SUSTAINABILITY REPORT 2014

Der Senator für Wirtschaft, Arbeit und Häfen

Freie Hansestadt Bremen

bremenports

greenports

greenports is the name of the sustainability strategy in place at Bremen's ports. The trademark of the same name has been registered and is protected. The strategy pools goals and measures in order to reach well-rounded, future-proof solutions from an economic, ecological and social perspective.

bremenports

SUSTAINABILITY REPORT

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

2014

FOREWORD



Committed to sustainability

Our ports form the backbone of our Hanseatic economy. Sea cargo handling, transport and logistics secure thousands of jobs along the Weser. They breathe life into the purchasing power in the major regional centres of Bremen and Bremerhaven and provide a reliable and significant source of tax revenue.

Against this backdrop, the Senate of the Free Hanseatic City of Bremen has always felt a close connection to the ports and maritime logistics. The public domain is taking responsibility – with future-oriented investments in the expansion of the facilities of the ports of Bremen, but also by intensifying its efforts for improved sustainability and for higher standards in maritime environmental protection.

Looking back: By the time sustainability became a hot topic across the nation, our twin ports had already been heavily involved in environmental matters for a long time. In the past decade, bremenports GmbH & Co. KG presented a comprehensive greenports concept. Since then, the concept has been continually developed and is closely coordinated with my Senate department.

Our aim is clear: We want to safeguard the future viability of the ports of Bremen. To do so, we rely on sustainable development in this area with no ifs or buts. Ecologically. Economically. And socially.

This is now the third sustainability report compiled by the port management company bremenports. It shows how much we have already achieved. The activities range from challenging nature compensation for quay and lock construction projects to the permanent search for practical solutions for environmentally friendly port operation. Practising sustainability, however, also means making considerable efforts in the family-friendly operation of bremenports to ensure that employees can find an ideal work-life balance.

For the 2014 sustainability report, the bremenports team has once again compiled and updated a range of information from the port and the port management company. Collating these facts enables us to measure and compare the progress made – and is testament to the fact that the maritime sustainability strategy of the Senate is bearing fruit.



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



Clear progress achieved

Conducting business sustainably, focussing our activities on the needs of the environment and being a fair employer who takes employees' interests seriously – these are the cornerstones of our company philosophy.

The work of bremenports is subject to many external influences. In this respect, developments arise which require clever and sustainable reactions: In times of limited public funding, how can we ensure that the twin ports of Bremen and Bremerhaven profit from the growing global trade in the long term and bring more jobs and wealth to the region? How can we help the port to make more of a contribution to maritime environmental protection? And how can we make our company even more attractive and enable it to excel in the future competition for employees? These are existential questions and the challenges involved with them are immense.

However, it is clear that sustainability is already being brought to life at bremenports. This is reflected in the sustainability report for 2014. The publication documents statuses and developments in the areas of business management, economic performance, environmental compatibility, staff and labour practices as well as social responsibility.

The report makes it very clear that noticeable progress has been made at bremenports and in the public port area. Taking climate protection as an example: Consumption by the port company's fleet has been reduced again, thereby decreasing carbon dioxide emissions. In order to offset the remaining emissions and make them climate neutral, bremenports is participating in financing a moor re-wetting scheme in the district of Cuxhaven.

To compile the 2014 sustainability report, we took a close look at the interests of our stakeholders. The results of a workshop in which representatives from the port industry, the scientific world, nature conservation, politics and administration participated also contributed to the selection of relevant sustainability aspects.

In this document, we are reporting for the third consecutive time in line with the guidelines of the Global Reporting Initiative (GRI), this time in accordance with the ambitious G4 standard. The externally assured collection of data and facts provides our clients, customers and partners with comprehensive answers to questions of what sustainability means to bremenports and the ports of Bremen.

Robert Howe
Managing Director
bremenports
GmbH & Co. KG

Horst Rehberg
Managing Director
bremenports
GmbH & Co. KG

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01







Robert Howe and Horst Rehberg
Managing Directors
bremenports GmbH & Co. KG

"For us, sustainability means strengthening the competitive positioning of the ports of Bremen, avoiding adverse effects on the environment, enhancing our attractiveness as an employer and minimising the negative impact on the population."

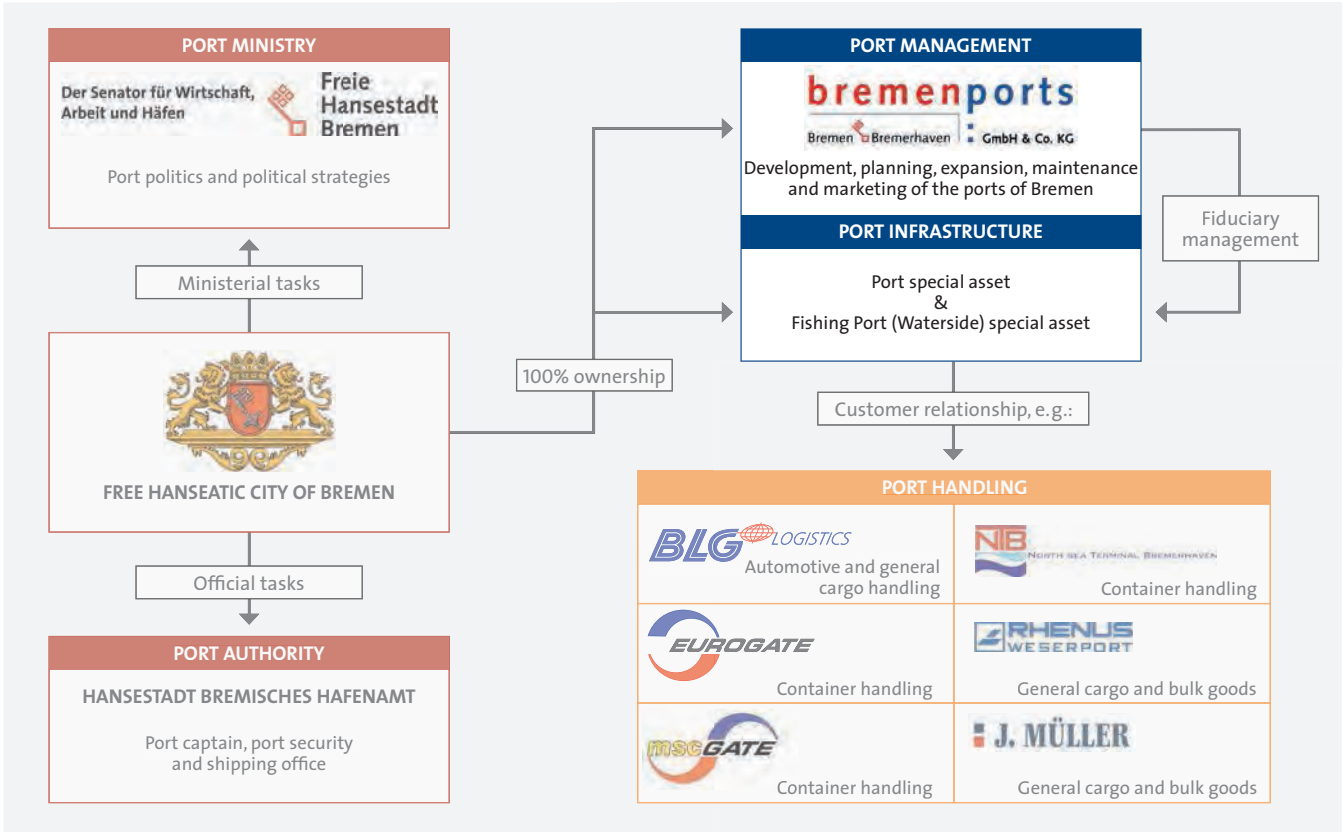
THE ORGANISATION OF THE PORTS OF BREMEN

[G4-3, G4-7]

Two cities, one maritime centre of expertise – the ports in Bremen and Bremerhaven are among the most important universal ports in Europe.

Containers, vehicles and project cargo as well as gerneral cargo and bulk goods of all kinds are handled in the ports of Bremen. The success of such activities is based on a clear distribution of tasks between the twin ports: Bremerhaven, just 32 nautical miles from the open sea, specialises in the handling of container ships, car carriers, special ships for offshore facilities and refrigerated vessels for fruit handling. Located 60 kilometres further south, Bremen's terminals focus mainly on the handling of general cargo and heavy goods as well as on the handling of bulk goods. As such, the port facilities are a supporting pillar of the economy in Germany's smallest Federal State, securing around 75,000 jobs directly and indirectly[1].

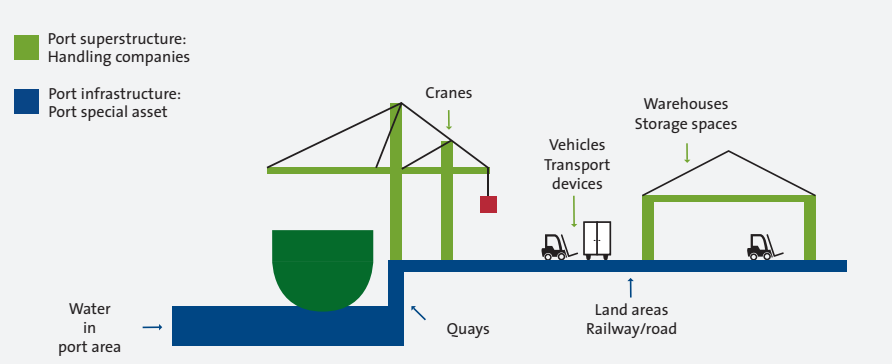
As is usual in Europe, the ports of Bremen are organised in accordance with the "landlord model", which is distinguished by a differentiation between publicly financed port infrastructure and privately organised port handling. The infrastructure of the ports of Bremen belongs to the Free Hanseatic City of Bremen, which has divided the inventory of the port facilities into the special assets Port and Fishing Port (Waterside). The Bremen Senator for Economy, Labour and Ports transferred the trust management of these special assets to bremenports GmbH & Co. KG, which was established for this purpose in 2002. In the selected legal form, the port management company not only set a milestone in German port management – it also developed into a highly effective and flexible service provider.



The organisation of the ports of Bremen

[1] see Institute of Shipping Economics and Logistics (2011): Beschäftigungseffekte der bremischen Häfen, Bremen.

The organisations of bremenports GmbH & Co. KG, the special assets Port and Fishing Port (Waterside) considered in this sustainability report are all public property. Considered by themselves, they constitute a loss-making operation, as the profitable port handling, which is implemented by BLG Logistics Group AG & Co. KG and EUROGATE GmbH & Co. KGaA, KG among others, is not taken into account in the bremenports balance sheets and the Ports special assets and the port fees alone are not sufficient to cover expenses. To a far greater extent, the positive economic effects resulting from the port infrastructure provided are in the foreground of the economic performance of bremenports as fiduciary administrator of the Ports special assets.



Task distribution in port infrastructure and port superstructure

THE BREMENPORTS BUSINESS MODEL

[G4-4, G4-6, G4-8, G4-9, G4-12, G4-13]

Consulting and engineering company with responsibility for the ports of Bremen – this is how bremenports GmbH & Co. KG can describe itself. The company has been operating the infrastructure of the ports of Bremen by order of the Free Hanseatic City of Bremen since January 2002.

bremenports is represented in Bremen and Bremerhaven with 374 employees. In terms of the size, structure and ownership status, there are no significant changes to report in comparison to last year. bremenports' tasks are set out in business management agreements concluded with the Bremen Senator for Economy, Labour and Ports. These are divided into so-called standard duties and special duties performed for the Ports special assets as well as into a privately organised third-party business.

› Standard duties

Standard duties comprise the operation and maintenance of the port infrastructure including the port railway, the dykes, the ecological compensation sites as well as the administration of the properties and sites. In detail, this includes 37 km of quays, 34 km of embankments, 64 km of road systems, 225 km of railway track, 4 locks, 4 movable bridges, 3 port pumping plants, 63 pontoon facilities, 373 dolphins and 92 berths for seagoing vessels. Another important standard duty is the marketing of Bremen's ports at logistics and transport trade fairs across the globe.

› Special duties

Special duties are commissioned separately by the Bremen Senator for Economy, Labour and Ports and encompass the implementation of individual contracts, e.g. the current planning of the Offshore Terminal Bremerhaven, the eight-track expansion of the "Imsumer Deich" train station, the creation of berths for inland waterway vessels with shore power connections, flood control in line with the "General Coastal Protection Plan" and the implementation of compensation measures for initiated investment projects.

› Third-party business

As experts in ports, logistics and the environment, bremenports employees know all about planning, building and maintaining port facilities, traffic areas and coastal protection structures. The port management company therefore offers project and consulting services in private third-party business above and beyond the standard and special tasks – and that worldwide. In 2014, the planning and expansion of the Regioport Weser in Minden was continued in the national third-party business sector, for example. In the international third-party business sector, consulting services were ongoing in Indonesia, the "Shanghai Waterway Engineering" project was pursued and a new consulting contract was acquired in Timor-Leste. The development of the "Finnafjord" harbour project was also continued in north-east Iceland.

CORPORATE AND SUSTAINABILITY MANAGEMENT

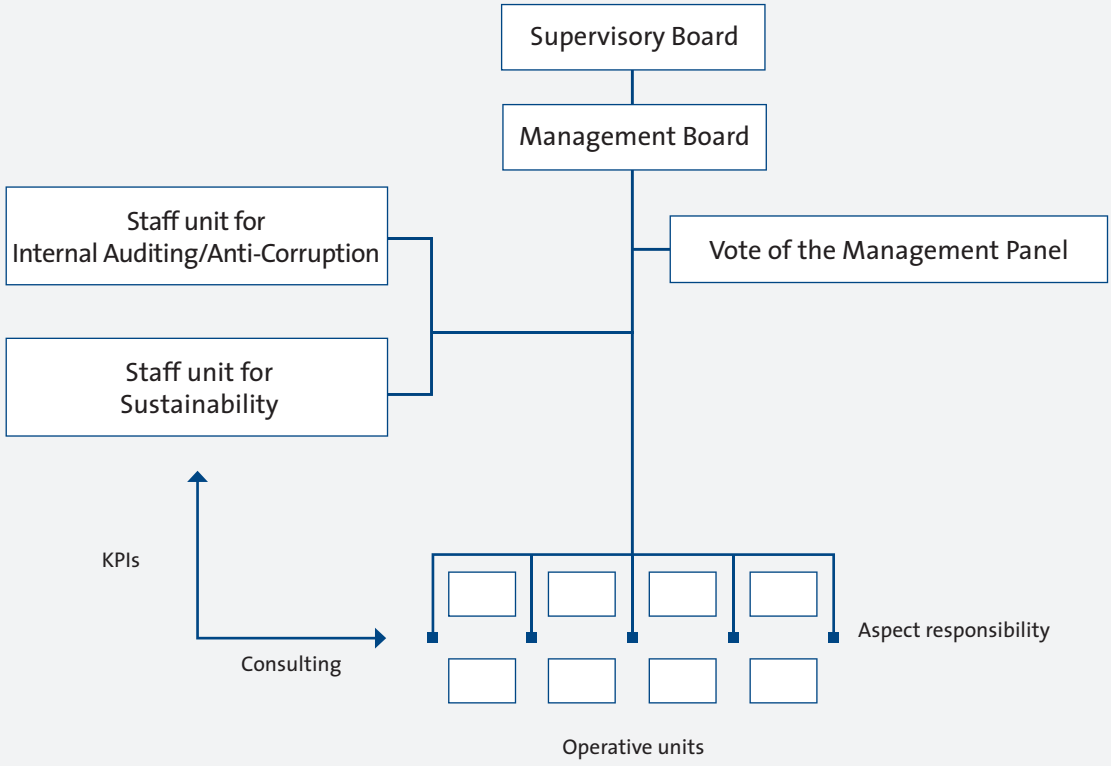
[G4-34]

We can only achieve lasting success when economical, ecological and social factors are fixed components of our core business. Sustainability has therefore been established as a Staff unit issue and is the direct responsibility of the Managing Directors.

bremenports GmbH & Co. KG voluntarily retains a Supervisory Board and an Advisory Board, thereby following the recommendation of the Public Corporate Governance Code of the Free Hanseatic City of Bremen, to which is it subject. The Supervisory Board appoints, monitors and advises the Management Board. It consists of 20 members and is equally composed with ten representatives of shareholders and ten representatives of employees. In addition, the Advisory Board consists of up to 14 members who are appointed by the Free Hanseatic City of Bremen as a shareholder of bremenports.

The Management Board manages the company. It develops the company's strategic direction, defines it together with the Supervisory Board and ensures its operative implementation. Its power extends to all activities involved in the standard operation of the firm. Business management activities beyond this require prior board resolution. In the reporting year, Robert Howe and Horst Rehberg were appointed Managing Directors.

Together with the Head of the Port Development staff unit, the area managers of the three business divisions Port Construction, Port Maintenance and Commercial Affairs form a management team and, in close collaboration, represent the Management Board as authorised representatives in its absence. The Managing Directors, three business area managers and four staff unit heads together form the Management Panel which is used for wider-ranging coordination.



Organisation of sustainability management at bremenports GmbH & Co. KG



Staff unit for Sustainability l-r: Karina Wieseler (Sustainability in Shipping), Uwe von Bargen (Director Environment & Sustainability), Alexandra Groth (Sustainability Controlling) and Sabine Müller (Energy Controlling)

With the publication of the "greenports" strategy in 2009, the Management Board of bremenports declared the topic of sustainability a corporate target. It has therefore been established as a staff unit issue and is the direct responsibility of the Managing Directors with whom strategic coordination takes place once a month. In addition to the suggested initiatives, the Managing Directors shall deliberate on the necessity for involving further committees (bremenports Management Panel, Senator for Economy, Labour and Ports, other senate departments or the Supervisory Board).

The staff unit for Sustainability has a company-wide advisory and steering function. It acts as an impulse generator and initiates measures and projects for the further development of the greenports sustainability strategy. The KPIs for the individual sustainability aspects are collected as part of sustainability controlling, involving the responsible employees from the operative units. These indicators are used to check and compare sustainability performance. There are currently four employees in the staff unit for Sustainability who are responsible for strategic management, shipping-related sustainability aspects, energy controlling and sustainability controlling/reporting respectively.

OUR greenports
SUSTAINABILITY STRATEGY

Our business model is influenced by numerous global megatrends. We want to utilise our greenports sustainability strategy to make the ports of Bremen fit for the future!

Our business activities are influenced by a wide range of social developments. Among other things, these so-called "megatrends" include the continually increasing flows of goods resulting from the growing purchasing power of the middle class in the emerging markets. At the same time, the global limitations in available resources and coping with climate change pose major challenges. On top of this comes the demographic change which is making itself noticeable at a national level and the associated reduction in workforce potential. For us, dealing with these challenges, i.e. recognising the risks involved and developing appropriate solutions means conducting business sustainably. With our greenports sustainability strategy, we are following an integrated concept which links economical, ecological and social interests in order to ensure the future viability of the ports of Bremen.

So far, we have been focusing our strategy on our direct area of influence the port management led by bremenports and the port infrastructure under the fiduciary management of bremenports. However, our long-term goal is to become part of a completely sustainable supply chain and to include shipping, port handling and hinterland transport.

greenports MILESTONES

We have already reached many milestones on our journey to becoming a sustainable port and will continue to expand upon these in the years to come.

2008

- Environmental Director established as a key role on the Management Board
- Signing of the World Ports Climate Declaration

2009

- Publication of the greenports sustainability strategy
- Set-up of a photovoltaic and solar thermal facility in bremenports' own workshop

2010

- Registration of the trademark greenports
- Conversion of vehicle management (fuel-efficient vehicles, internal car sharing, electromobility, cut-price job ticket for public transport)

2011

- Certification of environmental management in line with the Port Environmental Review System (PERS), with environmental declaration from the Senator and the best practice examples Sustainable Water Depth Management & Nature Compensation Management
- Establishment of the Bremen LNG working group
- Conversion of electricity supply to green electricity
- Set-up of a photovoltaic facility at the outer head gate of the Kaiserschleuse lock
- Involvement as a practice partner in the "Nordwest 2050" research project for the determination of the port infrastructure's climate adaptation requirements

IN TOUCH WITH OUR STAKEHOLDERS

[G4-15, G4-16, G4-24, G4-25, G4-26, G4-27]

We are continually improving our greenports sustainability strategy by means of close collaboration with our stakeholders. After all, it is not only our intention to react to the interests of our stakeholders – in open dialogue we look for new ideas and suggestions in order to master tomorrow's challenges together.

Led by the question "Who has an interest?", we divided our stakeholders into different groups and worked out their key concerns. Essentially, we are interested in an open and transparent exchange of opinions. However, there is no consistently formalised process for the corresponding exchange. Whilst standardised structures have been established for certain groups, we simply maintain contact with others in line with their requirements.



Stakeholder meetings

2012

- Introduction of an environment-related port discount in line with the Environmental Ship Index (ESI)
- Launch of the flood barrier at the Luneplate port compensation site and flooding of the tidal polder (here, an area of around 220 hectares is influenced by a flood barrier in the dyke in accordance with the Weser tides)
- First carbon footprint analysis for the ports of Bremen

2013

- Publication of the first sustainability report (GRI 3.1, B+)
- Our Luneplate was presented at the European Estuary Conference in Leer, Germany, and selected by the German Federal Environment Agency as a best practice example for adaptation to climate change
- Launch of research project for regional climate adaptation via a tidal polder in the Drepte lowland
- Initiation of the development of an emission model for the port areas in Bremerhaven

2014

- Recertification of Environmental Management in line with PERS with the best practice examples Noise Management & Use of Alternative Fuels (LNG)
- bremenports declares its goal of a CO_2-neutral port
- First "greenports Award" for the car carrier Morning Linda and shipping company EUKOR
- Presentation of the 2020/2025 port development concept taking sustainability aspects into account
- Publication of the second sustainability report (GRI 3.1, B+)
- Initiation of the research project "Hydrogen as renewable energy source for the maritime economy"
- Offsetting of the CO_2 emissions generated by bremen ports with the re-wetting of Dorum moor (support of the BUND project: Moorland)

2015

- Reporting switch to GRI G4 and publication of the third sustainability report
- The IAPH presents us with the Port Environmental Award in bronze for our planned LNG hopper barge

STAKEHOLDERS	KEY CONCERNS	FORM OF DIALOGUE
Shareholder Free Hanseatic City of Bremen	› Maintaining or increasing value of port infrastructure › Securing regional value added and employment › Sustainable port development	› Regular reporting › Routine meetings and topic-related meetings with the Senator for Economy, Labour & Ports › Close contact to political decision-makers
Government agencies	› Compliance with regulatory arrangements	› Dialogue in line with requirements
Port users/Customers	› Reliable, functional and cost-efficient port infrastructure › Good service quality › Sustainable transport chain	› Direct customer dialogue › Trade fair presentations › Publication of Logistics Pilot (magazine for port, shipping & logistics)
Employees	› Secure jobs & fair pay › Attractive working conditions › Equal opportunities and fair cooperation	› Annual employee appraisal interviews › Ideas portal in the intranet › Possibility for dialogue via works council and the equally represented Supervisory Board
Suppliers & service providers	› Fair competition › Appropriate and punctual payment for deliveries & services	› Dialogue in line with requirements
Fishers, farmers & residents	› Taking individual interests into account in decision-making processes	› Constant willingness for discussion of demand-related matters › Proactive dialogue with communities and citizens' initiatives
Nature conservation and environmental protection associations	› Reducing negative impacts on the environment › Conservation of biodiversity › Climate protection › Economical handling of natural resources › Transparent communication	› Cooperations › Constant willingness for discussion of demand-related matters › Environmental and sustainability reports
Wattenmeer National Park	› Reducing negative impacts on the environment › Conservation of biodiversity	› Regular exchange as part of a strategic partnership
Other ports (national/international)	› Cooperation › Exchanging experiences	› Involvement in working groups › Membership in international networks (incl. PIANC, IAPH) › Exchange of experience in line with requirements
Science/ Educational facilities	› Support for research projects › Demand-based educational offerings	› Dialogue in line with requirements
Media & the public	› Fast, open and transparent communication	› Press spokesperson as central contact partner › Public tours as part of numerous events (Luneplate, Logistics Day, Future Day, etc.)

