greenports



SUSTAINABILITY REPORT

The Senator for Economic Affairs, Labour and Ports

Free Hanseatic City of Bremen

bremenports

Bremen Bremerhaven GmbH & Co. KG

greenports

greenports is the name of the sustainability strategy adopted for the ports of Bremen. greenports is a registered trademark. The strategy brings together targets and actions aimed at coming up with balanced, futureproof solutions based on economic, environmental and social considerations.

bremenports

FOREWORD

In recent years, sustainability has evolved into an integral element of all forward-looking corporate policies. For a business enterprise, sustainability means addressing the various demands of the staff, economic challenges and a wide range of environmental topics. The Sustainability Report 2016 shows that bremenports fulfils these requirements comprehensively and in many different ways.

The bremenports Job + Family + Health programme has earned the company a reputation as one of Germany's leading companies in that respect and also won an award from Katarina Barley, Federal Minister of Family Affairs. The family-friendly corporate policy also pays due attention to different life phases and is thus a central element in the company's strategy for meeting the challenges resulting from demographic change. In 2016, bremenports succeeded in refilling 35 job vacancies, clear evidence that the company has a positive image as employer. Pioneering work to ensure equal rights at the workplace and an exemplary mentor programme for on-boarding new employees are just some of the elements that have contributed to the sustainable success of the company.

On launching the greenports brand, the port management company initiated a dedicated environmental policy. Luneplate, developed by bremenports as a compensatory mitigation site for port construction projects, is a byword for proactive nature conservation and continuous monitoring has proved that Bremen's largest nature reserve has become a refuge for a large number of bird species. Winning the ESPO Award shows that bremenports' outstanding expertise in this area has earned recognition throughout Europe. Other activities include Cyclists Day on Luneplate as well as regular guided tours to show the general public that port construction can also make a valuable contribution towards nature conservation. Another project that serves as a role model is greenports 1. The company was one of the first to opt for LNG ship propulsion when ordering a new dredger, thus reducing nitrogen oxide emissions by 85 per cent. The eco-friendly shipping award presented by bremenports also encourages emission reduction in maritime shipping.





A recent study states that every fifth job in the Federal Land of Bremen is dependent on the ports, corroborating the economic importance of the port industry. bremenports recognises this central role for Bremen's economy by promoting the ongoing development and enhancement of the port infrastructure. The new railway facilities which were recently completed at Imsumer Deich are just one example. The project has created optimum conditions for the transport of even more containers and automobiles by rail and thus makes an important contribution towards enabling transport chains which are simultaneously cost effective and environmentally friendly.

The company's sustainable corporate policy plays a key role in promoting a positive image of the port and port business in the region. This acceptance by the general public is in turn a key factor for setting the course for the future of Bremen's ports in the relevant political decision-making bodies, but also affects wider circles: in 2016, for instance, Bremerhaven was awarded the title "Port of the Year" by ISWAN, the International Seafarers Welfare and Assistance Network. It is the seafarers themselves that decide who wins the award and this makes it a great honour for everyone who cares about the welfare of the seafarers – first and foremost the Mission to Seafarers.



Robert Howe

Managing Director
bremenports GmbH & Co.KG



Martin Günthner

Senator for Economic Affairs, Labour and Ports
of the Free Hanseatic City of Bremen.

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GOVERNANCE

To us, sustainability means strengthening the competitive position of Bremen's ports, avoiding harm to the environment, raising our attractiveness as employer and keeping the negative impact on the population to a minimum.

SUSTAINABILITY STRATEGY & MANAGEMENT

Policy: We pay equal attention to economic, ecological and social interests to equip our company and the ports of Bremen for the future and to maintain our good acceptance with different stakeholder groups.

[GRI-STANDARDS: 102-12, 102-13, 102-18, 102-40, 102-42, 102-43, 102-44, 102-46, 102-47]

WHY IS THIS TOPIC IMPORTANT TO US?

Our business activities are influenced by highly diverse social trends. One of these megatrends is the constantly increasing flow of goods. At the same time, however, coping with climate change, especially in terms of the adjustments that have to be made, poses great challenges. Another trend which is be-coming increasingly noticeable on a national scale is demographic change and the ensuing decline in the number of skilled workers that are available. Dealing with these challenges – i.e. recognising their inherent risks and developing the appropriate solutions – are elementary management requirements for bremenports in order to safeguard the future viability of Bremen's ports.

HOW DO WE ADDRESS THIS TOPIC?

In 2009, bremenports was the first German port management company to launch a sustainability strategy, under the registered trademark "greenports", and make that strategy a central corporate objective. Since then, the strategy has been continuously enhanced and meanwhile covers sixteen sustainability topics which have been identified as "material" in the dialogue with our stakeholders. The relevant policy guidelines have been developed for each of these topics and their implementation is mandatory by our staff in the course of their work and official functions.

Category	Material aspects
Governance	Sustainability management
	Compliance
	Port security & risk prevention
	Sustainable procurement
Economic performance	Market presence
	Indirect economic impacts
	Future-oriented infrastructure & adaptation to climate change
Environmental compatibility	Energy management & climate protection
	Environmentally friendly shipping
	Efficient land use & biodiversity
	Effects of maintaining the water depths
	Use of resources and recycling in port construction & maintenance
Staff & labour practices	Attractive working conditions
	Fair working conditions
	Occupational health and safety
Social responsibility	Impact of the ports on the population

102-47

Management responsibility for our greenports sustainability strategy was amended in the course of our corporate reorganisation and has consequently changed since the last Sustainability Report published for the year 2015. The newly-created Environment and Sustainability Team now forms part of the Port Development Department, within the Port Construction Division. The team manager is responsible for operational tasks and sustainability controlling (in accordance with GRI), energy management (in accordance with ISO 50001) and environmental management (in accordance with PERS). The Director of Environmental and Sustainability Af-

fairs is now organised as a management support unit which reports directly to the head of the division. He is responsible for strategic environmental and sustainability management in line with the greenports sustainability strategy. He has a consulting and steering function throughout the entire company and at all locations, acts as a pacesetter and initiates appropriate measures and projects. The Director of Environmental and Sustainability Affairs holds a regular monthly meeting with the Managing Director and a meeting with the Department of Environmental and Climate Affairs of our client, Bremen's Senator for Economic Affairs, Labour and Ports, every three months.

We attach great importance to instilling the topic of sustainability management throughout the entire company and make every endeavour to ensure that sustainability is put into practice in our day-to-day working routines. To make even our youngest employees aware of the importance of sustainability, we organised a special Environment Day on the subject of plastic waste and marine pollution for our trainees in 2016. This not only provided them with theoretical information about the marine pollution caused by plastic waste, about our greenports strategy and greenports activities, but also gave them the chance to acquire practical experience in the course of a garbage collection session.

Contact with our stakeholders?

Our greenports sustainability strategy undergoes a continuous improvement process, and exchanging opinions and ideas with our stakeholders helps us in that respect. After all, we do not wish merely to react to the concerns of our stakeholders, but are constantly looking for new ideas and impetus in the course of our dialogue with them. Focussing on our 16 sustainability topics is based on a comprehensive stakeholder workshop that was held in 2014 in the course of designing our port development concept for 2020/25 [Information about the workshop is contained in our Sustainability Report 2014 p.18-19]. After the publication of our last Sustainability Report 2015, we conducted an online survey to check whether the topics we had identified were still in line with the expectations of our stakeholders. A total of 60 stakeholders (customers, suppliers, clients, the general public, scientists, politicians, public authorities, employees and other port locations) took part in the survey. None of the topics that are currently included in our strategy were rated as unimportant by the participants and all topics were given a rating of between 3 and 4.5 on a scale of 1 (not important) to 5 (very important). More than 90% of the survey participants found our report good or very good and also confirmed that their expectations in respect of our greenports sustainability strategy, the greenports action package, management policies and KPIs were satisfied to a high degree. We consequently did not make any changes to our sustainability topics for the year under review. An extensive stakeholder workshop is planned for the year 2018 as part of the Port of the Future concept, to enable us to identify the requirements of future port development processes in consultation with our stakeholders.
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left to right: Katja Pape (Environmental Management), Uwe von Bargen (Director of Environmental and Sustainability Affairs), Teresa Haberberger (Sustainability Controlling), Carsten Kühlke (Energy Management), Sabine Müller (Team Manager, Energy Management Officer), Alexandra Groth (Sustainability Controlling), Karina Wieseler (Sustainability in Shipping)

The following table shows our stakeholders, their key concerns and our dialogue with them:

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.)

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We also adhere to the following codes, principles, directives and regulations:

	codes, principles, directives and regulations
Governance	Public Corporate Governance Code of the Free Hanseatic City of Bremen
• Quality management	ISO 9001:2015
• Energy management	ISO 50001:2011
• Sustainability management	Global Reporting Initiative (GRI)
• Environmental management	Port Environmental Review System (PERS)
• Sustainable procurement	§ 18 and § 19 of the Collective Bargaining and Public Procurement Act of the Free Hanseatic City of Bremen [TtVG]
	Core Labour Standards Directive of the Free Hanseatic City of Bremen [Brem-KernV]
	Minimum Wage Act of the Free Hanseatic City of Bremen [MindLohnG]
Environmental compatibility	World Port Climate Declaration
	Environmental Ship Index (ESI)
Staff & labour practices	Work & family audit
	Diversity charter

102-12

It is also worth noting that in autumn 2016, the Managing Director of bremenports was elected spokesperson at the European Parliament for the joint public declaration on emission protection for all major ports in the Hamburg - Le Havre range. In that connection, the IMO (International Maritime Organization) was asked to designate the North Sea and Baltic as NECA areas with the aim of reducing nitrogen oxide emissions by introducing generally applicable limits, in addition to the existing sulphur limits for marine fuels. It can be considered a success that the IMO MEPC (Marine Environment Protection Committee) has not only resolved to uphold the specified reductions for sulphur (SECA areas) but also to designate the North Sea and Baltic as NECA areas.

In November 2016, the European seaports organisation ESPO also presented bremenports with an international award for nature protection in ports. The bremenports entry, “Luneplate – unique natural paradise and valuable port infrastructure” won the award in competition against eleven other European ports. The prizewinners are expected to promote the integration of ecological and social interests in their daily business operations.

The company also supports various professional associations and interest groups. We actively participate in projects and working groups of the following associations:

VIA BREMEN PORTS + LOGISTICS	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.
ESPO ECOPORTS	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.
IAPH WPCI	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.
PIANC AIPCN	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.
METROPOLREGION NORDWEST	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.
MARITIME LNG PLATTFORM	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.
KURS KLIMASTADT BREMERHAVEN	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.
partnerschaft umwelt unternehmen	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.
Impulsgeber Zukunft	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.

