants, bonuses and exemptions) is as follows **(EC 4 Ⓟ)**.

	bremenports GmbH & Co. KG	Special asset "Port"	Special asset "Fishing Port (WS)"
Funding (EUR)			
Subsidies		579,000	19,000
Investment grants		1,229,000	

5.2 Significant infrastructure investments for public benefit

GRI EC 8

For each public investment project **(EC 8 Ⓟ)** the risks and opportunities are considered in relation to the proposed investment. The starting point is always a proposal that justifies the need for investment and, if necessary, states which alternatives were examined. Depending on the type of investment, requirements in relation to the environmental strategy, implications for staff, labour law and gender as well as the impact of the investment on the SME sector and other potential risks are described.

Investments in excess of EUR 250,000 must always be approved by the bodies in charge:

- Senator for Economy, Labour and Ports
- Deputation for the Economy, Labour and Ports
- Senator for Finance
- Budget and Finance Committee

For the purposes of our reporting, we regard investment projects amounting to over EUR 500,000 as significant. In the reporting year, the following four projects were completed for the special asset "Port". In 2013 there are no completions of projects on this scale to report for the special asset "Fishing Port (Waterside)".

Works on Lohmann-/Schleusenstrasse: earthworks, drainage works and road construction

Cost:	EUR 1,036,000
Percentage of project publicly funded:	100 %
Project period:	October 2012 – June 2013

Reason for investment:
The roadbuilding obligation for the Lohmann-strasse/Schleusenstrasse section lies with the City Municipality as it is allocated to the special asset "Port", and is fulfilled by bremenports. To return the section of road, which was in very poor repair, to a proper condition and also to permit higher loads, the road was completely rebuilt rather than repairing acute damage.

Positive effects expected:
Improvement of traffic flow around the bend, less traffic obstruction due to regular maintenance and consideration of the requirements of dyke sectioning were the reasons given in the feasibility study for choosing complete rebuilding as an alternative. As a result of the project, the Lohmannstrasse/Schleusenstrasse is now in an appropriate condition long-term to take the loads that arise and access to the Columbus peninsula is ensured.

Construction of the service vessel "Möwe" as a replacement for the launch "Butt"

Cost:	EUR 659,000
Percentage of project publicly funded:	100 %
Project period:	October 2012 – July 2013

Reason for investment:
The service vessel "BUTT" (built in 1935) was being used for the waterside works on the port facilities in Bremerhaven. The vessel no longer passed the regular safety and environmental inspections and was very limited in its function and use because it had no crane, no power supply and no WC.

Positive effects expected:
The new service vessel "Möwe" is equipped with an on-board crane and an appropriate on-board power supply generator. The diesel-driven engine meets the latest exhaust emission legislation and environmental standards. In addition, a dual-frequency transducer was installed so that if the survey ship "Kiek Ut" is out of service, the fail-safe completion of sounding work for the ports can be ensured. The on-board crane is sized so that loads previously carried by mobile cranes and other expensive transport vehicles can be picked up and transported.



The new service vessel "Möwe"

Development and installation of a digital video and camera system in the Bremerhaven overseas port area

Cost:	EUR 532,000
Percentage of project publicly funded:	100 %
Project period:	July 2012 – September 2013

Reason for investment:
In order to meet the increased port security requirements under the ISPS Code (International Ship and Port Facility Security Code), the lock video monitoring system had to be extended to additional areas in the international port. The existing analogue transmission technology was first enhanced with the addition of new, digital components. However, on operation it was discovered that the combination of analogue cameras and digital systems technology caused a considerable loss of quality of the pictures produced, with the result that proper remote control of the locks and bridges could not be ensured.

Positive effects expected:
By investing in the state-of-the-art digital video and camera system, it is possible to provide the required level of restricted access without extensive fencing.

Replacement of the cathodic corrosion protection system for container terminals I and II

Cost:	EUR 1,918,000
Percentage of project publicly funded:	100 %
Project period:	March 2012 – December 2013

Reason for investment:
Various measures have been undertaken on the quays of the container terminal since the mid-1980s to counteract the damage due to corrosion. Special investigations in the years 2007/2008 to assess the condition of the active corrosion protection in place established the need to install a new cathodic protection system for the CT Süd, CTI and CT II areas. In addition, the entire system will be incorporated into a remote monitoring system in future.

Positive effects expected:
The replacement of the cathodic corrosion protection system will provide the necessary protection to ensure the sustained availability of the facilities. The remote monitoring system will facilitate the early detection of malfunctions and the timely response to system changes. This investment will reduce the cost of engaging a third party to monitor the facility by approx. EUR 40,000.00 per year.

5.3 Indirect economic impacts

GRI EC 9

bremenports and the special assets "Ports" produce a whole series of indirect economic impacts **(EC 9 Ⓟ)**. As an employer and client as well as a provider of products and services, bremenports makes a range of positive contributions to the Northwest metropolitan region, in which it operates.

Impacts as an employer
The 375 employees of bremenports have a major indirect economic impact. As their salaries of approx. EUR 22 mill. flow into the economic cycle, further impacts arise. The fiscal effects of employment in the reporting period were on average EUR 3,666/employee before fiscal equalisation and EUR 961/employee after fiscal equalisation.

Impacts as a client
Further indirect economic impacts result from bremenports' awarding of contracts for the ports. For the planning and construction of port infrastructure and its maintenance, the special asset spent EUR 49.7 mill. in total. This expenditure contributes to the creation of value added by companies, mainly in the metropolitan region, in that it offers economic prospects for contractors, generates tax revenue and creates additional income through indirect employment.

Impacts as a provider of products and services
bremenports' third-party consulting and engineering services – with a volume of turnover of EUR 3.1 mill. – also had an economic impact. In many cases, the contracts were fulfilled in conjunction with regional partners, but also with international partners. EUR 197,000 of the sales revenue comes from abroad. bremenports' services generated approx. EUR 993,000 in net profit, which was transferred to the limited partner (FHB) and was also at the disposal of the latter.

Effects on employment of the special asset "Port"
In the State of Bremen the port employed around 74,000 people in 2010 in a direct and indirect capacity, and thereby generated one fifth of the value added of the State of Bremen. The following table shows the breakdown by sector[24]:

[24] The figures are taken from the most recent regional economic survey of the ports of Bremen cf. Institute of Shipping and Logistics (ISL) (2011): Effects on employment of the ports of Bremen

Sectors 2010	No. of workers*	Percentage
Workers dependent on the port	74,000	**100 %**
Workers directly dependent on the port	57,000	**77 %**
Seaport transport industry	32,900	**44 %**
Port industry	13,500	**18 %**
Shipping	4,000	**5 %**
Hinterland transport	12,900	**17 %**
Services	2,500	**3 %**
Port-related businesses	24,100	**33 %**
Industry dependent on the port	17,800	**24 %**
Wholesale/Foreign trade	6,300	**9 %**
Workers indirectly dependent on the port	16,900	**23 %**
Intermediate input	11,200	**15 %**
Consumption effects	5,700	**8 %**

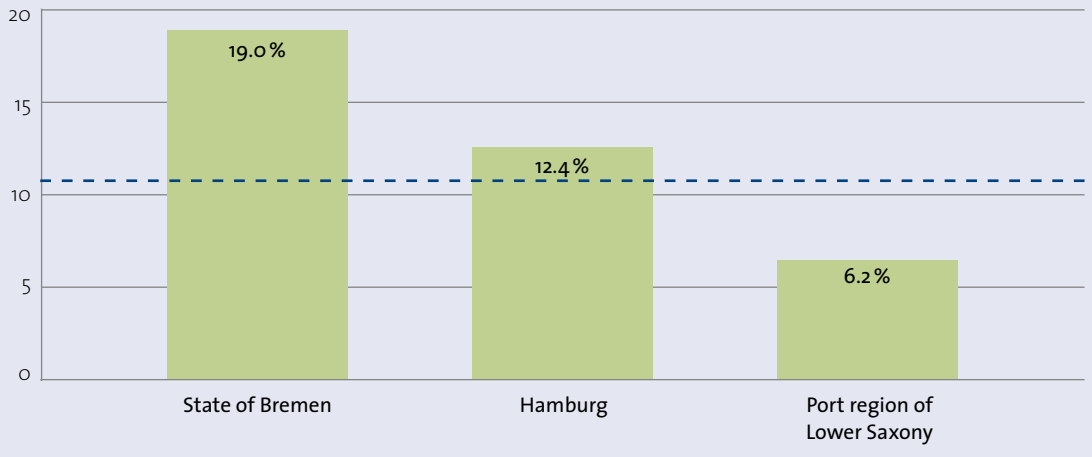
* Rounded to 100

ISL

Importance of the ports of Bremen to the regional economy compared to other states

The particular importance of the ports of Bremen to the regional economy is evident from the significantly higher percentage of the working population in port-dependent employment. While in the Weser region almost one in five jobs depends on the ports (19.0 %), in the Elbe region only one in eight (12.5 %) and in the port regions of Lower Saxony only one in 16 jobs (6.2 %) is port-related.

Workers dependent on the port as a percentage of the working population



ISL

5.4 Procurement practices

GRI EC 6

Regional procurement (EC 6 Ⓟ)
Wherever possible, bremenports tries to source the goods and services required for the firm and the special assets regionally – that is, within the Northwest metropolitan region – in order to contribute to the economic strength of the region with a population of 2.7 million comprising the towns and cities of Bremen, Oldenburg, Osnabrück, Bremerhaven, Delmenhorst, Cuxhaven and Wilhelmshaven.



Metropolitan area Bremen–Oldenburg in the northwest: spending on goods and services sourced regionally

As a public awarding authority, however, the undertakings must adhere to various legal procurement provisions. These provisions arise – depending on the procurement object in question and the contract amount – essentially from the Bremen Collective Bargaining and Public Procurement Act [TtVG], the Utilities Contracts Regulation [SektVO] for transport contracts as well as the Procurement and Contract Procedures [VOL/A] for Supplies and Services, [VOB/A] for Construction Contracts and [VOF] for Freelance Services. As a result, the regional procurement of goods and services sometimes comes into conflict with the procurement provisions applicable to the particular procurement object and contract amount. For example, they stipulate that the competition may not be limited to undertakings located in certain regions or places and that goods and services above certain thresholds must be put out to tender throughout Europe.

However, the following table shows that again in 2013 the majority of goods and services were sourced regionally. On account of the low transport costs, regionality often went hand in hand with the principle of economy, which takes precedence over other environmental and social objectives in the allocation of public funds.

	2013	2012
bremenports GmbH & Co. KG		
Goods	50 %	88 %
Services	65 %	74 %
Special asset "Port"		
Goods	49 %	61 %
Services	74 %	79 %
Special asset "Fishing Port (WS)"		
Goods	71 %	Not included
Services	69 %	Not included

Sustainable procurement (EC 6 Ⓟ)
As well as purely economic considerations, more and more importance is being attached to sustainability aspects in the procurement of goods and services. The State of Bremen has put in place procurement guidelines reflecting this, under which social and environmental criteria are given increasing consideration. In the following respects, there is already a legal basis:

Social criteria
Section 18 of the Bremen Collective Bargaining and Public Procurement Act [TtVG] calls for the consideration of social and other criteria. It should be ensured that goods produced or manufactured in a way that failed to meet the minimum standards specified in the core labour standards of the International Labour Organisation (ILO) do not form the subject of the performance. Complementing this, the Bremen Core Labour Standards Regulation [BremKernV] lays down the procedure for ensuring compliance with the ILO core labour standards in the procurement of work wear and service clothing, natural stone, tea, coffee and cocoa.

Under section 18(3) of the TtVG, if several tenders of equal economic value have been submitted, the contract is awarded to the tenderer that meets the obligation to employ severely disabled people and offers apprenticeships. The same goes for tenderers that promote equality of opportunity in employment for men and women.

According to the Minimum Wage Act for the State of Bremen [MindLohnG] public contracts may only be awarded to companies that give a written undertaking to pay their workers – excluding apprentices – 8.80 euros per hour during the fulfilment of the contract.

Environmental criteria
According to section 19 of the Bremen Collective Bargaining and Public Procurement Act [TtVG], environmental criteria must be given consideration when awarding contracts for construction, supplies or services. Subject to certain conditions, such criteria may include the specification of environmental labels or marks.

bremenports is currently working on internal guidelines in order to integrate into the procurement and awarding process social and environmental criteria that go beyond these legal provisions.

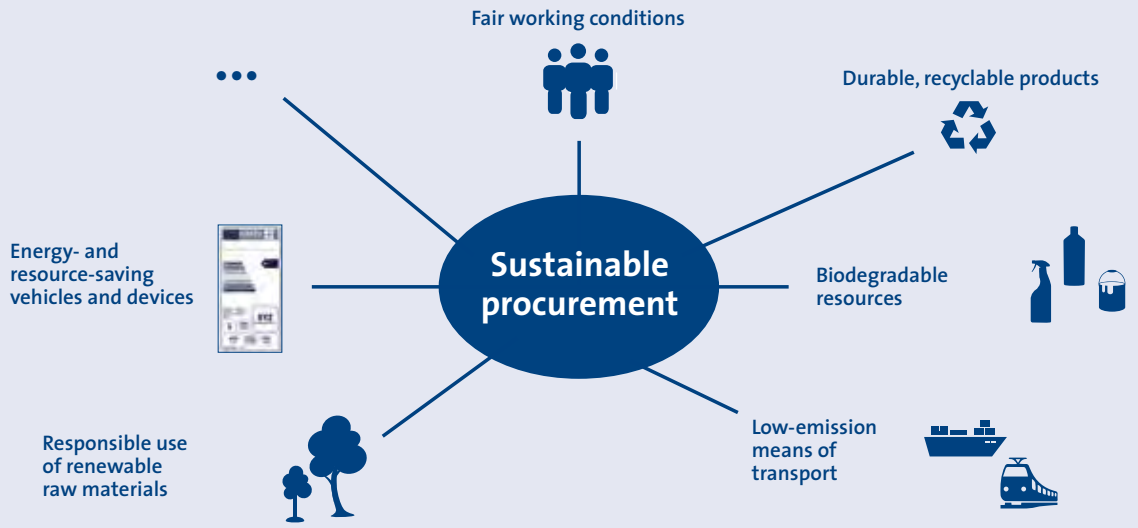


Figure 10: Criteria for sustainable procurement

6 ENVIRONMENTAL SUSTAINABILITY

Management approach
The objective is to ensure 100 % port availability for our customers while giving as much consideration as possible to sustainability aspects in order to position the port in the best position for the future in terms of economic, environmental and social sustainability. Environmental protection and the sustainable use of resources are an integral part of our corporate objectives (cf. our annual reports since 2006[25]).

Relevant areas of activity in which we operate are mainly construction, upgrade and maintencance activities carried out in the ports of Bremen and Bremerhaven. Sustainability aspects are taken into consideration at all times in all activities. The type of activity strongly influences the extent of sustainability measures required. With large-scale construction projects in particular, avoiding and reducing adverse effects, and the frequent inevitability of compensatory mitigation measures, calls for a high degree of environmental sensitivity.