WE COMPLY WITH THE FOLLOWING CODES, PRINCIPLES AND GUIDELINES:

Corporate management	› Public Corporate Governance Code of the Free Hanseatic City of Bremen
Quality management	› ISO 9001:2008
Sustainable procurement	› Sections 18 and 19 of the Bremen Collective Bargaining and Public Procurement Act (TtVG) › Bremen Core Labour Standards Provision (Brem-KernV) › Minimum Wage Act for the State of Bremen (MindLohnG)
Sustainability management	› Global Reporting Initiative (GRI)
Environmental compatibility	› World Port Climate Declaration › Port Environmental Review System (PERS) › Environmental Ship Index (ESI)
Staff and labour practices	› Work & Family Audit › Diversity Charter

SIGNIFICANT MEMBERSHIPS IN INDUSTRY ASSOCIATIONS AND INTEREST GROUPS

We also support a wide range of inter-trade organisations and interest groups.
We play an active role in the projects and working groups of the following associations:

The VIA BREMEN brand represents the port and logistics industry in the State of Bremen and aims to raise awareness of the Bremen/Bremerhaven as a port and logistics location in the national and international competitive environment. In the scope of location marketing, we organise partner stands for the umbrella brand at international logistics and transport trade fairs, thereby offering large and small port companies a platform for a professional trade fair presentation.

The ESPO (European Sea Ports Organisation) is devoted to ensuring a safe, efficient and environmentally friendly European port sector. Created under the umbrella of the ESPO, the Ecoports network offers an environmental management system known as PERS (Port Environmental Review System), which is tailor-made to suit port requirements. In the "green guide" published by ESPO in 2012, three best practice examples from the ports of Bremen were presented. While the Senator for Economy, Labour and Ports is a member of Ecoports and present in ESPO committees, bremenports does not play an active role here.

The IAPH (International Association of Ports and Harbors) is an international union of ports. In July 2008, the ports of Bremen signed the World Ports Climate Declaration together with 55 ports worldwide. As an active supporter of the initiative, bremenports participates in the further development of the Environmental Ship Index (ESI) and in the introduction of LNG ship fuel.

The PIANC is an international union of port and waterway construction and shipping in which different working groups collaborate on future-oriented development. A report from the EnviCom Working Group 150 with which we were involved was published in 2014 under the title "Sustainable Ports". In the EnviCom Working Group 174 "Sustainability Reporting for Ports" we are currently involved in the development of a port-specific GRI sector standard for sustainability reporting.

The aim and tasks of the metropolitan region of Bremen-Oldenburg are regional development, driving competitiveness and strengthening the metropolitan functions. As a member of the Wirtschaft pro Metropolregion e. V. association, we contribute to the further development of the location in a public-private partnership.

As an active member of the national LNG initiative we are committed to the use of LNG in shipping in order to achieve a significant reduction in emissions such as SO_x, NO_x, CO_2 and particulate matter.

With its KURS KLIMASTADT initiative, the maritime city of Bremerhaven has committed itself to reducing its CO_2 emissions by 40 per cent by 2020 compared with 1990. bremenports supports this initiative by participating in the advisory council and supporting a variety of activities and working groups.

We are involved in the "Umwelt Unternehmen Bremen" partnership an initiative consisting of approximately 170 regional companies which are active role models in environmental and climate protection and thereby promote Bremen/Bremerhaven as a business location.

The aim of the non-profit association Impulsgeber Zukunft e.V. is to anchor the topic of family friendliness sustainably in the corporate and city culture of the State of Bremen. By participating in regular meetings, we take advantage of the opportunity for discussion in order to further develop our offer of measures for achieving a work-life balance.

SIGNIFICANT SUSTAINABILITY ASPECTS AND REPORT BOUNDARIES

[G4-18, G4-19, G4-20, G4-21, G4-26, G4-27]

The selection of the sustainability aspects relevant for the port management company and the port infrastructure is based on an analysis of importance conducted as part of the creation of our 2020/2025 port development concept. Here, we worked together with stakeholders to define approaches for ensuring the future viability of the port.

In order to search for solutions to future challenges facing the port industry together with stakeholders, a stakeholder workshop on the topic of "Shaping port sustainability" was held in April 2014 as part of the development of our 2020/2025 port development concept.

The aim of the workshop was to identify the topics which might lead to risks or opportunities in the future. Relevant topics were collated, discussed and prioritised together with representatives from the port industry, the scientific world, nature conservation, citizens' initiatives, politics and administration. When doing so, the global, regional, local and operative perspectives were each presented by a representative subject specialist and outlined in a keynote speech.

Dr. Klaus Grosfeld from the Alfred Wegener Institute for Polar and Marine Research represented the global perspective. The regional perspective was presented by Prof. Winfried Osthorst, Professor at Bremen University of Applied Sciences. Uwe von Bargen, Director Environment & Sustainability, talked about local developments and Angelo Caragiuli, Head of HR Development at the BLG Logistics Group, assessed the operative perspective. Once the subject specialists and workshop participants had defined the key challenges and possible solutions, these were prioritised by the participants. The following list shows the results of the ranking established by the stakeholders.

ANALYSIS OF SIGNIFICANCE

Topics with high relevance for our stakeholders:

Environmental compatibility

- CO_2-neutral port (use new technologies and renewable energies)
- Develop port without the use of additional land (port cooperations)
- Reduce emissions (air pollutants, noise, light)
- Conserve and recycle resources (closed loop recycling management)
- Conserve ecosystem functions of waterways (EU Water Framework Directive)

Economic performance

- Increase productivity
- Ensure a demand-appropriate, cost-effective and resilient port (despite declining financial resources)
- Safeguard competitiveness (project-related cooperations)
- Strengthen importance of port industry and logistics for the regional economy
- Optimise the hinterland connection (modal shift to rail and inland shipping)
- Transformation to "green economy"

Staff & labour practices

- Safeguard and create attractive jobs
- Find and keep the "right" people
- React to demographic change (secure experts, simplify access to further education)

Social responsibility

- Tackle conflicts of interest due to infrastructure expansion (e.g. passenger vs. goods trains)
- Avoid emissions/immissions for (port) residents (e.g. port and railway noise)



Kaiserschleuse lock Bremerhaven

The results of the multi-stakeholder workshop were compared with estimates from the port management company and it proved possible to allocate all of the topics relevant to our stakeholders to sustainability aspects which had been defined internally as being significant. When doing so, some individual topics specified by the stakeholders were summarised under a general term. In the final step, all of the sustainability aspects were checked for conformity with the GRI-G4 aspects. As there is currently no GRI sector standard[2] for the port industry, we developed additional port-specific aspects independently. On this basis, we are reporting on 16 aspects. The report boundaries were determined along the logistics chain from entry of the ships into the port to handling and use of the port infrastructure and to transport to the hinterland via the modes of transport rail, inland shipping and heavy goods vehicles. The following list covers all topic areas to which we will be paying particular attention in the future within the scope of our greenports sustainability strategy.

[2] GRI Sector Disclosure for ports

SIGNIFICANT SUSTAINABILITY ASPECTS AND THEIR AREAS OF INFLUENCE ALONG THE LOGISTICS CHAIN FROM THE PERSPECTIVE OF BREMENPORTS GMBH & CO. KG AND THE PORTS SPECIAL ASSETS

ASPECTS	MARITIME SHIPPING	PORTS OF BREMEN	
	 Maritime shipping	 Port industry	 Port infrastructure (Special asset Port)
Corporate management			
Compliance			++
Port safety and security	+	+	++
Sustainable procurement			++
Economic performance			
Added value/significant projects		+	+
Future-oriented port infrastructure/ Adaptation to climate change	+	+	++
Competitive position/ Quality	+	+	+
Indirect economic impacts	+	+	+
Environmental compatibility			
Use of resources and processing in port construction/maintenance			++
Effects of water depth maintenance	+	+	++
Energy management/ Climate protection	+	+	++
Efficient use of space/ Biodiversity		+	++
Environmentally friendly shipping	+		++
Staff and labour practices			
Occupational health and safety			+
Fair working conditions			
Attractive working conditions			
Social responsibility			
Impact of the ports of Bremen on the population	+	+	++

HINTERLAND CONNECTION

Port management (bremenports GmbH & Co. KG)	Inland shipping	Railway	Heavy goods vehicles
++			
++			
+	+	+	+
+	+	+	+
+	+	+	+
+	+	+	+
++			
	+		
++			
++			
+			
	+	+	+

+++ Very large sphere of influence
++ Large sphere of influence
+ Small sphere of influence

Insignificant influences are not shown. We did not identify any areas where we have a very large sphere of influence, as coordination with the respective senate department is required in many cases.

COMPLIANCE

[G4-56, SO3✓, SO4✓, SO5✓, SO8✓]

"Under the general term 'Compliance', it is our aim to ensure the proper behaviour of our company and its employees with the aid of various measures. Our focus here is on mitigating the risks of corruption. Within the scope of our newly founded Compliance working group we plan to continue developing this wide-ranging topic in the years to come."

Marita Hinrichs
Anti-Corruption Officer
bremenports GmbH & Co. KG

WHY IS THE ASPECT KEY?

In a developed economic system, trust, reliability, reputation and integrity are among the most important foundation stones for thriving business relationships. To guarantee that these values are actively brought to life at bremenports, we need to ensure that the relevant management culture is in place. In addition, there must be rules with which all employees comply because, particularly when awarding public contracts, corrupt behaviour can cause significant financial damage at the expense of society as a whole as well as a loss of trust in politics and administration.



HOW DO WE MANAGE THIS ASPECT?



› Legal framework
bremenports is committed to sound and responsible corporate management and bases its activities on the recommendations of the Public Corporate Governance Code of the Free Hanseatic City of Bremen. Among other things, the Code serves to initiate a continuous process for improving company management and reinforcing trust in the decisions made by administration and politics by means of increased publicity and verifiability. A compliance declaration on the Corporate Governance Code is published annually in the bremenports annual report.

As a public company, bremenports is also subject to the administrative provisions of the Free Hanseatic City of Bremen, which means that all employees are obliged to comply with the relevant provisions:

- for the avoidance and combat of corruption,
- for the acceptance of rewards and gifts,
- for the approval of secondary activities and
- for the acceptance and use of sums from sponsoring, advertising, donations and patron donations.

In line with the shareholders' resolution, bremenports GmbH & Co. KG itself is not permitted to grant any donations, gifts or contributions. These may only be given in substantiated cases and on a case-by-case basis with the approval of the Chairman of the Supervisory Board.

› Clear responsibility
In the bremenports organisation, the area of anti-corruption has been established in management as a staff unit. The anti-corruption officer conducts regular analyses to determine areas at risk of corruption, plans preventative measures and coordinates these at regular intervals with the Managing Directors. The central anti-corruption department of the State of Bremen (ZAKS) supports the anti-corruption officer with advice. In 2014, another risk analysis was conducted in order to determine the corruption risk of all job positions. For the roles with risk potential, an in-depth training session is currently being prepared and will be implemented in the coming year.

› Regular training
As well as risk analysis, the key areas of ongoing anti-corruption efforts include advising employees and raising awareness among staff through regular anti-corruption training. 177 employees have received training so far, 11 of whom were trained in the reporting period. All newly employed staff also receive a brief introduction to the topic as part of their induction. Since 2012, all members of management have participated, one of them in the reporting period.

› Status
In the 2014 reporting period, there were no lawsuits arising from violations of legal provisions which led to significant, non-monetary punishments. There were also no cases of corruption. The public prosecution investigations of the corruption cases from 2012 and 2013 are still ongoing. The investigation has not yet produced any results.

"COMPLIANCE WORKING GROUP" FORMED
bremenports has begun to establish a working group for the topic of Compliance. The aim of the working group is to sound out the topic internally and to derive further measures.

PORT SAFETY & SECURITY

[DMA✓]

"Secure means of import and export are of fundamental importance in the ports of Bremen. We guarantee these in accordance with legal requirements."

Martina Wellbrock
Port Facility Security Officer (PFSO)
bremenports GmbH & Co. KG

WHY IS THE ASPECT KEY?

Since the terrorist attack in the USA on September 11, 2001, and a series of similar events over the past years, the increasing risk of sabotage and terrorist activity is a factor the ports of Bremen must take seriously. The consequences of an attack on the location with all of its facilities would be devastating: No exchange – or only a limited exchange – of goods would be possible with many states, resulting in major economic damage. Furthermore, the large-scale goods trade with the USA lends special significance to the implementation of security in the ports of Bremen.

HOW DO WE MANAGE THIS ASPECT?

Comprehensive prevention measures are in place to avoid hazards and ensure the protection of the port facilities, ship crews and the cargo. In accordance with the legal stipulations, these are in line with the International Ship and Port Facility Security Code (ISPS Code for short), the European and national security laws and the Bremen Port Security Law. As the officer for hazard prevention, the Port Facility Security Officer (PFSO) is responsible for the development of security analyses, hazard prevention plans and the execution of drills and audits as well as training measures.

› Ensuring secure facilities in line with the ISPS Code

When constructing or renovating port facilities, individual risks are determined together with the security authorities and hazard prevention plans are developed. Overarching prevention measures are defined in an overall port plan under responsibility of the officials. The facilities are subject to regular checks by the local supervisory authority. Furthermore, legal compliance is audited at regular intervals by representatives of the EU and the American government. In the case that shortcomings are identified, measures to rectify these within a certain period of time are determined and the shortcomings remedied.

› Preventative measures

Our risk analyses enable the early recognition of hazards which could affect the company unexpectedly and with no preparation and to prevent these through appropriate measures. Despite this, we cannot prepare ourselves for every eventuality. It is therefore particularly vital to activate the tried-and-tested mechanisms and forces used for security. These structures, however, must be set up in line with requirements and require training as well as regular practice.

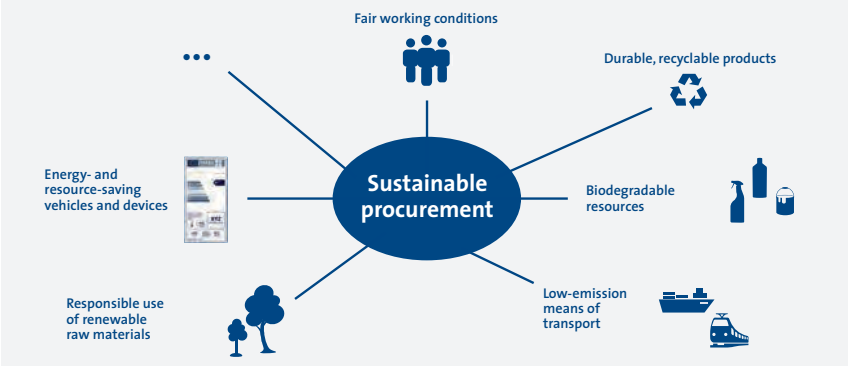
› Projects

Beyond the implementation of legal provisions, we strive to expand risk and disaster management as well as to develop overarching security strategies and action plans. In 2014, for example, the new focal area of IT security was identified and developed as a result of international indications.



Entrance to the Nordschleuse lock

SUSTAINABLE PROCUREMENT



Criteria for sustainable procurement

Through appropriate procurement directives, the State of Bremen is already working towards increasing the importance of social and ecological criteria. A legal basis applies in the following areas:

› Social criteria

Section 18 of the Bremen Collective Bargaining and Public Procurement Act (TtVG) calls for the consideration of social criteria. It should be ensured, for example, that no goods are a subject of services rendered in violation of the minimum standards defined in the core labour standards of the International Labour Organisation (ILO). In addition to this, the Bremen Core Labour Standard Provision (Brem-KernV) determines the procedure for ensuring compliance with the ILO core labour standards for the procurement of work clothes and uniforms, natural stone, tea, coffee and cocoa. In accordance with section 18(3) of the TtVG, in the case of tenders with equivalent economic quality, the supplier who fulfils the obligation of employing severely disabled persons and provides apprenticeships wins the contract. The same goes for tenderers that promote equality of opportunity in employment for men and women. In accordance with the Minimum Wage Act for the State of Bremen (MindLohnG), public contracts may also only be awarded to companies who agree in writing upon submission of the tender to pay their employees with the exception of apprentices an hourly wage of 8.80 EUR during fulfilment of the contract.

> "In future, as well as taking purely economic principles into account, we want to attribute more importance to sustainability aspects in the procurement of goods and services."
>
> Horst Rehberg,
> Commercial Managing Director
> bremenports GmbH & Co. KG

› Ecological criteria

In line with section 19 of the Bremen Collective Bargaining and Public Procurement Act (TtVG), environmental criteria must be taken into account when awarding construction, delivery or service contracts. These can be determined in compliance with certain prerequisites including through the specification of environmental labels.

› Principle of regionality

As a public client, we are not permitted to show preference to companies because they are based in certain regions or locations. This means that services above certain threshold values must always be tendered across Europe. We are therefore not permitted to deliberately procure goods and services regionally in order to contribute to the economic power of the region while simultaneously reaping the ecological advantages of short delivery distances.

We are currently working on internal provisions in order to integrate areas in which social and ecological criteria are not yet taken into account. In many areas, the switch to environmentally and socially friendly products has already been made:

- In our meeting rooms we serve coffee and tea from ecological and fair cultivation.
- When purchasing natural stone and work clothing, the ILO core labour standards are taken into account in line with the regulations of Bremen state.
- In the workshop, washable cleaning cloths and refillable spray bottles for oils are used.
- For maintenance work, we use bio-lubricants and greases wherever possible.
- Wherever possible, we replace railways sleepers made of wood drenched in tar oil with sleepers made from concrete or untreated wood.


Q2
MAERSK
SEALAND
HYUNDAI
P&O
NedLloyd
APL
MOL
CAPITAL





Jan Janssen
Port Development
bremenports GmbH & Co. KG

"Our most important economic target is to retain the attractiveness of the ports of Bremen for terminal operators, ship owners, logistics companies, shipyards and other service providers. Additionally, we are central to the economic and labour market situation in the region. The ports must therefore be designed in a needs-oriented manner."

ADDED VALUE & KEY PROJECTS

[EC7✓]

> "Investment projects are of elementary importance for the retention of competitiveness and quality."
>
> Erhard Kölln
> Head of Technical Systems
> bremenports GmbH & Co. KG

For bremenports as the fiduciary administrator of the special assets Ports, economic performance does not focus on the company's own added value but rather on the economic effects resulting from the port infrastructure provided. After all, the provided infrastructure makes a major contribution to the regional and national added value of numerous companies. Investment projects are continually being launched in order to retain the competitiveness and quality of the location. These are always based on a decision proposal which covers the risks and opportunities connected to the plan and also documents which alternatives have been explored. Depending on the type of investment, strategic environmental requirements, effects specific to personnel/labour law and gender as well as effects of the investment on medium-sized businesses are analysed. Investments of more than EUR 250,000 always require additional approval by the responsible bodies of the Free Hanseatic City of Bremen. The investment projects completed in the reporting year, each with an investment sum of over EUR 500,000, are presented in the following.

NEW CONSTRUCTION OF THE "ALBATROS" HARBOUR TUG AS A REPLACEMENT FOR THE "HANSA" AND "STÖR" TUGS



"Albatros" tug

› **Costs:** EUR 1,500,000[1]

› **Project period:** 11/2013 – 07/2014

› **Reason for investment:** For decades, the harbour tugs "Hansa" (built in 1958) and "Stör" (1968) were used for waterside work such as moving ship units, assisting in excavation work, for bringing out, moving and collecting anchors and anchor cables as well as for breaking ice in the ports of Bremerhaven. Due to the fact it was only approved for inland waterways, however, the "Hansa" was only suitable for limited use. Additionally, as a result of the increase in ship sizes, its traction was no longer in line with modern requirements. In the case of "Stör", comprehensive maintenance work would have been necessary in order to continue operating the craft. However, this would only have enabled further operation for the short-term. The order was therefore issued for the new construction of a harbour tug with all stated requirements to replace the "Hansa" and "Stör".

› **Positive effects:** The new tug "Albatros" is specially designed to meet the specific requirements of its field of use and, among other things, has a low draught, a protected propeller drive, an anchor capstan on the foredeck with sufficient freedom of movement for laying and pulling digger leads, towing hooks and side winches, as well as a high degree of manoeuvrability. It is also in possession of a sea permit which confirms that it is suitable for use in coastal waters. Now, one workship can perform the work of two.

[1] As at October 2014

CREATION OF FUTURE-ORIENTED WATER DEPTHS IN THE INDUSTRIAL PORT

› **Costs:** EUR 14,500,000[1]
› **Project period:** 01/2014 – 12/2014

› **Reason for investment:** The industrial port is an essential component of the port facilities in Bremen. Around 50 companies are currently located here from the areas of port handling, industry, trade and service provision with 2,400 directly employed staff. Due to the 9.45 m harbour floor, the accessibility of the port facilities behind the Oslebshauser lock from the water was limited. Sea-going vessels with a higher draught were only able to reach the terminals with a partial load, leaving existing load capacities redundant. This led to economic disadvantages for companies there and for shipping companies docking at the industrial port. In order to secure the lasting competitiveness of the industrial port, it was necessary to deepen the harbour floor to 10.5 m in sections in order to adapt it to the conditions of the Oslebshauser lock, which provides access to the tide-independent dock.

› **Positive effects:** As a result of deepening, large ship units will be able to travel with 15 to 30 % more load, thereby reducing their transport costs accordingly. Superordinate structural aspects for securing the port location play a critical role in the decision to implement the measure: The deepening of the dock is a significant component for the gradual optimisation of the waterside connection of the companies in the industrial port and contributes to securing jobs.

COMPLETION OF INLAND SHIP BERTHS "AM DEICH" AND "OSTERDEICH" AND PROVISION OF SHORE POWER FACILITIES AT VARIOUS INLAND SHIP BERTHS

› **Costs:** EUR 2,500,000[1]

› **Project period:** 07/2013 – 04/2014

› **Reason for investment:** The ongoing adaptation of the middle Weser will make it possible for large inland cargo vessels (L / W / H = 110 / 11.45 / 2.50 m), oversized inland cargo vessels (L / W / H = 135 / 11.45 / 2.5 m) and push barges with a length of up to 139 m to gain access to Bremen. This will considerably improve the connection to the industrial locations of Hanover, Salzgitter, Wolfsburg and Brunswick as well as via the western German canal system to the Rhine and Europe's largest inland harbour in Duisburg. Accordingly, a sufficient number of suitable ship berths for the expected larger number of ships had to be ensured to enable waiting for loading and unloading and for overnight stays as well as for larger ship units in Bremen City. Previously, such berths were only available at Tiefer (which is already very busy) "Am Deich" of Brauerei Beck GmbH & Co. KG (ABInBev) and at the Osterdeich. Furthermore, these berths showed signs of serious structural flaws, which meant they required renovation including adaptation for new ship sizes. The opportunity presented by reconstruction was used to equip the inland ship berths with shore power connections.