102-13

COMPLIANCE

Policy: We comply with all legal regulations and proactively minimise the risk of corrup-tion.

[GRI-STANDARDS: 102-16, 103-1,103-2, 103-3, 205-1, 205-2, 205-3, 419-1]

+ 0 legal proceedings

for infringement of legal regulations that led to significant non-monetary sanctions

WHY IS THIS TOPIC IMPORTANT TO US?

Reliability, integrity and trust are central elements of good and fair business relations, in addition to compliance with laws and statutory regulations. If these values are to be actively practised at the company, we need an appropriate management culture as well as rules that have to be observed by all members of staff. Especially when it comes to awarding publicly funded contracts, corrupt behaviour causes substantial financial damage at the expense of society in general and impairs public trust in the political and administrative decision-makers. Our goal therefore has to be to raise staff awareness of the importance of compliance and apply effective preventive measures to avert misconduct.

HOW DO WE ADDRESS THIS TOPIC?

Anti-corruption

The Anti-Corruption department is organised as a management support unit which is directly affiliated to the management. The Anti-Corruption Officer conducts analyses to identify areas which are at risk of corruption. The last risk analysis was carried out in 2014 and identified a higher risk of corruption for jobs which had frequent out-of-office contacts with a particular group of persons. Preventive measures are intended to avert corruption in the first place. All new recruits receive anti-corruption briefing as part of the induction process. Dedicated anti-corruption training sessions are specifically aimed at raising staff awareness of this topic. The Anti-Corruption Officer is supported by Bremen's Central Anti-Corruption Office and the company's own Compliance working group.

WHAT HAPPENED IN 2016?

In 2016, the Compliance working group began to develop a code of conduct for bremenports aimed at preventing corruption.

In the year under review, there were no legal proceedings owing to breach of legal regulations which led to significant non-monetary sanctions. In 2016, three investigations were initiated owing to suspected bribe-taking by bremenports employees. The investigation proceedings had still not been concluded in 2016. One case of corruption was revealed in 2016 and the employee concerned has meanwhile left the company. The public prosecutor's investigations into the accusations of corruption in the years 2012 and 2013 are still pending and have not yet produced any results.



Our Compliance Officer Marita Hinrichs at work

WHAT LEGAL REQUIREMENTS DO WE HAVE TO OBSERVE?

Our activities are based on the Public Corporate Governance Code of the Free Hanseatic City of Bremen in order to ensure good and responsible governance. We are obliged to comply with the following administrative regulations of the Free Hanseatic City of Bremen:

- Administrative regulation to avoid and combat corruption
- Administrative regulation concerning the acceptance of rewards and gifts
- Regulations concerning the approval of secondary occupations
- Administrative regulation concerning the acceptance and appropriation of funds from sponsoring, advertising, donations and patronage

Data protection

bremenports' Data Protection Officer has paramount authority and reports directly to the management. All personal data is processed solely for the purpose for which it was provided. No personal data is disclosed to third parties unless we are legally obliged to do so or have obtained the written consent of the person concerned. In addition to close internal cooperation with the individual departments in which sensitive data is processed, the bremenports' Data Protection Officer has regular meetings with representatives of Bremen's State Commissioner for Data Protection and with the data protection officers of other business enterprises and public authorities.

WHAT DID WE ACHIEVE IN 2016?

A Data Protection Officer is appointed at the company to monitor compliance with all data protection requirements. All processes, responsibilities and documents are regularly checked to ensure they are in line with the latest requirements and revised if necessary. No breaches of the protection of customer, staff or job applicants' data or the loss of any such data was revealed or established in 2016. Regular meetings are held with Bremen's State Commissioner for Data Protection in the interests of optimising our systems. There were no notifiable incidents in 2016.

WHAT LEGAL REQUIREMENTS DO WE HAVE TO OBSERVE?

We place great emphasis on data protection and privacy. The collection, processing and use of personal data of our staff, customers and suppliers are all handled in accordance with international and national data protection standards.

Other relevant facts and figures on this topic are provided in key performance indicators from p.86 onwards.

THE GREENPORTS PROGRAMME FOR COMPLIANCE

Policy	Goal	Measures	Status	Timeline	Performance
We comply with all legal regulations and proactively minimise the risk of corruption.	To create an organisational framework that permits 100% compliance with all legal requirements	Continuation of the Compliance working group		ongoing	on schedule
		Implementation of an internal code of conduct for bremenports staff	In progress; in the meantime, we have a self-imposed obligation of compliance with the Code of Conduct of the Free Hanseatic City of Bremen	2016	not yet achieved, new goal: 2017
		Introduction of in-depth anti-corruption training for “sensitive” areas	In progress; scheduled to tie in with rollout of the new code of conduct	2016	not yet achieved, new goal: 2017
		Establishment of a whistle-blowing procedure	Handled by the internal Anti-Corruption Officer and external consult-ants from Bremen’s Central Anti-Corruption Office	ongoing	on schedule
		Conducting corruption risk analysis	Is conducted regularly and the next risk analysis is planned	ongoing	on schedule
		Legislation information and update service	Responsibility of individual departments	ongoing	on schedule

PORT SECURITY & RISK PREVENTION

Policy: We not only ensure compliance with the ISPS Code and all other legal requirements, but also endeavour to improve safety in the transport chain by means of innovative projects which integrate different interest groups.

[GRI-STANDARDS: 103-1,103-2, 103-3]

+ 100 % availability

as part of the PFSO on-call service

WHY IS THIS TOPIC IMPORTANT TO US?

The risk of sabotage and terrorist attacks has increased sharply in recent years and consequently poses a serious threat to the ports of Bremen. The effects of an attack would be severe: any impairment of the trade in goods would have negative consequences for the entire national economy.

Irrespective of the consequences of such an attack, compliance with all security regulations is also a significant competitive factor. If shipping lines were to change to a different port of call because of security deficits, this would reduce our income from port charges.

HOW DO WE ADDRESS THIS TOPIC?

Risk analysis & risk prevention

The individual risks for each new port facility and/or facility upgrade are identified and risk prevention plans drawn up in consultation with the responsible security authorities. General preventive measures are set out in a port master plan under the supervision of the authorities. Despite comprehensive pre-ventive measures, it is not possible to avoid all risks entirely. In case of emergencies, it is therefore essential to have access to tried-and-tested mechanisms and trained staff. Our emergency management system plays a key role in that respect.

WHAT DID WE ACHIEVE IN 2016?

The effectiveness of our management policies is monitored by carrying out emergency drills involving various actors (security authorities, infrastructure manager, PFSO security services, and bremenports staff) and confirmed in audits conducted by the regulatory authorities. Compliance with all legal regula-tions is also monitored by representatives of the EU and the American government. Any incidents are evaluated in cooperation with the security authorities. No fines were imposed by the security authorities in 2016. In addition to structural, technical and organisational security measures, the focus is increasingly on cyber security.

The security authorities did not allocate any lock facilities and waiting areas at the ports in Bremen and Bremerhaven to higher risk categories.



Meeting of the Port Facility Security Officers (PFSO)

WHAT LEGAL REQUIREMENTS DO WE HAVE TO OBSERVE?

Our security regulations are based on the International Port Facility Security Code (ISPS Code), European and national security legislation and the Port of Bremen Security Act. The Management Board is responsible for compliance with these provisions, along with the appointed Port Facility Security Officers (PFSO).

THE GREENPORTS PROGRAMME FOR PORT SECURITY & RISK PREVENTION

Policy	Goal	Measures	Status	Timeline	Performance
We ensure not only compliance with the ISPS Code and all other legal requirements, but also endeavour to improve safety in the transport chain by means of innovative projects which integrate different interest groups.	To ensure no infringements of the ISPS Code	Upkeep of all certificates	completed	ongoing	erreicht
	To optimise security in the transport chain	Elaboration of the "Incoming truck management" project (planning, spatial requirements / traffic routes)	in progress	2020/2021	im Plan
		Development of camera systems to improve waterside monitoring (in cooperation with the federal government)	in progress	2017	im Plan
		"Synchrolog" project for digitisation of the supply chain is intended to harmonise IT-aided slot management systems at the North Sea ports	The "Synchrolog" project was commissioned at the end of 2017 and is being conducted by ISL as associated partner	open	im Plan
		"Loma" project for optimisation of maritime awareness is aimed at bundling all security data for a given information situation and the subsequent derivation of suitable measures	Project to be commissioned in 2017	open	neues Ziel

SUSTAINABLE PROCUREMENT

Policy: We want to pay more attention to social and ecological aspects in the procure-ment of goods and services.

[GRI STANDARDS: 102-9, 103-1,103-2, 103-3]

+ Approx. 85 € million

the total volume spent on goods and services in 2016

WHY IS THIS TOPIC IMPORTANT TO US?

Especially in our role as a public awarding authority, we have to make judicious use of the power result-ing from our high order volumes to minimise adverse impact on the environment and society.

HOW DO WE ADDRESS THIS TOPIC?

bremenports does not have a traditional supply chain, but procures large volumes of goods and services for the management, construction and maintenance of the ports of Bremen. Our central purchasing department plac-es orders with around 1,000 suppliers a year.

As a public awarding authority, we have to comply with diverse contract award regulations; these are described in detail in the chapter on “Legal regulations”. Our employees have to take all these require-ments into account during the tender process.

We can give numerous examples of eco-friendly and socially compatible substitutes at the company itself: our meeting rooms serve organic, fair-trade tea and coffee. It goes without saying that we use FSC-certified paper, our workshop uses washable cleaning cloths and refillable spray cans for oil. Wherever possible, we use organic lubricants for maintenance work. Creosote-impregnated railway sleepers are replaced by concrete or untreat-ed wood sleepers if at all possible and our workshop uses a biological parts cleaner that works with microor-ganisms. In dyke construction and maintenance projects, we endeavour to use dredged material that occurs in the course of maintaining the water depths, after it has been dewatered at our own treatment facility.

WHAT DID WE ACHIEVE IN 2016?

The Environment and Sustainability Team is currently working with our purchasing department to develop internal corporate guidelines which take social and environmental factors into account for the most important groups of goods.

WHAT LEGAL REQUIREMENTS DO WE HAVE TO OBSERVE?

As a public awarding authority, we are obliged to comply with diverse contract award regulations. De-pending on the item to be purchased and the volume of the order, these regulations refer primarily to the Bremen Collective Bargaining and Public Procurement Act [TtVG], the Utilities Contracts Regulation [SektVO] for transport contracts, the Procurement and Contract Procedures [VOL/A] for supplies and industrial services, [VOB/A] for construction contracts and [VOF] for freelance services. The applicable provisions specify that a Europe-wide tender procedure has to be conducted for orders which exceed a certain volume. This means that bremenports has no opportunity to favour regional suppliers and thus exploit the environmental advantages of shorter delivery routes.