The primary environmental objectives are:
- Avoidance/reduction/recycling of waste
- Avoidance/reduction of resource consumption
- Avoidance/reduction of emissions (esp. CO_2, NO_x, SO_x and particulate matters)
- Avoidance/reduction of negative effects on the environment due to light, dust, odours, noise, land use
- Conservation of biodiversity as well as the credible and successful fulfilment of compensatory mitigation obligations (establishment and maintenance of "green infrastructure").

The provisions of the World Ports Climate Declaration[26], the general statements of the greenports sustainability strategy for the ports of Bremen[27], the targets in the sustainability brochure "Sustainable business and operations"[28], the environmental policy of the Senator for Economy, Labour and Ports[29] and the 2012 Sustainability Report[30] all apply here.

The Environmental Director initiates and coordinates environmental management for the port and deals with all environmental aspects related to the port and shipping. He advises the Managing Directors and prepares strategic decisions. In addition, he supports and advises all staff in relation to environmental matters. On this basis, he develops new strategic approaches and takes care of research projects and other initiatives.

Compensatory mitigation sites are planned and developed by the Environmental Planning department of bremenports in the course of construction projects.

The environmentally friendly maintenance of water depths in the port basins and fairways is ensured by the Water Depths department. In addition, special Waste Management Officers are appointed.

Internal environmental training is not generally provided at bremenports as yet, and is, for the most part, limited to informing employees who are affected and/or interested in the subject. To meet the often specific individual training needs of employees, bremenports uses specialised providers.

Environmental awareness is raised by various means; such as the employee newsletter, brochures on environmental topics in the port, the Intranet and the firm's website as well as guided tours of the compensatory mitigation areas.

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[25] http://www.bremenports.de/unternehmen/mediathek/downloads
[26] Signed in 2008 by the Senator for Economy, Labour and Ports on behalf of the ports of Bremen
[27] Published: September 2009
[28] Published: September 2011
[29] Cf. 2010 & 2013 PERS Environmental Reports
[30] Published: July 2013

6.1 Materials and waste

GRI EN 1

The aspects of materials **(EN 1 Ⓟ)** and waste **(EN 22 Ⓟ)** and related initiatives to reduce environmental impacts **(EN 26 Ⓟ)** will be discussed together in this section.

For *bremenports* paper and toner were considered as relevant materials with an environmental impact.

	2012	2013
Materials used at bremenports		
Paper	Not measured	3,702 kg
Printer toner (weight of toner)	173.5 kg	146.5 kg

The toner cartridges were returned for proper disposal either to the leasing firm (95 cartridges/ 76.5 kg) or the supplier.

Numerous materials are used in the maintenance of the *special asset "Port"* (e.g. steel for quays, wood for fenders), but also (in some cases, environmentally questionable) consumables, such as lubricating greases, oils and marine paints.

	Special asset "Port"		Special asset "Fishing Port (WS)"	
	2012	2013	2012	2013
Materials used for special assets				
Wood for fenders	Not measured	160 m³	Not included	Zero consumption
Steel for port maintenance	Not measured	14,709 kg		7,886 kg
Lubricating greases	400 kg	400 kg		Zero consumption
Mineral oils	5,500 l	8,740 l		Zero consumption
Marine paints and coatings	4,550 l	6,830 l		Zero consumption
Bio-lubricating oil	850 l	400 l		Zero consumption
Bio-lubricating grease		18 kg		Zero consumption

Since the consumption of materials depends on operational requirements and therefore fluctuates greatly, the main way in which amounts can be influenced is by using a planning and procurement process that spares resources. This includes, for example, talking with suppliers about suitable substitutes that have a lesser impact on the environment. Initiatives of this kind include the partial use of bio-lubricating oils and greases which the manufacturer takes back after use.

GRI EN 22

The onshore construction of port facilities, their upkeep and maintaining water depths are relevant in the context of waste. However, the disposal of hazardous waste takes priority. Depending on the operational requirements, just like materials consumption, the volumes that arise vary greatly from year to year. Depending on the classification as hazardous or non-hazardous waste, it is disposed of as stipulated in the Recycling Act.

Sediment from maintaining water dpths	Special asset "Port"		
	2012 volume	2013 volume	2013 method of disposal
Recovered dredging spoils	97,500 m³	93,790 m³ (Dried)	Dewatered and recovered in the dredging spoils treatment and disposal facility (IBE-Seehausen) before being reused in dyke construction, for extending the IBE-Seehausen facility and construction of the dredging spoils landfill site.
Deposited dredging spoils	49,960 m³	143,920 m³ (Wet)	Landfilling in Slufter (Netherlands)

In addition to the volumes listed here, 338,200 m³ of sand, plus 72,290 m³ of uncontaminated dredging material were relocated in the Weser. This process is considered sediment recovery, and therefore does not count towards waste disposal. Returning sediment to the water system is regarded as supporting the balance of sediment or suspended matter. However, it is only permitted if the limits for contaminants – and tributyltin[31] (used as an additive in antifouling coating and banned since 2008) in particular – are not exceeded. bremenports has monitored the port sediments on an annual basis, and concluded that the sediments that accumulate in the Schleusenhafen/Fischereihafen section of Bremerhaven no longer have to be treated and/or landfilled, but can be deposited back into the Weser direct. In order to reduce the volume of dredging spoils in general, which is costly to treat and landfill, water injection devices are used as much as possible, which are proven to reduce significantly the amount of sediment that needs to be removed.

In the reporting period 3,019 t of hazardous waste arose (predominantly contaminated soils or demolition waste from construction work), of which 1,745 t was recovered in soil remediation facilities.

[31] TBT

Initiatives to reduce waste:
In general, bremenports and the special assets aim to minimise the volume of waste, especially hazardous waste. The following examples are worth mentioning:

- Purchase of container and pack sizes in line with expected consumption, in order to minimise from the outset both the amount of packaging and the leftovers to be disposed of.
- Use of voluntary take-back schemes; such as for railway sleepers made of creosote-treated wood that have to be replaced.
- Use of railway sleepers made of concrete or untreated wood.
- Use of reusable cleaning cloths in the workshop, which are collected for cleaning.
- Use of refillable spray cans for oils.
- Biological washstand (microorganisms) for parts cleaning.

GRI EN 26

Finally, one example of a best practice is the reuse of clay removed during the upgrade of the ABC peninsula in Kaiserhafen. In the reporting period, approx. 50,000 m³ of clay was temporarily deposited in our own storage areas in the Luneplate area, which will be used for dyke construction and maintenance.

6.2 Water and waste water

The indicators **EN 8** Ⓟ and **EN 21** Ⓟ were quantified as follows for 2013.

GRI EN 8 EN 21

	2012	2013
bremenports		
Water, municipal	771[32] m³	700 m³
Waste water, Bremerhaven	520 m³	419 m³
Waste water, Bremen	251 m³	281 m³
Special asset "Port"		
Water, municipal	7,881[33] m³	5,716 m³
Waste water, Bremerhaven	2,427 m³	2,349 m³
Waste water, Bremen	3,857 m³	1,657 m³
Special asset "Fishing Port (WS)"		
Water	Not included	222 m³
Waste water	Not included	222 m³

[32] Previous year's value corrected due to reallocation bp/Special asset "Port"
[33] Previous year's value corrected as follows

Furthermore, approx. 130 m³ of rain water was collected on the workshop grounds for the special asset "Port", which was used for high-pressure cleaning work in the central washing station and therefore reduced the volume of freshwater drawn. The waste water was calculated based on freshwater consumption for the special asset "Port" less the standpipe capacities and the port pump station water lubrication. In general, the waste water is comparable to waste water from offices and commercial businesses rather than process water from production processes. For this reason, the relevance of the water/waste water topic, and intervention on the company's part, is deemed to be rather low.

6.3 Energy

This section deals with the indicators **EN 3** Ⓟ, **EN 4** Ⓟ, **EN 6** Ⓟ and **EN 7** Ⓟ for 2013 together.

With regard to energy, bremenports has set itself the objective not only of optimising the data collection processes but also to work more on the analysis of consumption data, to identify potential for improvement and to develop initiatives on that basis. The primary aims are energy efficiency and the reduction in greenhouse gas emissions in particular (see Chap. 6.4).

Energy consumption was divided up among bremenports and the special assets based on the internal cost accounting breakdown. Because this is the first time of including the special asset "Fishing Port (WS)", these consumption data are shown separately in the report, but in future will be reported collectively. Energy is quantified in megajoules (MJ).

At bremenports, energy is used directly by way of the use of the primary energy sources natural gas (to heat office buildings), diesel and petrol (fleet), as well as indirectly by way of the electricity and district heating supply.

The level of detail was improved in 2013, with some consumption values that had been recorded decentrally included for the first time. To enhance data comparability, the missing values for 2012 were collected retroactively.

GRI EN 3 EN 4

	2012	2013
bremenports		
Natural gas	409,864 MJ[34]	472,901 MJ
Petrol	63,885 MJ	50,439 MJ
Diesel	1,168,367 MJ	1,176,570 MJ
Total direct energy consumption from primary energy sources	**1,642,116 MJ**	**1,699,910 MJ**
Electricity generated from renewables	1,123,060 MJ	1,291,569 MJ
Electricity, conventional electricity mix	862,247 MJ	819,072 MJ
District heating	2,115,172 MJ	2,053,067 MJ
Total indirect energy consumption	**4,100,479 MJ**	**4,163,708 MJ**

[34] Figure corrected due to higher data quality

The following primary energy sources are required for the *special assets*: fuels for vehicles and vessels as well as heating oil, natural gas and propane for heating and machinery operation in the various facilities. Indirect energy consumption is confined to electricity.

	2012	2013
Special asset "Port"		
Natural gas	9,971,557 MJ	6,526,554 MJ
Heating oil	5,094,673 MJ	6,112,234 MJ
Petrol	464,991 MJ	220,711 MJ
Diesel	29,783,622 MJ	25,726,494 MJ
Propane	900,252 MJ	971,687 MJ
Total direct energy consumption from primary energy sources	**46,215,095 MJ**	**39,557,680 MJ**
Electricity generated from renewables	17,720,132 MJ	19,561,074 MJ
Electricity, conventional electricity mix	3,447,180 MJ	2,155,311 MJ
Total indirect energy consumption	**21,167,312 MJ**	**21,716,385 MJ**

	2012	2013
Special asset "Fishing Port (WS)"		
Natural gas	Not included	691,535 MJ
Heating oil		95,138 MJ
Total direct energy consumption from primary energy sources		**786,673 MJ**
Electricity generated from renewables		2,104,956 MJ
Total indirect energy consumption		**2,104,956 MJ**

In relation to the total electricity consumption of 25,931,982 MJ for bremenports and the special assets, 89 % of the supplied electricity came from renewable sources (primarily hydroelectric power stations).

The absolute energy consumption values depend upon many factors and can therefore only be compared from year to year to a limited extent. For example, in relation to heating, weather conditions are a significant factor, as is the intensity of use of the port infrastructure (e.g. number of lockings, more lockings at low tide). In addition, the special asset "Port" sold properties and properties that had previously been on lease were returned to the portfolio, resulting in, in some cases, major changes to the consumption of natural gas and heating oil.

GRI EN 7

The measurement of indirect energy consumption upstream or downstream proved to be prohibitively expensive for the time being:

- Use of energy-intensive materials: Steel and aluminium were identified back in 2012 as significant materials. There are as yet no manageable means of fully calculating consumptions (see Materials, Chap. 6.1).
- Calculating energy consumption as part of subcontracts plays no role.
- It is not yet possible to calculate the energy consumption of commuting employees (travelling to and from work) due to the lack of data. The following figures were calculated for business travel for bremenports:

	2012	2013
bremenports		
Rail travel	34,356 km	44,670 km
Air travel	401,766 km	264,600 km

GRI EN 6

Initiatives to increase energy efficiency

The fleet management activities described in the 2012 Sustainability Report have taken root:

- The two e-cars are well used for inner-urban travel, and the e-bikes are used where possible.
- Carpooling (on trips between the individual bremenports locations, as well as for external appointments where possible)
- The aspects of vehicle downgrading and low fuel consumption were given full consideration in the selection of new vehicles for purchase as well as in the leased fleet.

Fuel consumption for the bremenports vehicle fleet has fallen 3.2 % compared to the 2011 base year and no less than 25.8 % for the special asset "Port" vehicle fleet. Efforts to introduce a modern fleet of vehicles with reduced fuel consumption are really taking effect. For next year, the plan is to take additional consideration of the annual mileage for better comparison and the purpose of further analysis.

Within Electrical Engineering, the possibility of using energy-saving equipment (e.g. lighting) is always examined for construction and maintenance work. Take, for example, the jetty "Am Deich" in Bremen: in the course of jetty redevelopment and modernisation in 2013, LED towpath, dolphin and sign lighting was installed. In addition, a shore power connection for inland waterway vessels was installed (and commissioned in 2014), which makes it possible to reduce vessel emissions during the lay time. bremenports also actively pursues the use of renewable energies. The photovoltaic installation on the workshop roof of bremenports generated 116,060 MJ of solar electricity, which was fed directly into the public grid. This roughly corresponds to one fifth of the amount of electricity consumed in the workshops in 2013. The solar heating system installed in the workshops reduces, at least on paper, the quantity of natural gas required for heating water by approx. 5,800 kWh per year. A PV installation integrated into the facade of the Kaiserschleuse lock control station generated a further 2,676 kWh of solar electricity in 2013, which was also fed into the grid.

6.4 Emissions and climate protection

The greenhouse gas emissions report[35] **(EN 16–18 Ⓟ)**, as well as other relevant emissions, such as NO_x, SO_x, **(EN 20 Ⓟ)** is essentially based on the reported energy consumption values. In addition, the topic of noise immissions (EN 20) plays an important part in port operations and must be taken into account under emissions.

Greenhouse gas emissions
Under the greenports strategy, bremenports is already very committed to reducing CO_2 emissions, particularly with respect to Scope 1 and 2 emissions.