› **Positive effects:** The provided berths supported the aim of further stimulating inland shipping as a mode of transport in hinterland traffic, meaning that local companies and ship owners can exploit the new potential resulting from the ongoing adaptation of the middle Weser. It will significantly improve the competitiveness of the Weser waterways. The simultaneous equipping of the inland ship berths with shore power connections will also make it possible for ship owners to switch off diesel generators while the ship is berthed, to use green electricity and thus counteract negative effects for health and the environment.

COMPETITIVE POSITION & QUALITY

"Our aim is to retain and strengthen the competitive position of the ports of Bremen within the northern range as well as to increase use of rail and inland shipping as environmentally friendly modes of transport."

Jan Janssen
Port Development
bremenports GmbH & Co. KG

46.8% *of hinterland containers reached and departed from the ports of Bremen via rail in 2014.*

With this, the share of rail transport in container hinterland traffic has increased by almost **10%** *in the past ten years!*

WHY IS THE ASPECT KEY?

The ports of Bremen are among the most important universal ports in Europe and form the backbone of a maritime economic and logistic landscape which shapes the economy of Germany's smallest federal state. According to a recent analysis of port hinterland transport, a large share of the cargo volume comes from southern Germany, the Czech Republic and Austria.

Renowned institutes forecast various global developments or megatrends by 2030 which may have an effect on the development of the local port and logistics economy in the state of Bremen. One such factor is a disproportionately high level of growth in seaborne trade. In this context, specialists forecast that new types of ship with increasingly large load capacities so-called "megacarriers" will be built in order to cope with the increasing loads while simultaneously minimising costs and the use of energy. In addition to other sustainability aspects, efficient traffic routes which ensure connections in line with capacities and speedy and low-cost transport form a basic prerequisite for transporting increasing handling volumes to and from the ports. With regard to transport via rail, inland shipping and heavy goods vehicles, it is a dedicated aim to conduct hinterland transport as quietly, cleanly and energy efficiently as possible, i.e. in a climate-friendly manner. In order to retain and expand the sound competitive position of the ports of Bremen, relevant infrastructure-related action will have to be taken.



Connection of the ports of Bremen to the inland waterways network

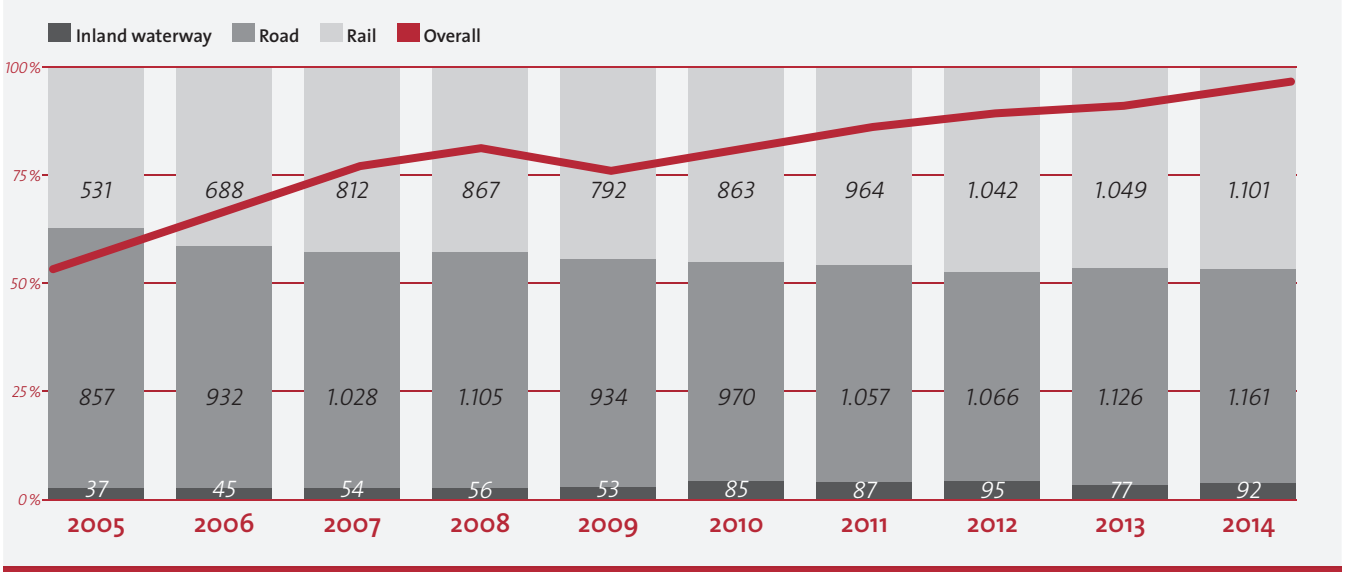


Efficient hinterland traffic via rail

[2] see Institute of Shipping Economics and Logistics (2015): Analyse der Seehafenhinterlandverkehre der bremischen Häfen bis zum Jahr 2030, Bremen.

HOW DO WE MANAGE THIS ASPECT?

In order to retain the competitive position and quality of the location, analyses and forecasts must be provided as the basis for plans and decision-making processes. Key success factors are the accessibility of the port by sea and hinterland transport routes, the reliable operation and performance of our port facilities as well as efficient port service providers and handling companies. As demonstrated by a competitive analysis conducted by HSH-Nordbank, the ports of Bremen are positioned well in the northern range. However, the further development of the port infrastructure and expansion of the hinterland connections are of particular importance. Yet as a port management company, we only have an indirect influence on the necessary expansion measures to the hinterland connections. Federal responsibilities between Bremen and Lower Saxony as well as national responsibilities result in a high level of complexity. Nevertheless, we use the scope of our influence to repeatedly bring vital topics onto the political agenda.



Modal split and total hinterland containers Bremerhaven (in 1,000 TEU)

SUCCESSES IN HINTERLAND TRANSPORT

In 2014, hinterland rail transport again recorded peak values in absolute amount. Inland shipping, on the other hand, is still suffering under the fact that the waterways cannot be used without restrictions in all areas. To revive inland shipping, for several years now the federal government has been expanding the 156-km long middle Weser together with the State of Bremen in order to made it suitable for 110-metre long and 11.45-wide large inland cargo vessels with a draught of 2.50 metres.

In the coming years, our activities will focus in particular on the following projects:

› **Port railways**

Against the backdrop of the forecast rise in sea cargo handling, further, needs-based expansion of the port railway infrastructure is unavoidable.

› **Offshore Terminal Bremerhaven (OTB)**

The OTB is to offer the offshore wind energy industry efficient and low-cost loading options for systems and, in doing so, support the targets of the national energy transition.



Expansion of the port railway infrastructure

[3] see HSH-Nordbank (2015): Wettbewerbsfaktor Hafeninfrastruktur, Hamburg.

› Replacement of shore constructions
In the coming years, various shore constructions will be replaced as they have reached their technical service life and their continued use must be safeguarded. The 90-year-old Columbuskaje between the Kaiserschleuse and Nordschleuse is of particular importance here.

› Adaptation and realignment of existing port infrastructure
The spatial restrictions faced by the port in combination with a high density of usage lead to restrictions resulting in the need to search for new and efficient solutions in the area of land use, as well as in terms of information and communication systems.

› Port cooperations
Despite the fact that the five north German federal states conduct their port business independently, there are numerous opportunities for cooperation which should be cemented and expanded especially when they can result in a reduction of public expenditure.

COMPETITIVE ANALYSIS BY THE HSH-NORDBANK
HSH-Nordbank recently asked the transport industry how it would rate the port infrastructure in the northern range ports (also known as the Hamburg-Le Havre range) and how this should be expanded or shaped to avoid future capacity bottlenecks.

Within the northern range ports, the general quality of the infrastructure is rated most highly in Rotterdam. While the majority of respondents state that the ports of Bremen and Antwerp have high-quality infrastructure, the quality in Hamburg is rated as mediocre.

According to the survey, no capacity bottlenecks are expected in the ports of Bremen with the increasing cargo volume. With regard to nautical accessibility, connection to rail, road and inland waterway and the handling quality and speed, the ports of Bremen receive the school mark of 2.5, putting them in second place together with Antwerp and behind the port of Rotterdam. The transport industry, however, considers further expansion of the rail connection necessary in order to manage the increasing handling volume.

The transport industry also considers more intensive cooperation between the port locations necessary in order to improve the competitive positioning of the north German maritime ports within the northern range.[4]



Kaiserschleuse Bremerhaven

[4] see HSH-Nordbank (2015): Wettbewerbsfaktor Hafeninfrastruktur, Hamburg.

IN TOUCH WITH OUR STAKEHOLDERS

INTERVIEW WITH NORBERT DIERKS, RESPONSIBLE FOR SUSTAINABILITY AND CO_2 MANAGEMENT IN TRANSPORT LOGISTICS, BMW GROUP

Why is a car manufacturer interested in the sustainability performance of ship owners and ports?
The topic of sustainability is of great importance to the BMW Group. This also includes the comprehensive reduction of CO_2 emissions in transport logistics. In this respect, there are many aspects of interest to us, whether it's the use of environmentally friendly technologies such as electric heavy goods vehicles or the reduction of pollutants in ocean freight. The latter is already the cleanest and most efficient mode of transport when it comes to transporting large loads over long distances, but it still holds further potential for development. The BMW Group therefore defines targets together with the ship owners in order to reduce emissions in global ocean freight.

Bremerhaven is one of the most important import and export ports in Europe for the BMW Group. In the 2014 calendar year, the BMW Group processed approximately 60 % of its export containers and approximately 80 % of its import containers which were imported via German seaports over Bremerhaven. From a vehicle distribution point of view, over 520,000 vehicles were loaded in export and over 90,000 unloaded in import via Bremerhaven. Extensive experience is integral to the outstanding cooperation.

How does BMW plan to reduce CO_2emissions in transport logistics?
Due to the global increase in production and sales volume, transport capacity and therefore also CO_2 emissions have increased sharply in the past few years. In 2014 alone, a transport capacity of around 37.2 billion tonne kilometres in total was achieved, releasing around 1.52 million tonnes of CO_2. For this reason, we need to show preference to modes of transport with low CO_2 emissions wherever possible. The figures demonstrate the force with which this aim has been pursued in the past years: The BMW Group was able to secure around 75% of the available capacity in rail transport within Europe with closed wagons for the distribution of completed vehicles. In this way, on the route from Leipzig to Bremerhaven alone, more than 3,500 heavy goods vehicle journeys could be saved every year. In total, more than 63 % of all finished vehicles left production plants across the globe by rail in 2014. Since 2014, the routes have also switched entirely to electricity from renewable energy sources and thus run CO_2-free. We currently also take low CO_2 emissions of ship owners into consideration by showing preference to direct shipping routes. We are still investigating whether we will take the CO_2 emissions of port handling into account in the future. These are just a few examples of our many efforts.

In your opinion, what framework conditions must a port fulfil to make it fit for the future?
From an economic stance, a port must be competitive in the European


Norbert Dierks

environment. In order to safeguard production supplies and customer delivery appointments, the handling time and the corresponding reliability are therefore of critical importance.

On top of this, further expansion of the rail infrastructure is the prerequisite for being able to process future export increases via rail.

The offering of shore power connection should also be expanded in order to reduce the CO_2 emissions of ships while berthed. All German sea ports need to take action in this regard.

What is your opinion of the sustainability performance of the ports of Bremen?
On the whole, the convincing "greenports" strategy goes hand-in-hand with our efforts to reduce CO_2 emissions along the entire value-added chain. Particularly positive aspects in the ports of Bremen are the large "parking shelves" or parking garages, where our vehicles are protected and have to be washed less frequently.

FUTURE-ORIENTED INFRASTRUCTURE & ADAPTATION TO CLIMATE CHANGE

[G4-14, EC2✓]

"Through the ongoing analysis of currently evident and forecast trends, we strive towards the early recognition of opportunities and risks and derive possible actions from these for ensuring the future viability of the port infrastructure."

Uwe von Bargen
Director Environment & Sustainability
bremenports GmbH & Co. KG

1st *port concept to take sustainability aspects into account.*

Questions pertaining to climate change adaptation are pursued
proactively
in research projects.

WHY IS THE ASPECT KEY?

The port infrastructure is a sizable fixed asset for the Free Hanseatic City of Bremen which must be retained in order to enable positive private-sector, economic and social effects on the basis thereof. As port facilities usually have a long life, for each new construction, long-term value retention is an important goal which must be taken into account in the planning process. The demands on the port infrastructure are influenced by political, economical, social and ecological effects. As well as fluctuations in demand and ever increasing flows of goods, this also includes the effects of imminent climate change which affect the entire logistics chain: from the hinterland connection (topic modal split) and port through to maritime transport. In order to guarantee 100 per cent port availability in the future, these trends must be analysed in a timely manner so that appropriate options for adaptation can be developed. Only in this way can the endangerment of the port facilities with a high level of durability, value and economic importance be countered early on.

ANALYSIS OF CLIMATE IMPACT AND ADAPTATION REQUIREMENTS
The expected consequences of climate change (rise in temperature and sea level, rise in storm-tide water levels, increase in strong wind situations and stormy days) are linked to extraordinary damage to the port infrastructure which, in turn, can lead to restrictions in port availability and the need to implement changes, e.g. regarding drainage or storm protection. In this context, port users must be made aware of this situation so that we can work together to counteract developments which may intensify problems, such as the loss of flood areas for rain water.



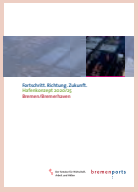
Xaver storm tide on the Weser dyke in December 2013

HOW DO WE MANAGE THIS ASPECT?

We observe, analyse and assess developments in the industry, politics, environment and society in order to identify trends and check forecasts. Opportunities arising from this must be exploited by the port and by us as managing company. Any risks identified, on the other hand, are constantly monitored in the risk management system. Topics of particular significance are also integrated and processed in scientific studies. With the use of master plans and future concepts, both spatial and functional approaches are presented for short-term requirements. The port development concept 2020/25, for example, is decisive here. This was created in close dialogue with interest groups and provides a detailed description of which changes are required in the ports of Bremen.

PORT DEVELOPMENT CONCEPT 2020/25

What is the current situation at Bremen's ports? And, in particular: What challenges must be faced in



the medium term for the ports to assert themselves successfully as a centre of economic activity in Bremen against the international competition? The Bremen port development concept 2020/25 provides answers to these questions. The concept describes the action required, e.g. construction of the Offshore Terminal Bremerhaven (OTB), the development of the railway infrastructure and the promotion of inland vessels as an environmentally friendly mode of transport.

An increase in the flow of goods, for example, will require closer networking of all involved parties in order to avoid waiting times and ensure efficient exploitation of existing capacities. Due to the heavily restricted port area, plans for an optimised use of space will also play an important role. Furthermore, our initiation of and participation in research and development projects is providing us with further knowledge of specific issues. For example, through our involvement in the projects "Nord West 2050" and "Climate change adaptation at the lower Weser through a tidal polder in the Drepte lowland", we have already gathered valuable knowledge on the topic of climate change adaptation and plan to further this with location-specific details over the coming years.

We already ensure that in the case of new structural facilities in the dyke line (e.g. for locks, flood barriers or similar structures) a climate protection surcharge is taken into account in order to avoid costly adaptations during the operating life of the facilities and to increase safety in the face of the forecast rise in sea level.

NORDWEST2050

The research project nordwest2050 has developed a long-term roadmap for climate change adaptation for the metropolitan region of Bremen-Oldenburg. The plan demonstrates how the risks of climate change can be reduced and opportunities arising from the change can be used in order to retain the competitiveness of the region. With the involvement of bremenports, the port and logistics industry was viewed separately in the sub-project "Resilient Port Infrastructure", resulting in the development of approaches to climate change adaptation for the port and logistics industry.

PROJECT: TIDAL POLDER IN THE DREPTE LOWLAND

As a coastal area, the metropolitan region of Bremen-Oldenburg will be particularly heavily affected by climate change. The fundamental idea of the project "Tidal polder in the area of the Drepte lowland" was therefore to collate key information regarding regional climate change adaptation. The project tackled the issue of whether it would be possible to use Weser sediments to stimulate growth of the marshy soil affected by subsidence. The project was funded by the metropolitan region of Bremen-Oldenburg and coordinated by the University of Applied Sciences Bremen and bremenports. It was concluded with a preliminary study which will serve as a basis for the development of further feasibility studies.

Learn more:
www.studie-tidepolder-drepte.de



IN TOUCH WITH OUR STAKEHOLDERS

INTERVIEW WITH SÖREN KRÜGER, MANAGING DIRECTOR OF BLG AUTOTERMINAL BREMERHAVEN



Sören Krüger

Mr Krüger do you notice that you are working in a "green" port?
We definitely notice a strong interest in this topic. Our customers rightfully expect sustainability to be a core component of our business policy. Our diverse logistics services are part of the overall value-added chain and its ecological footprint is being documented to an increasingly detailed extent. A sustainable and pro active development forms the prerequisite for long-term customer relations and the acquisition of new contracts. Therefore our car terminal operates a structured environmental management system which has been ISO-certified for the past decade. In this respect, you have to look at the entire spectrum of services we perform for our customers. This includes technology services as well as handling. To name just a few examples, our vehicle washing systems are optimised to ensure an extremely low consumption of fresh water and we were using only water-soluble paints long before it became a requirement.

How does BLG plan to reduce CO_2 emissions at the car terminal?
The BLG Group has set itself the target of reducing its CO_2 emissions by 20 per cent by 2020. We are contributing our part. Following comprehensive practical tests the N3 parking deck with more than 6.000 additional parking spaces is being equipped with intelligent LED lighting. This is not only significantly more efficient than conventinal fluorescent tubes, it also reacts to incident daylight and activities on the individual decks. Even in our workshops we are increasingly swithing to LED lighting and are modifying our heating systems.

Another key aspect is the reduction of fuel consumption. The towing vehicles for heavy goods have now been equipped with a state-of-the-art system for the identification and localisation of trailers; process engineers design new processes that will lead to a reduction of total distances driven on the car terminal. We are also increasing our processing capacity for rail delivery.

What do you expect from bremenports?
Congratulations to bremenports especially for their remarkable achievements in the design of compensation areas and support their LNG initiative. The conversion of the large number of vehicles at the port to gas operated vehicles would present a significant reduction of greenhouse gas at the site. In one project initiated by bremenports we want to work together to expand the efficiency of area lighting and examine the suitability of LED and LEP (light emitting plasma). We consider bremenports as one of the important driving forces for sustainability in the ports of Bremen.

BLG LOGISTICS

The core competencies of the BLG LOGISTICS corporate group are in automotive, contract and container logistics. The AUTOMOBILE division of BLG integrates all services related to vehicle logistics. Bremerhaven is the strongest location in the terminal network and, with over 2.3 million vehicles in 2014, is one of the largest automobile ports in the world. European manufacturers mainly ship their products to North America, Asia and the Middle East. Imports mainly come from Asia and the USA. All major car shipowners operate Bremerhaven on a regular basis. Every year more than 1,400 car carrier call the port of Bremerhaven.

INDIRECT ECONOMIC IMPACTS

[EC8✓]

"We create the basis for regional added value through forward-looking port development projects."

Klaus Bartels
Head of Staff unit Port Development
bremenports GmbH & Co. KG

74,000

jobs are directly or indirectly dependent on the ports of Bremen

WHY IS THE ASPECT KEY?

Today, as universal ports, the ports of Bremen are of international importance. However, ports and shipping have shaped development at the Weser for centuries and are directly connected to Bremen's rise as a successful Hanseatic and commercial city. Today, the ports of Bremen still present an essential prerequisite for the location and operation of numerous companies which, in turn, have a significant influence on the local and regional labour market. The following facts demonstrate the major economic importance of the ports: one fifth of employment, of revenue and of value-add in the state of Bremen are dependent upon the ports – more than in any other federal state. These economic impacts must be retained through forward-looking port development.

REGIONAL EMPLOYMENT IMPACTS

In accordance with a survey by the Bremen Institute of Shipping Economics and Logistics (ISL), around 74,000 jobs (= 19 % of all employed persons in the State of Bremen) are directly and indirectly dependent on the ports of Bremen and generated revenue of around 11.5 billion euros. This corresponds to around 22 per cent of Bremen's gross value-add. In comparison to Hamburg and the port regions in Lower Saxony, the importance of the ports of Bremen to the regional economy is therefore higher than average. While along the Weser almost every fifth job is dependent on the ports (19 %), this number is only every eighth on the Elbe (12.5 %) and only every sixteenth job in port regions in Lower Saxony (6.2 %).[5]



Container quay in Bremerhaven

[5] see Institute of Shipping Economics and Logistics (2011): Beschäftigungseffekte der Bremischen Häfen, Bremen.

HOW DO WE MANAGE THIS ASPECT?

The regional value-add comes directly from the current status as an internationally important universal port. For this reason, our activities are mainly focussed on retaining our standing as a multi-modal handling location for the international transport of goods. We are striving to achieve additional added value together with local business developers by having the highest possible percentage of products and goods used or processed locally. This leads to an increase in the so-called Local Content Quota (Loco Quota).

LOCO QUOTA
The Loco Quota states the percentage of goods which remain in the metropolitan region of the respective port and are not passed on into the port hinterland transport system. A high Loco Quota is thus an indication of a high level of regional added value. A survey conducted in 2010 determined a Loco Quota of 24.1 % for the ports of Bremen and 30.5 % for the port of Hamburg.[6]

By examining the impact of our work and by collaborating closely with business developers and partners in the port industry and logistics, we aim to launch projects which are beneficial to the region.



24.1 % of goods which reach the ports of Bremen remain in our metropolitan region and thus contribute to regional added value.

PROMISING POTENTIAL FOR THE WIND ENERGY INDUSTRY
Alongside the port industry and logistics, the wind energy industry is now also of major economic importance to the region. In order to offer ideal conditions for the fast and secure loading of wind energy systems, thus reducing costs in the provision of offshore wind energy, plans for the Offshore Terminal Bremerhaven (OTB) are currently in the works. This is one of the most important investment projects to be realised in the two-city state this decade. The project also holds the possibility of increasing the Loco Quota, as the local producers will be offered good opportunities for loading. The project can therefore be expected to breathe further life into the economy and labour market in the region.

[6] see MWP, IHS, UNICONSULT & Frauenhofer CML by order of the BMVI (2014): Seeverkehrsprognose 2030, Berlin.

Q3







Uwe von Bargen
Director Environment & Sustainability
bremenports GmbH & Co. KG

"Our aim is to avoid negative impacts on the environment. We do this by cutting our use of energy, materials and space as well as by reducing emissions, dust, noise, light and waste. To achieve this we are always on the look-out for innovative processes which are sure to improve our environmental performance."

ENERGY MANAGEMENT & CLIMATE PROTECTION

[EN3✓, EN6✓, EN15✓, EN16✓, EN17✓, EN19✓]

"In order to achieve our long-term target of a CO_2-neutral port infrastructure, we are focussing on two main goals: To reduce our energy consumption respectively improve energy efficiency and to gradually increase the share of renewable energies."