The Federal Land of Bremen has also issued specific procurement guidelines which prescribe that social and environmental criteria have to be taken into consideration. The Bremen Core Labour Standards [Brem-Kern V], for instance, stipulate the procedure for complying with the equivalent ILO standards for the procurement of work clothing, natural stone, tea, coffee and cocoa. Sections 18 and 19 of the Bremen Collective Bargaining and Public Procurement Act [TtVG] stipulate that social and environmental procurement criteria have to be considered. This means that if several tenders have been submitted with the same economic parameters, the contract has to be awarded to a bidder who satisfies the obligation to employ severely disabled persons, provides vocational training and promotes equal employment opportunities for men and women. Timber products have to have FSC, PEFC or equivalent certification.

Contracts for construction work may only be awarded to companies who fulfil the exhaust gas standards for construction machinery.

Other relevant facts and figures on this topic are provided in key performance indicators from p.87 onwards.

THE GREENPORTS PROGRAMME FOR SUSTAINABLE PROCUREMENT

Policy	Goal	Measures	Status	Timeline	Performance
We want to pay more attention to social and ecological aspects in the procurement of goods and services.	To raise the share of sustainable products and services	Development of internal guidelines which take sustainability criteria into account in purchasing	Already in force in selected areas as part of the pilot phase – internal guidelines have still to be drawn up	2016	not yet achieved, new goal: 2018
				2019	new goal
				2020	new goal
				2019	new goal
		Introduction of a supplier code of conduct	Work on this began in 2015	2017	on schedule
		Assessment of our main suppliers in terms of sustainability criteria	A supplier assessment system was rolled out in 2015 – sustainability criteria are to be implemented on completion of the pilot phase.	2017	on schedule



ECONOMIC PERFORMANCE

Our prime economic objective is to make the ports of Bremen attractive to terminal operators, shipping companies, logistics firms, shipyards and other service providers. We also bear considerable responsibility for the economic situation and labour market in the region and therefore have to develop the ports in line with demand.

MARKET PRESENCE

Policy: We invest in pioneering projects which preserve and enhance the competitiveness of Bremen's ports.

[GRI-STANDARDS: 103-1, 103-2, 103-3]

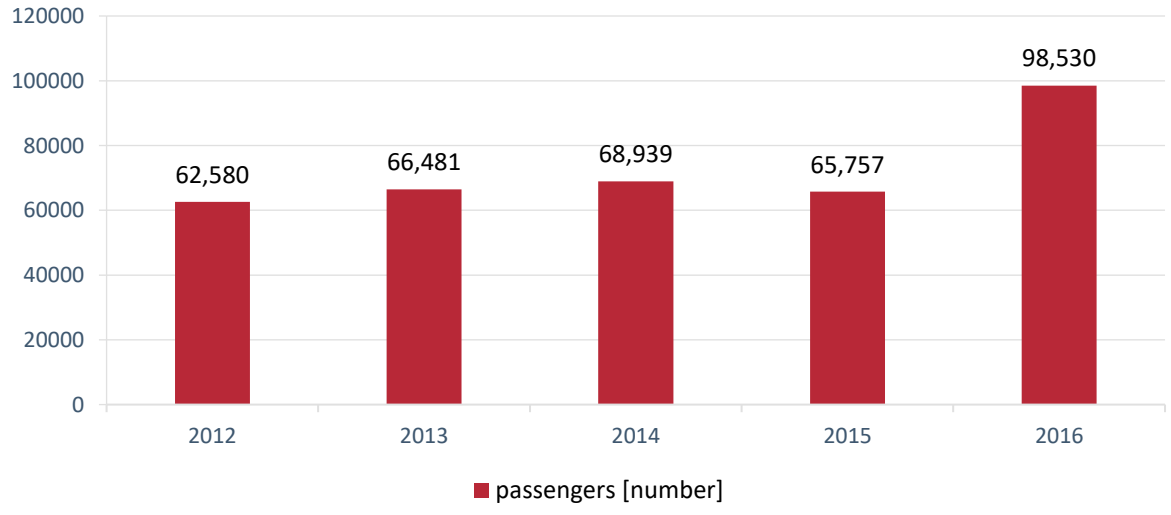
+ 50 %

increase in cruise passenger numbers compared with 2015

WHY IS THIS TOPIC IMPORTANT TO US?

The ports of Bremen rank amongst the major universal European ports. Key factors for our success are the good accessibility of the ports from both sea and hinterland, the reliable operations and efficiency of our port facilities as well as first-class port service providers and cargo handling companies.

Trend for cruise passenger figures at the ports of Bremen



Recognising trends at an early stage is key for defending and improving our competitive position. Repu-table consultant firms and institutes are forecasting diverse mega-trends up to the year 2030, one of which predicts exceptionally high growth for seaborne trade. Moreover, experts believe that we will see more and more ships with increasingly large cargo capacities, known as mega-carriers. It is therefore vital that we provide efficient traffic routes which enable fast and inexpensive links to the terminals in line with capacity requirements, whilst simultaneously ensuring that all transport activities are as quiet, clean and climate-friendly has possible.

HOW DO WE ADDRESS THIS TOPIC?

Our Port Development Concept 2020/25 forms the basis for our present planning processes. Our activi-ties currently focus primarily on the systematic upgrade of the port railway infrastructure, replacing the waterfront structures which have reached the end of their technical life and the promotion of coopera-tion between the ports. These systematic measures make a direct contribution to the competitiveness of Bremen's ports.

The ports' connection to the hinterland is another aspect which is of particular importance to permit efficient handling of the rising cargo volumes. In our role of port management company, we have only an indirect influ-ence on the necessary upgrading of the hinterland connections. The federal competencies between Bremen and Lower Saxony as well as national responsibilities make this a highly complex area. Nevertheless, we exer-cise our influence wherever we can to ensure that the relevant topics remain on the political agenda.

WHAT DID WE ACHIEVE IN 2016?

In 2016, rail hinterland traffic again achieved excellent figures both in terms of its share of the modal split and also in absolute volumes. Over the last 10 years, the share of rail in hinterland traffic has risen from 41.3% to 46.6%, an increase of 5%, while the share of road traffic declined from 56.0% to 50.7%.

Inland shipping is still suffering from the fact that the waterways are not fully navigable everywhere. In order to revitalise inland shipping, the German government and the Federal Land of Bremen have been upgrading the 156-km long Middle Weser to make it navigable by high-powered barges with a length of 110 metres, a beam of 11.45 metres and a draught of 2.50 metres.

Other relevant facts and figures on this topic are provided in key performance indicators from p.88 onwards.

THE GREENPORTS PROGRAMME FOR MARKET PRESENCE

Policy	Goal	Measures	Status	Timeline	Performance
We invest in pioneering projects which preserve and enhance the competitiveness of Bremen's ports.	To maintain our competitive position within the Nord-West range	Conducting a port hinterland study to enable better assessment of capacity requirements for hinterland traffic	Continued at five-year intervals, next study planned for 2018	2018	on schedule
		Implementation of Port Development Concept 2020/25	Large number of projects in progress	ongoing	on schedule
		Regular updates of port concept	planned	ongoing, at five-year intervals	new goal
		Ensuring reliable water depths, maintaining an efficient fleet of dredging equipment	in progress	ongoing	on schedule

INDIRECT ECONOMIC EFFECTS

Policy: We make efficient use of our resources to create value added and jobs in Bremen and the rest of the North-Western Metropolitan Region.

[GRI-STANDARDS: 103-1,103-2, 103-3, 203-1, 203-2]

+ 77,250 jobs

in the Federal Land of Bremen depend directly or indirectly on the ports

WHY IS THIS TOPIC IMPORTANT TO US?

The port infrastructure is a significant capital asset for the Free Hanseatic City of Bremen and is of central importance for creating gross economic value in the Federal Land of Bremen, for encouraging companies to set up business here and for the regional labour market. Farsighted port development is crucial to maintain these indirect economic effects. In that respect, our Management Board can count on the support of the Port Development department in particular.

HOW DO WE ADDRESS THIS TOPIC?

Regional economic value

Regional economic value is generated directly from our current status as a globally significant universal port. Our activities are consequently aimed primarily at maintaining our function as a multimodal han-dling location for international goods traffic. We also endeavour to generate additional value in cooperation with the local regional development bodies by having as high a percentage as possible of the handled goods used or processed locally. This share is measured in terms of the local content percentage (LOCO). The LOCO percentage indicates the share of goods that remain in the metropolitan region of the port concerned, rather than continuing their journey as port hinterland traffic. A high LOCO percentage can therefore indicate high regional value added. The LOCO percentages for some German seaports such as Hamburg, Wilhelmshaven and Rostock were identified as part of the Shipping Forecast 2030 compiled by the Ministry of Transport and Infrastructure. The LOCO percentage for the ports of Bremen amounted to approx. 35%, compared with approx. 25% for Hamburg, approx. 96% for Wilhelmshaven and approx. 71% for Rostock. However, these figures have to take into account the different types of cargo handled at the ports (general cargo, bulk, containers) and the different structures of the individual states (city-state, less densely populated states), so that a benchmark of this kind between the different ports is not particularly constructive.

Effects on the labour market

According to a study conducted by Bremen Institute of Shipping and Logistics (ISL), the jobs of approx. 77,250 gainfully employed persons (=18.4 % of the total gainfully employed persons in the Federal Land of Bremen) depended directly or indirectly on Bremen's ports in 2015 and generated revenues of approx. 11.5 billion euros, equivalent to approx. 22 % of Bremen's gross economic value. During the same period, the ISL also examined the port-related employment effects in Lower Saxony and Hamburg. Compared with a total figure of 77,250 port-dependent jobs in Bremen, the figure for Hamburg was 131,000 and 45,350 for Lower Saxony. The share of port-dependent jobs in the total workforce was thus high in Bremen at 18.4%, medium in Hamburg at 11.5% and low in Lower Saxony at 5.6%. We have decided to have this study updated regularly in order to obtain verified information about the indirect economic effects of the ports of Bremen.

WHAT DID WE ACHIEVE IN 2016?