GRI EN 16 EN 17

2013 CO_2 footprint Ports of Bremen	bremenports		Special assets "Port"*		Total	
	2012	2013	2012	2013	2012	2013
Scope 1: Direct emissions						
a) Resulting from heat generation (from primary energy sources)	23**	**27**	960**	**876***	983	**902**
b) Resulting from the operation of vehicles & equipment	88**	**88**	2,171**	**1,876**	2,259	**1,963**
Scope 2: Indirect emissions						
Resulting from the consumption of secondary energy sources	76	**72**	422	**323**	496	**395**
Scope 3: Other indirect emissions						
Resulting from business travel (air, rail)	55**	**33**	0	**0**	55	**33**
Total for 2013 (in tonnes of CO_2 equivalent)	242	**220**	3,553	**3,073**	3,795	**3,293**

* Figures include special asset "Fishing Port (WS)"
**Figure corrected due to higher data quality

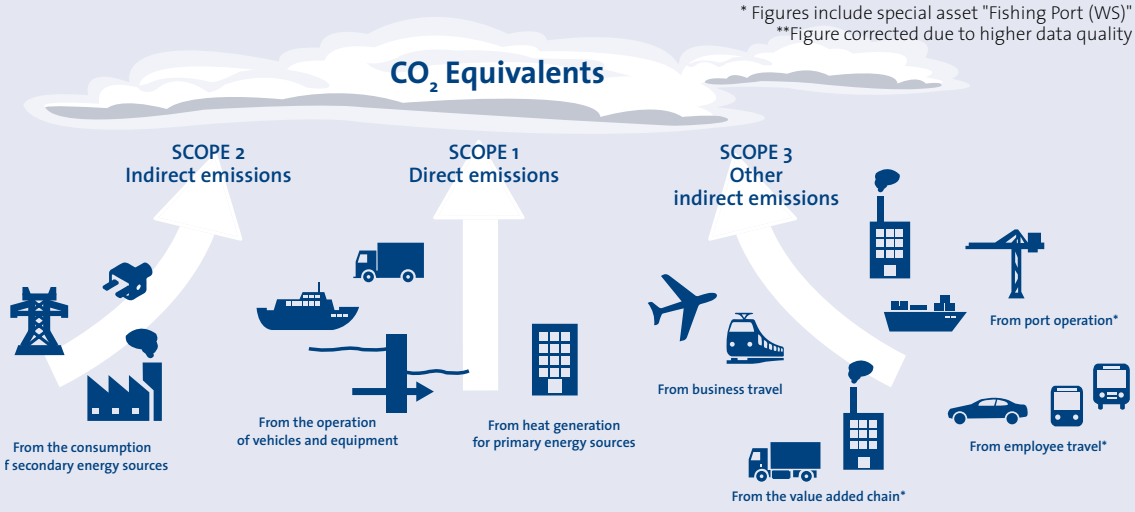


Figure 11: Port-related greenhouse gas emissions[37]

* not yet included

[35] CO_2 factors are calculated according to DEFRA, 2013
[36] Graphic based on the World Port Climate Initiative (WPCI)

GRI EN 18

Initiatives to reduce greenhouse gas emissions:
To reduce greenhouse gas emissions, bremenports buys electricity for the office buildings and for the special assets that is generated mainly from renewable energy sources. As a result, emissions were reduced by

- 158 t CO_2 (= 42 %) in bremenports
- 2,396 t CO_2 (= 44 %) in the special asset "Port"
- 258 t (= 85 %) in the special asset "Fishing Port (Waterside)".

The plan is gradually to expand the use of electricity from renewable energy sources to all delivery points in the coming years (with the exception of those over which we have no influence).



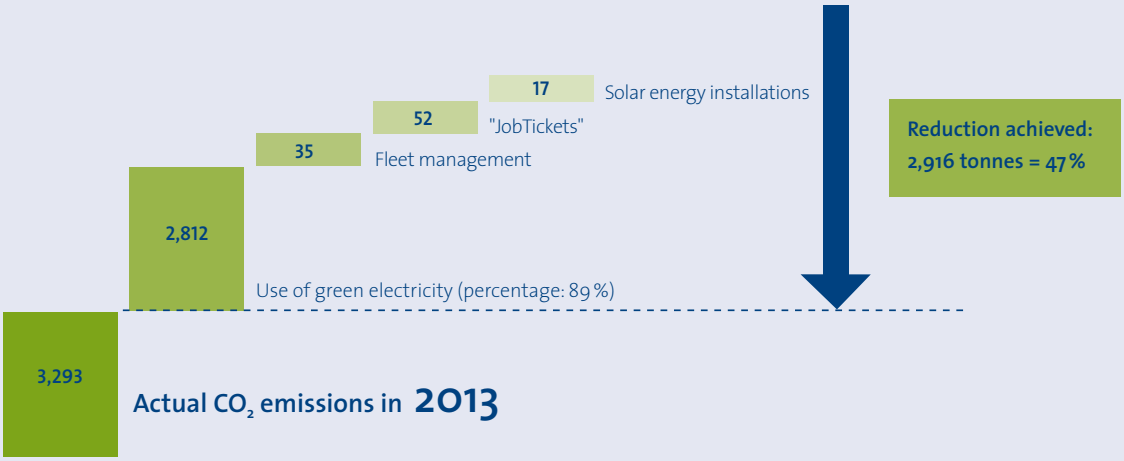
Electrical vehicles in use to reduce CO_2 emissions

As a result of the vehicle fleet management initiatives undertaken in relation to energy – reported on already – CO_2 emissions were reduced by a further 35 t in the special asset "Port", and by an additional 17 t thanks to the solar electricity generated by the PV installations and the solar heating system. The initiatives described here are voluntary and are not required by law.

To incentivise the reduction of the CO_2 footprint, employees are also offered the so-called "JobTicket" for public transport. The JobTicket costs employees 28 % less than a normal annual pass. The holder can take one additional adult and up to four children with them free of charge on their JobTicket on weekdays from 7 p.m., at weekends and on bank holidays (all day).

In 2013 at bremenports, a total of 25 employees (2012: 23) bought the JobTicket, thereby contributing to the reduction of private transport.

Although it is not possible at this time to report the Scope 3 emissions produced by commuting, a sample calculation was done for 2013 of how much the users of the JobTicket reduce the CO_2 footprint on their commute: if the 25 employees had taken the car every working day in 2013, 72 t CO_2 would have been produced, whereas public transport produced only 20 t[37], which, on paper, corresponds to a CO_2 reduction of 52 t.



[37] Basis of calculation: DEFRA 2013, rail emissions (distance of greater than 20 km, one way) : 0.04904 kg CO_2e/km, bus (distance of less than 20 km, one way): 0.112 kg CO_2e/km, car: 0.19083 kg CO_2e/km

Nitrogen oxides (NO_x) and sulphur oxides (SO_x)
Nitrogen oxides in vessel or motor vehicle exhaust gases can only be quantified exactly by means of sensor measurement, which has not yet been introduced.

In theory, it is possible to approximate values by arithmetical means. Calculations depend heavily on the power of the individual engine and the particular load profile (full load or partial load). Since the engines in the service vessel and dredging fleet vary according to the type of vessel and associated use and it is not possible to give a representation of the individual power take-off, we will not be computing an approximation of NO_x emissions for the time being.

GRI EN 20

Unlike NO_x emissions, SO_x emissions can be calculated based on the type and quantity of fuel used. The special assets "Ports" fleet of vessels uses diesel (in accordance with the legal requirements for inland waterway vessels), which is the same as the diesel used for motor vehicles. The statutory threshold for these fuels described as sulphur-free is 10 ppm (0.001 %). This gives the following figures for *SO_x emissions* for 2013:

- for the vessel fleet (special asset "Port"): 0.0111 t
- for bremenports' diesel vehicles 0.0005 t and for the special assets "Ports" diesel vehicles 0.0008 t.

Measures taken to reduce emissions: based on the example of the hopper barges
As announced in the previous year, in 2013 the feasibility of using liquefied natural gas (LNG) as a fuel in our own fleet of vessels was examined. More so than the smaller vessels, like the service vessel "Butt" (taken out of service in 2013) and its successor, the "Möwe" (both looked at in relation to being run on LNG), the hopper barges are suitable to being run on gas due to their size and use. An LNG drive system requires more space for the fuel tanks and the gas control system for the same power and similar duration of use. In addition, the use profile of the hopper barges is characterised by continuous operating modes – i.e. trips between the dredging location and the dumping location or the dredging spoils treatment plant – but they also lie next to the dredger. Gas engines are highly efficient at almost identical load profiles and few load cycles.

Using LNG reduces sulphur dioxide emissions by 100 %, nitrogen oxide emissions by 80–90 %, carbon dioxide emissions by up to 25 % (at optimal combustion) and produces almost no particulate matters compared to conventional marine fuels like heavy fuel oil (HFO) and marine diesel oil/marine gas oil.

GRI EN 26

As there are still no shipbuilding standards for inland waterway vessels run on LNG (in the process of drafting and supposed to be ready in 2015), in 2013 an application for permission to build and operate was submitted to the Central Commission for the Navigation of the Rhine (ZKR) and, in February 2014, permission for the LNG hopper barge project was granted. A hopper barge run on LNG is an innovative pilot project anywhere in the world. For this and other reasons, a funding application submitted to the EU was granted in summer 2014. The LNG hopper barge is scheduled to go into service at the end of 2015.

In principle, a study is done for all new vessels into what alternative drive or exhaust gas after-treatment systems would be available and suitable for use in the relevant vessel with its particular requirement profile: exhaust filter/scrubber, alternative fuels (LNG), hybrid drives, etc.

Noise immissions
Noise and noise control, especially in the urban residential areas neighbouring the port, is seen as an important parameter in port operation, with noise within the container terminal in Bremerhaven being a major factor.

In order to assess the noise internally, we use our own PERS noise viewing level, which is the noise indicator Lr manual (in dB(A) from quarterly reports) divided by the associated container handling rate (in mill. TEU from the handling statistics). The following figure shows an upward trend in the noise indicator in the period from 2003–2009 and a downward trend as of 2010.

Environmental indicator: noise



Figure 12: Trend in noise immissions at Container Terminal 4 in relation to the handling rate

Immissions measurements at Weddewarden noise measurement station

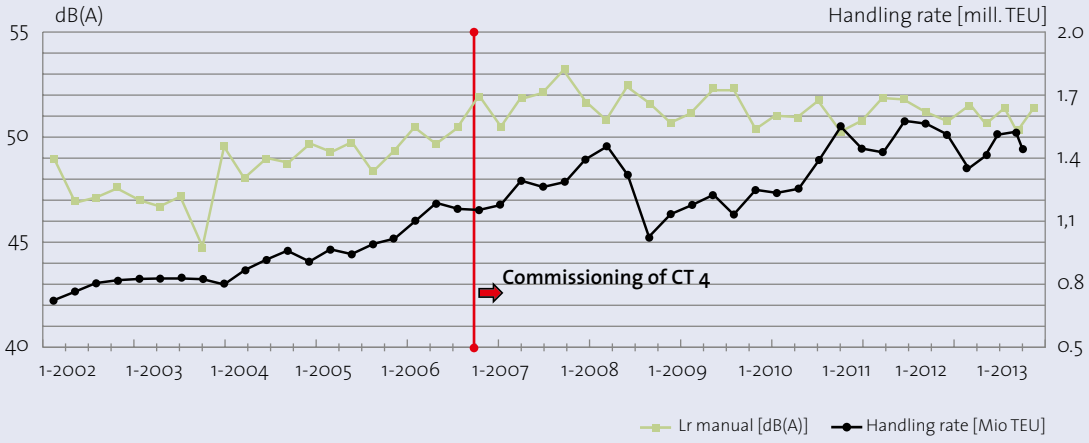


Figure 13: Trend in noise immission values at Container Terminal 4 in relation to the quarterly container handling rates

The charts, which were prepared as part of long-term noise monitoring, are also evidence of the terminal operator's successful efforts to control noise: despite a rise in the handling volume, there has been a downward trend in noise since 2008. The primary role of bremenports (as representative of the special assets) in this respect is to engage regularly with residents and the terminal operators to ensure mutual understanding and means of further reducing noise.

6.5 Opportunities and risks of climate change

GRI EC 2

Climate change and the consequences thereof have been a concern of our organisation for many years now. The opportunities and risks **(EC 2 Ⓟ)** have been addressed through the following initiatives:



An increase in the sea level and storm tides make adaptation measures necessary

- Involvement in the World Port Climate Initiative (incl. working groups on ESI[38] & LNG[39] as a fuel)
- Integral consideration of climate change in sustainability management/the "greenports strategy"
- Partner in the R&D project[40] Nordwest 2050 ("Resilient Port Structures")
- Initiation and execution of the R&D project "Drepte tidal polder"
- Consideration of climate change in risk management for the special assets

	Risks[41]	
Expected changes	**bremenports GmbH & Co. KG**	**Special assets "Ports"**
Rise in ave. sea level 2050: +17.5 cm (+9 to +70 cm) 2085: +34.5 cm (+18 to +140 cm)		The changes may cause heavy damage to the port infrastructure, reduce port availability and entail a fall in port revenues.
Increase in storm surge water levels 2050: +43 cm (+19 to +111 cm) 2085: +90 cm (+53 to +216 cm)		
Increase in heavy rain events (min. 20 mm precipitation) 2050: +1 day 2085: +1.8 days		
Increase in strong wind events (storm days with min. 17.2 m/s) 2050: +0.4 days (–1.3 to +3 days) 2085: +0.7 days (+1.5 to +3 days)	The changes may adversely affect working and leisure conditions for employees.	
Increase in heat (annual average temperature at an altitude of 2 m) 2050: +1.5°C (+1 to +1°C) 2085: +2.8°C (+1.9 to +4.7°C)		
Increase in tropical nights (tropical nights with min. 20°C) 2050: +1.7 nights (+0.3 to +1.7 nights) 2085: +4 nights (+1.3 to +18.7 nights)		

[38] ESI=Environmental Ship Index
[39] LNG=Liquefied Natural Gas
[40] R&D project=Research and Development project
[41] Cf. 14th Workshop Report Nordwest 2050

The expected changes may come with new regulations (or amendments), which may lead to an increase in capital and operating costs with limited capital availability in the special assets. However, it is not yet possible to put a figure on the financial consequences. The following regulatory risks were identified for the special assets:

- **Change in the design of engineering works:** Could make modifications necessary (structural, organisational, maintenance), which cannot yet be calculated.
- **Change in the requirements relating to dewatering plants:** Larger sizing, additional retention capacities (no implications in 2013; not possible to project beyond that).
- **Change in building regulations (wind classes):** Stricter safety requirements (additional engineering complexity; no implications in 2013; not possible to project beyond that).

Further conceptual plans on adapting to climate change as well as on the CO_2 neutral port are envisaged for the 2015–2019 period.

To take advantage of new technologies, products and services, the following projects were initiated in 2013 for the special assets:

1) First steps towards an emissions model for the ports of Bremen:
   a) Pilot application of a model to quantify vessel emissions in Bremerhaven
   b) Development of a CO_2 footprint tool for typical transhipments
2) Promotion of the introduction of LNG as a fuel:
   a) Ports of Bremen LNG working group
   b) Initiation of LNG filling stations for vessels in Bremen and Bremerhaven
   c) Development of service vessels run on LNG
3) Suggestion of an R&D project to the Development Fund of the metropolitan region of Bremen-Oldenburg in relation to the use of hydrogen as a renewable energy source in the maritime economy
4) Support for "green logistics" concepts

Anticipating the requirements arising from climate change gives bremenports the opportunity to create competitive advantages and to offer new services by way of port development, construction and compensatory mitigation measures that are adapted to climate change. In the area of coastal protection, there are prospective additional order volumes.

The special assets, as transport providers, stand to gain from the rising trend in the use of vessels and rail for climate protection reasons. However, this effect will only materialise if the necessary capacities are available and reliability does not fall in parallel.