Sabine Müller
Energy Controlling
bremenports GmbH & Co. KG

In the reporting year we used

18 million kWh

of energy.

Through the use of renewable energies we are reducing our CO_2 emissions by

50%

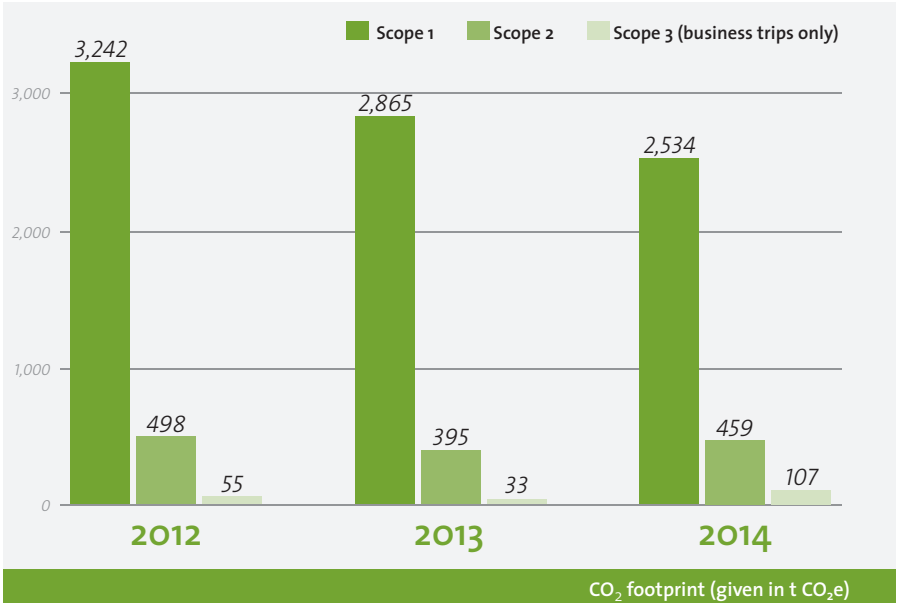
WHY IS THE ASPECT KEY?

In the coming decades, the effects of climate change will pose major challenges to society. For this reason, back in 2008 and together with 55 port locations from across the world, the ports of Bremen committed themselves to reducing the emission of greenhouse gases by signing the "World Ports Climate Declaration".

Climate protection and the ongoing improvement of our climate balance are among the key points of our greenports sustainability strategy. Our long-term goal is to operate the infrastructure of the ports of Bremen in a CO_2-neutral manner. The energy consumption of the port infrastructure we manage (e.g. locks, bridges, rail facilities) amounts to approximately 18 million kWh and incurred costs of around EUR 2.5 million in 2014. It is influenced mainly by the intensity of use of shipping and of port handling operations. Energy efficiency measures are intended to cushion the rising energy prices and make a vital contribution to the improvement of our climate balance.

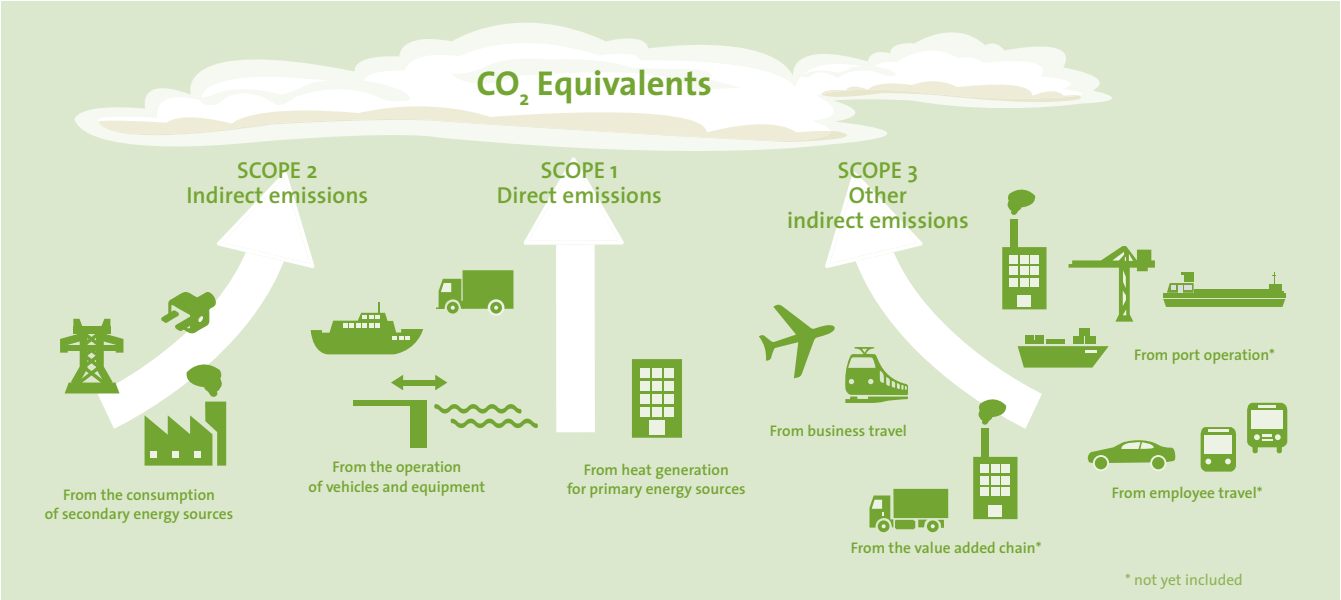
› Our CO_2 footprint

We base the calculation of our emissions on the international guidelines of the Greenhouse Gas Protocol (GHG). This distinguishes between emissions from different "Scopes". Scope 1 includes the directly generated emissions. At the ports of Bremen, these are the emissions caused by the operation of our fleet, our ships, heat production and operation of our port facilities. Scope 2 covers the emissions which arise through the generation of the purchased energy in our case through the use of electricity and district heating. In Scope 3 we report which emissions arise through our business activities outside of the



CO_2 footprint (given in t CO_2e)

company, e.g. through business travel and employee commuting. At the moment we actually only record the emissions resulting from business travel in Scope 3. From 2015, we plan to quantify the impacts of employee commuting. We are also taking action to promote low-emission sea and hinterland transport.



Port-related CO_2 emissions

HOW DO WE MANAGE THIS ASPECT?

In a first step, we record and analyse the individual consumers in order to derive further activities for increasing energy efficiency and reducing CO_2 in the existing systems. CO_2-intensive consumers are considered with priority. Subsequently, corresponding specifications are developed and implemented for the areas of project planning, construction and assignment as well as for procurement.

› Reduction of emissions in the fleet (Scope 1)

Since 2010, we have been making sure that vehicle types are appropriate for their intended use when purchasing new vehicles (key word: downgrading) and that the vehicles consume as little fuel as possible or have good emission values. For journeys in cities, electric vehicles and electric bikes are provided as an alternative mode of transport and carpooling is encouraged for journeys between the bremenports sites. The conversion of the fleet is bearing fruit: Compared to 2012, the greenhouse gas emissions of the fleet have been reduced by 15%, which equals 37 tonnes of CO_2.

› Electricity from renewable energies (Scope 2)

For years now we have been using green electricity for a rising number of electricity consumption points.
The current share of green electricity of overall electricity consumption is 88.4 % and will continue to rise in the coming years. We also operate two photovoltaic facilities which feed electricity into the public network. A solar thermal system on the roof of our workshops supports the warm water supply there. Through these initiatives alone we are already cutting our CO_2 footprint (Scope 1 and 2) in half.

› Sustainable mobility (Scope 3)

To encourage employees to take public transport to work instead of their car, we offer a discounted job ticket for public transport. 22 employees are currently taking advantage of this offer. To promote climate-friendly commuting, we also participate in the AOK/ADFC "take your bike to work" campaign every year.

[1] Calculation of the CO_2 emissions from the fleet is based on the actual amounts of fuel consumed and not on the manufacturer's data.

RESEARCH PROJECT "GREEN HYDROGEN FOR THE MARITIME INDUSTRY" INITIATED BY BREMENPORTS

Together with partners from the science and technology sectors, we are working on options for using renewably produced hydrogen as both an energy storage system and as fuel in ports and for the maritime industry. The project is sponsored by the north-west metropolitan region. Commissioned by the Senator for Economy, Labour and Ports, it is coordinated by ttz Bremerhaven and includes ten other partners: Oldenburger Energiecluster (OLEC), Planet engineering office; environmental research and planning office ARSU, Jade University of Applied Sciences, the Wind Energy Agency of Bremerhaven (WAB), Germanwind, BLG Logistics, EWE research centre Next Energy, the Energy Competence Centre of Osnabrück and the engineering office Deep Underground Engineering.



bremenports GmbH & Co. KG electric vehicle

GREENHOUSE GAS OFFSETTING VIA MOORLAND CERTIFICATES

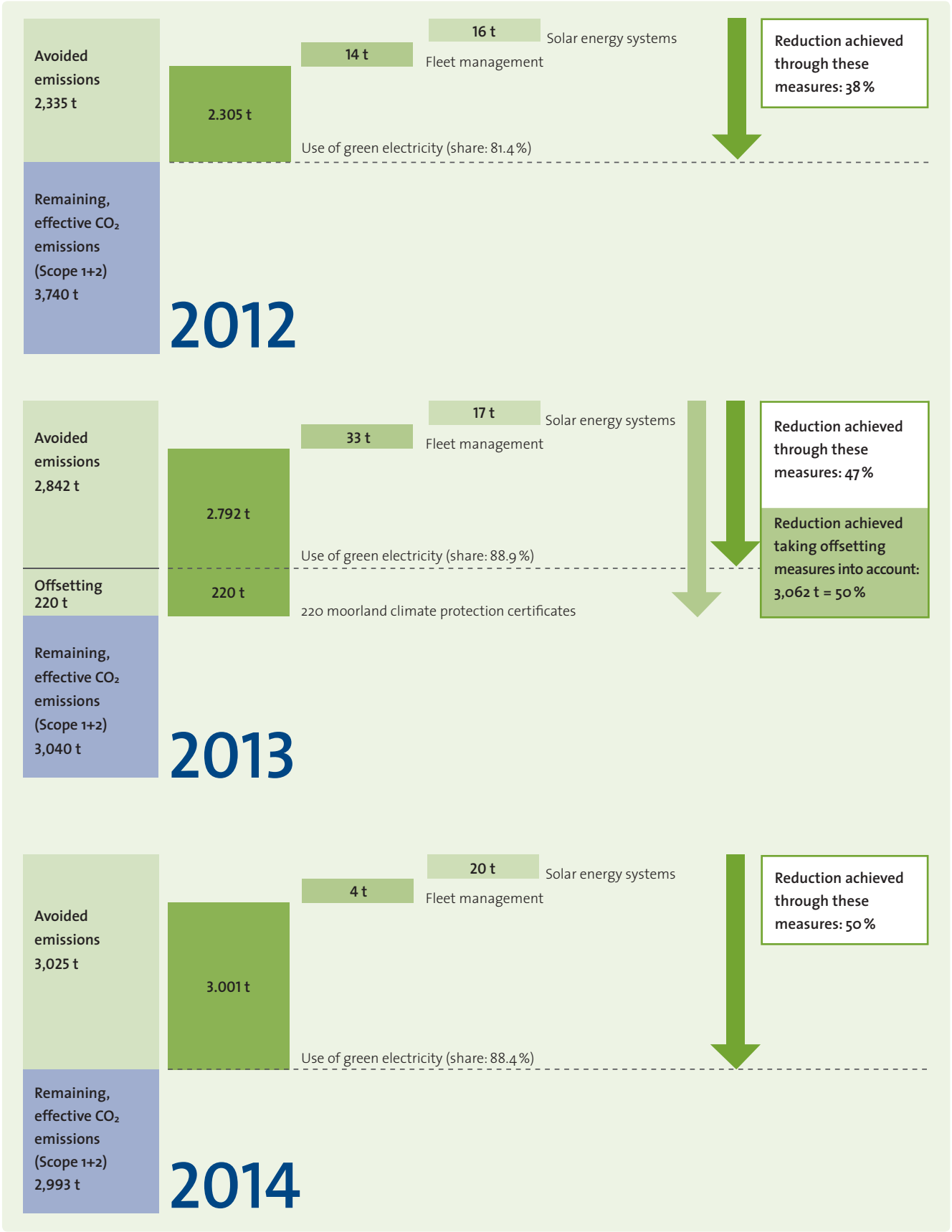
Through the purchase of climate certificates from the Moorland project, we completely neutralised the 220 t of greenhouse gases generated by bremenports GmbH (without the special assets Ports) in 2013. Brought to life by the environmental protection agency BUND, this local climate protection project involves the re-wetting of areas of the Dorum moor as a so-called "climate moor" in the district of Cuxhaven.



LED AND LEP TEST ROUTES IN THE WORKS

As part of a project initiated by bremenports and sponsored by the metropolitan region of Bremen-Oldenburg, we plan to intensify our cooperation with the ports in the region regarding energy efficiency and to install and examine various test routes for LED and LEP lighting by 2017.

MEASURES WHICH CONTRIBUTE TO A REDUCTION OF OUR CO_2 EMISSIONS (GIVEN IN T CO_2e)



EFFECTS OF WATER DEPTH MAINTENANCE

[EN23✓, EN27✓]

"Reliable water depths are essential in order to guarantee 100 per cent port availability. We use various techniques to avoid shoals, while simultaneously striving to avoid negative impacts on nature and the environment or reduce them to an absolute minimum."

Christoph Tarras
Head of the Water Depths Department
bremenports GmbH & Co. KG

WHY IS THE ASPECT KEY?

Defined water depths must be provided to ensure the safety and ease of shipping in the port. Due to our location on the Weser estuary, the ports of Bremen are subject to special conditions in this regard: At the river mouth, where fresh water and salt water meet, a particularly large quantity of suspended sediments form as a result of the microorganisms dying there. These are deposited in areas where there is less current and cause shoals which hinder shipping. For this reason, various techniques are used to prevent the formation of shallow areas. As such techniques can be linked to negative ecological impacts such as the destruction of living organisms in the ground zone, oxygen reduction in the water, the mobilization of contaminants and the displacement of fish and mammals, techniques must be selected which avoid these effects if possible or reduce them to an absolute minimum.



Water injection device "Hol Blank"

WATER INJECTION DEVICES PREVENT THE DEPOSITING OF SEDIMENT

Since 1994 in Bremerhaven and 2006 in Bremen, our water injection devices "Hol Blank" and "Hol Deep" have been keeping sediments afloat to maintain port accessibility for ships. Thanks to the use of these devices, the dredging quantities in the Bremerhaven outer harbours and in the Bremen city area have been significantly reduced. According to calculations, the dredged materials amount to approximately 600,000 m^3 per year.

HOW DO WE MANAGE THIS ASPECT?

Our water depth maintenance activities are implemented in accordance with high ecological standards. Guaranteeing the necessary water depths requires good knowledge of the local waters, the hydromorphological processes and the sedimentation activity. Because the attempt to influence the system through current-control measures, intelligent irrigation with low-sediment water from close to the surface of the Weser or the prevention of sediment deposits through the use of water injection devices in such a way that makes larger interventions superfluous is better than any subsequent dredging. With the aid of various methods, the quantity of dredging material has been reduced by an average of 750,000m³ per year over the past 10 to 15 years.

An important basis is the continual monitoring of the existing water depths and documenting of any occurring shoals. The Port Office of the Hanseatic City of Bremen is then the port authority responsible for determining dredging requirements. Subsequently, bremenports takes action to eradicate the shoals. Once the contamination level in the dredging area has been determined, the method of reuse or disposal must be clarified:

Uncontaminated dredged material (especially sand) can be returned to the water in a suitable spot straight after dredging. To date, the Water and Shipping Administration has allocated areas in the outer Weser for this purpose.

Contaminated dredged material (especially containing fine grain fractions such as silt), on the other hand, must be used or dumped at great cost. If possible, the sediment is dewatered in our own treatment plant to enable its use in dyke or landfill construction. Should the contamination level allows other forms of reuse, e.g. the recultivation of gravel pits, the material is also used for this purpose. If there are no takers, the material must be stored in the neighbouring disposal site. More heavily contaminated material is deposited in the so-called "Slufter" – an underwater disposal site near Rotterdam. This can save capacity in our own limited landfill.

BYPASS CHANNEL ENSURES SUPPLY OF LOW-SEDIMENT WATER

Through the introduction of a bypass channel in 2001, which has since fed low-sediment surface water from the Weser into the harbour basin, the amount of sediment in the areas of the international port behind the locks has been reduced by an average of approximately 150,000 m³ per year.



Integrated dredged material treatment facility in Bremen-Seehausen

LAND USE & BIODIVERSITY

[EN11✓, EN12✓, EN13✓]

"Land usage and negative effects of the ports of Bremen on biodiversity are avoided to as far an extent as possible, cut by reduction measures or – if unavoidable – balanced out through compensation measures."

Uwe von Bargen
Director Environment & Sustainability
bremenports GmbH & Co. KG

The ports of Bremen are responsible for a biotope area which is **30%** *of the total port area in size.*

1,204 hectares *of habitat for ecological port compensation measures have thus far been secured or protected.*

WHY IS THE ASPECT KEY?

Until around one thousand years ago, humans had very little impact on the coastal landscape. Since then, coastal protection and farming, as well as shipping and ports, have drastically changed the marine and coastal habitat. In particular the flow of products and goods, which has increased 15-fold since the 1960s, is directly linked to a series of negative effects for the natural environment. The increase in maritime traffic and the associated expansion of waterways and port infrastructure have also resulted in negative consequences for flora and fauna at the Weser estuary and in the neighbouring Wadden Sea. For quite some time now, compensation measures have been in place to counter these effects and to balance them out to as far an extent as possible. Developments to infrastructure for the benefit of shipping and the port, for example, can only be approved and implemented if diverse legal requirements are taken into account at an early stage.



Barnacle geese have accepted the Luneplate as their habitat

PARTNERSHIP WITH THE LOWER SAXONY WADDEN SEA NATIONAL PARK

The aim of the cooperation with the Lower Saxony Wadden Sea National Park is to retain the ecosystem of the Wadden Sea, which has been a listed UNESCO World Heritage Site since 2009. As a long-term regional partner, the national park administration looks after compensation areas for the port expansion CT 4 at the Wurster coast which were created by bremenports.



Extensive tidal flats in the vicinity of the Bremerhaven container terminal

HOW DO WE MANAGE THIS ASPECT?

Although land use for the port infrastructure is already limited to what is absolutely necessary, interference with nature and the landscape is often avoidable. Every time water and port construction projects influence or even destroy protected habitats, comparable substitute areas must be created which return to nature what was taken away elsewhere. The corresponding procedure is regulated by German and European environmental protection legislation. Due to the location of Bremerhaven at the Weser estuary directly next to the national park and World Heritage Site of the Lower Saxony Wadden Sea, we have to comply with comparatively high standards in this respect.

It is of key importance to us to take care of this aspect ourselves and to retain responsibility for these areas following successful implementation of the compensation measures. For this reason, bremenports employed its own experts for environmental planning at the beginning of the 1990s, establishing organisational structures still in use today.

In this way, over the past 20 years, we have established a widely recognised area of expertise which is also in demand from other clients. In particular our own contributions to biotope protection, the early ecological evaluation of construction projects and active dialogue with affected stakeholders (e.g. environmental protection organisations, farmers, communities and the general public) have proved extremely successful and led to high acceptance levels for construction plans in the past. To ensure success, the responsible nature conservation authorities are closely involved in the entire planning and development process as well as in the final acceptance of the individual compensation sites.

› Status of our port compensation areas

The status of the areas currently under development or maintenance is evaluated annually on the basis of a five-level scale. There were a total of 48 port compensation areas under our responsibility in the reporting year. 39 of these are developed or maintained directly by bremenports environmental planning. Two areas situated in the national park on the Wurster coast are being purposefully developed by the administration of the Lower Saxony Wadden Sea National Park within the scope of the partnership. Seven other sites in the Bremen city area are managed for us by Hanseatische Naturentwicklung GmbH. In the reporting year, 21 % of the areas were classed as fully functional, 37.5 % as functional and 4 % as functional with limitations.

PORT AREAS IN THE DIRECT VICINITY OF CONSERVATION AREAS[2]

[EN11✓]

PROTECTED AREA	NEIGHBOURING PORT AREAS	HABITAT TYPE	IMPORTANCE FOR SPECIES REFERRED TO
Fauna Flora Habitat Area Weser [DE2417-370]	International port area and fishing port area, Bremerhaven	Estuaries (mouth of the river influenced by the sea tide)	Migration route and adaptation zone for twaite shad, river and sea lamprey as migratory fish
Bird reserve Lower Saxony Wadden Sea National Park [DE2210-401]; Fauna Flora Habitat Area Weser [DE2306-301]; World Heritage Site	International port area, Bremerhaven	Mainly: estuaries (see above), vegetation-free silt, sand and mixed mudflats as well as Atlantic salt marshes	Breeding area and partial habitat for a particularly large number of rare bird species; migration route for sea lamprey, habitat for porpoises and seals
Nature conservation area Weserportsee	International port area Bremerhaven	Various types of biotope in close connection (small ponds, moist sink-holes, valuable reed zones, shrubs, open sand areas and neglected grassland)	Habitat for various plant and animal species, some of which are endangered
Fauna Flora Habitat Area Weser between the Ochtum estuary and Rekum [DE2817-370]	Port area, Bremen-Nord	Inland waters (tide-influenced Weser underflow with fortified banks)	Spawning ground and rearing area for larvae/young fish for twaite shad, migration route for river and sea lamprey
Bird reserve Niedervieland [DE2918-401]	Dredged material treatment plant, Bremen – Seehausen	Expansive, wet, extensively used grassland-ditch area with alluvial forest, reed beds, small bodies of water, larger ponds	Breeding ground for bluethroats, marsh harriers, short-eared owls, spotted crakes, corn crakes and white storks. Visiting birds: wood sandpipers, golden plovers, ruffs, hen harriers, smews and Bewick's swans.
Nature conservation area Flood protection polder	Neustädter harbour, Bremen	River wetland with irregular flooded wet grassland, alluvial forest, reed beds, ruderal areas and small bodies of water	Habitat for bluethroats, sedge warblers, bitterns, marsh harriers, black-necked grebes, gadwalls, shelducks, amphibians and dragonflies as well as purple loosestrife, iris and white willow.



[2] The overview refers to areas of land administrated by the special asset Port (16.98 km²) and land administrated by the special asset Fishing Port (Waterside) (1.46 km²); Areas of protected landscape have not been taken into account; area numbers are designations for European conservation areas.