The following three infrastructure projects were of outstanding importance in the year under review and represent only a selection of the large number of projects that were implemented or launched in 2016:

Expansion of the railway tracks at Imsumer Deich	
Project period	February 2015 - June 2018
Costs in 2016	EUR 7,228,963
	EU funds (TEN-T) EUR 882,032
Total budget	EUR 200,860,000
Reasons for the investment	Exceptional capacity utilisation of the terminal railway infrastructure
	The number of trains per week is forecast to increase from 430 in 2010 to 770 in 2025
Positive effects	Capacity increase for handling block trains in the Bremerhaven region by installing 8 additional, electrified tracks at the port location, each of which can handle a full-length train.
	Raises the attractiveness of the port location and rail as a hinterland transport mode

Replacement of western quay at Kaiserhafen III in Bremerhaven	
Project period	May 2015 - December 2018
Costs in 2016	EUR 821
Total budget	EUR 22,700,000
Reasons for the investment	The existing structure was in need of renewal
	Need to expand this facility for use by port-related businesses (in particular shipyards)
Positive effects	Strengthening the local shipyards by providing suitable infrastructure for fitting and finishing cruise liners in future
	Increased harbour width and better nautical conditions
	Technical option for retrofitting a floating dock

Elimination of bottleneck at Hüttenhafen	
Project period	March 2014 - November 2018
Costs in 2016	EUR 1,957,605
Total budget	EUR 7,800,000
Reasons for the investment	Construction of a new quay, lowering the harbour bed by one meter, opening up the bottleneck at the entrance to Hüttenhafen will
	improve nautical safety
	minimise the number of shifting operations
Positive effects	Improves handing conditions for handling bulk and heavy-lift cargo as well as steel, building materials, pipes and project cargo
	Improves the nautical conditions: the quay can now also handle Panamax vessels

Other relevant facts and figures on this topic are provided in key performance indicators from p. 93 onwards.

THE GREENPORTS PROGRAMME FOR INDIRECT ECONOMIC EFFECTS

Policy	Goal	Measures	Status	Timeline	Performance
We make efficient use of our resources to create value added and jobs in Bremen and the rest of the North-Western Metropolitan Region.	To maintain value added and jobs in the Bremen/ Bremerhaven region	Regular analysis of the value added and employment effects induced by operations at the ports of Bremen	Update with figures from 2015 has been completed	ongoing, at five-year intervals	on schedule

FUTURE-ORIENTED INFRASTRUCTURE & ADAPTATION TO CLIMATE CHANGE

Policy: We analyse global trends to identify opportunities and risks for our port locations and take steps to ensure their future viability, even in times of climate change.

[GRI-STANDARDS: 103-1,103-2, 103-3,102-11, 201-2]

WHY IS THIS TOPIC IMPORTANT TO US?

Diverse influences, first and foremost the effects of climate change, are changing the requirements demanded of the port infrastructure. The anticipated long-term effects of climate change could cause exceptional damage to the port infrastructure, which would in turn mean restricted port availability and declining income from port charges. If we are to guarantee 100% port availability in future, we have to analyse trends at an early stage and consider the appropriate adjustment options. That is the only way we can take prompt steps to counteract the risk of damage to high-value port facilities with a long ser-vice life.

HOW DO WE ADDRESS THIS TOPIC?

Investments in environmental protection and sustainability management are intended to ensure the future viability of the ports of Bremen. Our budget planning provides both the necessary funds for dealing with environmental problems as well as funds for preventive environmental protection to minimise future damage.



Dyke construction project for flood protection

By initiating and taking part in the NordWest2050 research project and a project to investigate adapta-tion to climate change on the Lower Weser by means of a tidal polder in the Drepte lowland, we have already obtained the first findings on the subject of climate adaptation. These investigations will be intensified for the individual locations over the coming years. We already ensure that the plans for all new structural facilities along the dyke line (locks, flood barriers etc.) include an allowance for climate protection in order to avoid the need for expensive adjustments during the service life of the facilities and ensure that they already provide protection against the anticipated

rise in sea levels.

WHAT DID WE ACHIEVE IN 2016?

To date, no concept has been drawn up for adaptation to climate change at the ports of Bremen. The cities of Bremen and Bremerhaven are currently drawing up a joint strategy for adaptation to climate change which will also include the elaboration of adjustment measures for the ports in Bremen and Bremerhaven. The following table contains a list of all risks and opportunities, the anticipated impact and our potential for influencing these developments. It has not yet been possible to conduct a financial assessment of the risks and opportunities. We are currently investigating the potential assessment methods.

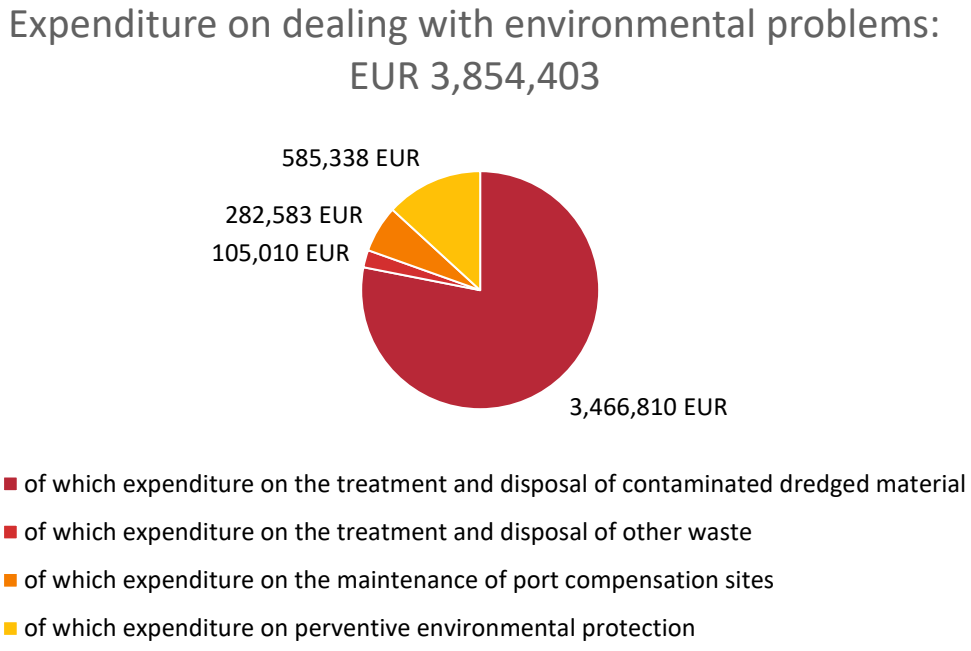
Risks and opportunities from climate change	Anticipated impact	Influence / responsibility
Physical risks owing to actual changes caused by global warming	Rising temperatures and sea levels	Scope for us to exert influence: small; Responsibility: global community
	Higher flood water levelsResponsibility: global community	
	Increase in strong wind incidents and the number of stormy days	
	Stronger strain imposed on employees during work, potentially less rest and recreation during work-free periods	
Regulatory risks, e.g. increased cost of capital and operating costs to comply with new regulations	Change in the dimensions of structural engineering works	Scope for us to exert influence: small; Responsibility: public authorities
	Changing requirements for drainage facilities	
	Adjustment of building regulations (wind classes)	
Opportunities and potential for offering new technologies, products and services in response to the challenges resulting from climate change	Port development, port construction & compensation measures adopted in anticipation of climate change: Finna Fjord Project	Scope for us to exert influence: available, but restricted because of limited resources; Responsibility: staff, management and shareholders of bremenports
	Supporting "green logistics": introduction of LNG and hydrogen technologies in the maritime business	
	Development of a carbon footprint tool for characteristic cargoes	
Opportunities and potential competitive advantages for the organisation owing to amended regulations or other technological changes in connection with climate change.	Larger order volumes for coastal protection projects	Scope for us to exert influence: available, but restricted because of limited resources; Responsibility: staff, management and shareholders of bremenports
	Increased use of ships or rail as transport modes is regarded as a competitive advantage, provided the proneness to disruptions does not	

	increase	

WHAT LEGAL REQUIREMENTS DO WE HAVE TO OBSERVE?

Enacted in 2015, Bremen's Climate Protection and Energy Act (BremKEG) is aimed at ensuring environ-mentally compatible, resource-saving, low risk and cost-effective conversion, distribution and use of energy. In particu-lar, the new law is intended to reduce carbon emissions and thus promote climate protection. Bremen also intends to reduce the carbon dioxide emissions caused by final energy consumption in the Federal Land of Bremen (with the exception of the steel industry) by at least 40 per cent by the year 2020, relative to the 1990 level. The law is also geared to achieving the overall global target of lowering greenhouse gas emissions by the industrial countries by between 80 and 95 per cent by the year 2050 relative to the year 1990. This is intended to help the Federal Land of Land Bremen counteract the negative impacts of climate change, minimise damage to the macroeconomy, maintain good living and working conditions and ensure competitiveness.

WHAT DID WE SPEND ON ENVIRONMENTAL PROTECTION IN 2016?



Other relevant facts and figures on this topic are provided in key performance indicators from p. 94 onwards.

THE GREENPORTS PROGRAMME FOR FUTURE-ORIENTED INFRASTRUCTURE & ADAPTATION TO CLIMATE CHANGE

Policy	Goal	Measures	Status	Timeline	Performance
We analyse global trends to identify opportunities and risks for our port locations and take steps to ensure their future viability, even in times of climate change.	To include an allowance for climate change in all port development, construction and compensation projects.	Investigation and discussion of the topic of “mega-vessels” together with our stakeholders	currently deferred	not clear	not yet achieved
		Organising cooperation with other ports for the benefit of the ports of Bremen	Cooperation projects are currently in progress with N-Ports (LED, LEP project), and with HPA and N-Ports (optimisation of incoming goods management)	ongoing	on schedule
		Development of demand-based products for offshore use, e.g. Bremerhaven Offshore Terminal	in progress	ongoing	on schedule
		Development of demand-based structures for hinterland transport	Terminal rail project "Imsumer Deich" currently in progress	ongoing	on schedule
		"Port Klima" project for the development of education and training modules on the topic of adaptation to climate change at the ports	Bremen University has submitted a project application with our declaration of support	2018-2020	on schedule
		Drawing up strategies for the port facilities in Bremen und Bremerhaven to adapt to climate change		open	on schedule

		Drawing up strategies for the port facilities in Bremen und Bremerhaven to adapt to climate change		open	on schedule
		Collaboration on drawing up strategies for adapting to climate change with the local authorities of the cities of Bremen and Bremerhaven	in progress	2017	on schedule
		Continuation of the climate change project “Drepte Tidal Polder” as part of the "TideSEC" research project	Search for suitable sources of funding	open	on schedule



ENVIRONMENTAL COMPATIBILITY

Our aim is to avoid negative impacts on the environment. We do so by reducing our consumption of energy, materials and land use and by lowering our emissions, dust, noise, light and waste. We are constantly on the lookout for innovative procedures which we believe will help to improve our environmental performance.

ENERGY MANAGEMENT & CLIMATE PROTECTION

Policy: We think carefully about our energy use, act sustainably, increase energy efficiency and raise the share of renewable energy.