6.6 Biodiversity

The aspects of location in/adjacent to protected areas or areas of high value **(EN 11 Ⓟ)**, impacts of activities on these areas **(EN 12 Ⓟ)** as well as habitats protected or restored by our own actions **(EN 13 Ⓟ)** will be looked at together in this section.

The following aspects in particular are significant for us:

- We recognise sensitive areas of high value for biodiversity in our vicinity and allowances are made for these in our activities.
- We take our compensatory mitigation obligations seriously (license to operate).
- Specifically developed compensatory mitigation sites are a part of our "green infrastructure".

GRI EN 11

As a management company, in its activities, products and services *bremenports* tries to develop measures for its clients that avoid adverse effects for biodiversity.

In carrying out specific operating, maintenance and construction work for the special asset "Port" as well, we avoid adverse effects for biodiversity as much as possible and, if impossible, we take measures to reduce the adverse effects and offset them through compensatory mitigation measures. The required measures are implemented by bremenports for the special asset "Port" and accompanied by research if necessary to ensure the success or control of the projects.

All establishments of bremenports as a management company, sites under the management of the special asset "Port" as a commercial enterprise (16.98 km²) and sites under the management of the special asset "Fishing Port (Waterside)" (1.46 km²) were included. The named protected areas are listed as European protected areas (their site code contains the abbreviation for Germany). The "Weserportsee" nature conservation area is protected on the basis of the federal German nature conservation legislation.

Protected areas	Ecological information	bremenports offices in Sail City (Bremerhaven)	Special asset "Port"			Special asset "Fishing Port (WS)"
			Port area (Bhv)	Port area HB-Nord	Dredged material treatment plant	
FFH area "Weser bei Bremerhaven" **DE2417-370**	Habitat type Estuaries 1130; species referred to (Twaite shad, River lamprey, Sea lamprey)	Adjacent	Directly to the east	-	-	Directly to the east
Lower Saxony Tidal Flats National Park bird sanctuary **DE2210-401** FFH area **DE2306-301** World Heritage Site	Habitat type Mudflats and sand-flats not covered by seawater at low tide as well as Atlantic salt meadows; species referred to (Sea lamprey, Common Porpoise and Common seal)	Adjacent	Directly to the south-east	-	-	-
"Weserportsee" nature conservation area	Near-natural secondary habitat with various types of closely interconnected habitats (habitat diversity from the Weserportsee proper, multiple small bodies of water, wet basins as well as reed beds, copses, open stretches of sand and oligotrophic grasslands) as the habitat of many, in some cases, endangered species of flora and fauna as well as their populations	-	Within the port area	-	-	-
FFH area Weser between Ochtum estuary and Rekum **DE2817-370**	Species referred to (Twaite shad, River lamprey, Sea lamprey)	-	-	Directly adjoining	-	-
Niedervieland bird sanctuary **DE2918-401**	Bird populations referred to (esp. breeding birds: Bluethroat, Marsh Harrier, Short-eared Owl, Spotted Crake, Corncrake, White Stork; visiting birds: Wood Sandpiper, Golden Plover, Ruff, Hen Harrier, Smew, Bewick's swan)	-	-	-	Directly adjoining	-

GRI EN 12

Our activities can have various direct and indirect impacts on biodiversity:

- As part of the *construction of port facilities* by bremenports, it is often necessary to drive sheet pile walls or dolphins. The very high sound levels this produces carry far in the water and can seriously impact highly sensitive organisms (e.g. Shads, River lampreys and Great sea lampreys and Common Porpoises). Mitigation measures, such as jigging using pile drivers, time restrictions and special precautions, such as bubble curtains and slow driving, are usually practiced. It may be necessary to resort to temporary deterrent measures.

- Even if *shipping in the port* can result in, in some cases highly persistent, pollutants entering the water due to accidents or antifouling underwater coatings containing TBT[42], this (declining) effect is confined to the port waters proper, albeit affecting all organisms in the water. Pollutants introduced into the port waters and bound to the sediment are removed when maintaining the water depths and, if necessary, taken to the integrated dredging spoils treatment plant in Bremen-Seehausen. The special assets ports bear responsibility for the associated "remediation of water bodies", even though they do not themselves cause the pollution. In addition, the shipowners have the possibility of discharging ship-generated solid and liquid waste, although there are charges for certain elements through the port charge, regardless of whether this service is availed of. This creates an incentive actually to use this paid service and to dispose of as little as possible on the open sea, which pollutes the seas.

- Vessel ballast water can carry *invasive species* into ports, navigable waters and their environment, and not only cause direct damage but permanently displace species that are typical of the region. To limit this contamination, the ports support the Ballast Water Management Convention, which requires shipowners – the polluters – to take appropriate action.

- Over the past 1,000 years (but more so in the last 100 years) the ports and shipping, together with coastal protection and agriculture, have greatly and distinctly altered the *lower and outer Weser habitat:* for one, by changing the ecological processes. Associated impacts on biodiversity in the Weser estuary and neighbouring tidal flats remain strong. Structural reversibility is possible in principle, but unlikely for cultural reasons and therefore limited to special areas like compensatory mitigation sites. In particular, the projects undertaken by the Shipping Administration and the ports of Bremen were accompanied by extensive measures, the purpose of which was to prevent further deterioration. bremenports is involved in R&D projects, such as the Drepte tidal polder and the Integrated Weser Management Plan, to join forces with the other stakeholders to sound out and implement options for improvement.

As regards the Ports of Bremen, the return of shads and common porpoises already shows a certain degree of regeneration in the Weser estuary. To bring about further regeneration, it is just as important to reduce existing pollution due to shipping, as it is to open up and restore shallows and tributaries as well as tidal areas outside dykes. Broad-based cooperation and a willingness on the part of various stakeholders to participate are necessary to bring about progress.

[42] Banned since 1 January 2008

GRI EN 13

Habitats protected and restored

Port development in Bremen and Bremerhaven is characterised by the extension of existing ports under the strong geophysical dependence on navigable waters and the imperative to cooperate with Lower Saxony. In particular, the location of Bremerhaven in the Weser estuary directly adjacent to the Lower Saxony Tidal Flats National Park, for example, called for comparatively stringent compensatory mitigation conditions when developing the container terminal.



Joined to the Weser since 2012 – tidal polder on the Luneplate

The ports of Bremen and bremenports have taken a proactive approach to this task. The statistics for the *special asset "Port"* in this respect are

a) Successfully remediated[43]:
- in Bremerhaven (near and outside the port on the Luneplate): 400.1 ha (–0.6 ha),
- in Bremen (near the port): 141.5 ha;

b) Stabilised/protected41[43]:
- in Bremerhaven (near and outside the port on the Luneplate, the Wursten coast and the Drepte lowland): 1031.5 ha (+3.8 ha),
- in Bremen (near and outside the port): 141.6 ha (–1.9 ha)

The stated changes in area since 2012 are due to corrected site sizes, an additional compensatory mitigation site in Bremerhaven and due to the allocation of areas in Bremen to other project developers.

The following table shows the functionality of the habitats looked after by or for the ports of Bremen (the National Park Authority and haneg mBH – to whom the maintenance or development of certain areas was assigned – were involved in the assessment.)

Assessment of the status of functionality of the habitats looked after

Categories	Bremerhaven		Bremen		Total
	bremenports	National Park Authority	bremenports	haneg	bremen-ports
Fully functional	**6** (3)	**2** (2)	**1**	**1**	**10** (5)
Highly functional	**14** (15)	-	**1**	**1**	**16** (15)
Functional	**12** (12)	-	**1**	**2**	**15** (12)
Functional to a limited extent	- (1)	-	-	**1**	**1** (1)
Functional to a very limited extent	- (-)	-	-	-	-
n/a			- (6)	**2** (7)	**2** (13)
Total	**32 (31)**	**2** (2)	**3** (6)	**7** (7)	**44** (43)

(previous year's values)

[43] "Remediated" refers to compensatory mitigation areas that, after construction and specific development, are under maintenance. Sites that are still under specific development are classified as "stabilised". The figure for stabilised sites includes remediated sites.

A raft of measures and external participants contribute to *ensuring success*. As well as coordinating the implementation and development plans with the nature conservation authority in charge, final acceptances take place for the construction work, interim reports on monitoring (if planned) and a final acceptance after completion of development, all with the involvement of the nature conservation authority in charge. As part of the completion of compensatory mitigation measures for the major construction project CT III, an additional independent expert (WBNL) was asked for a final assessment.

On top of its activities for the special asset "Port", bremenports also has other customers. For example, it was contracted by a third-party to remediate a further 4.7 ha in Bremerhaven (in the Rohr lowland and on the Lune) and actively protected[44] 300.3 ha in Bremerhaven (on the Luneplate, in the Drepte lowland and on the Geeste). There are no new sites since 2012. bremenports is no longer in charge of the sites established under contract to third parties in Bremen. The areas in Bremerhaven that bremenports looked after under contract to third parties were assessed as functional (2) and highly functional (7) in a selfcritical internal analysis (end of 2013). The status of only one site fell from "functional" to "functional to a limited extent" since 2012.

As well as coordinating the implementation and development plans with the nature conservation authority in charge, final acceptances take place here too for the construction work, interim reports on monitoring (if planned) and a final acceptance after completion of development, all with the involvement of the nature conservation authority in charge.

There are no "partnerships" with third parties for the protection or restoration of habitats as part of commercial service provision.

6.7 Expenditure on environmental protection

GRI EN 30

The relevant cost categories for bremenports and the special assets in relation to environmental protection **(EN 30 Ⓟ)** are given in the following table.

The costs for the special assets are consolidated in this table.

EUR	bremenports 2012	bremenports 2013	The special assets ports 2012	The special assets ports 2013
Expenditure on tackling environmental problems	0	0	8,765,000	9,031,000
Expenditure on preventive environmental protection	25,000	43,000	203,000	272,000
Total expenditure	**25,000**	**43,000**	**8,968,000**	**9,303,000**

Included in the expenditure for tackling environmental problems, the principal costs of the special asset "Port" – as in 2012 – went on dredging spoils contaminated primarily with tributyltin, which arises in the course of maintaining the water depths and must be treated before disposal.

[44] The figure for the protected area also includes the remediated sites.

7 SOCIAL SUSTAINABILITY

7.1 Employees and working environment

Management approach
As a commercial, public-sector undertaking bremenports continues to endeavour to position itself in the market as a responsible employer. Secure jobs, extensive employee rights, active promotion of diversity and equality of opportunity, comprehensive training and further training programmes, effective health management and many ways to reconcile family and work life set up the company for the future and make it an attractive employer.

The following guidelines on management and working relations reflect the credibility, fair dealings and respect within the company:

- WE take responsibility for our actions and the decisions we make
- WE manage fairly and in a spirit of trust
- WE are target-oriented and communicate promptly, transparently, openly and with respect
- WE are reliable, credible and loyal
- WE promote team-centred, cooperative working relations and needs-based qualification
- WE motivate by delegating responsibility and convey our appreciation

To manage the concepts effectively the following organisational measures were put in place:

- A "work and family" audit assures the internal work-life-balance measures.
- The human resources development concept with its talent management programme provides the organisational basis for effective human resources development
- The affirmative action plan for women and the integration agreement for the severely disabled provide the basis for a balanced staff structure.
- The "Fair Dealings" code of practice serves as a guide on how to prevent and intervene in the case of discrimination.
- The joint occupational health and safety committee (ASA) is there to prevent and avoid accidents.



The goal is to increase the percentage of women to 30 % by 2020

7.1.1 Employment

Employment contract (LA 1 Ⓟ)
The following table gives a broad overview of the employment contracts as at 31 December 2013 at bremenports GmbH & Co. KG.

On the reporting date 15 (2012: 20) allocated civil servants were employed in the company. The number of civil servants is down because no more civil servants have joined or will join the staff since bremenports was founded.

GRI LA 1

Fixed-term contracts, accounting for 2.9 %, are the exception rather than the rule, and are avoided if possible. 10.4 % of employees are part-time – the majority women.

Overall, staff numbers have increased slightly over the previous year, although there has been no significant change in the gender breakdown.

		Total	Of which men	Of which women
Total staff (excl. apprentices, interns & graduands)		**375**	**286**	**89**
Contract	Permanent	364	281	83
	Fixed-term	11	5	6
	Part-time	2	1	1
Field	Technical	140	108	32
	Administrative	93	39	54
	Skilled crafts	142	139	3
Employment type	Full-time	336	279	57
	Part-time	39	7	32
Region	Bremen	64	51	13
	Bremerhaven	311	235	76

GRI LA 2

Employee turnover (LA 2 Ⓟ)

Employee turnover is an important statistic as it can indicate the level of employee satisfaction. In the reporting period, there were 29 new recruits, or 7.7 % of the total staff. In the same period only 1.3 % of employees left us voluntarily. Those who retired were replaced by qualified employees. The recruitment statistics show that female recruits as a percentage of total female employees (89) increased in the reporting year.

		Total	Of which men	Of which women
Recruits	18–35	16	10	6
	36–55	11	5	6
	Over 55	2	2	0
	Total	**29**	**17**	**12**
	Recruitment rate	+ 7.7 %	+ 5.9 %	+ 13.5 %
Voluntary departures	18–35	2	1	1
	36–55	3	2	1
	Over 55	0	0	0
	Total	**5**	**3**	**2**
	Departure rate	– 1.3 %	– 1.1 %	– 2.3 %
Departures for other reasons		22	18	4
	Percentage	– 5.9 %	– 6.3 %	– 4.5 %

7.1.2 Benefits

GRI LA 3 LA 4

Content & scope of collective bargaining agreements (LA 3 Ⓟ, LA 4 Ⓟ)
The working conditions are governed by the applicable civil service collective agreements (TVöD), agreed with the Communal Employers' Association (Kommunaler Arbeitgeberverband Bremen e.V. – KAV) and the competent United Services Union (Vereinte Dienstleistungsgewerkschaft e.V. – ver.di) in conjunction with the state statutory provisions. This collective agreement applied to 93.9 % (2012: 92.5 %) of employees at bremenports in the reporting year. The rise is due to the decrease in civil servants employed in the company.

In addition to a salary according to the salary scale, employees receive a bonus, the purpose of which is to boost motivation and personal responsibility. In 2013, this collectively agreed bonus was 2.00 % (2012: 1.75 %) based on the previous year's wage. An allowance is paid for exceptionally difficult work.

Under the TVöD employees are also entitled to a supplementary company pension, to an annual bonus, to full pay in the event of sickness, to participate in an employee savings scheme as well as to service anniversary bonuses and death benefits. The Bremen Educational Leave Act also entitles employees to take leave to complete recognised education and training courses.

In addition to the applicable regulations, bremenports has taken out group accident insurance for all staff. Staff working abroad receive additional accident cover and baggage insurance for the duration.
The benefits are in principle provided to all employees – regardless of whether they are employed under a permanent or fixed-term contract or on a full-time or part-time basis.