NEGATIVE IMPACT ON BIODIVERSITY FROM THE PORT INFRASTRUCTURE

[EN12✓]

CAUSE	MITIGATING MEASURES
Land use In cooperation with coastal protection and farming, ports and shipping have drastically transformed the habitat of the lower and outer Weser over the past 1,000 years. Large areas of shore have been reclaimed and fortified for the port facilities	Over the past 20 years, we have implemented comprehensive port compensation measures which offer new habitats for endangered flora and fauna. We also get involved in research and development projects in order to initiate improvements together with other interest groups. The aim of the tidal polder in the Drepte lowland project, for example, is to integrate wider areas influenced by tides and to expand the extremely limited estuary habitat.
Noise The construction of port facilities often necessitates ramming, for example of sheet piles or dolphins. The resulting noise is transported a long way in the water and can have a serious impact on the habitat of twaite shad, river or sea lamprey and porpoise.	To reduce the negative effects, ramming is restricted to a minimum and also for a limited time in sensitive areas and replaced by vibrating if possible. By slowly increasing the intensity of the sound, animals in the environment which are sensitive to noise, such as porpoises, can be actively scared off.

NEGATIVE IMPACTS ON BIODIVERSITY DUE TO SHIPPING

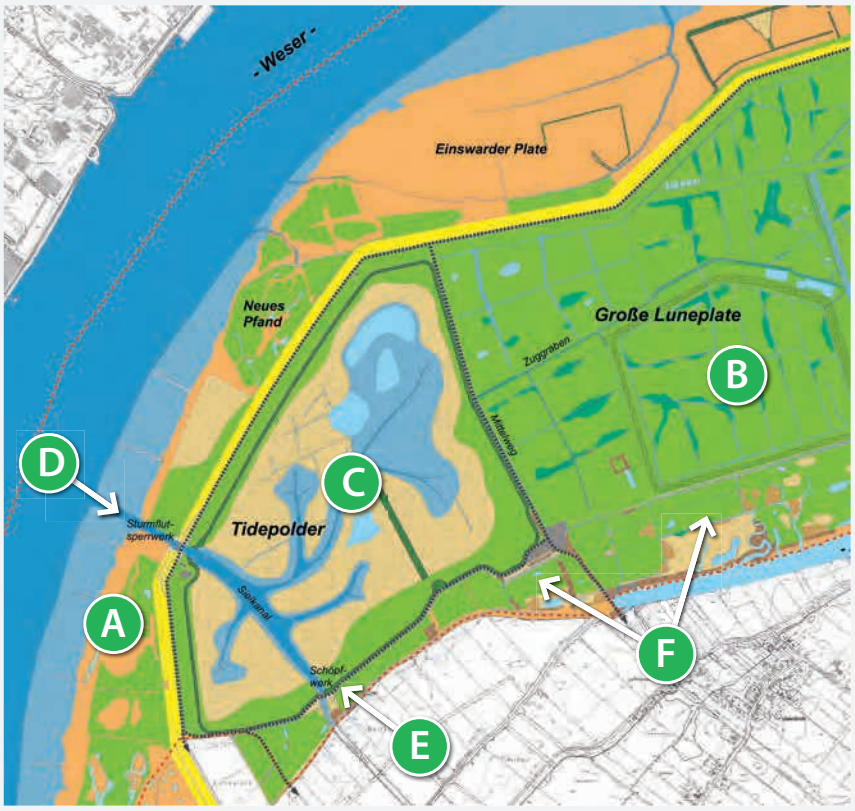
[EN12✓]

CAUSE	MITIGATING MEASURES
Contamination due to underwater paint Contaminants released into the port water by shipping, i.e. in particular tributyltin (TBT) from anti-fouling paint, can have a negative impact on the hormone metabolism of the animal species living there. For this reason, the application of underwater paint containing TBT has been banned worldwide since 2003. However, due to existing coats of paint as well as sanding work conducted on old ships in the berths, a certain amount of contaminants are still entering the water.	As part of water depth maintenance, we always examine the contaminant content of the dredged material. In the case of excessive contamination, it is not possible to relocate the sediments to the Weser and removal from the water is essential. The sediments are then treated before being made available for further use as construction material. Our water depth maintenance efforts thereby also simultaneously contribute water decontamination.
Ship waste Despite being prohibited by international law[3], some ships still illegally dispose of their plastic waste in the sea. According to NABU, this kind of waste leads to the death of up to 100,000 marine mammals and one million sea birds every year, as it blocks the animals' digestive tracts. Plastic waste has a durability of up to 450 years and only disintegrates slowly through the effects of salt water, sun and friction which, in turn, releases toxic ingredients.	To counter the global issue of plastic waste, in the ports of Bremen (and across the EU), ships are obliged to hand in their waste. Depending on the gross space, the Bremen port fee scale contains a mandatory flat-rate payment for waste which contains oil and household-type waste. This amounts to a few per cent of the port fee.
Introduction of invasive species Ballast water is taken in by marine ships to ensure sufficient stability during cargo-free journeys. However, without certain precautionary measures, ballast water always contains organisms which can then be introduced by the ships into foreign ecosystems. If invasive species are introduced, there is a risk that the native species become endangered or are permanently displaced.	In order to restrict the introduction of alien species, we support the international ballast water agreement of the IMO, which demands the exchange or treatment of ballast water by the instigating shipowners. However, the declaration binding by international law has not yet come into force as insufficient states have declared themselves willing to ratify it.

[3] The MARPOL Agreement 73/78, appendix V regulates the disposal of ship waste.

THE LUNEPLATE – 1,000 HECTARES OF SUBSTITUTE HABITAT FOR DIVERSE ENDANGERED FLORA AND FAUNA

On the Luneplate, a former Weser island enclosed by dykes directly on the Weser estuary, compensation measures for various port construction and commercial port plans have been implemented over a period of 20 years and an area of approximately 1,000 hectares. While some areas have already achieved their developmental goal, others are still looking at a 15-year development period. The areas which have already been prepared have been declared the EU bird reserve (DE 2417-401) "Luneplate" and FFH area (DE 2417-370) "Weser at Bremerhaven". The Luneplate has also been declared a national nature reserve.



A) Outer dyke areas (350 ha)
Since 1991, large areas of the outer dyke spaces on the Luneplate between Dedesdorf and the former Lunesiel have been developed for the purpose of nature conservation. The 280-hectare Tegeler Plate formed the focal point of these measures. Following the construction of new tidal inlet systems, the opening of the summer dykes and the termination of use, natural further development was initiated in 1998. Further transformation measures in former depositing sites are also planned to enable developments which are in tune with nature.

B) Grassland zone (290 hectares)
In the past, the grassland area which is today intersectioned by ditches used to be intensively farmed. Today, it is a retreat for many rare and endangered animal species. The wet grassland offers an ideal home
for resting and breeding birds. The grazing of wild buffalos has ensured that this former arable land has developed into and remains a wet grassland for a wide ranges of species.

C) Tidal polder (220 hectares)
The tidal polder is a walled area which is influenced by brackish water (water with a low salt content) from the Weser in time with high and low tides via the storm flood barrier. It consists of an intricate system of artificially created channels. Mudflats and reed beds offer refuge to numerous animals and improve the adaptation options for flora and fauna in light of rising sea levels. Through targeted water management, the drainage and retention systems regulate the water level. This ensures that the biotope function is upheld even during long dry or hot spells.

D) Storm flood barrier
The 35-metre-wide storm flood barrier in the dyke can be closed in the case of extremely high tides or storm tides.

E) Tidal pump station
The tidal pump station regulates water levels over an area of 30 km behind the tidal polder and offers protection against flooding. During periods of heavy rainfall, rain water from the interior can be pumped off into the tidal polder quickly and safely.

F) Wetland structures (140 hectares)
Diversely structured habitats were created on an old arm of the Weser with ponds, alluvial trees and shrubs, reed beds and grassland areas.

IN TOUCH WITH OUR STAKEHOLDERS

INTERVIEW WITH MARTIN RODE, CEO OF THE BUND STATE ASSOCIATION OF BREMEN



Martin Rode

Bund für Umwelt und Naturschutz Deutschland

BUND
FRIENDS OF THE EARTH GERMANY

What is your opinion of the port development projects of the past few years?

Port expansions always involve a certain amount of interference with nature and the landscape. They should only be permitted subject to a good reason and assuming thorough planning and a conclusive overall concept justify the changes. Nature must not emerge from the project as the loser. Plants and animals require areas of refuge where they can live in peace. When it comes to the port expansions at the Weser estuary, the issue is explicitly about the retention of one of the last large river estuary areas in Germany with a large area of brackish water mudflats, extended areas of reed beds and flood landscapes. These have come under pressure all over Europe and the world. We have to be successful in linking the different functions together. The measures implemented by bremenports at the Luneplate are certainly pioneering in this respect.

In your opinion, how has the port management company mastered the balance between infrastructure expansions and nature conservation?

bremenports has implemented the full scope of all legal compensation measures. With the Luneplate, an area has been created which, today, is an ideal refuge for many types of plants and animals: Well over 10,000 wild geese and many thousands of ducks and wading birds rest here every year. One particular point which should be emphasised is the extraordinary number of barnacle geese and avocets. With this, bremenports sets itself far apart from other instigators of interference.

What could bremenports do to give even greater consideration to the requirements of biodiversity?

We still encounter plans which involve serious consequences for biodiversity. The improvement of the ecological condition in the estuaries which is urgently necessary and legally required is not really progressing. bremenports can make this discrepancy clear to users associated with the port and shipping industry.

Shipping on the Weser but in particular the ports, had and still has a large impact on the existing habitats for flora and fauna at the lower and outer Weser. Nature conservation associations have taken a very critical view of developments so far and demanded solutions which aim to achieve better cooperation. In the past 25 years, several important areas of progress have been achieved which are most clearly evident at the Luneplate.

ENVIRONMENTALLY FRIENDLY SHIPPING

[EN21, EN27✓, DMA✓]

"Measured by the quantity of goods transported, ships are already the most environmentally friendly mode of transport. Nevertheless, we still want to help to further reduce negative impacts on humans and nature."

Karina Wieseler
Sustainability in Shipping
bremenports GmbH & Co. KG

Construction of the **1st** *LNG-powered hopper barge worldwide.*

25% *of all ships which docked demonstrated an ESI[4] rating.*

WHY IS THE ASPECT KEY?

As an international marine port location, the ports of Bremen form a core component of the global goods trade which is mainly conducted via shipping. In this transport hub, European scheduled services and inland ships are responsible for further parts of the cargo supply or further distribution. Additionally, we have various ships of our own in use for port maintenance measures.

Until now, the dimensions of ships have been primarily guided by economical and technical possibilities. Accordingly, waterways and ports both have to be adapted to new ship classes and the hydrological system boundaries of healthy waters have been reached or exceeded. On top of this, ship emissions are regarded as having a significant environmental impact. They result from the combustion of fossil fuels, the waste resulting from ship operation and the use of operating materials containing contaminants which, in turn, can enter the water (e.g. anti-fouling paint). While greenhouse gases contribute to global climate change, sulphur oxide and nitrogen oxide have a local effect on the acidification of the ground and water. Additionally, particulate matter can lead to chronic respiratory and cardiovascular disease.

The designation of so-called emission control areas (ECA) by the International Maritime Organisation (IMO), in which stricter emission threshold values (sulphur oxide, nitrogen oxide or particulate matter) apply, as well as the global reduction of permitted sulphur content, aim to cut the emission of these air pollutants[5]. The ports of Bremen are located in the North and Baltic Seas emission control area. Here, the mandatory use of fuels with a maximum sulphur content of 0.1% has applied since the beginning of 2015. Alternatively, corresponding values can be demonstrated by exhaust gas treatment systems.



ECA areas

[4] Based on the "Environmental Ship Index" (ESI), ship owners which dock at the ports of Bremen with particularly environmentally friendly ships receive discounts on the port fees.
[5] IMO MARPOL (International Convention for the Prevention of Marine Pollution from Ships), valid in its present version since 1987; Annex VI Prevention of air pollution from ships.

HOW DO WE MANAGE THIS ASPECT?

Both ship design and ship operation are regulated by international and national law. The responsible port authority, i.e. the port office of the Hanseatic City of Bremen and/or the harbour police check compliance with the provisions which apply here in accordance with the International Convention for the Prevention of Pollution from Ships (MARPOL) as part of the so-called port state controls.

Despite its relatively high level of environmental friendliness as a mode of mass transport, marine and inland shipping must remain committed to further reducing negative impacts on the environment. It is important to us to continue supporting the shipping industry in this matter. One single port only exercises limited direct influence on shipping and, in particular, on the emissions of such. However, the social benefit of a port is enough of a driver to exert as much influence as possible. We therefore use more efficient and lower-emission technologies in our own working ship fleet, develop and use incentive systems and engage in active and close collaboration with other port locations across the world to achieve synergy effects. This is necessary in order to avoid distorting effects on competition.

› Research and development

We can only control what we know. On the road to developing an emission model for the ports of Bremen, together with the Bremen Institute of Shipping Economics and Logistics, we have begun to develop a model for the simulation of shipping traffic. Following development of the pilot for Bremerhaven, the Bremen port will be integrated into the model. The aim is to record the emissions at the port location by examining the transport chain and in particular the shipping traffic and to place the results in relation to load units for the purpose of comparability (absolute quantities of individual emission types). In order to record the effects of the threshold values for sulphur in the North Sea which came into force at the beginning of 2015, the data available for the simulation from docking ships in 2012 will be expanded by data from 2015.

› Innovative technologies

Emissions can be reduced through the use of alternative drives and fuels. Although our fleet of working ships operates on inland ship diesel[6] in line with requirements, each time a new ship is constructed, we assess whether more environmentally friendly drive systems can be used for the respective ship. Hybrid drives in combination with accumulators are currently being used in the construction of a new hopper barge and a survey vessel.

Liquefied Natural Gas (LNG) is also gaining importance as an alternative fuel for the fulfilment of existing and future emission threshold values for the shipping industry. Liquefied as a result of cooling to at least –162°C, in comparison to conventional fuels, the natural gas releases no sulphur oxide when burned and virtually no particulate matter. Furthermore, with optimal combustion, the CO_2 emissions can be reduced by up to 25 % and the nitrogen oxide emissions by 80-90 %.



Refuelling for the first time with LNG in Bremerhaven. The island ferry MS Ostfriesland was fitted with a dual-fuel drive in Bremerhaven.

OUR OWN LNG HOPPER BARGE

We have ordered the construction of our own LNG-powered hopper barge. From 2016, it will be used to transport harbour silt. As an innovative pilot project, the construction of the world's first hopper barge with this technology is being sponsored by the European Union to the tune of EUR 1.65 million. We want to use this pilot project to prove the suitability of this technology and position ourselves as a user of LNG in order to expand the demand for this new fuel. In 2015, the concept received the Environmental Award from the IAPH in bronze.

Co-financed by the European Union
Trans-European Transport Network (TEN-T)

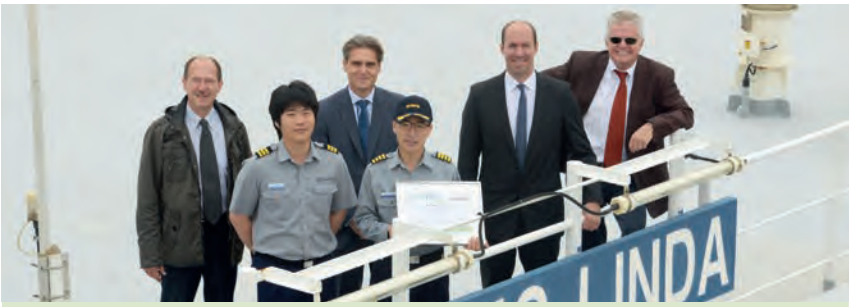
[6] It is similar to diesel for heavy goods vehicles, is almost completely sulphur-free and with 0.001% is far below the threshold values for marine shipping (0.1 %).

› Onshore power supply for inland ships

Many berths for inland ships are located in close proximity to urban developments. In order to minimise the negative effects from running diesel generators while the ship is berthed, the berths are gradually being equipped with power connections. All of the current 18 consumption points are supplied with green electricity. This not only significantly reduces the emission of nitrogen and sulphur oxides, fine particles and CO_2 – the crew and residents also benefit from the sources of noise being switched off. From the ship master's perspective, the stable network and the considerably lower costs in comparison to the running generator are the benefits of this solution which has been very well received.

› Onshore power supply for marine ships

Energy providers are interested in providing power to ships in the port, thereby enabling them to switch off their on-board machinery. However, emissions can only be reduced here by using green electricity or, to a lesser extent, by using LNG. As the ship owners are not willing to bear significantly higher energy costs or shy away from the costs of ship conversion and the energy providers cannot recover the investment costs for the necessary infrastructure through the selling price, with just a few exceptions at specific problematic locations (Hafencity in Hamburg and "dedicated terminals" for scheduled shipping) this solution has yet to be implemented cost effectively. As marine ships have to supply their own power at sea in their peak operating periods anyway, we expect ships to be equipped with clean engine systems and fuels. Yet in this international competitive market, this will only be possible through the introduction of international regulations by the IMO which must repeatedly be confronted with corresponding demands. bremenports will continue to support and facilitate this discussion in a regional context with the aim of developing sustainable solutions.



"greenports Award"
Based on the ESI rating, we present an award every year for the lowest-emission ship and the shipping company with the most environmentally friendly fleet docking at the ports of Bremen. In 2013, the award went to the car transporter "Morning Linda" with 45.4 ESI points and the associated shipping company EUKOR Car Carriers with 35.6 points.

› Discount system for environmentally friendly ships

Based on the "Environmental Ship Index" (ESI), shipping companies which dock at the ports of Bremen with particularly environmentally friendly ships receive a discount on port fees. The index was developed on the initiative of the World Ports Climate Initiative under the umbrella of the International Association of Ports and Harbours (IAPH) together with the ports of Rotterdam, Antwerp, Le Havre, Hamburg and Amsterdam and included in the Bremen port fee scale in January 2012. It consists of partial ratings for the emission of nitrogen oxides, sulphur oxides and carbon dioxide and awards additional points for a connection for an external power supply. Every quarter, the 25 ships with the most ESI points can receive a discount. Starting in 2016, LNG-powered ships will receive additional discounts in the ports of Bremen.

› Ship waste

According to reports from environmental associations, the introduction of waste into the world's seas is drastically increasing. The accumulation of plastic waste in particular poses a serious global problem: This has a durability of up to 450 years and only disintegrates slowly through the effects of salt water, sun and friction which, in turns, releases toxic ingredients. From a global perspective, 80% of the waste flows from the land, while 20% goes straight into the sea through shipping, fishing, offshore industry, research, oil and gas platforms or aquaculture facilities. The introduction of ship waste must be prevented in all areas of the sea[7]. The provision and use of port reception facilities for ship waste and cargo residues aim to reduce illegal waste disposal[8]. Additionally, the ship master is obliged to hand over all ship waste on-board prior to departure. Depending on the gross amount of space, the Bremen port fee scale contains a mandatory flat-rate payment for waste which contains oil and household-type waste. This amounts to a few per cent of the port fee.

[7] See appendix V of the MARPOL Agreement dated 1 January 2013. [8] In the ports of Bremen this was implemented with the Bremen law on port reception facilities for ship waste and cargo residue (BremHSLG) dated 19 November 2002.

IN TOUCH WITH OUR STAKEHOLDERS

INTERVIEW MIT ROGER STREVENS, VICE PRESIDENT, GLOBAL HEAD OF ENVIRONMENT, WALLENIUS WILHELMSEN LOGISTICS



Roger Strevens

What does sustainability mean to the company's management?
WWL aims to be the industry front-runner on environmental performance. We have a zero emissions long term ambition because we believe it is the route to the greatest positive outcome in terms of people, planet and profit. Environmental commitment is a thread that runs through WWL from the boardroom to the bridge. We strive to exceed our responsibilities today in order to reduce the cost and risks to our customers for tomorrow and we have a substantial catalogue of achievements to show for those efforts.

What objectives do you want to achieve when it comes to GHG-reductions?
Our focus is on our relative GHG emissions, or put another way, that is the average CO_2 arising from moving one tonne of cargo over one kilometer. Between 2005 and last year we achieved a 20 % reduction to 30.99 g CO_2/tkm. Since there is a direct link between fuel consumed and CO_2 produced and considering we pay for our fuel ourselves, it is a figure we are motivated to reduce for environmental and economic reasons. To us it is not just the CO_2 numbers that we report that is important, it is also how they are reported. We believe in being accountable and transparent in our performance, which is why since 2009 we have been reporting our total and relative CO_2 figures in accordance with ISO14064 and with third party verification. Our annual sustainability reports present the actual figure, comments on the year-on-year change as well as the development of each result over the last decade. That way the full context of the result is given. It also means that while overall the trends have been positive, that some years the results 'go the wrong way'.

There are several reasons why results may be negative, but chief among them for us as a liner company is the utilisation factor of our vessels, which is a reflection of market conditions; something which is beyond our control.

What do you demand of a port (port of Bremerhaven) to be a chain link in a sustainable value chain?
As with all our suppliers, we encourage and expect ports to take the same environmentally progressive as we do. For example, participation by the port in the Environmental Ship Index, an initiative that aims to attract the cleanest vessels is very welcome. I'm pleased to say that Bremerhaven got on board that programme at an early stage.

We would also welcome a change that would permit in water hull cleaning using the new Remotely Operated Vehicle approach that – critically – includes capture of what is removed. We believe that such cleaning systems represent a better environmental approach than conventional cleaning by divers or banning in-water hull cleaning outright.

Lastly, the robust and effective enforcement of sulphur regulation by authorities, both in port and on the high sea, is critically important to all responsible shipping companies (and, by extension, their customers) in order to ensure fair competition. To that end the installation of sniffer devices at the entrance to the port of Bremerhaven as a means to identify vessels in need of closer inspection and to serve as a deterrent to malpractice is a welcome development.

WALLENIUS WILHELMSEN LOGISTICS

Wallenius Wilhelmsen Logistics delivers innovative and sustainable global shipping and logistics solutions for manufacturers of cars, trucks, heavy equipment and specialised cargo. Bremerhaven/Bremen is among the busiest ports in our network and we employ almost 100 people there.


04





Lutz Jankowsky
Head of the Workshop/Operations/Storage
bremenports GmbH & Co. KG

"Crisis-proof jobs, comprehensive employee rights, extensive training programmes, effective health management and a wide variety of offerings for reconciling work and family life stand bremenports in good stead for the future and make it an appealing employer."

ATTRACTIVE WORKING CONDITIONS

[G4-10✓, G4-11✓, LA1✓, LA2✓, LA3✓, LA9✓]

"We want to enhance staff satisfaction and employer attractiveness as well as recruit and retain qualified staff by offering a corporate culture which is family-conscious, promotes health and ensures expertise is preserved."

Sandra Guhs
Team leader for personnel support, controlling and development
bremenports GmbH & Co. KG

With a trainee rate of **10.5%** *we are preparing for the competitive labour market the future will bring.*

On average every employee underwent **17 hours** *of training in the reporting year.*

WHY IS THE ASPECT KEY?

The competition for highly qualified employees is already under way. The nature of work and the responsibilities involved have grown in complexity and diversity over the past years and there is also growing demand for qualified staff, yet, at the same time, the labour market is shrinking: In order to recruit and retain expert staff, the establishment of attractive working conditions has become a core component of our corporate policy.



HOW DO WE MANAGE THIS ASPECT?

› Fair pay and voluntary additional benefits

The solid basis for recruiting and retaining employees is provided by market-compliant and performance-oriented pay. Within the framework of the civil service collective agreements (TVöD) agreed with the Communal Employers' Association (VKA), we offer all employees crisis-proof jobs.