[GRI STANDARDS: 103-1, 103-2, 103-3, 302-1, 302-4, 305-1, 305-2, 305-3, 305-5]

+ 5 % reduction

in total energy consumption year-on-year to approx. 16,900 MWh

WHY IS THIS TOPIC IMPORTANT TO US?

Climate change and its consequences are one of the greatest challenges of this day and age. Because we are located so close to the North Sea, we are directly confronted with the impact of climate change. It is accordingly essential for us to take appropriate steps to mitigate the effects. The aim of the greenports strategy is to operate the infrastructure of Bremen's ports with zero impact on climate over the long term and thus help achieve the national climate protection targets as defined by the German government or stated in the Paris Agreement (COP 21).

HOW DO WE ADDRESS THIS TOPIC?

Energy management system in accordance with ISO 50001

Energy consumption and the emissions of machinery, plant and buildings vary according to the construction, design or operation. In order to record consumption more systematically, allocate it precisely to the source and implement effective measures, we have introduced an energy management system that has been certified to DIN EN ISO 50001 Energy Management since 2016. Since the introduction of that system, our energy policy has stated that bremenports is committed to the sustainable and sparing use of energy resources and to the implementation of a continuous improvement process to enhance its energy performance and increase the share of renewable energy sources.

Operational targets for increasing energy efficiency and reducing carbon emissions are based on a de-tailed analysis of our energy consumers. The resulting plan of action is revised and developed at annual intervals. It contains specifications for the sectors of project planning, construction and contract award as well as procurement, which are supplemented by additional policies and specific targets. We refer to the list of legislative provisions on the "Umwelt-Online" internet platform, where amendments to the relevant legal laws and regulations are updated and the changes indicated.

Scope 1 – Direct emissions from sources over which the company has control

Ever since 2010, we have taken care when purchasing new vehicles to ensure that the type of vehicle is suitable for its intended use, that the fuel consumption is as low as possible and that it has good emis-sion values. As an alternative for inner-city travel, we also offer electric cars and bikes.

Scope 2 – Indirect emissions from the generation of energy bought in by the company

Increasing the proportion of green electricity, installing two photovoltaic systems which feed electricity into the public grid as well as a solar heating system on the roof of our workshops have steadily increased the share of avoided carbon emissions in recent years.

Scope 3 – Indirect emissions resulting from company activities where the sources are not owned by the company and therefore beyond our control

The emissions reported at present result from business trips. Employees fly only when absolutely necessary, although the annual number of flights and the destinations vary depending on the business activities concerned (e.g. in the consultancy sector). To encourage employees to take public transport to work instead of the car, we offer a subsidised “job ticket” for public transport.

Offsetting carbon emissions

To offset the unavoidable carbon emissions that occurred at bremenports in 2015, we purchased climate certificates equivalent to 203 tons for the local moorland project run by BUND environmental organisation. As there are unfortunately no new sites available for the moorland project, in 2016 we purchased emission certificates from atmosfair: certificates for 221 tons of carbon dioxide were purchased for bremenports GmbH, corresponding to the residual emissions by the company. For the first time, we also purchased certificates for 135 tons of CO2 to offset the emissions of the fleet owned by the Special Asset Ports. However, we are also looking out for new regional climate protection projects for the coming years..

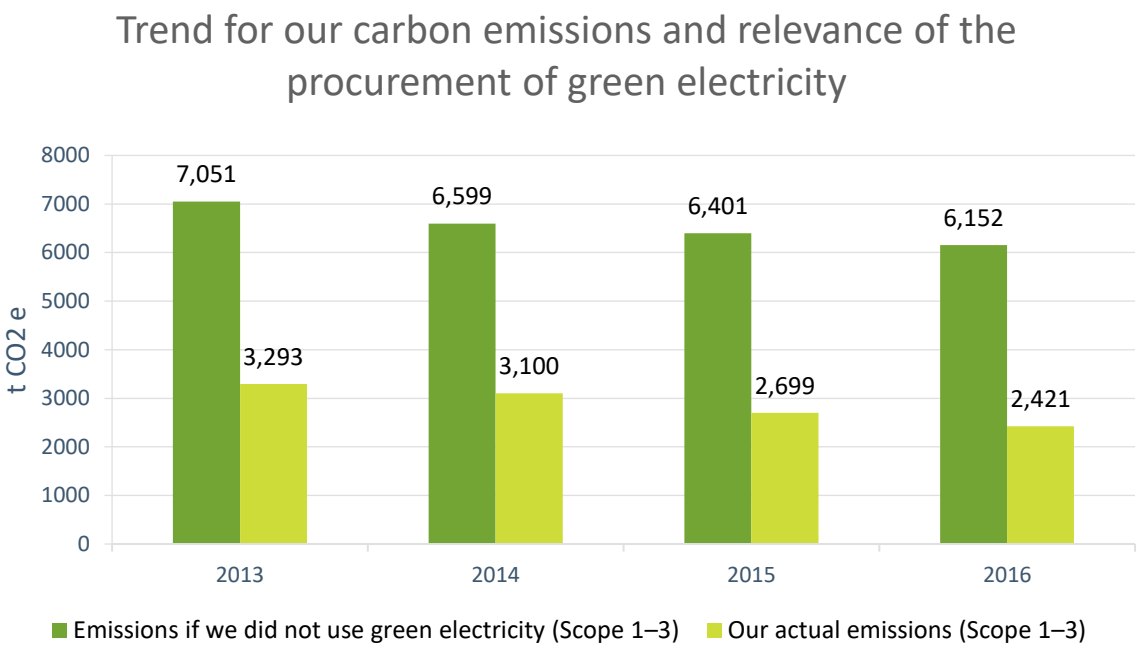
WHAT DID WE ACHIEVE IN 2016?

We purchased two more electric bikes for our workshop, one of which is designed to carry heavy loads, so that our staff can now carry larger items flexibly and with minimum impact on the environment.

Our photovoltaic systems produced 35,062 kWh of energy which was fed into the grid. Once again, this enabled us to avoid roughly 19 tons of CO2 equivalents. In 2016, our share of green electricity again amounted to 99%. The cooperative project initiated in 2015 to test the use of LEP lights and to investi-gate potential for increasing energy efficiency was rolled out in January 2016 and several test routes will be installed in the course of this project in 2017.

According to Deutsche Bahn, employees who use long-distance trains have automatically opted for carbon-neutral travel. We are currently investigating whether it is possible to neutralise carbon emissions for air travel directly at the time of booking.

EMISSIONS



Other relevant facts and figures on this topic are provided in key performance indicators from p. 96 onwards.

THE GREENPORTS PROGRAMME FOR ENERGY MANAGEMENT & CLIMATE PROTECTION

Policy	Goal	Measures	Status	Timeline	Performance
Our aim is to avoid negative impact on the environment. We do so by reducing our consumption of energy, materials and land use and by lowering our emissions, dust, noise, light and waste. We are constantly on the lookout for innovative procedures which we believe will help to improve our environmental performance.	To reduce our total energy consumption by the year 2025 by a further 10% relative to the year 2015 and to make the entire port infrastructure in Bremen/Bremerhaven climate-neutral by 2024.	Introduction of an energy management system in accordance with ISO 50001	The first certificate was awarded in October 2016	2016	achieved
		Implementation of energy monitoring software as analytical tool	Pilot phase began in 2016.	2017	on schedule
		Drawing up a concept for tide-dependent operation of the port pump systems.		2017/2018	new goal
		All lighting facilities which have to be purchased or exchanged will use state-of-the-art LED technology or a similarly energy-efficient solution.		ongoing	new goal
		Regulation which gives priority to the use of electric vehicles in urban traffic at the individual locations	Measures have been introduced to increase the use of the available electric vehicles, continuous market analysis when purchasing new additions to our fleet.	ongoing	on schedule
		Replacement of conventional vehicles by electric and hybrid vehicles	Continuous market analysis is carried out.	ongoing	on schedule
		An EnPI will be introduced		2017	new goal

		for the fleet to provide a clearer overview of its energy performance and qualify the fluctuations in total consumption.			
		Drafting a car policy with clear target specifications for reducing emissions		2017/2018	new goal
		Replacement of fossil fuel energy sources by renewable sources, e.g. hydrogen	Continuous market analysis is carried out.	open	on schedule
		New energy-saving method has been introduced for cathodic corrosion protection at the quay in Bremerhaven	This cannot be put into operation at present, legal proceedings have been initiated. Pilot phase in process with new titanium anodes (different manufacturer / customised production) at 2-3 boreholes.	2016	not achieved, new timeline: 2017
		Replacement of the wave absorber lighting at the riverside quay with LED, anticipated savings: 79%	Retrofitting with LED has proved to be an economical solution and will now gradually be implemented, anticipated energy saving: 79%. Approx. 15% of the lighting has already been retrofitted.	ongoing	on schedule
.		Installation of a test route with LEP/LED lighting	Project was rolled out in January 2016, the lighting routes were installed in 2017.	2018	on schedule
		Project to promote eco-friendly commuting (cycling/public transport)		open	new goal

		Improving accessibility of bremenports office by public transport		open	not achieved
		Analysis of potential carbon reduction in connection with business trips	Air kilometres already reduced to a minimum, train kilometres can be posted as carbon-neutral for long-distance journeys	2018	on schedule
		Investigating whether carbon emissions for air travel can be neutralised directly	planned	2017	new goal
		Analyse carbon emissions of the entire port	A carbon footprint tool has been designed by the Institute of Shipping and Logistics (ISL) to analyse the carbon emissions of the entire port in the transport chain.	open	on schedule

ENVIRONMENTALLY FRIENDLY SHIPPING

Policy: We support all technically feasible and economically appropriate methods of re-ducing the negative effects of shipping on people and nature and use these methods in particular for our own fleet.

[GRI-STANDARDS: 103-1,103-2, 103-3, 305-7]

+31 % of all vessels calling

at the ports of Bremen in 2016 had an ESI score

WHY IS THIS TOPIC IMPORTANT TO US?

For international port locations, shipping emissions are highly significant in terms of volume. As well as carbon emissions which cause climate change, shipping also generates large quantities of sulphur ox-ides, nitrogen oxides and particulate matter, all of which have different adverse effects on our eco-system and human health. Moreover, shipping frequently uses anti-fouling paints which continuously emit biocides and thus have a nega-tive impact on water and sediment quality. Environmental organisa-tions are reporting drastic increases in the quantity of waste in our oceans. In particular the problem of the accumulation of plastic waste has assumed global dimensions.

HOW DO WE ADDRESS THIS TOPIC?