7.1.3 Occupational health and safety

GRI LA 6 LA 9

Safety (LA 6 Ⓟ, LA 7 Ⓟ, LA 9 Ⓟ)
Health and safety is a must for bremenports, and mainly consists of extensive preventive measures The following organisational chart shows how bremenports has internally implemented the occupational health and safety laws and regulations:

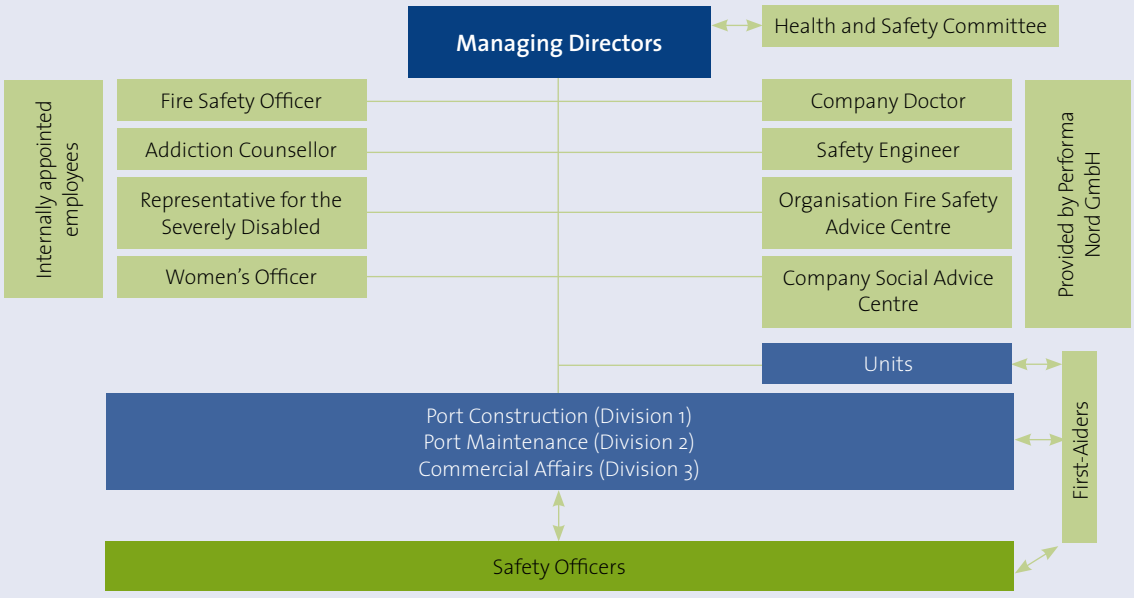


Figure 14: Health and safety organisational chart

Health and safety management fulfils the following tasks:

- Arrangement of binding risk assessments by the occupational safety specialist/the safety engineer for each workplace
- Arrangement of follow-up risk assessments by the heads of unit and department
- Prevention of the effects of unavoidable hazards by means of technical, organisation and personal protection measures
- Arrangement and delivery of regular health and safety instruction
- Reporting of misconduct by the safety officers in the individual departments
- Monitoring of effectiveness during the site inspections conducted by the heads of division
- Right and obligation of all employees to stop immediately all hazardous work

The occupational health and safety committee (ASA) provides a platform for codetermination and participation for employees. The committee advises on matters of health and safety and accident prevention on a quarterly basis. All employees are represented in the ASA committee through their respective representatives and can also table their concerns and complaints by involving the works council, the representative for the severely disabled, the women's officer and the speaker for the safety officer. Beyond that, bremenports has not entered into any health and safety agreements with trade unions. There were no work-related deaths in bremenports to report in the reporting period. In addition, no occupational diseases have come to our attention. Nine work accidents were reported: seven in the field of skilled crafts and two in the technical area. There were also minor accidents requiring First Aid. No accidents occurred in the administrative area. The nine accidents caused a total of 98 lost days, corresponding to 0.11 % of planned work hours. Extrapolated to one million hours worked, 17.59 injuries occurred in bremenports in the reporting year. It should be noted that not one female employee had an accident in the reporting period, as was the case in the previous year.

GRI LA 7

	2013	2012
Number of notifiable accidents (with at least one lost day)	9	12
Lost Time Injury Rate (LTIR) Notifiable work accidents per 1 mill. worked hours	17.59*[45]	19.75
Absenteeism due to accidents (in days)	98	301
Lost Day Rate (LDR) (Absenteeism due to accidents/planned working time) = Lost time due to work accidents	0.11 %	0.34 %

Health (LA 7 Ⓟ)

Employees who are physically and mentally fit are more enthusiastic about and better able for their work routine. In light of this, in 2010 bremenports joined forces with the health insurer AOK Bremen/Bremerhaven to initiate the company health management system. Its aim is not only to reduce lost time due to illness but also to create a holistic framework that helps employees to stay healthy and to improve their health.

[45] The calculation was done in 2013 based for the first time on the actually worked hours recorded in Controlling. The calculation basis from 2012 (migration of the planned hours to actual hours) gives an LTIR of 14.81 for the reporting year.

Staff physical well-being is promoted by means of initiatives like the "Hansefit" company fitness programme, the "cycle to work" campaign and regular health days. The external company social advice centre at Performa Nord GmbH provides employees with help and advice with confidential problems.

Through the cooperative arrangement with the AOK Bremen/Bremerhaven the health management system undergoes regular checks for cost-effectiveness and efficiency.

	2013	2012
Absenteeism due to illness (in days)	7,609	6,910
Absenteeism rate (AR) (Absenteeism/planned working time) = Lost time due to illness in general	8.55 %	7.85 %

In the reporting period around 7,600 working days were lost due to accidents and illnesses, amounting to 8.55 % of all planned working hours. Note that long-term illness is included in the figure for lost days. While in the previous year only 1 employee was 100 % absent for health reasons, in 2013 5 employees in total were 100 % absent. So the rise in the absenteeism rate can be attributed to the increase in total lost time due to illness. Effective health management has no effect on these lost days, or only under certain conditions.

7.1.4 Training

GRI LA 10

bremenports sees the proper **training (LA 10 Ⓟ)** of young people as an important social responsibility but also regards the training it offers as a way of preparing itself for the competitive labour market the future will bring as a result of demographic change.

In collaboration with the Bremen Training and Further Training Centre the port management company took on 32 young apprentices in eight trades. This gives a trainee rate of 9.3 % in relation to total staff. Three of the apprentices were employed directly by bremenports; one under the combined vocational training/study system. The remaining 29 (2012: 25) young people are being trained by bremenports on behalf of the State of Bremen. The plan is to further increase the number of apprenticeship places in the medium term.

Furthermore, we gave 10 student interns and 2 graduands the opportunity to gain practical experience in the course of their studies or final theses in the reporting year. bremenports' "Talent Management Programme" is specifically aimed at developing the potential of junior employees. Training in social, management and methodological skills prepare them for their future roles.

Maintaining and increasing competitiveness depends greatly on employee development. Thus the aim of our Human Resources Development efforts is to maintain and expand professional knowledge by means of **further training (LA 10 Ⓟ)** in order to ensure the transfer of know-how to the next generation and also to maintain employee dedication.

Personal development options and further training requirements are discussed and agreed in structured annual performance reviews at all levels. In order to meet changing needs and to promote life-long learning, all employees do further training in line with their individual requirements. On average every single bremenports employee underwent 14 hours of further training in 2013. Note that further training

for commercial employees essentially involves practical instruction in their respective duties or technical equipment. The time spent doing this on-the-job training is not recorded, meaning that the comparatively low further training figure of 5.5 hours per non-managerial commercial employee is not representative.

Administrative	managerial	**18.2 hours**
	non-managerial	**9.5 hours**
Technical	managerial	**34 hours**
	non-managerial	**20.7 hours**
Skilled crafts	managerial	**19.8 hours**
	non-managerial	**5.5 hours**

7.1.5 Diversity and equality of opportunity

GRI LA 15

Work-life balance (LA 15 Ⓟ)
Many employees like their place of work to offer maximum flexibility to reconcile work and family life. For this reason, the work-life balance has a high priority at bremenports. Every year since 2005 bremenports has been certified as a family-friendly company by the "work and family" audit. This certification is based on flexible working hours and a variety of work models.

If requested, a home office is set up for mothers, and fathers too, to give them more flexibility with regard to childcare, so they can put in some of their working hours at home. Arrangements with selected crèches, holiday programmes for children and an on-site parent-and-child office are other ways in which working parents are supported.

In principle, all employees are entitled to parental leave. It is now normal for male staff members to take parental leave on the birth of a child. In total, nine employees – five female and four male – took parental leave in the reporting period. Five employees returned to work in 2013. To date, no employees have left bremenports either during or directly following parental leave.

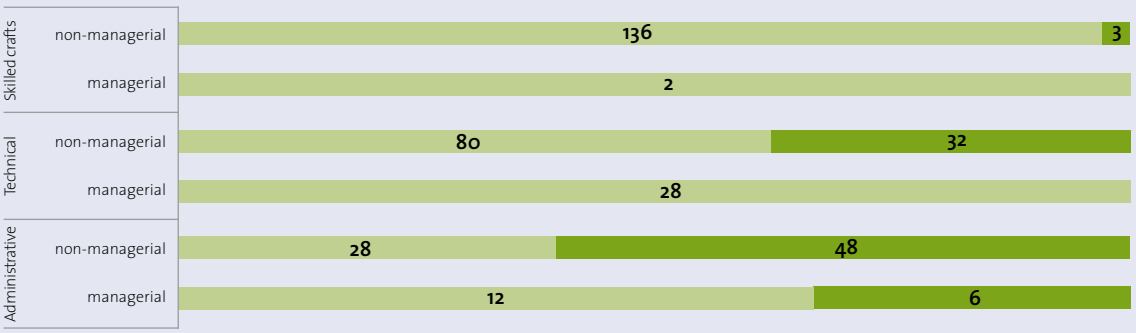
		Of which men
No. of employees who took parental leave in 2013	**9**	**4**
No. of employees who were on parental leave on 31 December	**4**	**1**
No. of employees who returned from parental leave in 2013	**5**	**3**
No. of employees who left the company after parental leave	**0**	**0**

GRI LA 13

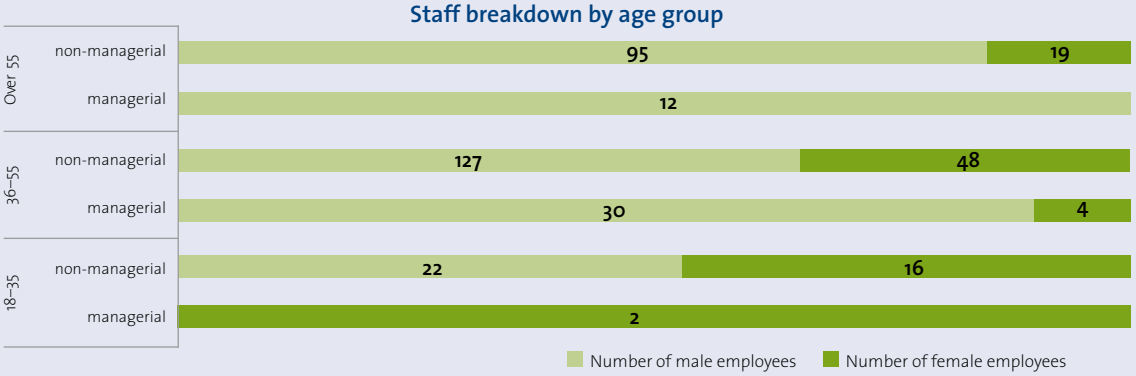
Equality of chance (LA 13 Ⓟ)
The port construction and maintenance work environment remains male-dominated. Women are strongly underrepresented especially in the technical and craft area – but also in leadership positions.

In order to create a more balanced staff structure, bremenports drafted an affirmative action plan for women. This was systematically implemented in the reporting year and in 2013 the percentage of women increased from 22.7 % to 23.7 %. bremenports is continuing to strive for its target of increasing the percentage of women of total staff to 30 % by 2020. As well as the quota system, the company endeavours to promote non-typical jobs for women and to interest women in technical apprenticeships through initiatives like "Girls Day", among other things.

Staff breakdown by area of operations



Staff breakdown by age group



This reporting year, too, our percentage of severely disabled, at over 10 %, was well above the percentage of 6 % required by the Disability Equality Act of the State of Bremen. To achieve this, managing directors, works council and the representative for the severely disabled have come to an integration agreement. It aims to improve the integration and employment situation of the severely disabled within the company on an ongoing and sustainable basis.

Another key concern of bremenports is to create *a balanced age structure*. We want to achieve this objective, for one, by being an attractive prospect for older employees. Our flexible models for voluntary semi-retirement are governed by the applicable collective agreement on flexible working hours for older employees (TV FlexAZ). Through part-time employment, this makes it possible for older employees to transition gradually from working life to retirement without them having to take early retirement. Even after the age of retirement, employees may continue to work if they so wish.

GRI HR 4

Equal treatment and anti-discrimination (HR 4 Ⓟ)

Equal treatment is a must for bremenports and is practiced through fairness and respect for all staff. As a public-sector company, we adhere to the General Equality Act (AGG), the Bremen Disability Equality Act (BGG) and the Bremen Gender Equality Act (LGG). In the reporting period there were no

actions or complaints against the equality policies in the context of the company's internal or external activities, nor in the course of application or recruitment processes. The works council did not take any discrimination cases either.

Employees affected by discrimination can, depending on the type and scale of the discrimination, go to their superior, the works council, the women's representative or the representative for the severely disabled, HR or the company social advice centre. It is their job, as soon as they are made aware of the incident, to advise and to support those affected, to establish and to document the facts in individual or joint meetings with the persons affected, to inform the latter of the impact and consequences in real terms and under employment law, to investigate all – even confidential – reports and complaints in the above context as well as to accompany those affected to all meetings, to advise them and to help represent them.

Applicants may also consult the HR AGG Officer as part of the application process.

7.2 Anti-corruption and compliance with the law

GRI SO 2 SO 3 SO 4

Management approach
To ensure the fulfilment of requirements, bremenports follows compliance and internal auditing procedures.

In terms of *compliance*, the focus is on preventing corruption. The managing directors are obliged to have in place suitable measures implementing the regulation on abstaining from and combating corruption in companies of the Free Hanseatic City of Bremen as well as the regulation on the acceptance of awards and gifts. In this capacity, the Anti-Corruption Officer reports directly to the managing directors. The Anti-Corruption Officer has autonomy in applying his expertise to this field.

The Anti-Corruption Officer regularly agrees the scope and content of the preventive measures with the managing directors.

Internal Audit is an independent audit function acting on behalf of the managing directors and the Chairman of the Supervisory Board, which adheres to the Internal Audit Guidelines. The function is a separate unit and reports directly to the managing directors. It is subject to the directives of the managing directors, independent with regard to the exercise and performance of its duties and has an unlimited right to information. Internal and external experts.