In addition to a salary according to the salary scale and statutory social security benefits, our collective agreement includes an additional company pension scheme, accident insurance cover, an annual special payment and capital-forming benefits. Furthermore, bremenports employees receive a bonus aimed to boost motivation and personal responsibility. Employees are additionally offered discounted passes for public transport in the form of the so-called "Job-Ticket" and also have the opportunity to train in affiliated gyms at a reduced rate via the "Hansefit" corporate fitness programme.

Long-term employment relationships and a low level of staff turnover are testimony to a satisfied workforce. In order to measure the satisfaction of staff more effectively and derive development potential, we are currently working on a concept to determine staff satisfaction levels.

› Work-life balance

Employees who are able to reconcile family and work life are more motivated and productive. For this reason, work-life balance is a top 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. On request, a home office can be set up for mothers, and fathers too, to give them more flexibility with regard to childcare and allow them to work from home. Under specific conditions jobs can also be shared.

"I took 2 years' parental leave with both of my children. In each case I spent 6 months at home with the kids and then reduced my contract to 30 hours a week. As I could work from home, I was able to organise my working life around appointments with my children, which helped to take a lot of the stress out of day-to-day life!"

Kai Utschinski, civil engineer
(2 children, 3 and 1 years old)

Vacation programs for children and an on-site parent-and-child office offer working parents additional support. The growing need among young fathers to spend more time with their families is also reflected at our company. Accordingly, in the reporting year the percentage of fathers who took parental leave rose from 44% to 56%. The care and nursing of family members is also becoming increasingly important for many employees. Since people have a lot of questions in connection with this, we hold care seminars and offer affected and interested colleagues the opportunity to share their experiences with others in a dedicated care group.

› Company health management

Employees who are physically and mentally fit are more enthusiastic about and better able to cope with their work routine. The corporate health management system aims to create a holistic framework that helps employees to stay healthy and also improve their health. Staff motivation and performance is enhanced and lost time due to illness reduced. Courses to avoid conflict in the workplace, on stress management and visual training help staff to tackle the most common challenges encountered at work. Sporting events such as football tournaments, dragon boat races and corporate fun runs are organised to foster team spirit. A good quarter of the workforce is already taking advantage of the "Hansefit" corporate fitness programme, which allows staff to train in affiliated gyms at a discounted rate. Regularly held "health days" give staff an opportunity to find out more about current and future offerings.

"To date I have been really impressed by what bremenports offers families! I took two months off as parental leave, and dropping down to 20 hours a week and working from home was no issue at all. Thanks to modern communication technologies, I didn't experience any problems coordinating with superiors and colleagues; it couldn't have gone more smoothly!"

Bastian Borchers, civil engineer
(1 child, 1 year old)

BICYCLE-FRIENDLY BUSINESS



We have been recognised by the ADFC (German Cycling Association) as a company which actively encourages cycling and, as such, we strive to motivate our employees to cycle to work. This not only helps to protect the climate but also improves overall health. Staff can store their bikes securely in a locked area of the underground car park. What's more, we have a number of company e-bikes available for making journeys within the city and to nearby constructions sites.

› Recruiting of young talent and training

Early recruitment of young talent is growing in importance. By offering internships to pupils and participating in "Future Days", we aim to spark young people's interest in our company at an early age.

With our qualified training programmes, we are preparing for the competitive labour market the future will bring as a result of demographic changes. In addition to fulfilling company needs, we regard training as an important social responsibility for the region and, as a training company, we provide training opportunities above and beyond our own needs in collaboration with the Bremen Training and Further Training Centre. In 2014 we offered a total of 36 apprenticeships in eight trades and a vocational training/study programme in civil engineering. This corresponds to a trainee rate of 10.5 %. In the medium term, we hope

WE ALSO OFFER TRAINEES THE OPPORTUNITY TO TRAIN ABROAD:
"During my time in London I worked for a consulting company, this presented a great chance to master a completely new situation!"

Melanie Geltz,
trainee office management assistant

"I completed an internship in a printing company in London. It was brilliant to get practical work experience abroad. I learned that you don't need to speak perfect English to be understood."

Charlyn Schrul,
trainee office management assistant

to increase the number of apprenticeships and vocational training/study programmes offered even further. Moreover we regularly offer student interns and graduands the opportunity to gain practical experience in the course of their studies or final theses.



Preparing for a dive



Trainer Köhnken together with his trainees

› Further training

The success of our company depends on the skills, expertise and efficiency of our staff. The goal of our HR development's efforts is thus to expand professional knowledge by means of further training in order to ensure the transfer of know-how to the next generation. Personal development options and further training requirements are discussed and agreed in structured annual performance reviews. On average every single employee underwent 17 hours of further training in 2014. We also conducted the "Talent Management Programme" for a second time in order to improve the social and methodology skills of motivated staff.

FAIR WORKING CONDITIONS

[LA12✓, HR3✓]

"Based on our guidelines for management and cooperation, we are committed to fair and respectful teamwork and categorically reject all types of discrimination."

Thomas Plönnings
Chairman of the works council
bremenports GmbH & Co. KG

In our sector, which continues to be male dominated, we were able to increase the proportion of women to

24.3%

in the reporting year.

WHY IS THE ASPECT KEY?

The port construction and maintenance work environment remains male-dominated. In the interests of gender equality, we want to continiously increase the number of women in technical, nautical and craft trades as well as in managerial positions. We are guided by the Bremen Law on Gender Equality in the Civil Service (LGG).

The number of severely disabled people has been rising for some years now. The Bremen Act for Equal Opportunities for People with Disabilities (BGG) ensures that such people are not discriminated against in the labour market. The Management Board, works council and representative for the severely disabled have reached an internal integration agreement in order to ensure a balanced workforce structure.

Equality and the condemnation of all forms of discrimination are a matter of course and safeguarded by the Anti-Discrimination Act (AGG). We embrace diversity as an opportunity and encourage different talents, skills, approaches and perspectives by maintaining an open corporate culture.

HOW DO WE MANAGE THIS ASPECT?

› **Anti-discrimination**
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 to investigate all – even confidential – reports and complaints and, as soon as they are made aware of an incident, to explain to the affected party the impact and consequences under employment law and to provide advice and support to the latter. Applicants may also consult the HR AGG Officer as part of the application process. 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.

INTEGRATION OF THE SEVERELY DISABLED
Our proportion of severely disabled employees is currently 9.4% and below the level of the previous year. Nevertheless it is still well above the proportion of 6% stipulated by Bremen's Equal Opportunities for People with Disabilities Act.

Advancement of women & equal pay

There is consensus between the Management Board, women's officer and works council at bremenports that measures to ensure equality between men and women must continue to be implemented and a more balanced workforce structure must be achieved. To this end, an affirmative action plan for women has been developed, which is updated every two years.

ACTIVE CORPORATE POLICY FOR PAY EQUALITY

In order to expose and analyse possible wage inequality and potential discrimination, we participated in the project "Equal Pay Check" initiated by the Hans-Böckler Foundation in 2014.

Three areas were assessed: Requirement-related basic pay, allowances for difficult working conditions and performance-based remuneration. The results were positive and confirmed by presentation of the certificate from the Federal Anti-Discrimination Body. The company statistics identified no discrimination against women or part-time employees.

Cooperation with the works council

It goes without saying that freedom of association and the right to collective bargaining are granted on the basis of the Works Constitution Act (BetrVG). The most important committee for codetermination is our 9-person works council. This body represents employee interests and ensures compliance with collective agreements, statutory regulations and provisions as well as applicable company agreements. The Management Board informs the works council in good time prior to changes to the company in compliance with the legally binding information obligations and allows it to participate in decision-making. Our common goal is to arrive at solutions with the best interests of bremenports GmbH & Co. KG, its employees and its shareholder, the Free Hanseatic City of Bremen, in mind.

GUIDELINES FOR MANAGEMENT AND COOPERATION

The guidelines for management and cooperation provide the basis for a corporate culture shaped by trust, responsibility and reliability at bremenports.

- **We take responsibility for our actions and the decisions we make**
- **We act in a fair and trustworthy manner**
- **We conduct business in a goal-oriented way and communicate in a timely, transparent, open and respectful manner**
- **We are reliable, credible and loyal**
- **We encourage team-based cooperation and qualification and training based on requirements**
- **We motivate staff by giving them responsibility and acknowledging their achievements**



OCCUPATIONAL HEALTH AND SAFETY

[LA5✓, LA6✓, LA8✓]

"We strive to avoid industrial accidents as far as possible and reduce the number of days lost due to illness even further by employing expedient preventative measures."

Karl-Heinz Kammer
Head of the Commercial Affairs division
bremenports GmbH & Co. KG

6 *Industrial accidents[1] resulted in 39 lost days.*

6,923 working days were lost due to illness – that corresponds to **7.7%** *of all planned working hours[2].*

WHY IS THE ASPECT KEY?

Occupational safety is a well-established aspect of labour practices, and it is therefore only natural that we assume responsibility for our staff and provide working conditions which promote health and ensure maximum safety. After all, the health of our employees is key to our success! The Occupational Safety and Health Act (ArbSchG), statutory accident insurance and law concerning company doctors, safety engineers and other experts for occupational safety (ASiG) provide the legal foundation for safety at work. This system is monitored by statutory accident insurance representatives, the employers' liability insurance associations. These issue accident prevention regulations which are legally binding.

USE OF TETRA

In addition to standard media such as e-mail and telephone, we also use TETRA (terrestrial trunked radio) if necessary in order to guarantee uninterrupted communication in the case of emergencies on special sites without network reception. Staff in certain areas of the port must carry a digital radio device with them in order to receive rapid assistance in the event of an accident.



Potential hazards when welding are prevented by taking the necessary precautionary measures

[1] The industrial accidents led to bruises, muscle strains, contusions, burns and cuts. [2] The long-term ill are included in the calculation and in the reporting year a total of 3 employees were 100% absent.

HOW DO WE MANAGE THIS ASPECT?

Our preventative measures in the interest of health and safety focus on goal-oriented and trusting cooperation with all those involved in the implementation of statutory occupational safety laws and regulations and who work jointly to safeguard and improve the health and safety of our staff. The services of the company doctor, safety engineer, fire protection officer and social advisers are offered by Performa Nord or for the workshop by BLG Logistics Group. They offer regular briefings on occupational safety, conduct safety inspections and risk assessments, introduce technical, organisational and personnel safety measures and subsequently check their efficacy.

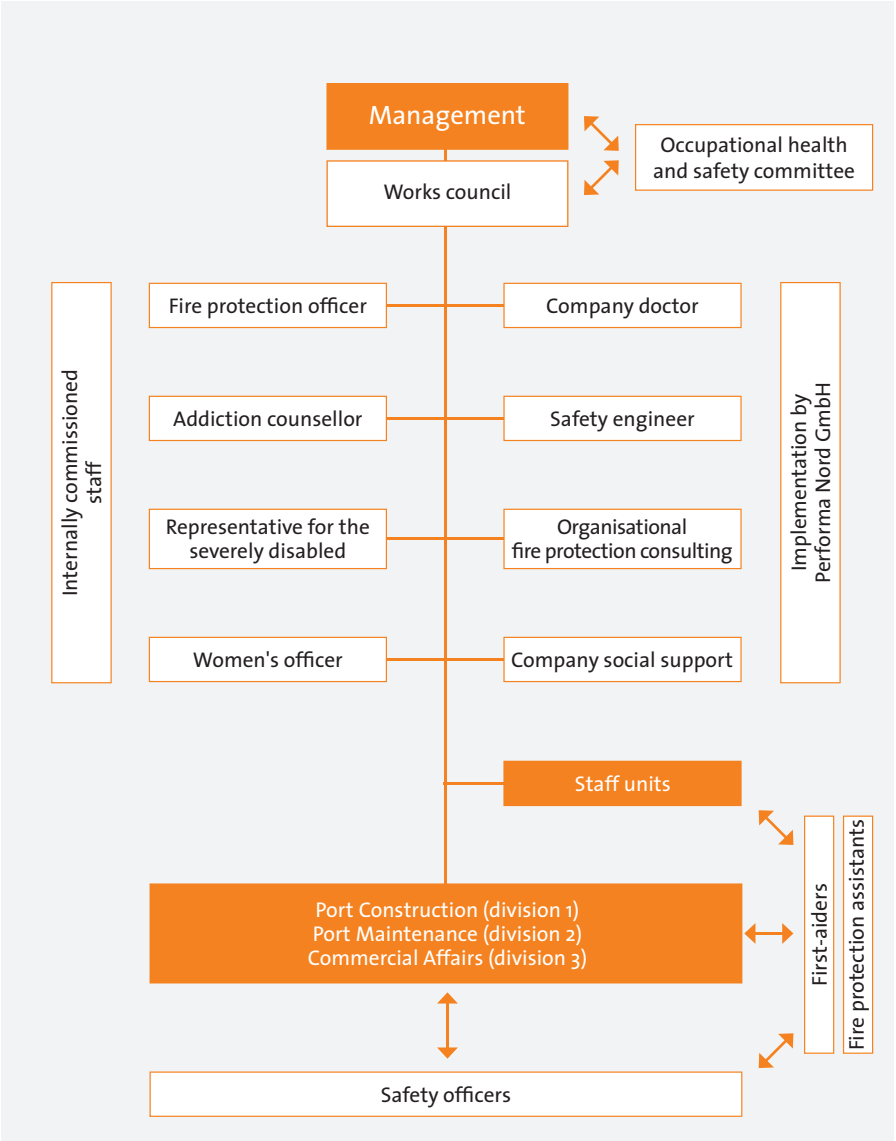
The ASA committee gives all employees the opportunity to table their concerns on occupational health and safety by involving the works council, the representative for the severely disabled, the women's officer and the representative of the safety officers. No further health and safety agreements with trade unions have been entered into beyond the statutory regulations.

Within the framework of occupational health and safety we are not only responsible for our staff but also for the customers, service providers, commissioned companies and third parties who work at the special assets Ports' facilities.

All users of the port must be familiar with the safety instructions, e.g. on driving within the facilities and agreements to the use of the safety cards.

If external companies are commissioned to perform construction or maintenance work on the port infrastructure and employees from other companies thus work on the site, we ensure that a safety and health protection coordinator is appointed who is responsible for coordinating and checking all the necessary measures for occupational health and safety.

To prevent accidents and offer additional support to the crews on ships, service vehicles are provided to transport crews safely from the port premises to public facilities.



Occupational health and safety organisational structure


05





Alexandra Groth
Sustainability Controlling
bremenports GmbH & Co. KG

"Our ports exert a major positive and negative influence on the environment, economy and society. Open and trustful exchange of opinions with residents, port users, environmental associations, authorities and the public is essential to ensuring the continuing support from the various interest groups."

IMPACTS OF THE PORTS OF BREMEN ON THE POPULATION

[SO1✓, SO2✓]

"Our fundamental goal is to maximise the positive impacts of Bremen's ports and to minimise the negative impacts on the nearby population."

Klaus Bartels
Head of Staff Department
Port Development
bremenports GmbH & Co. KG

WHY IS THE ASPECT KEY?

Bremen's ports are highly influential in the region and, as such, adverse effects and communal benefits arise which are viewed differently by the various interest groups. This makes the exchange of information and opinions with stakeholders, and in particular residents, elementary. In our role as a port management company, we are not only committed to reacting to the requirements of stakeholders but also to pro-actively searching for solutions and developing compromises together.



Residential area in Bremerhaven-Weddewarden

NOISE MANAGEMENT AT THE CONTAINER TERMINAL IN BREMERHAVEN



HOW DO WE MANAGE THIS ASPECT?

› Impacts in the context of infrastructure projects

When port facilities are built and extended, depending on the scale and size of the undertaking, mandatory approval procedures must be observed in order to assess the positive and negative impacts of the project. These procedures consider the risks and opportunities for the environment and society in connection with the investment. The course of such procedures is detailed below:

The starting point is always a proposal that justifies the need for investment, states whether alternatives were examined and the consequences to be expected if the project is not pursued. Depending on the scale of the project, various entities must be consulted. Whilst smaller undertakings can be decided upon internally, the bodies in charge must approve larger investments, e.g. the Senator for Economy, Labour and Ports and for major projects the government of the Free Hanseatic City of Bremen. In addition, public law approval proceedings must be observed. Depending on the size and scale of the project, the process ranges from simple official approval procedures through to complex planning approval procedures which demand a high level of public participation. This participation allows the affected groups to become involved and voice their concerns and expectations. The authorities charged with the administration process then weigh up these aspects and ultimately issue a legally binding decision. This often takes the form of a planning permission resolution and exercises a "concentration effect", i.e. the one procedure replaces a number of individual public law procedures.

CURRENT ISSUE: ACCESSIBILITY

In the reporting year the poor accessibility of the new viewing tower on the Luneplate was criticised by representatives of the disabled. This provides public access to the port compensation area and promotes enjoyment of this natural habitat. We are now working together with these groups to find a solution.

› Impacts of ongoing port operation

The positive and negative effects of ongoing port operation are listed in the table below. This list is subjected to continual assessment and is revised as necessary.

IMPACTS

> Land consumption and usage restrictions on the Weser

Even though today the amount of land used by Bremen's ports is restricted to the absolute minimum required, large areas of the Weser's banks in Bremen and Bremerhaven continue to be shaped by port-related usage and enjoyment of the natural habitat for the nearby population is permanently restricted. Furthermore, in recent years strict access and usage restrictions have been introduced in accordance with the ISPS Code in order to protect against terrorism. **You can find more information on this in the chapter on Port security.**

> Rises and falls in property values

The port puts extreme pressure on other land uses as a direct result of its land requirements, which can lead to both increases in value for commercial areas and decreases in value for residential areas.

> Noise immissions

Noise immissions from Bremen's ports and the upstream and downstream transport (maritime transport and inland waterway transport, rail, HGV) are regarded as a major nuisance by the nearby population despite the fact that the levels adhere to the legal thresholds. Noise was especially a significant factor during the expansion of the CT4 in Bremerhaven as there was considerable increase in noise pollution in the neighbouring area.

> Emissions of air pollutants

Shipping and hinterland-traffic cause significant air pollution, which, thanks to favourable winds, has not yet caused a nuisance locally. Nevertheless, all parties are interested in reducing emissions.

> Water pollution

Water pollution caused by shipping continues to be the result of anti-fouling coatings as does illegal dumping of waste at sea. Plastic waste in particular presents a problem which needs to be taken seriously. This is because once toxic substances have entered the water, they can only be removed and rendered harmless at great expense and subsequently enter our food chain through the consumption of marine life.

> Light immissions

The port needs to be well lit in order to cater for traffic and for the proper operation of workplaces. Although the level of lighting is below the legal threshold, the cumulative effect can represent a nuisance for the neighbouring population. The shields on the light sources required in many places for conservation reasons reduce the effect and the local community also benefits. The technical design of the light sources is regularly revisited in port development projects.

> 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 ports is similar. Based on development forecasts, the handling volume is expected to rise, which could further aggravate the situation.

> Handling of dangerous goods

As a universal port, we, the port management company, have no direct influence over the goods handled, meaning that dangerous goods are handled and transported to and from the port.

> Competition for limited financial resources

Considerable local and state investment is required to ensure the competitiveness of Bremen's ports and their future-oriented expansion, with the result that there is ongoing competition with other interests in society.

> Economic and employment effects

The infrastructure of Bremen's ports is essential for a large number of enterprises to relocate and operate here. These, in turn, have a significant impact on the local and regional labour markets. The impacts on the labour market of the ports of Bremen have a greater regional effect than in Hamburg or other German ports. **For more information on this, see the chapters Competitive position & Quality and Indirect economic impacts**



MITIGATION MEASURES	SEVERITY	EXPECTED DURATION	REVERSIBILITY
In order to provide the public with an insight into port life, initiatives are supported which open up the ports as tourist attractions, e.g. tours. Numerous more recent infrastructure projects have included extensive compensation measures in order to create alternative habitats which can be accessed by the public. For example, on the Luneplate activities are offered to encourage visitors to enjoy the natural habitat. **More detailed information on this is given in the chapter Biodiversity & Land consumption**			
Should infrastructure projects result in a drop in property value, redress can be sought in the planning procedures. Working with interest groups (farmers, landowners, conservation groups, etc.), meetings are held in such cases to sound out collective interests and rule out/ minimise negative impacts as far as possible.			
Both active and passive control measures have been implemented in order to preserve the indoor environmental quality and quality of life in areas adjacent to the ports. Active noise control measures tackle noise immissions directly at the source by reporting problematic peaks in noise levels directly to the handling companies in order to allow corresponding corrective measures to be initiated. Passive noise protection measures involved insulation of the houses of the residents affected, whereby the costs incurred were borne by the City of Bremen. Aside from such technical solutions, regular dialogue is held with the local community in order to promote mutual understanding. Our noise protection indicator, which considers the noise parameter as a function of container handling, is confirmation of the success of our efforts to minimise noise immissions. Despite the increase in handling volume, there has been an overall decrease in noise since 2008 and the current level is stagnant.			
A model for calculating ship-related emissions in Bremerhaven is currently being developed. **For more information, please refer to the chapters Climate protection & Energy management and Environmentally friendly shipping.**			
For more details on this, please refer to the chapter Environmentally friendly shipping & Effects of water depth maintenance			
The suitability of LEP/LED lighting for our needs is set to be assessed on a test route in the scope of a pending three-year project. In addition to their energy-saving effects, these new lighting systems serve to reduce light pollution and are more insect friendly.			
The timely planning and increase of capacities should prevent an increase in traffic congestion. The current hinterland study should help to assess future capacity needs more accurately. Bremen makes an effort to consult closely with the other North German federal states to bring about a positive development for all those affected.			
The safety standards for handling dangerous goods put in place in the ports of Bremen are exemplary and have restricted the transport of nuclear goods. **For more information on this aspect, please refer to the chapter on Port security**			
It is the role of politicians to balance potentially conflicting interests when allocating public funds.			
To maximise this to-date very positive effect, we aim to sustain the outstanding quality of Bremen's ports and enhance their competitiveness.			

Severity	Low	Medium	High
Expected duration	Short term	Medium term	Long term
Reversibility	Complete	Partial	Not at all

KEY PERFORMANCE INDICATORS[1]

GOVERNANCE

Disclosure	External assurance	Designation	Unit	2014		2013		2012	
SO3	✓	**Business units analysed for risks related to corruption**	Per cent	100		0[2]		0[2]	
SO4	✓	**Percentage of employees trained in anti-corruption policies and procedures**							
		› Number of trained staff with managerial responsibility	Number/ Per cent	1	2.1	1	2.1	7	14.6
		› Number of trained staff without managerial responsibility	Number/ Per cent	10	3.1	13	4.0	1	0.3
		Total number of trained staff (since 2008)[4]	Number/ Per cent	178	47.6	167	44.5	153	41
SO5	✓	**Confirmed incidents of corruption and actions taken**	Number	0		1		1	
SO8	✓	**Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations**	Number	None		None		None	

ECONOMIC PERFORMANCE

Disclosure	External assurance	Designation	Unit	2014	2013	2012
EC1[5]	✓	**bremenports GmbH & Co. KG Sources of value added**	EUR	23,965,594	23,359,086	
		a.) Income				
		› Sales revenue	EUR	27,416,872	26,115,343	
		› Changes in holdings	EUR	1,013,312	24,262	
		› Other income	EUR	1,283,269	1,287,225	
		b.) Expenditure				
		› Cost of materials	EUR	2,605,420	768,071	
		› Depreciation and amortization	EUR	149,943	129,111	
		› Other expenditure	EUR	2,992,496	3,170,561	
		bremenports GmbH & Co. KG Appropriation of value added	EUR	23,965,594	23,359,086	
		a.) Staff (wages & salaries)	EUR	22,914,149	22,030,803	
		b.) Providers of capital (interest expense)	EUR	137,777	137,909	
		c.) State (taxes/duties)	EUR	182,636	197,481	
		d.) Transfer to the shareholder (FHB) (net profit/loss)	EUR	731,032	992,893	

[1] The key figures for 2014 and 2013 refer to bremenports GmbH & Co. KG, the special assets Port and Fishing Port (Waterside). The key figures from 2012 relate only to bremenports GmbH & Co. KG and the special asset Port. [2] The last risk assessment for business units with respect to corruption risks was conducted in 2008. [3] Anti-corruption training for the Supervisory Board is conducted by the State of Bremen for all companies subject to Bremen's Corporate Governance Code. It is thus not within our sphere of influence. [4] Essentially all staff are trained who are classed as being at risk within the framework of the risk analysis. [5] Unlike all other disclosures, EC1 is presented separately for bremenports GmbH & Co. KG and the special assets Ports.