Our management approach to this topic covers the following areas:

Emissions by our own fleet of service vessels

When planning the purchase of a new vessel, it has to be considered what alternative propulsion or fuel sys-tems are available, if they could be used for the type of vessel concerned and its specific requirement profile: in addition to liquefied natural gas (LNG), other options currently include hybrid engines. Over the long term, however, we are endeavouring to change over to emission-free propulsion systems such as fuel cell/hydrogen technology. Until now, LNG has been used in only a few vessels. To promote the use of LNG, we have launched a pilot project for an LNG-powered hopper barge. Compared with conventional marine fuel, such as heavy fuel oil or marine diesel oil/marine gas oil, LNG emits no sulphur oxides and virtually no particulate matter. Subject to optimum combustion, the emission of carbon dioxide can be reduced by up to 25 % and the share of nitro-gen oxides by 80-90 %.

As from 2015, shipping will be obliged to use fuels with a maximum sulphur content of 0.1% in Emission Control Areas or to achieve comparable values with the help of waste gas treatment systems (scrubbers). Our own fleet of dredgers and service vessels uses barge diesel, in line with the legal requirements for inland shipping. The

legally prescribed limit for sulphur is already significantly lower than the limits for maritime shipping and, at a figure of 0.001 %, is deemed “sulphur-free”.

The survey vessel “Seeadler” has a hybrid engine (diesel with battery pack) and went into operation in 2016. The LNG hopper barge will be delivered shortly. In 2016, the operations of our own fleet of vessels generated 0.0096 tons of SOx emissions. It is not possible at present to determine the PM and NOx emissions of our fleet, because the generation of these emissions by diesel engine combustion depends to a great extent on the specific engine parameters, such as combustion temperature, carburation and injection. These vary depending on the type of operation, i.e. whether the engine is working under full or part load. As the types of vessel and use differ within our fleet of service vessels and dredgers and it is not yet possible to ascertain the individual power consumption, no reliable quantification is as yet possible.

Emission model for maritime shipping in the ports of Bremen

Based on the principle of “You can only control something if you know it”, we joined forces with Bremen Institute of Shipping and Logistics to develop a model for the simulation of shipping in the ports of Bremen. The objective was and still is to assess the emissions at the port locations caused by the transport chain and above all by shipping. We first looked at shipping traffic in Bremerhaven and meanwhile have the results for both ports (Bremerhaven and Bremen). The data for shipping was calculated for the years 2012 and 2015 and compared in order to assess the impact of the maximum limit for sulphur (0.1%) in the North Sea Emissions Control Area which entered into force at the beginning of 2015. In the interests of comparability, the absolute quantities of the individual emission types are assessed in relation to load units. The following diagrams show the relation to the throughput quantities in tons. The model allows us to calculate the values for the different port areas and different fairway sections of the River Weser. In this case, the results do not include the figures for vessels calling at Bremerhaven (Outer Weser) and Bremen (Lower Weser). The effect of the reduced limit values for the sulphur content of marine fuels to be used in this area is clearly apparent. The generation of particulate matter depends primarily on the sulphur content and shows a similar trend.

Bremen without port calls	2012	2015
Particulate matter PM10 [g / BRZ]	0.18	0.02
SOx [g / BRZ]	1.71	0.22
NOx [g / BRZ]	22.7	23

Bremerhaven without port calls	2012	2015
Particulate matter PM10 [g / BRZ]	0.17	0.017
SOx [g / BRZ]	1.41	0.14
NOx [g / BRZ]	19.6	18.8

Incentive systems for low-emission shipping

We have introduced the following measures to create incentives for environmentally friendly shipping:

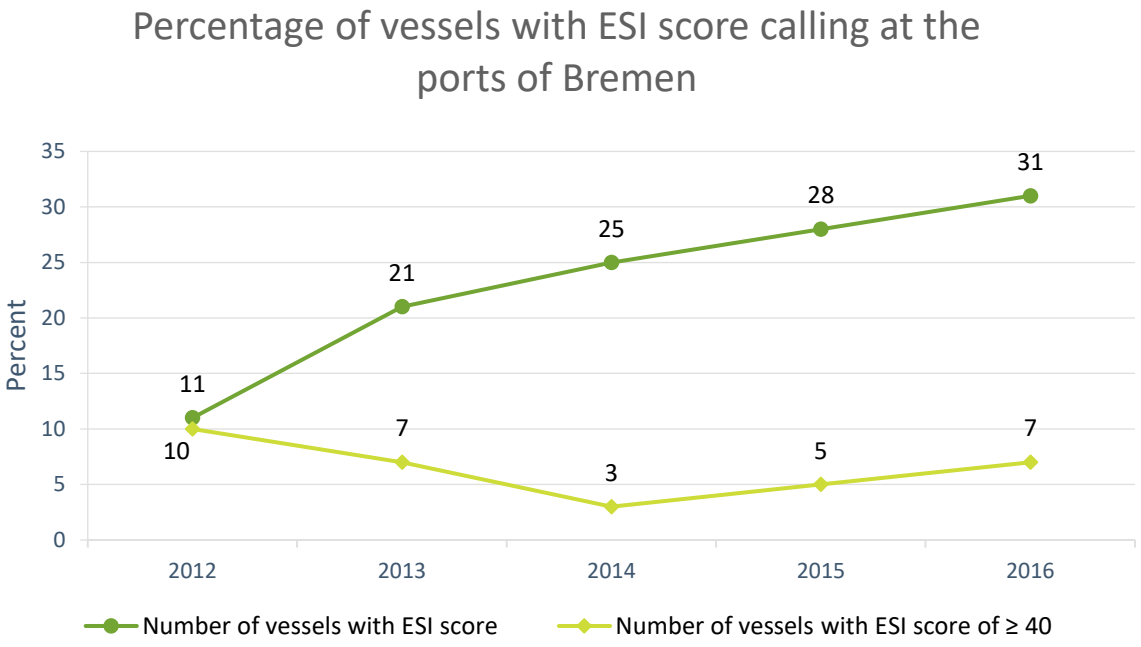
Shore power supply of inland water vessels

25 berths have meanwhile been equipped with shore power supply facilities so that inland shipping can be supplied with electricity from renewable energy sources when moored at the quay. Firstly, this significantly reduces the emission of nitrogen and sulphur oxides, particulate matter and carbon dioxide, and secondly switching off the generators as a source of noise benefits both crews and local residents

Discount system for eco-friendly vessels

The Environmental Ship Index (ESI) is an international standard that was jointly developed by the ports of Rotterdam, Antwerp, Le Havre, Hamburg, Amsterdam and the ports of Bremen as part of the World Port Climate Initiative. In January 2012, it was included in Bremen's Schedule of Port Charges as an environment-based tonnage charge. The index is made up of scores awarded for the emission of nitrogen oxide, sulphur oxide and carbon dioxide and further points are awarded if the ship has a ship-to-shore power connection. The ESI score is a figure between zero and 100, where zero corresponds to the internationally prescribed limits of the IMO (International Maritime Organization). A score of > 0 consequently means that the vessel surpasses the legal requirements. Every quarter, a total of 25 ships with the best ESI scores of $\geq$ 40 receive a discount of 15% each time they call at the ports of Bremen.

On 1 January 2016, the ports of Bremen introduced an additional discount for LNG and metha-nol. For further information about the discount levels, please visit our website.



greenports award

Since 2014 we have presented an annual greenports award in the categories “Ship with the lowest emissions" and "Shipowner/charterer of the fleet with the lowest emissions". The objective of the greenports award is to honour particularly environmentally friendly ships or shipping companies. Although the greenports award does not come with a monetary prize, winning the award is a public honour and for the last two years, bremenports has also undertaken to offset the carbon emissions for one port call on behalf of the winners. The award winners also receive a certificate as a symbolic prize that is intended to raise awareness of the emissions that have been avoided and publicise the option of subsequent regional CO2 offsetting. The Environment Ship Index (ESI) score achieved the preceding year serves as the basis for calculating the winners. A vessel has to call at the ports of Bremen several times to qualify for the greenports award, a condition which was introduced as a token of our appreciation for regular users of the ports compared with vessels which call only once.

In 2016, the greenports award 2016 in the category “Lowest-emission vessel” went to the prod-uct/chemical tanker “Bit Okland”; Tarbit Shipping AB won the award in the category “Owner of the lowest-emission fleet”.



Presentation of the greenports award in 2016

Dealing with anti-fouling paints

Owing to the negative effects of the biocides used in anti-fouling paints, it is no longer permissible to clean underwater parts of a vessel outside dry or floating docks. For our own fleet of service vessels and dredgers, we constantly check whether it is possible to use new types of underwater coating which contain no biocides whatsoever or which have a positive impact on the surface.

Disposal of shipboard waste

Bremen's Port Authority (HBH) is responsible for monitoring the ban issued by IMO MARPOL on the disposal of any kind of plastic waste whatsoever at sea. Bremen's Schedule of Port Charges includes an obligation for ships to hand over their shipboard waste; the fees for waste disposal are already included in the port charges. By offering this service, the ports of Bremen satisfy the demand made by environmental and nature conservation organisations for ships to have the option of inexpensive or free waste disposal in order to prevent illegal dumping at sea.

Other relevant facts and figures on this topic are provided in key performance indicators from p. 99 onwards.

THE GREENPORTS PROGRAMME FOR ENVIRONMENTALLY FRIENDLY SHIPPING

Policy	Goal	Measures	Status	Timeline	Performance
We support all technically feasible and economically appropriate methods of reducing the negative effects of shipping on people and nature and use these methods in particular for our own fleet.	To optimise the environmental performance of our existing fleet	Drawing up a concept for the entire fleet of service vessels	planned	2017	not achieved
		Use of biocide-free underwater paints for our own fleet and participation in innovative test applications	The currently available underwater paints (shark skin) are not suitable for the sailing profile (lay times/ speeds) of our own fleet of service vessels.	ongoing	on schedule
	To order no new-build vessels without improvement of the environmental performance	Survey vessel with hybrid drive (diesel engine with battery pack)	A survey vessel with hybrid drive went into regular operation in 2016.	2016	achieved
		Hopper barge with LNG-diesel-electric drive	A hopper barge with LNG-diesel-electric drive has been scheduled for delivery since 2016	2017	not achieved
	To record emissions at the ports of Bremen	Calculation of ship emissions for the emission model of the ports of Bremen. Calculation of ship emissions for the emission model of the ports of Bremerhaven	The emission data for the year 2012 in Bremerhaven is now available	2015	achieved
			The emission data for the years 2012 and 2015 in Bremen and for 2015 in Bremerhaven is not available.	2016	not achieved
	To increase the number of incentive providers of the ESI and increase the number of ESI users worldwide	Cooperation on the enhancement of the Environmental Ship Index (ESI)	As a member of the IAPH / WPCI working group, we constantly keep ahead of the legal standards	ongoing	on schedule
		Presentation of "greenports award" to the	The winners for 2016 have been	annual	achieved

		ocean-going vessel with the lowest emissions and the owner of the most environmentally friendly fleet	identified and the presentation ceremony is scheduled for 2017.		
	To promote the use of low- emission fuels / propulsion systems	Promoting the use of LNG as environmentally friendly fuel	The ports of Bremen have been LNG-ready since 2015 (refuelling with LNG is organised and possible)	ongoing	on schedule
		Designing additional incentive systems at the ports of Bremen	On 01.01.2016, an additional LNG and methanol discount was introduced at the ports of Bremen	2015	achieved
	To promote external power supply for shipping	Equipping barge berths with on-shore power connections (where this makes sense)	No further connections were installed in 2016. The 18 existing connections are used.	ongoing	on schedule
		Evaluating on-shore power supply options for maritime shipping	Constantly in progress; to date there is no economical solution which could be implemented cost effectively.	ongoing	on schedule
	To continue to develop incentives for shipping to dispose of waste and waste water at the port	Including the separation of waste prior to disposal in all new tender procedures	introduced	2017	achieved

EFFICIENT LAND USE AND BIODIVERSITY

Policy: We use the available space efficiently, avoid negative impacts on biodiversity and, if adverse effects are unavoidable, initiate the appropriate compensatory mitigation measures.