GRI SO 8

Anti-corruption (SO 2 Ⓟ, SO 3 Ⓟ, SO 4 Ⓟ)
Ongoing anti-corruption work focuses on advising employees and raising employee awareness on the basis of regular anti-corruption training provided by the Central Anti-Corruption Office of Bremen (ZAKS). To date 167 employees have been trained, 14 of them in the reporting period (13 non-managerial employees), which is 3.7 % of the total staff. All new recruits receive anti-corruption instruction as part of their induction.

After we had one case of corruption in 2012, another case was reported and investigated in 2013. In this context bremenports engaged an external party through Internal Audit to ensure the independent investigation of the case. Investigations by the public prosecutor's office are still ongoing.

Compliance with laws and regulations (SO 8 Ⓟ)
There were no procedures during the 2013 reporting period due to breaches of legal requirements which resulted in significant non-monetary penalties.

7.3 Responsibility for customers

Management approach
The following are the main objectives in relation to responsibility for customers:

- For the special asset "Port", bremenports ensures the long-term economical and sustainable management of the port infrastructure pooled in the special asset throughout its life cycle.
- bremenports is a reliable, competent, fair port service provider for all its customers and suppliers in Germany and abroad.

This primarily involves:

- Ensuring utility value throughout the entire life cycle of the port facilities.
- Appropriate activities to maintain operationality and safety for traffic.
- The reliable removal of obstacles and lows as well as ensuring the constant maintenance of sufficient water depths.
- The protection of customer data and the security of digital information systems.

7.3.1 Health and safety of customers

GRI PR 1

The health and safety of staff, customers, service providers, contractors and third parties **(PR 1 Ⓟ)** in the facilities of the special assets "Port" & "Fishing Port (Waterside)" is of utmost importance to bremenports. National and international laws, regulations and conventions form the basis both for company safety and security.

Potential risks are:

- the possible consequences of natural events resulting from high tides and storms
- technical systems failure
- sabotage and terrorism

Internal safety and security work focuses essentially on carrying out risk assessments, taking preventive measures, drawing up security procedures and the ongoing training in and adherence to these procedures.

The procedures put in place for security and the rapid restoration of operations after an incident are regularly verified and validated and, if necessary, fleshed out with new processes.

The following system shows that Safety is taken into account all the way from master planning to construction, from use to maintenance, while Security is only of importance in relation to port use:

Planning:

- When planning a project an assessment of the risk of injury and death is always carried out.

Construction:

- For new builds, there is a policy of installing materials that are not harmful to health. Implementation of this policy forms part of an appropriate quality management system. The system was in the process of being put in place in the reporting period and phase one was completed upon certification in 2014 to ISO 9001: 2008.
- If external firms are contracted for a new build and thus employees of various companies are used, bremenports makes sure to appoint a Health and Safety Coordinator (=SiGeKo). The latter must set out all the required health and safety measures in a health and safety plan (SiGe-Plan) as well as coordinate them and ensure compliance.

Use:

- **Security – port security (ISPS Code)**
  Organised crime, sabotage and terrorism pose an increasing global threat to the (German) economy. Ports and port facilities are, in some cases, targets for terrorist activities. The Federal Republic of Germany is directly dependent on secure options for import and export via its port locations. For these reasons preventive protection against terrorist

attacks for maritime traffic and port businesses was improved in recent years. Since 2004 risk assessments for ISPS port facilities have been carried out in the ports of Bremen on the basis of national and international legal frameworks, such as the International Ship and Port Facility Security Code (ISPS). On this basis authorities and plant operators develop and implement security concepts for 3 security levels. These concern structural, technical and organisational measures. For control and enhancement purposes, the employees and contractors undergo training. Across the whole company, drills are done annually to check the processes.

- **Safety – safety at work**
  Safety regulations were drawn up to guarantee the health of the employees of companies working in the port facilities. These must be accepted not only by contractors but also by each and every user of the facilities. They include rules on entering the facility and arrangements on the use of security cards. The handling firms offer a social support structure for vessel crews in the form of transport services, enabling them to get safely from the port into the centre of town (or to the Seaman's Mission) to partake in the social life.

Maintenance:

- In Port maintenance, too, there is a policy of using materials that are not harmful to health. Thus, biogenic consumables and lubricants are used if possible in the operation of port infrastructure facilities and the equipment (service vessels, vehicles).
- As regards dredging, the dredging spoils from every area of the port are analysed on an annual basis. In addition, regular pollutant monitoring is carried out for every spoil area and in the Seehausen dredged material landfill site.
- As regards property management activities, sites that are to be sold are assessed for contamination where there is valid reason.

Research and development:

- As well as increasing security for personnel and goods within direct handling, Bremen strives – by participating in national and international research projects, such as ECSIT (increasing container security by means of contactless inspections in port terminals) and Cassandra (Common Assessment and Analysis of risk in global supply chains) – to increase security throughout the transport and supply chain.

7.3.2 Customer data protection

GRI PR 8

Since bremenports GmbH & Co. KG was founded, the company Data Protection Officer supports the implementation of and compliance with data protection law **(PR 8 Ⓟ).** The Data Protection Officer follows the statutory provisions on the collection, processing and use of personal data, as laid down in the Federal Data Protection Act [BDSG] and the Data Protection Act of Bremen [BremDSG].

Above and beyond the statutory obligations, the Data Protection Officer voluntarily prepares an annual data protection report. A report was first published in 2012, followed by another in 2013. It contains information on the most important projects, incidents relevant to data protection, statutory amendments and other tasks of the Data Protection Officer. It also discloses the number of queries and complaints. bremenports has no influence over the level of data protection of outsourced processes like payroll accounting and invoicing.

Queries and complaints by customers and members of the public

In 2013 no complaints were made by customers or members of the public; nor did bremenports receive queries from customers about the use of personal data in software systems or in video monitoring. The Data Protection Officer received no reports of misuse of data or data leaks.

Query and Complaints Management provides the following:

- Interested members of the public can get an overview of the personal data used and how they are used if they go to the "Site details" and "Data protection" section of the website *www.bremenports.de*. The public data processing statement (öffentliches Verfahrensverzeichnis) can also be found here, which describes the types of data collected and from whom.
- The company Data Protection Officer can be contacted at any time in the event of queries, complaints or suggestions. He can be reached at any time by telephone or e-mail at datenschutz@bremenports.de. The contact data are given on the website.
- If the conversation needs to be taken further, personal appointments may be made afterwards at short notice. In these appointments, it is possible, for instance, to view video recordings under the principle of dual control.

Queries and complaints by employees

Employees made no written complaints in 2013. Where minor breaches of data protection provisions and regulations occurred among the employees themselves, the recommendations and instructions were immediately followed. One example is not stating the reason for an employee's absence. Overall, employees have a high level of awareness for data protection, as confirmed by the employee surveys, in which ratings of data protection are often sought on a preventive basis.

Query and Complaints Management provides the following:

- As well as the general means of contact like telephone and e-mail, employees go to the Data Protection Officer in person to make queries or suggestions. To that end, the Data Protection Officer's hours of availability, office address and room number have been listed in the company telephone directory.
- After the query or complaint is logged, the circumstances are investigated with the departments involved, and possibly also together with the persons affected. Depending on the nature of the matter and how long it takes to process, the persons concerned receive a progress report or feedback after the failing has been remedied.
- Measures are developed for subsequent years based on specific incidents.

7.3.3 Customer satisfaction

No structured analysis of customer satisfaction was carried out in the 2013 reporting period. However, customer feedback was sought for the first time in preparation for ISO certification.

Now that the quality management system is in place and up and running, data will be gathered on the basis of systematic evaluations of customer feedback. This will be done in future using questionnaires, by evaluating cancellations and by putting in place a Complaints Manager. The frequency of assessment is determined by a list of priorities, which is yet to be drawn up. The assessment and definition of possible corrective action is the task of the management and the Quality Management Representative.

7.4 Impacts of operations on the social environment

Management approach
For problems in general and going beyond legal requirements, both bremenports – with its greenports strategy – and the statement of environmental policy of the Senator for Economy, Labour and Ports as part of PERS certification have laid the foundations to prevent negative impacts arising from operations and indeed to promote positive impacts.

As a port developer and manager of the special assets, bremenports has substantial scope to minimise adverse effects on the local community. This scope includes the nature and structure of the management and consulting activities (consulting, planning, site management/supervision). The performance of such tasks gives us enormous positive influence and enables us to prevent negative effects. The distinction between bremenports and the special assets is drawn according to how the operations are divided up, although bremenports, to all intents and purposes, is generally the visible face.

7.4.1 Procedures for identifying impacts

GRI SO 1

Depending on the scale of the investment there are procedures of varying extent in place to assess the impacts – including of a social nature, such as health and safety aspects – of public investments as early as possible and to prevent adverse effects. These include internal decision papers, deputation and senate bills as well as investment programmes in which such details must be specified.

In addition, the actual conditions of project approval are governed by law and range from simple permits under a specific law ("without a concentration effect") to complex planning permission procedures ("with a concentration effect"). These procedures demand that the requirements of competent authorities – for example, in relation to health, safety and gender equality – be met directly or fulfilled by involving other entities. Environmental impact assessments must also be mentioned in this context, which, in some cases, also take these aspects into account. They are specified by law in the form of a positive definition (all projects of a particular type).

When public participation takes place in approval procedures, stakeholders and those affected locally can have their say in a hearing or by making a statement. In addition, certain environmental organisations must be included in accordance with the concept of "interest group participation" and under certain conditions have a right to legal action taken by an association (Verbandsklagerecht). In simple procedures, the approval authorities do not engage in this form of participation and only give those directly affected the opportunity to give their opinion. If legal shortcomings come to light during the implementation phase, which can be remedied by making an addition to the permit, then this also provides an opportunity to improve these aspects of social sustainability of a project.



Weser estuary with tidal flats – port and conservation must be organised together

7.4.2 Potential positive and negative impacts

GRI SO 9 SO 10

A. Land use:

A.1. Competition for land (access to the Weser/consumption of resources)

Large sections of the banks of the Weser in Bremen and Bremerhaven are used for port operations or industrial purposes, which limit access to the Weser and the use of the natural environment. This permanently restricts the use of the banks or spaces near the banks by members of the public.

Even if land use is reduced to the absolute minimum, the consumption of natural resources is unavoidable. The functionalisation of the Weser and the banks by shipping and the ports contributes to the ecological impoverishment of the lower Weser region – flora and fauna are deprived of their, in some cases, specific habitat.

The circumstances (location on the Weser or Weser estuary; economy geared to the maritime industry due to the location; limited available area in the city-state of Bremen) impose physical limits and entail a strong economic orientation to the natural favourable location on navigable waters suitable for seagoing vessels. Close cooperation with Lower Saxony and the relevant suburban communities counters adverse effects. Numerous more recent shipping and port investment projects involved extensive compensatory mitigation measures, which create alternative habitats and counteract ecological impoverishment (cf. EN 13).

The possibility of reducing the size of the port facilities is by no means eliminated; this involves, for example, rezoning land no longer required for port operations. Alongside port use, there is support for opening up the ports, for example, for tourism or other functions (for example the tourist attractions Überseestadt in Bremen, Hafenwelten and Schaufenster Fischereihafen in Bremerhaven).

A.2. Rises and falls in property values

The port puts extreme pressure on other land uses as a direct result of its land use (including compensatory mitigation sites). Depending on the type of adjacent land uses, rises in values (commercial areas) due to port expansion are just as likely as falls in values (residential areas). While price rises due to increased demand for land adversely affect other users, these are market forces and the port has no influence over them. If port expansion causes the value of real estate to fall and redress is sought in the planning procedures, the responsible/obligated party will provide this if the situation arises.

Land is purchased with the involvement of public oversight bodies and in line with market prices. The previous landowners therefore often become "beneficiaries" of public needs. Various supervisory bodies and organisational rules ensure that third parties are not adversely affected or affected as little as possible.

Working with interest groups (farmers, landowners, conservation groups, etc.), meetings are held to sound out collective interests, to organise joint projects and ultimately to prevent negative developments.

B. Close spatial proximity:

B.1. Noise imissions

Noise imissions from the port originate from sources to do with construction, facilities and operations as well as upstream and downstream transport (maritime transport and inland waterway transport, rail, HGV). Despite adhering to the legal thresholds, those affected assess the noise imissions as a major nuisance. The port entities have put in a noise control system at the container terminal (CT 4), which immediately reports problematic peaks of noise to the handling firms and enables countermeasures to be taken. As well as active noise control measures, limited passive noise control measures were also introduced in neighbouring residential properties (Weddewarden).

To achieve further improvement together with all parties, regular proactive discussions are held (see also EN 20).

B.2. Emissions of air pollutants

A port cannot operate without continuous transport by land and sea. Shipping and hinterland transport by road in particular cause significant air pollution, which, thanks to favourable winds, have not yet caused a nuisance locally. In addition, the on-shore port handling areas are physical buffer zones against the impacts of shipping. The trend in pollution in Bremen and Bremerhaven over time is slightly down[46].

Nevertheless, all parties are interested in reducing emissions, but in all likelihood this will only be possible, in shipping in particular (due to international regulatory areas), in the long term. Measures that the management was able to implement directly include the introduction of discounts on port dues for highly environmentally friendly vessels (Environmental Ship Index) and the associated receipt of the "greenports Award" for the vessel with the lowest emissions and the shipowner with the fleet with the lowest emissions, which regularly call the ports of Bremen in 2013. One of the main tasks in recent years has been the expansion of the railway infrastructure to promote rail-served hinterland transport (see also EN 18: use of green electricity).

B.3. Light imissions

Both to cater for traffic and for workplaces to operate, the port needs a certain amount of lighting, which cumulatively can cause a nuisance for neighbours in the long run despite being under the legal threshold. The shields on the light sources required in many places for conservation reasons do reduce the effect, and the local community also benefits. The technical design of the light sources and the relevance of the problem are regularly revisited in port development projects. In addition, employees and the port firms are informed and made aware of the issue.

B.4. Traffic congestion

In particular the railway lines around Bremen and between Bremen and Bremerhaven see very high capacity utilisation and, therefore, congestion; the situation on the urban access roads to the port areas and to the freight centre is similar. Based on development forecasts, the handling volume and, therefore, traffic is expected to rise. Shifts in the modal split may mean relocations.

The timely planning and increase of capacities should prevent major problems. Bremen makes an effort to consult closely with the neighbours, the North German federal states, in order to bring about orderly development.

B.5. Accident hazards

There are risks of accident with all modes of transport and they correlate with traffic density, which is relatively high for rail and HGVs in particular. Overall, traffic planning and organisation minimises the risk. There were no serious injuries in the 2013 reporting period.

[46] 2013 annual report on the Bremen air monitoring system (BUISY Bremen)

B.6. Restricted access and restrictions for conservation reasons

Protection against terrorist attacks has led to restrictions on access to and use of the port, which set permanent constraints on freedom of movement (ISPS). Certain parts of the port are accessible by the public port bus, which offers tours of the port to give the public a glimpse of port life. Furthermore, working groups regularly address and follow up on specific issues.