ECONOMIC PERFORMANCE

Disclosure	External assurance	Designation	Unit	2014	2013	2012
		Special asset Ports Sources of value added	EUR	**–59,059,139**	**–44,188,457**	
		a.) Income				
		› Sales revenue	EUR	**64,555,822**	**64,200,656**	
		› Changes in holdings	EUR	**0**	**0**	
		› Other income	EUR	**24,399,685**	**24,572,782**	
		b.) Expenditure				
		› Cost of materials	EUR	**1,636,625**	**1,509,873**	
		› Depreciation and amortization	EUR	**47,959,609**	**47,569,228**	
		› Other expenditure	EUR	**98,418,412**	**83,882,793**	
		Special asset Ports Appropriation of value added	EUR	**–59,059,139**	**–44,188,457**	
		a.) Staff (wages & salaries)	EUR	**0**	**0**	
		b.) Providers of capital (interest expense)	EUR	**30,158,734**	**31,224,800**	
		c.) State (taxes/duties)	EUR	**669,313**	**–627,694**	
		d.) Transfer to the limited partner (net profit/loss)	EUR	**–89,887,186**	**–74,785,562**	
EC4	✓	**Financial assistance received from government**				
		› Subsidies	EUR	**2,379,787**	**597,585**	
		› Investment grants	EUR	**767,854**	**1,229,000**	
G4-12		**Description of the supply chain**				
		› Expenditure for goods	EUR	**3,291,000**	**4,940,000**	**2,590,000**
		› Expenditure for services	EUR	**67,050,000**	**68,147,000**	**68,567,000**
EC8	✓	**Significant indirect economic impacts**[6]		**Data collection from 2010**		
		› Workers dependent on the port	Number	**74,000**		
		› Of which workers directly dependent on the port	Number	**57,000**		
		› From the seaport transport industry	Number	**33,000**		
		› From the port-related industry	Number	**24,000**		
		› Of which workers indirectly dependent on the port	Number	**17,000**		

[6] An update of the ISL study conducted in 2010 is planned for 2015.

ECONOMIC PERFORMANCE

Disclosure	External assurance	Designation	Unit	2014		2013		2012	
PSI[7]		**Development of ship size in Bremen's ports**							
		> Number of ship calls	Number	8,175		8,153		8,559	
		> Amount of GT handled	Number	227,434		223,367		227,975	
		> Average ship size in GT/ship	GT	27,821		27,397		26,636	
PSI[7]		**Nautical accessibility of Bremerhaven**							
		> Irrespective of tide (Panamax)	Metres	12.8					
		> Tide-dependent	Metres	14.5					
		> Length of approach route	Nautical miles	32					
PSI[7]		**Draught for ships calling at Bremerhaven**							
		> ≤10.50	Number	5,493		5,548		5,929	
		> > 10.50 to < 12.50	Number	1,084		1,065		846	
		> > 12.50 to < 13.50	Number	129		110		138	
		> > 13.50 to < 14.50	Number	25		21		26	
		> ≥ 14.50	Number	4		5		4	
PSI[7]		**Nautical accessibility of Bremen**							
		> Irrespective of tide	Metres	7.6					
		> Tide-dependent incoming	Metres	10.7					
		> Tide-dependent outgoing	Metres	10.35					
		> Length of approach route	Nautical miles	66					
PSI[7]		**Draught for ships calling at Bremen**							
		> ≤6.60	Number	910		897		1,035	
		> > 6.60 to < 7.60	Number	194		182		205	
		> > 7.60 to < 8.60	Number	88		84		121	
		> > 8.60 to < 9.60	Number	125		131		154	
		> > 9.60 to < 10.35	Number	60		47		53	
		> ≥ 10.35	Number	63		63		48	
PSI[7]		**Handling of sea freight/Passengers in Bremen's ports**		Incoming	Outgoing	Incoming	Outgoing	Incoming	Outgoing
		> General cargo	1,000 t	29,916	38,949	30,411	39,354	32,701	41,562
		> Bulk cargo	1,000 t	8,783	588	8,636	334	9,463	302
		> Containers	1,000 TEU	2,770	3,007	2,807	3,031	2,959	3,175
		> Automobiles	Quantity	485,682	1,783,830	426,702	1,752,018	491,650	1,690,343
		> Number of passengers	Persons	37,189	31,750	33,116	33,365	31,209	31,371

[7] PSI = Port specific indicator

ECONOMIC PERFORMANCE

Disclosure	External assurance	Designation	Unit	2014		2013		2012	
PSI[7]		**Diversification at the ports of Bremen**							
		› Number of shipping companies/charterers which call at Bremen's ports	Number	296		284			
		› Share of cargo volume from individual continents in 1,000 t		Incoming	Outgoing	Incoming	Outgoing	Incoming	Outgoing
		› Europe	Share in 1,000 t	22,228	14,591	21,899	13,978	23,065	15,551
		› Asia	Share in 1,000 t	8,516	12,142	7,948	11,823	9,535	12,951
		› America	Share in 1,000 t	7,020	10,476	7,963	11,076	8,707	10,750
		› Africa	Share in 1,000 t	908	2,135	1,205	2,316	791	2,102
		› Oceania	Share in 1,000 t	19	188	9	244	30	252
PSI[7]		**Modal split in Bremerhaven hinterland container transport**							
		› Container transport	1,000 TEU	5,777		5,838		6,134	
		› Of which transshipment share	1,000 TEU	3,423	59	3,585	61	3,931	64
		› Of which hinterland share	1,000 TEU / %	2,354	41	2,253	39	2,203	36
		› Of which roads	1,000 TEU / %	1,161	49	1,126	50	1,066	49
		› Of which rail	1,000 TEU / %	1,101	47	1,049	47	1,042	47
		› Of which inland vessels	1,000 TEU / %	92	4	77	3	95	4
PSI[7]		**Top 5 ranking within the Northwest Range[8]**							
		› Container transport							
		› Rotterdam	Million TEU	12.3		11.6		11.9	
		› Hamburg	Million TEU	9.7		9.3		8.9	
		› Antwerp	Million TEU	9.0		8.6		8.6	
		› Bremerhaven	Million TEU	5.8		5.8		6.1	
		› Le Havre	Million TEU	2.6		2.5		2.3	
PSI[7]		› Automobile traffic							
		› Bremerhaven	Million units	2.3		2.2		2.2	
		› Zeebrugge	Million units	2.2		1.9		1.7	
		› Emden	Million units	1.3		1.2		1.3	
		› Antwerp	Million units	1.2		1.3		1.2	
		› Cuxhaven	Million units	0.4		0.4		0.3	

[8] Source: Data on the websites of the corresponding ports.

ENVIRONMENTAL COMPATIBILITY

Disclosure	External assurance	Designation	Unit	2014		2013		2012	
EN3	✓	**Direct energy consumption within the organisation**							
		› Petrol	Litres / MWh	7,520	70	8,070	75	15,740	147
		› Diesel	Litres / MWh	786,760	7,860	750,170	7,473	817,160	8,598
		› Heating oil	Litres / MWh	107,970	1,164	159,980	1,724	131,310	1,415
		› Propane	Litres / MWh	31,890	216	39,870	270	40,790	276
		› Natural gas	MWh	1,232		2,219		2,732	
		› **Total**	MWh	10,542		11,761		13,168	
		Indirect energy consumption within the organisation							
		› Electricity (electricity mix)	MWh	821		796		1,197	
		› Electricity (renewable)	MWh	6,247		6,377		5,234	
		› District heating	MWh	432		570		588	
		› **Total**	MWh	7,500		7,743		7,019	
EN15 EN16 EN17	✓	**GHG emissions**							
		› Scope 1	t CO_2e	2,534		2,865		3,242	
		› Scope 2 Market based[9]	t CO_2	459		395		498	
		› Scope 2 Location based[10]	t CO_2	3,460		3,187			
		› Scope 3[11]	t CO_2e	107		33		55	
EN19	✓	**Renewable energies & initiatives to reduce GHG emissions**							
		› GHG emissions avoided through the procurement of electricity from renewable energy sources and heat from solar thermal energy	t CO_2	3,002		2,793			
		› GHG emissions avoided through the generation of electricity (photovoltaic system)	t CO_2	19		16			
		› Offsetting of emissions through the purchase of climate certificates	t CO_2			220[12]			

[9] In accordance with the GHG Protocol Scope 2 Guidance, for the purpose of calculation, the emission factors reported by the respective energy providers for the various electricity products are applied. [10] In accordance with the GHG Protocol Scope 2 Guidance, the emission factor for Germany provided by DEFRA (2014) is used for calculation. [11] The data measurement technique for Scope 3 was changed in the 2014 business year and follows the DEFRA recommendation to include the effect of radiative forcing (RF) for airline travel. As such, the values for this key figure for the years 2012/2013 and 2014 cannot be compared. [12] The offset 220 t relate to the GHG emissions emitted in 2013 by bremenports GmbH & Co. KG. The emissions from the Ports special assets were not taken into account here.

ENVIRONMENTAL COMPATIBILITY

Disclosure	External assurance	Designation	Unit	2014	2013	2012
EN21		**Air emissions from our own fleet**[13]				
		› SO_x emissions from our own fleet of ships	t	**0.0118**	**0.0111**	**0.0129**
		› SO_x emissions from the fleet	t	**0.0013**	**0.0013**	**0.0014**
EN27	✓	**Environmental Ship Index**				
		› Ships calling with ESI score in Bremen's ports	Per cent	**25**	**21**	**11**
		greenports award				
		› Ship		**General cargo freighter "Wilson Dover"**	**Automobile transporter "Morning Linda"**	
		› Shipping company		**Wilson ASA**	**EUKOR**	
EN23	✓	**Dredged sand in the reporting year** in barge contentment (wet)	m^3	**130,500**	**173,500**	**526,700**
		› Of which relocated	Per cent	**99.9**	**100**	**48.8**
		› Of which directly reused	Per cent	**0.1**	**0**	**51.2**
		› Of which deposited	Per cent	**0**	**0**	**0**
		Dredged mud in the reporting year in barge contentment (wet)	m^3	**437,100**	**356,900**	**282,700**
		› Of which relocated	Per cent	**24.0**	**20.3**	**15.6**
		› Of which directly reused	Per cent	**0**	**0**	**18.3**
		› Of which washed onto dewatering fields for treatment	Per cent	**46.0**	**39.4**	**48.4**
		› Of which directly deposited	Per cent	**30.0**	**40.3**	**17.7**
		Type of use of dredging spoils extracted from dewatering fields				
		› Total amount of dredging spoils extracted in field measurement (wet)[14]	m^3	**143,000**	**94,000**	**98,000**
		› Of which reused[15]	m^3	**231,000**	**62,000**	**98,000**
		› Of which deposited in a dry state	m^3	**44,000**	**0**	**0**

[13] Using a simulation model, the aim is to determine, in addition to the emissions from our own fleet, the emissions caused by ocean vessels per loading unit in Bremen's ports. Further details on this can be found in the chapter Environmentally friendly shipping. [14] Since the mud is treated for approx. 1 year in the dewatering fields, this figure refers to the quantity of dredged spoils rinsed into the fields in the previous year. [15] The quantity of mud reused exceeds the amount extracted during the reporting year since the dredged spoils are stored for several years until put to use by the dyke association.

ENVIRONMENTAL COMPATIBILITY

Disclosure	External assurance	Designation	Unit	2014	2013	2012
EN13	✓	**Habitats protected or restored**				
		› Protected habitats created by us	ha	1,204	1,195	1,190
		› Of which planned port compensation sites	ha	15	6	6
		› Of which port compensation sites still under purposeful development	ha	644	644	639
		› Of which port compensation sites which, following successful development, are now under maintenance	ha	545	545	545
		Status of port compensation sites				
		› Number of areas	Number	48	48	47
		› Of which fully functional	Number	10	10	5
		› Of which highly functional	Number	18	17	21
		› Of which functional	Number	18	17	15
		› Of which functional to a limited extent	Number	2	2	1
		› Of which functional to a very limited extent	Number	0	0	0
		› No data available	Number	0	2	5
EN31	✓	**Total environment protection expenditures and investments by type**				
		› Expenditure on preventative environmental protection	EUR	379,000	317,000	231,000
		› Of which expenditure for environmental liability insurance	EUR	28,000	36,000	35,000
		› Of which expenditure for environmental training	EUR	2,000	1,000	
		› Of which expenditure for sustainability management	EUR	245,000	225,000	157,000
		› Of which additional expenditure for the use of clean technologies	EUR	5,000[16]	25,000	13,000
		› Of which investments in research & development	EUR	99,000	30,000	26,000
		› Expenditure on tackling environmental problems	EUR	9,238,000	8,901,000	8,523,000
		› Of which expenditure for the treatment and disposal of contaminated spoils	EUR	8,886,000	8,723,000	8,357,000
		› Of which expenditure for the processing and disposal of other waste[17]	EUR	42,000	41,000	39,000
		› Of which expenditure for maintaining port compensation sites[18]	EUR	310,000	132,000	127,000
		› Of which expenditure for offsetting GHG emissions	EUR	X[19]	5,000	X

[16] The additional expenditure for the leasing of Blue Motion vehicles is not included as of 2014 since this technology has established itself as standard and additional costs are not incurred compared to conventional diesel engines. [17] Waste resulting from port construction and maintenance measures is not included here. [18] Only the costs for the maintenance of port compensation sites which, following successful development, have made the transition to the maintenance phase are taken into account. The project-related costs for the planning and development of port compensation sites are not included. In 2012 and 2013, the personnel costs for the maintenance of port compensation sites were not taken into account. [19] It was not clear at the editorial deadline whether the GHG emissions caused by bremenports GmbH & Co. KG in 2014 have been offset again

STAFF & LABOUR PRACTICE

Disclosure	External assurance	Designation	Unit	2014			2013			2012		
				Σ	w	m	Σ	w	m	Σ	w	m
G4-10	✓	**Workforce**	Number	**374**	91	283	**375**	89	281	**373**	83	290
		› Part-time and full-time										
		› Full-time	Number	**330**	58	272	**336**	57	279			
		› Part-time	Number	**44**	33	11	**39**	32	7			
		› Employment contracts										
		› Permanent	Number	**364**	87	277	**364**	83	281			
		› Fixed-term	Number	**10**	4	6	**11**	6	5			
		› Temporary work	Number	**2**	0	2	**2**	1	1			
		› Field										
		› Technical	Number	**141**	33	108	**140**	32	108	**138**	31	107
		› Administrative	Number	**94**	54	40	**93**	54	39	**95**	50	45
		› Skilled crafts	Number	**139**	4	135	**142**	3	139	**140**	2	138
G4-11	✓	**Staff covered by collective agreements**	Number	**352**	86	266	**352**	84	268	**345**		
LA12	✓	**Age structure/gender of workforce**										
		› **≤** 35 years	Number	**46**	20	26	**40**	18	22			
		› 36–55 years	Number	**201**	52	149	**209**	52	157			
		› **≥** 55 years	Number	**127**	19	108	**126**	19	107			
		Age structure/gender of managers										
		› **≤** 35 years	Number	**2**	2	0	**2**	2	0			
		› 36–55 years	Number	**32**	5	27	**34**	4	30			
		› **≥** 55 years	Number	**14**	0	14	**12**	0	12			
		Age structure/gender of Management Board										
		› **≤** 35 years	Number	**0**	0	0	**0**	0	0			
		› 36–55 years	Number	**5**	1	4	**5**	1	4			
		› **≥** 55 years	Number	**5**	0	5	**5**	0	5			
		Proportion of women	Per cent		**24.3**			**23.7**				
		Proportion of workers with severe disabilities	Per cent		**9.4**			**10.4**				
		› Number of employees with a disability	Number	**35**	5	30	**39**	8	31			
HR3	✓	**Total number of incidents of discrimination and corrective actions taken**			**0**			**0**				

STAFF & LABOUR PRACTICE

Disclosure	External assurance	Designation	Unit	2014			2013			2012		
				Σ	w	m	Σ	w	m	Σ	w	m
LA1	✓	**Employee turnover**										
		› Total recruits	Number	**25**	5	20	**29**	12	17			
		› ≤ 35 years	Number	**11**	3	8	**16**	6	10			
		› 36–55 years	Number	**12**	2	10	**11**	6	5			
		› ≥ 55 years	Number	**2**	0	2	**2**	0	2			
		› **Recruitment rate**	Per cent	**+6.7**	+5.5	+7.1	**+7.7**	+13.5	+5.9			
		› Voluntary departures	Number	**4**	1	3	**5**	2	3			
		› ≤ 35 years	Number	**1**	0	1	**2**	1	1			
		› 36–55 years	Number	**3**	1	2	**3**	1	2			
		› ≥ 55 years	Number	**0**	0	0	**0**	0	0			
		› **Departure rate[20]**	Per cent	**–1.1**	–1.1	–1.1	**–1.3**	–0.5	–1.1			
		› Departures for other reasons Staff	Number	**22**	2	20	**22**	4	18			
		› **Turnover rate[21]**	Per cent	**7.0**	–3.3	–8.1	**–7.2**	–6.7	–7.3			
LA3	✓	**Parental leave[22]**										
		› Employees who made use of parental leave	Number	**9**	4	5	**9**	5	4			
		› Of which employees who temporarily leave their job	Number	**8**	4	4	**7**	5	2			
		› Average number of lost days during parental leave per employee (net working days)	Number	**118**	183	53	**139**	186	23			
		› Of which employees who combined parental leave with a part-time role	Number	**2**	0	2	**3**	1	2			
		› Average number of part-time days during parental leave per employee (net working days)	Number	**59**	0	59	**74**	48	87			
LA9	✓	**Training**										
		› Average number of training hours per employee	h	**17**	17	18		**14**				
		› Of which employees without managerial responsibility	h	**15**	14	15		**12**				
		› Of which employees with managerial responsibility	h	**34**	52	30		**29**				
		Training										
		› Trainee rate	Per cent		**10.5**			**9.3**				
LA5	✓	**Percentage of total workforce represented in health and safety committees**										
		› Employees represented by the health and safety committee	Per cent		**100**			**100**			**100**	

[20] Departures initiated by the employer in the reporting year/Headcount as at 31.12. of the reporting year. [21] Departures initiated by the employer and departures for other reasons in the reporting year/Headcount as at 31.12. of the reporting year. [22] The return and retention rates stipulated by the GRI were checked but proved not to be relevant for management for the company. We thus added our own data to this disclosure.

STAFF & LABOUR PRACTICE

Disclosure	External assurance	Designation	Unit	2014			2013			2012		
				Σ	w	m	Σ	w	m	Σ	w	m
LA6	✓	**Occupational health and safety**										
		› Fatal work accidents	Number	0			0			0		
		› Notifiable occupational injuries (with at least one lost day)[23]	Number	6			9			12		
		› Absenteeism due to injuries	Number	39			94			289		
		› Lost Time Injury Rate (LTIR)[24]	Quotient	11.5			17.6			19.8		
		› Lost Day Rate (LDR)[25]	Per cent	0.04			0.11			0.34		
		Health										
		› Reports of occupational illnesses	Number	0			0			0		
		› Absenteeism due to illness	Number	6,923			7,297			6,626		
		› Absenteeism rate (AR)[26]	Per cent	7.7			8.6			7.9		

SOCIAL RESPONSIBILITY

Disclosure	External assurance	Designation	Unit	2014	2013	2012
SO2	✓	**Impacts of operations on local communities**				
		› Noise level measured at the edge of the container terminal and in the nearest residential areas in relationship to the number of containers handled	db(A)/ Million TEU	49.7	49.6	49.9

The data has been compiled carefully and to the best of our knowledge. Nevertheless the bases of calculation and framework conditions do occasionally change. Should we subsequently identify errors, these will be rectified in the next report.

[23] The nature of the injuries were bruises, cuts, contusions, burns and muscle strains. [24] Notifiable work accidents per million worked hours [25] Absenteeism due to accidents/planned working time = Lost time due to work accidents. [26] Absenteeism due to illness/planned working time = Lost time due to illness.

greenports PROGRAMME

Sustainable development is characterised by a process of continuous improvement. The goals which we have set ourselves en route to a sustainable port as well as the specific measures in place for achieving the former have been bundled in our greenports programme.