[GRI-STANDARDS: 103-1, 103-2, 103-3, 304-1, 304-2, 304-3]

+34,7 %

of the total port area refer to protected habitats

WHY IS THIS TOPIC IMPORTANT TO US?

The sharp increase in the flow of goods and materials since the 1960s has led to a number of adverse effects on the marine and coastal habitats at the Weser estuary and the neighbouring Wadden Sea. To counteract these effects and avoid negative impact from infrastructure development projects for the benefit of the ports and shipping, numerous legal requirements now have to be satisfied. It would otherwise not be possible to obtain approval for the execution of these infrastructure projects.

HOW DO WE ADDRESS THIS TOPIC?

Whenever water or port construction projects affect or even threaten to destroy protected habitats, we create comparable compensatory mitigation sites in accordance with the relevant legal requirements. Because of our location on the mouth of the Weser, immediately beside Lower Saxony Wadden Sea National Park, the requirements we have to fulfil are comparatively strict. Back in the early 1990s, bremenports recruited its own environmental planning experts, thus setting up organisational structures which have proved successful for project development right up until the present day. Over the course of more than 20 years, we have acquired comprehensive expertise for which there is meanwhile such high international demand that bremenports' environmental planning engineers have also designed and implemented projects for third parties in the capacity of external consultants. The inclusion of environmental impact assessments at an early stage of construction projects as well as consultation with the relevant interest groups (environmental organisations, farmers, the local authorities and general public) have proved successful in ensuring public acceptance and fast implementation right from the start.

Once such compensatory mitigation projects have been completed, the sites are maintained by our staff as “green port infrastructure”. The nature conservation authorities greatly appreciate the fact that all aspects of these projects – from the planning stage and development right through to maintenance – are handled as one overall package. This does not apply to sites in Bremen itself, where the haneg company is responsible for maintenance, or to two large areas outside the dykes on the Wursten coast which were already transferred to the Lower Saxony Wadden Sea National Park Authority during the development phase. Monitoring the compensatory mitigation sites is handled by external consultants, our own experts or the nature conservation authorities, depending on the allocation of responsibilities.



Luneplate nature reserve

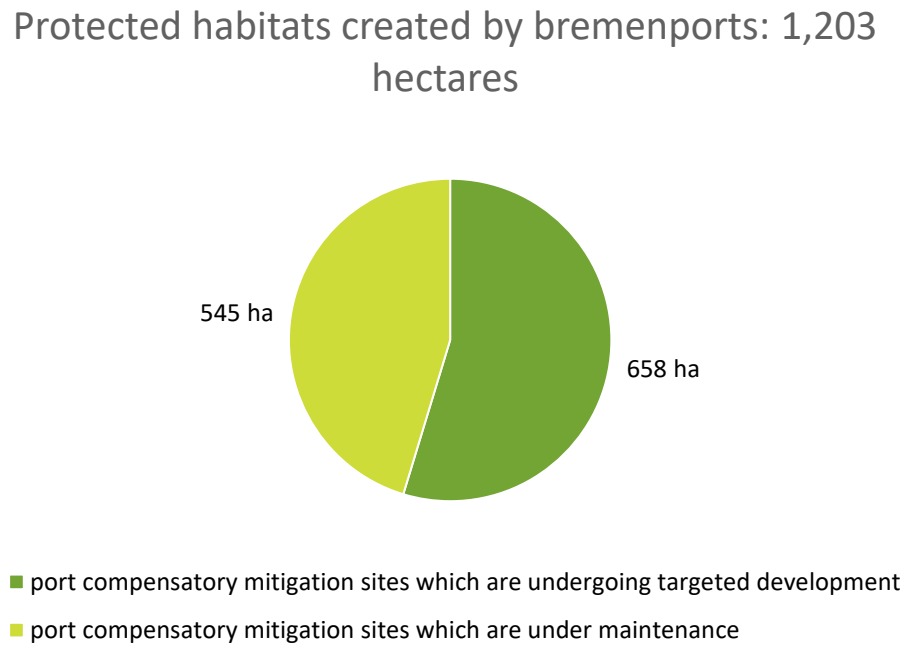
Special award

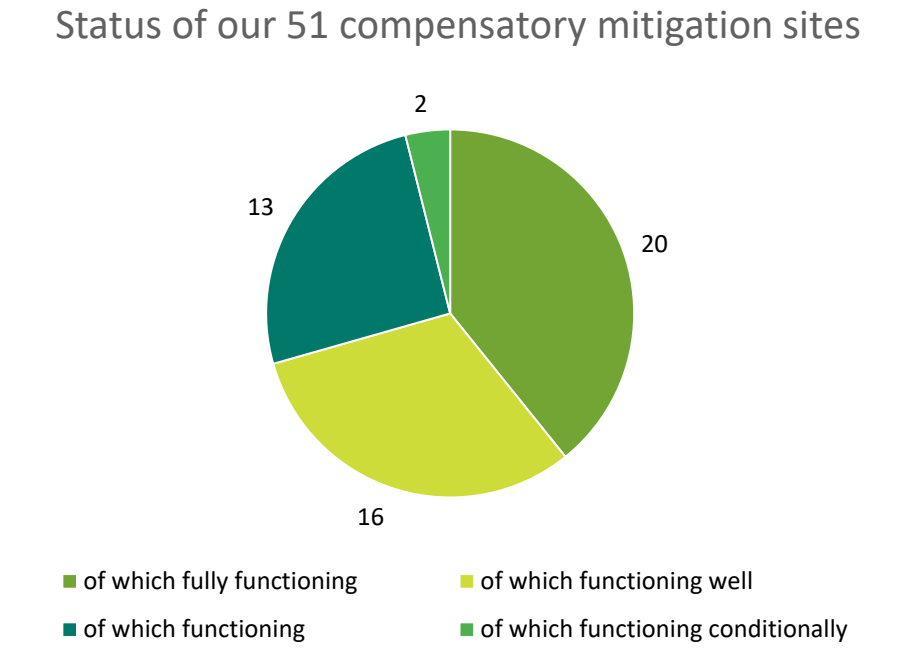
Our environmental commitment was rewarded in 2016 when we won the “ESPO Award” presented by the European Sea Ports Organisation. In a competition on “Nature at the Ports”, our Luneplate compensatory mitigation site came out first, ahead of eleven other projects of European ports, including Rotterdam, Antwerp and Le Havre. The award was presented to bremenports Managing Director Robert Howe at the Palais d’Eqmond in Brussels. The compensatory mitigation sites on Luneplate cover a total area of around 1060 hectares and are of international importance because of their relevance for the East Atlantic migration route.

WHAT LEGAL REQUIREMENTS DO WE HAVE TO OBSERVE?

We comply with the following nature conservation legislation at European, national and Federal Land level: Fauna-Flora-Habitat Directive, EU Wild Bird Directive, Water Framework Directive, the Federal Nature Conservation Act, the Environmental Impact Assessment Directive, Bremen Nature Conservation and Development Mitigation Act, Lower Saxony Implementation Directive for the Federal Nature Conservation Act.

WHAT IS THE CURRENT STATUS OF OUR COMPENSATORY MITIGATION SITES?





PORT AREAS IN THE IMMEDIATE VICINITY OF PROTECTED AREAS

Protected area	Adjacent port areas	Type of habitat	Relevance for protected species
Weser Flora-Fauna-Habitat [DE2417-370]	Überseehafen and Fischereihafen, Bremerhaven	Estuarine [tidal river estuary]	Migration area and adaptation zone for migratory fish such as shad, river and sea lamprey
Luneplate nature reserve (large parts of the Weser FFH area [DE2417-370] as well as the Bird Sanctuary Luneplate [DE 2417-401] have been designated as a nature reserve since 17.02.2015)	Überseehafen and Fischereihafen, Bremerhaven	Tidal lower course of the river with tidal inlets and brackish flats, reedbeds, wet fallows, salt marsh with flooding in winter, seasonally flooded grassland, ditches, ponds and shrubs	Migratory fish (shad, river and sea lamprey), waterfowl and waders, meadow and reedbed birds, plant species found in brackish reedbeds and salt marshes
Lower Saxony Wadden Sea National Park Bird Sanctuary [DE2210-401]; Flora-Fauna-Habitat [DE2306-301]; UNESCO World Heritage Site	Überseehafen, Bremerhaven	mostly: estuarine [see above], vegetation-free mud, sand and mixed flats, Atlantic salt meadows	Breeding ground and partial habitat for a particularly high number of rare bird species; migratory route for sea lampreys; habitat for porpoises and seals
Weserportsee nature reserve	Überseehafen, Bremerhaven	Different types of habitat are closely interlinked (ponds, wet hollows, reedbeds, shrubs, open sandy areas and infertile grassland)	Habitat for various species of fauna and flora, some of which are endangered
Weser Flora-Fauna-Habitat between the Ochtum estuary and Rekum [DE2817-370]	Klöcknerhafen, Bremen	Inland water (tidal lower course of the Weser with strong bank reinforcement)	Spawning grounds and larvae / fish nursery habitat for shad, river and sea lamprey

Niedervieland bird sanctuary [DE2918-401]	Dredged material treatment site, Bremen - Seehausen	Large extensively farmed wet grassland area with ditches, alluvial forest, reedbeds, large and small ponds	Breeding area for bluethroat, marsh harriers, short eared owl, spotted crake, corncrake, stork; habitat for visitors such as wood sandpiper, golden plover, ruff, hen harrier, smew, Bewick's swan
Flood polder nature reserve	Neustädter Hafen, Bremen and dredged material treatment site, Bremen - Seehausen	Floodplain area with sporadically flooded wet grassland, alluvial forest, reed beds, ruderal areas and small ponds	Habitat for bluethroat, sedge warbler, bittern, marsh harrier, black-necked grebe, gadwall, shelduck, amphibians and dragonflies as well as purple loosestrife, flag iris and willow

NEGATIVE IMPACT OF MARINE AND PORT BUSINESS ON BIODIVERSITY

Negative impact of marine and port business on biodiversity

Over the last 100 years, the port and marine business has caused significant and permanent changes to the Weser estuary. This has also had a severe impact on the biodiversity of the estuary as a whole.