C. Volume and type of pollutant release:

Port maintenance activities do not excessively use authorised biocides (including anti-fouling coatings). A worldwide ban on the use on vessels of underwater coatings containing tributyltin (TBT) was introduced in 2008 but the operation of shipyards in the ports of Bremen remains a source of, in some cases, high levels of TBT in the sediment that is dredged from the port. In addition, ship-generated waste that is disposed of (illegally) or accidental spills of water pollutants can cause pollutant release that is outside bremenports' area of responsibility.

Toxic substances, once they enter the water, can only be removed and rendered harmless at great expense. Generally, such pollution can only be stopped or reduced by means of measures introduced by regulatory authorities. If there weren't a port basin, pollutants that enter the waters would end up in the tidal flats/the North Sea rather than depositing. Therefore, the dredging required to maintain the water depths contributes greatly to water quality improvement. If the pollution is excessive, the spoils cannot be relocated and they must be removed from the water. This way, the port contributes to clean-up.

Rainwater retention basins and open ditches initially take the pressure off the surface drainage. Water treatment results in these substances being removed from the water system and, if necessary, disposed of properly.

D. Handling and transport of dangerous goods:

As universal port we have no direct influence over the goods handled, meaning that dangerous goods are handled and transported to and from the port. The safety standards for handling dangerous goods put in place by the Harbour Master's Office in the ports of Bremen are exemplary and serve as a model for other port locations. A Bremen regulation has restricted the transport of nuclear goods. Issues are dealt with and followed up on in the relevant working groups on an ongoing basis. There were no accidents or damage to report for the 2013 year.

E. Socio-economic development:

For bremenports, which supplies the personnel for the management of the special assets, it is important to adapt to the changes both in the world of work and in society.

E.1. Changing world of work – technical progress

Consistent technical progress is a positive feature of modern societies to which both the employer and the employee must adapt in different ways. As a result of rationalisation, duties often become more complex and varied and the need for qualified personnel rises.

E.2. Changing society – understanding of roles & demographic change

Roles have evolved from the traditional model (single income) to the "two-income house-hold where children are cared for outside the home". This is the result of social processes that cannot be or are difficult to influence. The creation of flexible work models geared to the needs of employees – such as part-time work or working from home – are already the order of the day at bremenports.

The company has been preparing since 2011 for the skills shortage arising from demographic change by successfully implementing a long-term human resources development concept for up to the year 2020. One aim is to discover and develop latent resources in staff. To this end, a "Talent Management Programme" was initiated for one. For another, Health Management is creating the framework, support services and the corporate culture to help the staff to stay healthy and to improve their health on a sustainable basis. Furthermore, bremenports offers a large number of apprenticeships and combined vocational training/study opportunities.

E.3. Gender equality

Within bremenports the equal treatment of the sexes is a must. The projected population in the State of Bremen shows that the supply of labour of the future in the 30–50-year-old age group will have a higher proportion of women than heretofore. bremenports had already recognised this in previous years and developed an affirmative action plan for women. This was systematically and emphatically implemented in the reporting year In 2013 we increased the percentage of women from 22.7 % to 23.7 %. Thus we are making strides towards our goal of increasing the percentage of women to 30 % by 2020, although women are still underrepresented in the technical area and in management.

In 2013 bremenports was appointed as a model enterprise in the research project initiated by the Hans-Böckler Foundation, "Equal Pay Check". The aim of the research project is to expose discrimination against women or men and to address the causes. By participating as a model enterprise, bremenports is helping to verify the checks for equal pay for men and women. The first key figures and findings will be available in 2014.

F. Competition for limited financial resources:

The competitiveness of the port and its functional and future-oriented design require considerable, but limited, local and state investment on an ongoing basis, meaning that there is ongoing competition with other interests in society. At the same time, the ports are a main employer, and are therefore the region's main source of individual and social value creation. Available financial resources can only be spent once, and it is accepted that the conflicting interests must be balanced and that, currently, the interests of education, training and health are prioritised.

G.Status as an important employer in the local community:

G.1. Supporting enterprises – business development

The infrastructure provided by the special assets is essential for a large number of enterprises to locate and operate here. Clustered around the ports, they have a significant impact on the local and regional labour market. The ports, with their high-quality range of services, endeavour to position themselves as a modern and sustainable location for businesses, in order to maintain and boost their status. Maintaining such a range of services entails certain risks, which are taken into account in risk management.

G.2. Supporting the labour market – promoting employment

The impacts on the labour market of the ports of Bremen have a greater regional effect than in Hamburg or other German ports. To sustain and enhance this, to date, very positive effect, competitiveness is paramount. To be perceived as a prospective employer, the ports present themselves as being modern and sustainable. Risk management also takes this aspect into account.

In summary, the means employed achieved the objectives of preventing or reducing negative effects both in bremenports and in the special asset "Port".

The following table gives an overview of the relevance of the aspects dealt with, with three levels of classification for each of the three criteria:

Sources of adverse effects for the local community caused by operations	Relevant to	Topics	Intensity/severity/ consequences of the impact			Expected duration of the impact			Reversibility of the impact		
			low	moderate	high	short-term	medium-term	long-term	fully	partly	irreversible
Land use	Special assets	Access to the Weser									
		Consumption of resources									
		Rises/Falls in property values									
Close spatial proximity	Special assets	Noise imissions									
		Emissions of air pollutants									
		Light imissions									
		Traffic congestion									
		Accident hazards									
		Restrictions on access and use									
Volume and type of pollutant release	Special assets	Biocides in upkeep activities/Impacts of shipping									
Transport of dangerous goods	Special assets	Handling of dangerous goods									
Competition for scarce financial resources	Special assets	Limited financial resources									
Impacts on attracting businesses	Special assets	Supporting enterprises/business development									
Impacts on employment	Special assets	Supporting the labour market/ promoting employment									
Changes in the world of work with consequences for the community	bp	Consequences of technical progress									
Changes in society with consequences for the world of work	bp	Changing understanding of roles in young families & demographic change									
Gender equality within the community	bp	Gender equality									

Figure 15: Intensity, duration and reversibility of the impacts on the community

INDEPENDENT ASSURANCE REPORT*

To the Board of Management of bremenports GmbH & Co. KG, Bremerhaven

We were engaged to provide assurance on selected sustainability performance information for the business year 2013 of bremenports GmbH & CO. KG, Bremerhaven (further 'bremenports'). The Board of Management is responsible for the appropriateness of the preparation and presentation of qualitative claims and the appropriateness of the determination and presentation of quantitative indicators on sustainability performance information in accordance with the reporting criteria, including the identification of material topics. Our responsibility is to issue an assurance report on the selected sustainability performance information published on bremenports' Sustainability Report 2013.

Scope
Our assurance engagement was designed to provide limited assurance on whether the qualitative claims and quantitative performance indicators for the business year 2013 are presented, in all material respects, in accordance with the reporting criteria. The following selected sustainability performance information was in scope of our engagement:

- Economic Performance Indicators: "Direct economic value generated and distributed" (EC1); "Financial implications and other risks and opportunities for the organization's activities due to climate change" (EC2); "Significant financial assistance received from government" (EC4); "Policy, practices, and proportion of spending on locally-based suppliers at significant locations of operation" (EC6); "Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in kind, or pro bono engagement" (EC8); "Understanding and describing significant indirect economic impacts, including the extent of impacts" (EC9).
- Environmental Performance Indicators: "Material usage" (EN1); "Energy" (EN3, EN4, EN6 and EN7); "Biodiversity" (EN11, EN12 and EN13); "Greenhouse Gas Emissions" (EN16, EN17 and EN18); "Water & Waste Water" (EN8 and EN21); "Waste" (EN22); "NOx, SOx, and other significant air emissions" (EN20); "Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation" (EN26); "Total environmental protection expenditures and investments by type" (EN30).
- Labor Practices and Decent Work Performance Indicators: "Total workforce by employment type, employment contract, and region, broken down by gender" (LA1); "Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operation" (LA2); "Employee turnover by age group, gender and region" (LA3); "Percentage of employees covered by collective bargaining agreements" (LA4); "Occupational Health and Safety" (LA6, LA7 and LA9); "Average hours of training" (LA10); "Diversity and Equal Opportunity" (LA13); "Return to work and retention rates" (LA15).
- Human Rights Performance Indicators: "Total number of incidents of discrimination and corrective actions taken" (HR4).
- Society Performance Indicators: "Monetary value of significant fines and total number of non-monetary sanctions for noncompliance with laws and regulations" (SO8); "Local Communities" (SO1, SO9 and SO10); "Corruption" (SO2, SO3 and SO4).
- Product Responsibility Performance Indicators: "Life cycle stages in which health and safety impacts of products and services are assessed for improvement, and percentage of significant products and services categories subject to such procedures" (PR1); "Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data" (PR8).

Procedures performed to obtain a limited level of assurance are aimed at determining the plausibility of information and are less extensive than those for a reasonable level of assurance.

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* Translation of the assurance report, authoritative in German language.

Reporting criteria and assurance standard
bremenports applies the Sustainability Reporting Guidelines G3.1 of the Global Reporting Initiative supported by internal guidelines, as described in sections GRI 3.5 to 3.11, as reporting criteria for sustainability performance information. We conducted our engagement in accordance with the International Standard on Assurance Engagements (ISAE) 3000: Assurance Engagements other than Audits or Reviews of Historical Financial Information and the International Standard on Assurance Engagements, issued by the International Auditing and Assurance Standards Board. Amongst others, this standard require that the assurance team possess the specific knowledge, skills and professional competencies needed to provide assurance on sustainability information, and that we comply with the requirements of the Code of Ethics for Professional Accountants of the International Federation of Accountants to ensure their independence.

Work undertaken
Our procedures included:
- Interviewing relevant staff to gain an understanding of the process for determining material sustainability topics of bremenports GmbH & Co. KG, special asset "Port", and special asset "Fishing Port" (waterside).
- A risk analysis, including a media search, to identify relevant sustainability aspects for bremenports GmbH & Co. KG, special asset "Port", and special asset "Fishing Port" (waterside) in the reporting period.
- Evaluation of the design and implementation of the systems and processes for the collection, processing and control of the selected sustainability performance information, including the consolidation of the data.
- Interviews with staff responsible for providing the data and information, carrying out internal control procedures and consolidating the data and information of bremenports GmbH & Co. KG, special asset "Port", and special asset "Fishing Port" (waterside).
- Visit to the headquarters in Bremerhaven (Germany) to assess data collection and reporting processes and the reliability of the reported data for the selected sustainability performance indicators.
- Evaluation of internal and external documentation, to determine whether the sustainability performance information is supported by sufficient evidence.
- Evaluation of the overall presentation of the information on sustainability performance information in our scope.

Conclusion
Based on the procedures performed, as described above, nothing has come to our attention to indicate that the selected sustainability performance information published on bremenports' Sustainability Report for the business year 2013, are not presented, in all material respects, in accordance with the reporting criteria.

Recommendations
Without affecting the conclusion presented above, we make the following recommendation with regard to the further development of sustainability accounting and reporting:

- Further improvement and formalization of accounting guidelines, systems, processes and internal controls regarding performance indicators on material usage, waste and environmental expenditures.
- Further integration of internal quality management processes with sustainability management, especially with regard to the aspect customer satisfaction.
- Further improvement and implementation of sustainability criteria in procurement and assignment processes, with a focus on material impacts.

Düsseldorf, December 5, 2014

KPMG AG
Wirtschaftsprüfungsgesellschaft

Fischer
Certified Public Accountant
(German Public Auditor)

ppa. Hell

GRI CONTENT INDEX

GRI Disclosure		Comment	Location of disclosure	Status	Assured
1.	**Strategy and analysis**				
1.1	Statement from the most senior decision-maker of the organisation		p. 8	+	
1.2	Description of key impacts, risks and opportunities		p. 11	+	
2.	**Organisational profile**				
2.1	Name of the organisation	The business organisation is bremenports GmbH & Co. KG as the port management company and also acting on behalf of the special assets "Port" & "Fishing Port (Waterside)". The location of the organisation's headquarters is Bremerhaven and the address is: Am Strom 2, 27568 Bremerhaven, Germany	p. 15	+	
2.2	Primary brands, products and/or services		p. 17	+	
2.3	Operational structure of the organization		p. 16	+	
2.4	Location of the organisation's headquarters	Bremerhaven, Germany	p. 15	+	
2.5	Countries where the organisation operates		p. 17	+	
2.6	Nature of ownership and legal form		p. 15	+	
2.7	Markets served		p. 17	+	
2.8	Scale of the organisation		p. 40/65	+	
2.9	Significant changes during the reporting period regarding size, structure, or ownership	There are no significant changes during the reporting period regarding size, structure or owner-ship of the organisation to report since the 2012 sustainability report. The expanded scope of the report is described in Chap. 3 (in particular Chap. 3.4).	p. 24	+	
2.10	Awards received in the reporting period		p. 18	+	
3.	**Report parameters**				
3.1	Reporting period	The reporting period is the 2013 financial year (1 January to 31 December 2013)	p. 19	+	

-	Not reported	**bold**	Core indicator
o	Partially reported	normal	Additional indicator
+	Fully reported		
Ⓟ	Indicator was independently assured		

GRI Disclosure		Comment	Location of disclosure	Status	Assured
3.2	Date of the most recent previous report	The first sustainability report for the 2012 year was published in July 2013 and was GRI-checked as Application Level B+.	p. 19	+	
3.3	Reporting cycle	Annual	p. 19	+	
3.4	Contact point	• **For general queries:** Rüdiger Staats, press officer, Tel. +49 471 30901-105 E-mail: ruediger.staats@bremenports.de • **For queries about sustainability management:** Uwe von Bargen, Environmental Director, Tel. +49 471 30901-550 E-mail: uwe.vonbargen@bremenports.de	p. 21	+	
3.5	Process for defining report content		p. 19	+	
3.6	Boundary of the report		p. 20	+	
3.7	Any specific Limitations on the scope or boundary of the report		p. 20	+	
3.8	Basis for reporting on joint ventures, subsidiaries, outsourced operations	There are no joint ventures or subsidiaries; operations or activities were not outsourced.		+	
3.9	Data measurement techniques and the bases of calculations		p. 20	+	
3.10	Explanation of the effect of any restatements of information		p. 24	+	
3.11	Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied		p. 24	+	
3.12	GRI Content Index	Presented here		+	
3.13	External assurance for the report	Carried out by KPMG	p. 82	+	
4.	**Governance, commitments and engagement**				
4.1	Governance structure and responsibility for sustainability		p. 25	+	
4.2	Indicate wheter the Chair of the highest governance body is also an executive officer	Not applicable since bremenports has a Supervisory Board.		+	
4.3	Composition of the highest governance body in organisations without a Supervisory Board	Not applicable, since bremenports has a Supervisory Board		+	
4.4	Mechanisms for providing recommendations to the highest governance body	Through the works council CIP as part of the QMS	p. 65 p. 26	+	