ASPECT	GOAL	MEASURE	STATUS 2014	DEAD-LINE
Corporate management				
Compliance	Guarantee compliance with laws, standards and internal regulations and minimise the risks of corruption	Creation of a compliance working group	Initiated	2015
		Implementation of an internal code of conduct for bremenports' staff	Initiated	2016
		Introduction of in-depth anti-corruption training course for "sensitive" areas	Planned	2016
		Introduction of an anonymous procedure for reporting concerns	Planned	Open
Port safety & security	Assurance of legal requirements	Receipt of all certificates	Completed	Ongoing
	Improvement of the security system	Development of a design for lorry flow control	Planned	2016
Stakeholder management	Ensure an open dialogue with contact points, systemise stakeholder dialogues	Update stakeholder overviews	Completed	Ongoing
		Implement and evaluate regular dialogues	Completed	Ongoing
Sustainable procurement & awarding	Use products and services which are characterised by their positive impact on the environment and society	Development of an internal guideline for consideration of sustainability criteria in procurement and the preparation of tenders	Initiated	2016
		Introduction of a supplier code of conduct	Planned	2017
		Assessment of the primary suppliers with respect to sustainability criteria	Planned	2017
Sustainability management				
Strategy	Further development of the greenports strategy	Development of a cross-departmental strategic sustainability working group	Planned	2016
		Development of greenports cooperations and partnerships within Bremen's ports	Planned	Open
		Successive expansion of the report boundaries to include other port players	Planned	Open
Reporting	Use of the sustainability and environmental report to provide regular and transparent information on the current status of economic performance, environmental impact, staff and social responsibility	Switch reporting to the GRI G4 standard	Completed	2015
		Expansion of the GRI disclosure scope to include port-specific aspects	Completed	2015
		Interlink the collection of KPIs into other corporate systems	Initiated	Ongoing
		Further automation of data collection via software support	Planned	Open
Communication & PR work	Ramp up our PR work on the issue of sustainability	Relaunch the greenports website	Initiated	2015
		Inclusion of the Luneplate case study in the Federal Environment Agency's database	Initiated	2015
		Development of an interactive greenports guide for Bremen's ports	Planned	Open
Staff commitment	Encourage staff commitment to sustainability	Establish greenports issues as a core element in the intern@bremenports magazine	Initiated	2016
		Establish greenports issues as a core element on the intranet offering	Initiated	2016
		Organise events for and with trainees, e.g. train energy-saving scouts	Planned	Open
		Carry out greenports campaign days, e.g. rubbish collection day	Planned	Open
		Promote staff commitment to the environment, i.e. encourage and support initiatives among colleagues	Planned	Open

ASPECT	GOAL	MEASURE	STATUS 2014	DEAD-LINE
Economic performance				
Competitive position & quality of Bremen's ports	Retain competitive position (within the Northwest Range)	Completion of a port hinterland study for improved dimensioning of capacity needs for hinterland transport	Completed	2015
		Evaluate competitive rankings	Completed	Ongoing
		Implement port concept 2020/25	Initiated	Ongoing
		Increase share of rail in hinterland transport	Initiated	Ongoing
Indirect economic impacts	Preserve value creation and jobs in the region	Regular analysis of the value creation and job effects induced through the operation of Bremen's ports	Initiated	2016
Future-proof port infrastructure & climate adaptation	Ensure the future viability of the port infrastructure	**Measures which serve to preserve future viability**		
		Joint discussion with stakeholders on the issue of mega-ships	Initiated	Ongoing
		Shape port cooperation in the interest of Bremen's ports	Initiated	Ongoing
		Develop need-based offerings for off-shore use, e.g. the Offshore Terminal Bremerhaven	Initiated	Ongoing
		Develop need-based structures for hinterland transport and work towards their financing	Initiated	Ongoing
		Measures which prepare Bremen's ports for climate change		
		Development of climate-adapted port development, port construction and compensation measures	Planned	Open
		Creation of a climate adaptation concept for Bremen's ports	Planned	Open
		Measures which align the interests of the ports with the goals of society		
		Involvement in the "Kursbuch Küste" project of the Hanse Institute for Advanced Study	Completed	2015
		Continuation of the climate adaptation project "Tidal polder in the Drepte lowland"	Initiated	Open
		Participate in the municipal climate adaptation concepts organised by Bremen and Bremerhaven	Planned	Open
Environmental compatibility				
Climate protection & energy management	Work towards CO_2 neutrality in the port by reducing direct and indirect energy consumption, increasing the share of renewable energies and local offsetting of greenhouse gas emissions	Introduction of an energy management system in accordance with ISO 50001	Initiated	2016
		Implementation of energy controlling software as an analysis tool	Initiated	2017
		Measures in Scope 1		
		Regulation to give priority to the use of electrical vehicles in city traffic at the respective location	Planned	Open
		Replacement of further conventional vehicles with electrical, hybrid and natural gas vehicles	Planned	Open
		Measures in Scope 2		
		Commission new energy-saving method for cathodic corrosion protection at the riverside quay	Initiated	2016
		Replacement of wave chamber lighting at the riverside quay with LED	Initiated	2016
		Installation of a test route with LEP/LED lighting	Initiated	2017
		Identify systems which are still operated using conventional electricity (e.g. street lighting in Bremen) and convert these to green electricity	Planned	Open

ASPECT	GOAL	MEASURE	STATUS 2014	DEAD-LINE
Environmental compatibility				
Climate protection & energy management	Work towards CO_2 neutrality in the port by reducing direct and indirect energy consumption, increasing the share of renewable energies and local offsetting of greenhouse gas emissions	**Measures in Scope 3**		
		Promote cycling to work through the health day events and the annual "Cycle to work" campaign (AOK/ADFC).	Initiated	2015
		Conduct a staff survey on commuter traffic	Planned	2016
		Analysis of possible CO_2 reductions in connection with business travel (e.g. via a cut in the number of kilometres flown, purchasing of green electricity for rail travel in Germany)	Planned	Open
		Optimise the accessibility of bremenports' service business via public transport	Planned	Open
		Successive expansion of the GHG Scope 3 to cover the entire port	Planned	Open
Use of resources for port construction and maintenance	Minimise the use of materials as far as possible and avoid waste	Systematically record the amount of material consumed and waste generated during construction and maintenance projects	Planned	Open
		Offer further training opportunities on resource-saving construction methods and the use of recycled materials	Planned	Open
Land use & Biodiversity	Minimise land consumption and the negative impacts of business activities on biodiversity	Give priority to the conversion of existing properties over further land consumption	Completed	Ongoing
		Remain committed to fulfilling our obligations as a source of pollution; Observe best practice standard (see PERS environmental report)	Completed	Ongoing
		Preserve the functionality of the biotope area (~30% of the entire port area)	Completed	Ongoing
		Continue to foster the partnership with the Lower Saxony Wadden Sea National Park Authority	Completed	Ongoing
		Enhance effectiveness and minimise the amount of space used by bundling compensation measures	Completed	Ongoing
		Reduce the impact on European protected areas/protected species via a sediment management concept	Initiated	2016
Environmentally friendly shipping	Promote environmentally friendly shipping	**Measures which serve to reduce emissions**		
		Calculation of emissions from ships for the Bremen ports' emissions model	Completed	2015
		Further develop the Environmental Ship Index (ESI)	Completed	Ongoing
		Present the "greenports Award" to the ocean vessel with the lowest emissions and the shipping company with the most environmentally friendly fleet	Completed	Annual
		Promote the use of LNG as an environmentally friendly fuel	Completed	Ongoing
		Develop alternative drive concepts/fuels in our own working vessel fleet	Completed	Ongoing
		Equip inland waterway vessel berths with shore power connectors (to the extent that this is expedient)	Completed	Ongoing
		Organisation of additional incentives in Bremen's ports (LNG discount)	Initiated	2016
		Evaluation of shore-side electricity options for ocean shipping	Initiated	Ongoing
		Measures which prevent the disposal of ships' waste in the world's seas		
		Further extend initiatives for ships to dispose of waste in ports	Initiated	2016

ASPECT	GOAL	MEASURE	STATUS 2014	DEAD-LINE
Environmental compatibility				
Environmentally friendly shipping	Promote environmentally friendly shipping	**Measures which encourage the market maturity of biocide-free underwater coatings**		
		Use of biocide-free underwater coatings in our own fleet and involvement in innovative test applications	Planned	Open
Effects of water depth maintenance	Reduction of negative effects within the framework of water depth maintenance	Continue efforts to prevent sedimentation (e.g. via water injective devices and irrigation via the bypass channel)	Completed	Ongoing
		Work on possible entry paths for pollutants in order to avoid/ reduce pollution of sediments	Completed	Ongoing
		Work towards the extensive reutilisation of dredging spoils in order to retain valuable landfill capacities	Completed	Ongoing
Staff & labour practices				
Attractive working conditions	Increase in work satisfaction and the attractiveness of the employer on the basis of a family- and healthconscious corporate culture	Introduce an internal mentoring scheme for new staff	Completed	2015
		Expand the range of traineeships and integrated degree programmes	Completed	2015
		Respond to the lack of experts in certain professions by training our own workforce (e.g. ship masters, divers)	Completed	Ongoing
		Allow trainees to spend time training abroad	Completed	Ongoing
		Develop a concept for determining staff satisfaction	Initiated	2015
		Introduce a company agreement on working from home in order to move towards the further flexibilisation of working hours and location	Initiated	2015
		Continuation of the personnel development concept 2025	Initiated	2015
		Expand the promotion of health at the workplace	Initiated	Ongoing
Fair working conditions	Continuously increase the percentage of women in the company	Participation in the research project eg-Check to ensure pay equity for men and women	Completed	2015
		Regular updating of the affirmative action programme for women	Completed	Ongoing
Social responsibility				
Impact of business activities on the population	Engage in a fair and trusting exchange of opinions with residents, port users, environmental associations and the public.	Raise awareness amongst those responsible for planning about the issue of accessibility and develop corresponding guidelines in order to allow solutions to be identified together with representatives of the disabled	Planned	2016
Human rights		As part of the planned supplier code of conduct obtain legally binding confirmations on the respect of human rights in third-party transactions	Planned	Open

GRI INDEX



DISCLOSURE	BRIEF DESCRIPTION	PAGE	OMISSIONS	EXTERNAL ASSURANCE
GENERAL STANDARD DISCLOSURES				
STRATEGY AND ANALYSIS				
G4-1	Foreword from the most senior decision-maker	4–5	–	–
ORGANISATIONAL PROFILE				
G4-3	Name of the organisation	10–11	–	–
G4-4	Primary brands, products, services	11	–	–
G4-5	Location of the organisation's headquarters	95	–	–
G4-6	Countries where the organisation operates	11	–	–
G4-7	Nature of ownership and legal form	10–11	–	–
G4-8	Markets	11	–	–
G4-9	Scale of the organisation	11	–	–
G4-10	Workforce	81	–	✓ 92–93
G4-11	Staff covered by collective agreements	81	–	✓ 92–93
G4-12	Description of the supply chain	11; 75	–	–
G4-13	Significant changes during the reporting period regarding size, structure or ownership	11	–	–
G4-14	Consideration of the precautionary principle	34–35	–	–
G4-15	Endorsement of externally developed initiatives	15–17	–	–
G4-16	Memberships of associations and interest groups	15–17	–	–
SIGNIFICANT ASPECTS AND BOUNDARIES OF THE REPORT				
G4-17	Organisational structure	94	–	–
G4-18	Process for defining report content	18–21	–	–
G4-19	Material aspects	18–21	–	–
G4-20	Material aspects within the organisation	18–21	–	–
G4-21	Material aspects outside the organisation	18–21	–	–
G4-22	Restatements of information provided in previous reports	94	–	–
G4-23	Significant changes in the scope and aspect boundaries	94	–	–
STAKEHOLDER ENGAGEMENT				
G4-24	List of stakeholders	15–17	–	–
G4-25	Identification of stakeholders	15–17	–	–
G4-26	The organisation´s approach to stakeholder engagement	15–21	–	–
G4-27	Concerns that have been raised through stakeholder engagement	15–21	–	–

DISCLOSURE	BRIEF DESCRIPTION	PAGE	OMISSIONS	EXTERNAL ASSURANCE
GENERAL STANDARD DISCLOSURES				
REPORT PARAMETERS				
G4-28	Reporting period	94	–	–
G4-29	Date of the most recent previous report	94	–	–
G4-30	Reporting cycle	94	–	–
G4-31	Contact point for questions	95	–	–
G4-32	GRI index in accordance with the "Core" application level	94	–	–
G4-33	External assurance	92–93; 94	–	–
GOVERNANCE				
G4-34	Governance structure including responsibility for sustainability	12–14	–	–
G4-DMA	Port safety & security	24	–	✓ 92–93
G4-DMA	Sustainable procurement	25	–	–
ETHICS & INTEGRITY				
G4-56	Mission statements, codes of conduct and principles	22-23	–	–
SPECIFIC STANDARD DISCLOSURES				
CATEGORY: ECONOMIC PERFORMANCE				
Significant aspect	Value creation and significant projects			
G4-DMA		28–29	–	–
G4-EC1	Direct economic value generated and distributed	74–75	–	✓ 92–93
G4-EC4	Financial assistance received from government	75	–	✓ 92–93
G4-EN31	Total environment protection expenditures and investments by type	80	–	✓ 92–93
G4-EC7	Impact of infrastructure investments and services provided primarily for public benefit	28–29	–	✓ 92–93
Significant aspect	Competitive position/Quality			
G4-DMA		30–32	–	–
Port specific indicators	Port specific indicators	76–77	–	–
Significant aspect	Sustainable port infrastructure/Climate adaptation			
G4-DMA		34–35	–	–
G4-EC2	Financial implications and other risks and opportunities due to climate change	34–35	–	✓ 92–93
Significant aspect	Indirect economic impacts			
G4-DMA		38–39	–	–
G4-EC8	Significant indirect economic impacts	38–39; 75	–	✓ 92–93

DISCLOSURE	BRIEF DESCRIPTION	PAGE	OMISSIONS	EXTERNAL ASSURANCE
SPECIFIC STANDARD DISCLOSURES				
CATEGORY: ENVIRONMENTAL COMPATIBILITY				
Significant aspect	Energy management/Climate protection			
G4-DMA		42–45	–	–
G4-EN3	Energy consumption within the organisation	42–45; 78	–	✓ 92–93
G4-EN6	Reduction of energy consumption	42–45	–	✓ 92–93
G4-EN15	Direct greenhouse gas (GHG) emissions - Scope 1	42–45; 78	–	✓ 92–93
G4-EN16	Energy indirect GHG emissions - Scope 2	42–45; 78	–	✓ 92–93
G4-EN17	Other indirect GHG emissions - Scope 3	42–45; 78	–	✓ 92–93
G4-EN19	Initiatives to reduce GHG emissions	42–45; 78	–	✓ 92–93
Significant aspect	Effects of water depth maintenance			
G4-DMA		46–47	–	–
G4-EN23	Total weight of waste by type and disposal method in the context of water depth maintenance	46–47; 79	–	✓ 92–93
G4-EN27	Initiatives to mitigate environmental impacts of water depth maintenance	46–47	...	✓ 92–93
Significant aspect	Efficient land use/Biodiversity			
G4-DMA		34–35	–	–
G4-EN11	Operational sites managed in, or adjacent to, protected areas and areas of high biodiversity value	50	–	✓ 92–93
G4-EN12	Impacts of activities, products and services on biodiversity	51	–	✓ 92–93
G4-EN13	Habitats protected or restored	48–49, 80	–	✓ 92–93
Significant aspect	Environmentally friendly shipping			
G4-DMA		54–56	–	✓ 92–93
G4-EN21	NOx, SOx and other significant air emissions	54–56; 79	–	–
G4-EN27	Initiatives to mitigate environmental impacts	54–56; 79	–	✓ 92–93
Significant aspect	Use of resources and recycling in port construction/ maintenance			
G4-DMA		–	Not reported on in this year	–
G4-EN1	Materials used in the context of port construction/ maintenance	–	Not reported on in this year	–
G4-EN23	Total weight of waste by type and disposal method in the context of port construction/maintenance	–	Not reported on in this year	–

DISCLOSURE	BRIEF DESCRIPTION	PAGE	OMISSIONS	EXTERNAL ASSURANCE
SPECIFIC STANDARD DISCLOSURES				
CATEGORY: STAFF & LABOUR PRACTICES				
Significant aspect	Appealing working conditions			
G4-DMA		60–63	–	–
G4-LA1	Employee turnover	82	–	✓ 92–93
G4-LA2	Benefits provided to full-time employees	60–63	–	✓ 92–93
G4-LA3	Parental leave	60–63; 82	–	✓ 92–93
G4-LA9	Training	60–63; 82	–	✓ 92–93
Significant aspect	Occupational health and safety			
G4-DMA		66–67	–	–
G4-LA5	Percentage of total workforce represented in health and safety committees	66–67; 82	–	✓ 92–93
G4-LA6	Rates of injury, occupational diseases, lost days, and absenteeism	66–67; 83	–	✓ 92–93
G4-LA8	Health and safety topics covered in formal agreements with trade unions	66–67	–	✓ 92–93
Significant aspect	Fair working conditions			
G4-DMA		64–65	–	–
G4-LA12	Composition of governance bodies and breakdown of employees according to gender and age group	64–65; 81	–	✓ 92–93
G4-HR3	Total number of incidents of discrimination and corrective actions taken	64–65; 81	–	✓ 92–93
CATEGORY: SOCIAL RESPONSIBILITY				
Significant aspect	Impact of the ports of Bremen on the population			
G4-DMA		70–71	–	–
G4-SO1	Measures to involve local communities	70–71	–	✓ 92–93
G4-SO2	Impacts of operations on local communities	70–73; 83	–	✓ 92–93
Significant aspect	Compliance			
G4-DMA		22–23	–	–
G4-SO3	Business units analysed for risks related to corruption	22–23; 74	–	✓ 92–93
G4-SO4	Percentage of employees trained in anti-corruption policies and procedures	22–23; 74	–	✓ 92–93
G4-SO5	Confirmed incidents of corruption and actions taken	22–23; 74	–	✓ 92–93
G4-SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations	22–23; 74	–	✓ 92–93

INDEPENDENT ASSURANCE REPORT

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

We have been engaged to provide assurance on selected sustainability performance information for the business year 2014 of bremenports GmbH & CO. KG, Bremerhaven (further 'bremenports'), the special asset "Port", and the special asset "Fishing Port" (Waterside). 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 2014.

Nature and extent of the assurance engagement
Our assurance engagement was designed to provide limited assurance on whether the qualitative claims and quantitative performance indicators for the business year 2014 are presented, in all material respects, in accordance with the reporting criteria. The following selected sustainability performance information was in scope of our engagement:

- G4 General Standard Disclosures:
  - G4-10: Workforce
  - G4-11: Staff covered by collective agreements
- G4 Disclosures on Management Approach:
  - Port safety and security
  - Environmentally friendly shipping
- Economic Performance Indicators: "Direct economic value generated and distributed" (EC1); "Financial implications and other risks and opportunities due to climate change" (EC2); "Financial assistance received from government" (EC4); "Impact of infra structure investments and services provided primarily for public benefit" (EC7); "Significant indirect economic impacts" (EC8).
- LEnvironmental Performance Indicators: "Energy" (EN3 and EN6); "Biodiversity" (EN11, EN12 and EN13); "Greenhouse gas emissions" (EN15, EN16, EN17 and EN19); "Total weight of waste by type and disposal method" (EN23); „Initiatives to mitigate environmental impacts" (EN27); "Environment protection expenditures and investments" (EN31).
- Labor Practices and Decent Work Performance Indicators: "Employee turnover" (LA1); "Benefits provided to full-time employees" (LA2); "Parental leave" (LA3); "Percentage of total workforce represented in health and safety committees" (LA5); "Rates of injury, occupational diseases, lost days, and absenteeism" (LA6); "Health and safety topics covered in formal agreements with trade unions" (LA8); "Training" (LA9); "Composition of governance bodies and breakdown of employees per employee category according to gender and age group" (LA12).
- Human Rights Performance Indicators: "Number of incidents of discrimination and corrective actions taken" (HR3).
- Society Performance Indicators: "Local communities" (SO1 and SO2); "Corruption" (SO3, SO4 and SO5); "Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations" (SO8).

The indicators included in the scope of our assurance are marked in the column "external assurance" in the GRI-Index with the symbol: ✓

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.

Reporting criteria and assurance standard
bremenports applies the Sustainability Reporting Guidelines G4 of the Global Reporting Initiative supported by internal guidelines, as described in the chapter "About this report", for identifying material aspects and content of the report as well as reporting criteria for selected sustainability performance information.

We conducted our work in accordance with the International Standard on Assurance Engage-ments (ISAE) 3000: "Assurance Engagements other than Audits or Reviews of Historical Financial Information" and the International Standard on Assurance Engagements (ISAE) 3410: "Assurance Engagements on Greenhouse Gas Statement" of the International Auditing and Assurance Standards Board. Amongst others, this standard require that the assurance team possess the specific knowledge, skills and profes-sional 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 2014, 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 in the area of "Labor Practices and Decent Work" and "Greenhouse gas emissions".
- Further development of simulation models for the determination of total emissions of modes of transport in the port-related transport chain.
- Further improvement and implementation of sustainability criteria in procurement and assignment processes, with a focus on material impacts.

This assurance report is issued based on an assurance engagement agreed upon with bremenports. The assurance engagement to obtain limited assurance is issued on purpose of bremenports and the report is solely for information purposes of bremenports on the results of the assurance engagement. This assurance report must not be used as basis for (financial) decision-making by third parties of any kind. We have responsibility only towards bremenports. We do not assume any responsibility for third parties.

Düsseldorf, November 3, 2015

KPMG AG
Wirtschaftsprüfungsgesellschaft

Simone Fischer
Wirtschaftsprüferin
(German Public Auditor)

ppa. Christian Hell

ABOUT THIS REPORT

[G4-17, G4-22, G4-23, G4-28, G4-29, G4-30, G4-32, G4-33]

With this sustainability report, the port management company bremenports GmbH & Co. KG has published comprehensive financial and non-financial information both on itself and on the port infrastructure [special assets Port and Fishing Port (Waterside)] which it administers in trust. In the chapters Governance, Economic performance, Environmental compatibility, Staff & labour practices and Social responsibility we have outlined how we sustainably manage our business activities within the scope of our powers. Detailed information on our financial situation is provided in our annual report and the annual financial statements for the special assets.

> Scope of the report and boundaries

To allow the content to be compared internationally, we have adhered strictly to the guidelines of the Global Reporting Initiative (GRI) in terms of the presentation of sustainability performance data. This is the first time that the report has been prepared "in accordance" with the Core option of the GRI G4 Guidelines and, as such, the presentation of data deviates from the previous report (GRI Guideline 3.1, Application Level B+). We have focused for the first time on those aspects of greater relevance to us as a port management company, with less relevant issues taking a back seat. This has resulted in changes to both the scope of the report and the system boundaries determined for the individual aspects (see list of significant influential areas along the logistics chain from the perspective of bremenports GmbH & Co. KG and the special assets Ports, page 20-21) A separate chapter has been dedicated to every aspect which has been identified as significant; these chapters include the management approach to the aspect and the progress achieved in the reporting year. A comprehensive data section which comprises the quantitative data from the reporting year can be found at the end of the report on pages 74 to 83. Not all indicators are of equal relevance to the port management and port infrastructure. If certain indicators only relate to one of the two areas, this is marked accordingly. To improve readability and to enable our sustainability performance data to be compared internationally, we have provided quantitative data in cumulative form for bremenports GmbH & Co. KG, the special assets Port and Fishing Port (Waterside) for the first time; the only deviation is with respect to value added.

> Time frame and profile

Our sustainability report is published annually and refers to the preceding calendar year (1st January to 31st December). As such, the quantitative data provided in this report relates to 2014. If at the editorial deadline relevant qualitative information was available which went beyond 2014, this too has been included in the report. This sustainability report is the third report to have been prepared in accordance with the GRI Standard. The last sustainability report 2013 (GRI 3.1, B+) was published on our websites www.bremenports.de and www.greenports.de in December 2014. bremenports is committed to updating and publishing its sustainability data on an annual basis. Accordingly, it is expected that the next sustainability report for 2015 will be published in autumn 2016.

> Assurance

To ensure the credibility and quality of reporting, we engaged KPMG AG to provide assurance over our 2014 sustainability report. The Board of Management supports this by providing the budget required for assurance, by participating in assurance meetings and by clearly positioning itself both in internal and external discussions.

2014 marks the third year of KPMG AG's engagement. The business relationship is based on an "Assurance Engagement Letter" which is updated annually. No further relationships exist between the organisation and the auditors beyond this assurance engagement. KPMG AG's assessment was conducted in order to provide limited assurance on the basis of the "International Standard on Assurance Engagement (ISAE 3000)". The indicators included in the scope of the assurance are marked as such in the GRI Content Index on pages 88 to 91. Information on the assurance procedure and the results thereof can be found in the independent assurance report on pages 92 to 93.

PUBLICATION AND CONTACT DETAILS

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In the interests of readability, this report uses the generic masculine form and generally refrains from referring to both sexes Precise designation of the legal form has also essentially been waived in the name of reader-friendliness.

You will find the latest information at www.greenports.de

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