GRI Disclosure		Comment	Location of disclosure	Status	Assured
4.5	Linkage between compensation for members of the highest governance body, senior managers, and executives, and the organisation's performance		p. 26	+	
4.6	Processes in place to ensure conflicts of interest are avoided	Internal code of practice "Fair Dealings"	p. 71, p. 26	+	
4.7	Process for determinity composition, qualifications and expetise of the highest governance body		p. 26	+	
4.8	Statements of mission or values, codes of conduct, and principles		p.27	+	
4.9	Procedures of the highest governance body for overseeing the sustainability performance		p. 27	+	
4.10	Processes for evaluating the highest governance body's own sustainability performance		p. 28	+	
4.11	Explanation of whether and how the precautionary principle is addressed by the organisation	The precautionary principle is inextricably linked with environmental protection and sustainability and is therefore an integral part of our understanding of sustainability and of the green-ports strategy		+	
4.12	Externally developed standards, arrangements and initiatives to which the organisation subscribes or endorses		p. 32	+	
4.13	Memberships in associations and interest groups		p. 33	+	
4.14	List of stakeholder groups		p. 34	+	
4.15	Basis for identification and selection of stakeholders		p. 34	+	
4.16	Approaches to stakeholder engagement		p. 34	+	
4.17	Key concerns that have been raised through stakeholder engagement, and how the organisation has responded to them		p. 38	+	
Economic performance indicators					
	Disclosure on Management approach EC		p. 40	o	
EC 1	**Direct economic value generated and distributed**		p. 40	+	Ⓟ

-	Not reported	Ⓟ	Indicator was independently assured
o	Partially reported	**bold**	Core indicator
+	Fully reported	normal	Additional indicator

GRI Disclosure		Comment	Location of disclosure	Status	Assured
EC 2	**Financial implications and other risks & opportunities due to climate change**		p. 59	+	Ⓟ
EC 3	**Coverage of the organisation's defined benefit plan obligations**	Not included	-	-	
EC 4	**Significant financial assistance received from government**		p. 42	+	Ⓟ
EC 5	Rates of standard entry level wage compared to local minimum wage	Not included	-	-	
EC 6	**Policy, practices, and proportion of spending on locally-based suppliers**		p. 46	+	Ⓟ
EC 7	**Procedures for local hiring**	Not included	-	-	
EC 8	**Impact of infrastructure investments and services provided primarily for public benefit**		p. 42	+	Ⓟ
EC 9	Significant indirect economic impacts		p. 44	+	Ⓟ
Environmental performance indicators					
	Disclosure on Management approach EN		p. 48	o	
EN 1	**Materials used by weight or volume**		p. 49	+	Ⓟ
EN 2	**Percentage of materials used that are recycled input materials**	Not included	-	-	
EN 3	**Direct energy consumption by primary energy source**		p. 52	+	Ⓟ
EN 4	**Indirect energy consumption by primary energy source**		p. 52	+	Ⓟ
EN 5	Energy saved due to conservation and efficiency improvements	Not included	-	-	
EN 6	Initiatives to provide energy-efficient or renewable energy based products and services		p. 54	+	Ⓟ
EN 7	Initiatives to reduce indirect energy consumption and reductions achieved		p. 54	+	Ⓟ
EN 8	**Total water withdrawal by source**		p. 51	+	Ⓟ
EN 9	Water sources significantly affected by withdrawal of water	Not included	-	-	
EN 10	Percentage of water recycled and reused	Not included	-	-	
EN 11	**Land in, or adjacent to, protected areas and areas of high biodiversity value**		p. 61	+	Ⓟ

GRI Disclosure		Comment	Location of disclosure	Status	Assured
EN 12	**Impacts on biodiversity in protected areas and areas of high biodiversity value**		p. 62	+	Ⓟ
EN 13	Habitats protected or restored		p. 63	+	Ⓟ
EN 14	Strategies for managing impacts on biodiversity	Not included	-	-	
EN 15	IUCN Red List species and national conservation list species affected	Not included	-	-	
EN 16	**Direct and indirect greenhouse gas emissions by weight**		p. 55	+	Ⓟ
EN 17	**Other relevant greenhouse gas emissions by weight**		p. 55	+	Ⓟ
EN 18	Initiatives to reduce greenhouse gas emissions and reductions achieved		p. 56	+	Ⓟ
EN 19	**Emissions of ozone-depleting substances by weight**	Not included	-	-	
EN 20	**NO_x, SO_x and other significant air emissions by type and weight**		p. 57	o	Ⓟ
EN 21	**Total water discharge by quality and destination**		p. 51	+	Ⓟ
EN 22	**Total weight of waste by type and disposal method**		p. 50	o	Ⓟ
EN 23	**Total number and volume of significant spills**	Not included	-	-	
EN 24	Transported imported, exported or treated hazardous waste	Not included	-	-	
EN 25	Effect of discharges of water and runoff on biodiversity	Not included	-	-	
EN 26	**Initiatives to mitigate environmental impacts of products and services**		p. 51, p. 57	+	Ⓟ
EN 27	**Percentage of products sold an Reclamation of packaging materials**	Not included	-	-	
EN 28	**Fines for non-compliance with environmental laws and regulations**	Not included	-	-	

-	Not reported	Ⓟ	Indicator was independently assured
o	Partially reported	**bold**	Core indicator
+	Fully reported	normal	Additional indicator

GRI Disclosure		Comment	Location of disclosure	Status	Assured
Environmental performance indicators					
EN 29	Significant environmental impacts of transporting products and other goods and materials, and transporting members of the workforce	Not included	-	-	
EN 30	Total environment protection expenditures and investments by type		p. 64	+	Ⓟ
Labour practices					
	Disclosure on Management approach LA		p. 65	o	
LA 1	**Total workforce by employment type, employment contract, and region, broken down by gender**		p. 65	+	Ⓟ
LA 2	**Employee turnover by age group, gender, and region**		p. 66	+	Ⓟ
LA 3	Benefits provided to full-time employees		p. 67	+	Ⓟ
LA 4	**Percentage of employees covered by collective bargaining agreements**		p. 67	+	Ⓟ
LA 5	**Minimum notice period(s) regarding significant operational changes**	Not included	-	-	
LA 6	Percentage of total workforce represented in health and safety committees		p. 67	+	Ⓟ
LA 7	**Rates of injury, occupational diseases, lost days, absenteeism and work-related fatalities**		p. 68	+	Ⓟ
LA 8	**Measures assisting workforce members and their families regarding serious diseases**	Not included	-	-	
LA 9	Health and safety topics covered in formal agreements with trade unions		p. 67	+	Ⓟ
LA 10	**Average hours of training per year per employee by gender and by employee category**		p. 69	+	Ⓟ
LA 11	Programs for skills management and lifelong learning	Not included	-	-	
LA 12	Percentage of employees receiving regular performance and career development reviews, by gender	Not included	-	-	
LA 13	**Breakdown of employees according to gender, age group, minority group membership and other indicators of diversity**		p. 70	+	Ⓟ

GRI Disclosure		Comment	Location of disclosure	Status	Assured
Labour practices					
LA 14	**Ratio of basic salary and remuneration of women to men by employee category**	Not included	-	-	
LA 15	**Return to work and retention rates after parental leave, by gender**		p. 70	+	Ⓟ
Human rights					
	Disclosure on Management approach HR		p. 65	o	
HR 1	**Investment agreements that have undergone human rights screening**	Not included	-	-	
HR 2	**Percentage of suppliers that have undergone human rights screening**	Not included	-	-	
HR 3	Training on human rights	Not included	-	-	
HR 4	**Incidents of discrimination and actions taken**		p. 71	+	Ⓟ
HR 5	**Operations and significant suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk**	Not included	-	-	
HR 6	**Measures taken to contribute to the effective abolition of child labour**	Not included	-	-	
HR 7	**Measures to contribute to the elimination of forced or compulsory labour**	Not included	-	-	
HR 8	Training of security personnel	Not included	-	-	
HR 9	Violations involving rights of indigenous people and actions taken	Not included	-	-	
HR 10	**Operations that have been subject to human rights reviews**	Not included	-	-	
HR 11	**Number of grievances related to human rights filed through formal grievance mechanisms**	Not included	-	-	
Society					
	Disclosure on Management approach SO		p. 72	o	
SO 1	**Operations with implemented local community engagement, impact assessments, and development programs**		p. 76	+	Ⓟ
SO 2	**Business units analysed for risks related to corruption**		p. 72	+	Ⓟ

-	Not reported	Ⓟ	Indicator was independently assured
o	Partially reported	**bold**	Core indicator
+	Fully reported	normal	Additional indicator

GRI Disclosure		Comment	Location of disclosure	Status	Assured
SO 3	**Percentage of employees trained in anti-corruption policies and procedures**		p. 72	+	Ⓟ
SO 4	**Actions taken in response to incidents of corruption**		p. 72	+	Ⓟ
SO 5	**Public policy positions and lobbying**	Not included	-	-	
SO 6	Contributions to political parties or politicians	Not included	-	-	
SO 7	Legal actions for anti-competitive behaviour	Not included	-	-	
SO 8	**Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations**		p. 72	+	Ⓟ
SO 9	**Operations with significant potential or actual negative impacts on local communities**		p. 77	+	Ⓟ
SO 10	**Prevention and mitigation measures implemented**		p. 77	+	Ⓟ
Product responsibility					
	Disclosure on Management approach PR		p. 73	o	
PR 1	**Life cycle stages in which health and safety impacts of products and services are assessed for improvement**		p. 73	+	Ⓟ
PR 2	Non-compliance with regulations concerning health and safety	Not included	-	-	
PR 3	**Product and service information required by procedures**	Not included	-	-	
PR 4	Non-compliance with regulations and voluntary codes concerning product and service information	Not included	-	-	
PR 5	Customer satisfaction, including results of surveys		p. 75	o	
PR 6	**Programs for adherence to laws, standards, and voluntary codes related to advertising**	Not included	-	-	
PR 7	Non-compliance with regulations concerning marketing communications	Not included	-	-	
PR 8	Complaints regarding breaches of customer privacy and losses of customer data		p. 74	+	Ⓟ
PR 9	**Fines for non-compliance with laws and regulations concerning the provision and use of products and services**	Not included	-	-	
Assurance report			p. 82		
GRI Application Level Check			p. 92		

GRI – APPLICATION LEVEL CHECK

Global Reporting Initiative™

Statement
GRI Application Level Check

GRI hereby states that **bremenports GmbH & Co. KG & Sonstiges Sondervermögen Hafen & Sonstiges Sondervermögen Fischereihafen (Wasserseite)** has presented its report "Sustainability Report 2013" to GRI's Report Services which have concluded that the report fulfills the requirement of Application Level B+.

GRI Application Levels communicate the extent to which the content of the G3.1 Guidelines has been used in the submitted sustainability reporting. The Check confirms that the required set and number of disclosures for that Application Level have been addressed in the reporting and that the GRI Content Index demonstrates a valid representation of the required disclosures, as described in the GRI G3.1 Guidelines. For methodology, see www.globalreporting.org/SiteCollectionDocuments/ALC-Methodology.pdf

Application Levels do not provide an opinion on the sustainability performance of the reporter nor the quality of the information in the report.

Amsterdam, 05 December 2014

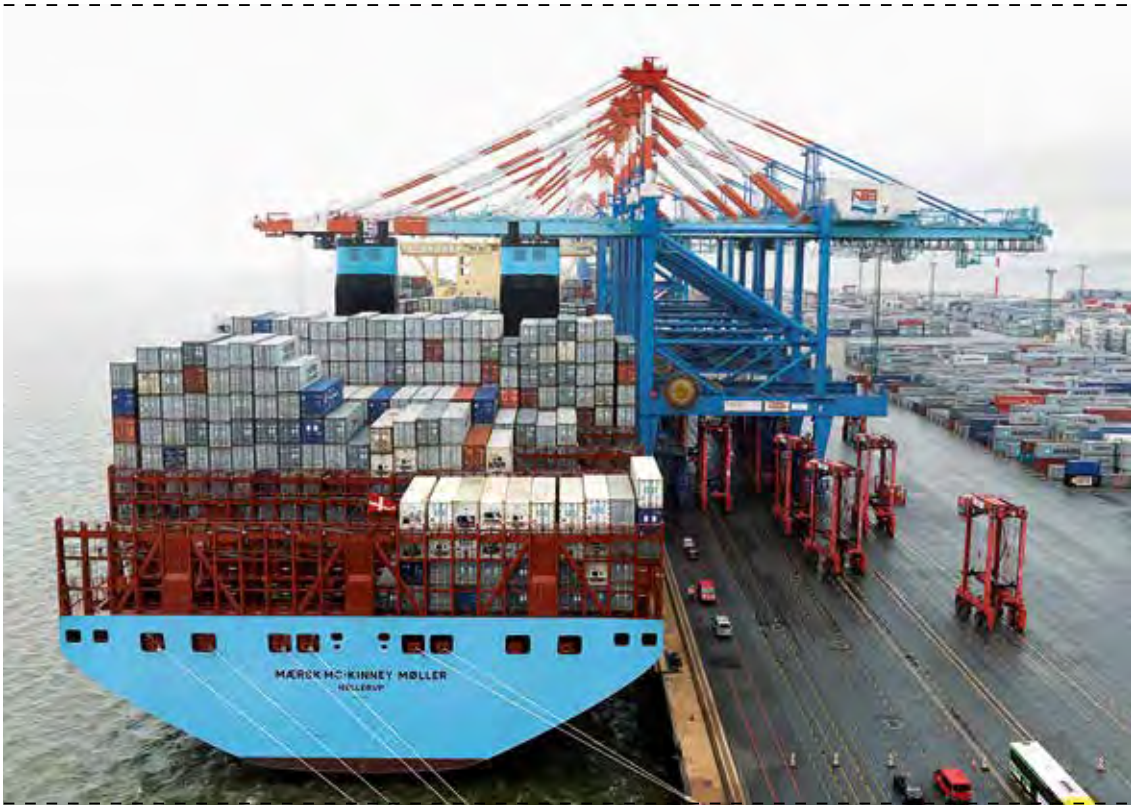
B+ GRI REPORT GRI CHECKED

Ásthildur Hjaltadóttir
Director Services
Global Reporting Initiative

The "+" has been added to this Application Level because **bremenports GmbH & Co. KG & Sonstiges Sondervermögen Hafen & Sonstiges Sondervermögen Fischereihafen (Wasserseite)** has submitted (part of) this report for external assurance. GRI accepts the reporter's own criteria for choosing the relevant assurance provider.

The Global Reporting Initiative (GRI) is a network-based organization that has pioneered the development of the world's most widely used sustainability reporting framework and is committed to its continuous improvement and application worldwide. The GRI Guidelines set out the principles and indicators that organizations can use to measure and report their economic, environmental, and social performance. www.globalreporting.org

***Disclaimer:** Where the relevant sustainability reporting includes external links, including to audio visual material, this statement only concerns material submitted to GRI at the time of the Check on 28 November 2014. GRI explicitly excludes the statement being applied to any later changes to such material.*



Container Terminal: Approach for the world's currently largest container ships (Maersk Mc-Kinney Möller)



The highest railway section in Europe for container hinterland transport: Intermodal transport terminal at CT4

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