Management approach

When planning further port development projects, we minimise the use of new sites by optimising the existing sites as far as possible. This is a basic step towards avoiding additional reduction of biodiversity. Although it is theoretically possible to reverse the negative impact on biodiversity caused by the port industry, it is unlikely to be implemented in practice because of cultural circumstances and is therefore restricted to the option of compensatory mitigation sites for the time being. Whether or not it is possible to reintroduce former species depends on the specific circumstances of the species concerned. Projects conducted over the last 20 years by the shipping authorities and the ports of Bremen have also been backed by comprehensive parallel measures aimed at avoiding any further impairment. The return of shad and porpoises can already be viewed as an indication that the Weser estuary has regenerated to a certain extent. To promote further regeneration, it is just as important to limit the ongoing pollution caused by shipping as it is to develop and restore shallow waters, tributaries and tidal areas outside the dykes. Broad-based cooperation and the willingness of diverse interest groups to participate in such undertakings is an essential factor for their success.

Status 2016

We maintain and optimise the existing compensatory mitigation sites.

Adverse impact of plastic waste from shipping

According to environmental organisations, the occurrence of plastic waste in the oceans is increasingly drastically and constitutes a global problem. Plastic waste lasts for 450 years and causes the death of marine mammals and seabirds. The influence of such waste is not restricted to local waters at the ports, but has to be seen as problematic throughout the world.

Management approach

The dumping of plastic waste is irreversible, even if innovative methods for cleaning the oceans are currently being tested. In our capacity as port management company, we have no influence over this situation. Throughout the EU, ships are obliged to hand over their waste for disposal. Our Schedule of Port Charges includes the obligation to pay a flat-rate for waste containing oil or household garbage. The charge depends on the vessel's gross tonnage and amounts to a just a few percentage points of the port charges.

Status 2016

- Plastic waste is still being dumped illegally at sea
- The port charges team levies charges for waste disposal in line with our regulations
- Our trainees support garbage collection campaigns organised by the Bremen branch of BUND environmental organisation
- We support the garbage collection activities of NABU nature conservation organisation at the boundary between the container terminal and the National Park

Impairment caused by underwater paints used by marine shipping

Because tributyl tin (TBT), which was used for many years in underwater paints used by shipping, can affect the hormone metabolism of aquatic animals, its use has been banned since 2008 and it is illegal for it to be present on ship hulls. Nevertheless, we still measure high TBT concentrations in the port waters in Bremen and Bremerhaven. There is scientific evidence of the negative effects on shells, molluscs and fish.

Management approach

The port has no influence over the continuing discharge of TBT by shipping. However, the constant dredging work in combination with the ban on the use of TBT will inevitably lead to a reduction of this contamination, as maintaining the water depths has the side effect of cleaning the water.

Status 2016

Unfortunately, this effect cannot as yet be seen from or proved by the analysed figures. TBT is still de-tectable in the water.

Negative impact of port construction projects

Noise from pile-driving work during port construction projects can impair the habitat of porpoises, shad, lampreys and fish.

Management approach

When pile driving is necessary for the construction of sheet piling and dolphins, it normally affects the entire cross-section of the river. High impulse sound levels can lead to irreversible damage and are consequently reduced to a minimum (<2h/day) and replaced by vibration pile driving wherever possible. Animals that are sensitive to noise are scared off before such work takes place.

Status 2016

As our contribution to the Weser Integrated Management Plan in the year under review, we drew up guidelines for taking into account the habitat functions of fish, lampreys and porpoises in connection with construction and maintenance work in the tidal areas of the River Weser.



Luneplate observation platform

Negative impact of the ballast water of ocean-going vessels

The ballast water of ocean-going vessels can introduce invasive species, pests and germs to the waters at the ports of Bremen and the navigable waters of the Weser estuary and endanger our indigenous biodiversity over the long term. Our indigenous oysters, for instance, have been ousted by the Pacific oyster.

Management approach

Changes to biodiversity are frequently irreversible: in order to restrict the introduction of invasive species, we support the IMO Ballast Water Agreement which demands that the party responsible (i.e. marine shipping) takes appropriate precautions.

Status 2016

Our nautical employee deals with the topic of environmentally friendly shipping, keeps track of the legal requirements and advises us of any necessary adjustments.

Other relevant facts and figures on this topic are provided in key performance indicators from p.101 onwards.

THE GREENPORTS PROGRAMME FOR EFFICIENT LAND USE AND BIODIVERSITY

Policy	Goal	Measures	Status	Timeline	Performance
We use the available space efficiently, avoid negative impacts on biodiversity and, if adverse effects are unavoidable, initiate the appropriate compensation measures.	To give priority to reclassification of existing sites rather than using new sites	Checking alternatives when planning construction projects and also downstream levels of port development	Is currently performed only on the level of construction projects	ongoing	on schedule
	To bundle compensation measures and thus boost effectiveness and minimise land consumption	Consolidation of existing compensatory mitigation sites at Luneplate, Drepte lowland and on the Wursten coast	in progress	ongoing	on schedule
	To implement credible measures to fulfil our obligations as source of pollution	Handling our own planning and implementation and using our own expertise to achieve our goals	Most of the measures are implemented by bremenports itself	ongoing	on schedule
	To make use of strategic partnerships	Continuing to foster the partnership with Lower Saxony Wadden Sea National Park Authority	The National Park Authority develops the compensatory mitigation sites for CT4 on the Wursten coast on behalf of bremenports	ongoing	on schedule

We use the available space efficiently, avoid negative impacts on biodiversity and, if adverse effects are unavoidable, initiate the appropriate compensation measures.	To keep sufficient compensatory mitigation sites available to enable us to fulfil our compensation obligations promptly	Implementation of the compensation pool at Drepte lowland and development of a new compensation pool	Sites have been provided for two small-scale projects	open	on schedule
	To keep natural habitat sites (~30% of total port area) in good working order	Ensuring continuous upkeep of these sites	The current natural habitat area amounts to 34.7%, the status of the compensatory mitigation sites is published	ongoing	on schedule
	To reduce the negative impact on biodiversity caused by maintaining the water depths	Reviewing our own sediment management concept in terms of reducing impact on European protected sites/protected species	in progress	not on schedule	new goal: 2017

EFFECTS OF MAINTAINING THE WATER DEPTHS

Policy: We reduce the negative impact on nature and environment to a minimum when maintaining the water depths.

[GRI-STANDARDS: 103-1,103-2, 103-3, 306-2]

+870,000 m³

of dredging spoils can be avoided on average every year thanks to our water injection dredgers, the top-up channel and closing the "Hafenkanal"

WHY IS THIS TOPIC IMPORTANT TO US?

Reliable water depths are essential to guarantee 100% port availability. Various technical procedures are used to remedy or avoid insufficient water depths, depending on the individual location and operating circumstances. We endeavour to interfere with nature as little as possible and to minimise negative impacts, such as destroying bottom-dwelling creatures, reducing oxygen levels in the water, mobilising pollutants and driving away fish and mammals.

HOW DO WE ADDRESS THIS TOPIC?

We pursue the following concept for maintaining the water depths:

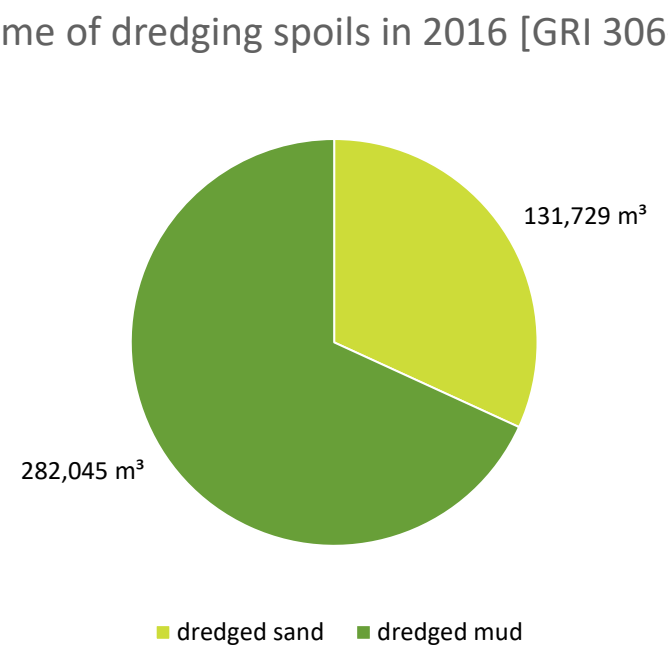
Reduction of sedimentation

Unsere beiden Wasserinjektionsgeräte „Hol Blank" und „Hol Deep" halten Sedimente in der Schwebe, Our two water injection dredgers "Hol Blank" and "Hol Deep" keep sediment in suspension to reduce deposition. This enabled us to reduce the dredged volumes both at the outer ports of Bremerhaven as well as the port areas in the city of Bremen by an estimated 600,000 m3 per annum. A top-up channel in Bremerhaven also diverts low-particulate water from the surface of the Weser into the harbour basins, reducing the dredged volumes at the port area behind the locks in Überseehafen by an estimated 150,000 m3 per annum. The "Hafenkanal" in the city of Bremen has been closed, which also reduces the dredging volume by approx. 120,000 m3 per annum.

Insufficient water depths: monitoring and solution

Despite the water injection dredgers and top-up channel, however, it is not possible to prevent the deposition of suspended particles entirely. It is therefore important to monitor the water depths in the port continuously and document any low water areas. Bremen's Port Authority specifies the dredging requirements, but bremenports is responsible for eliminating any shallows with bucket dredgers. The subsequent (and correct) disposal of

the dredging spoils depends primarily on the level of contamination.



Treatment of dredging spoils

Uncontaminated dredging spoils, especially sand, can be put directly back into the water or moved to a suitable spot after they have been removed by the dredgers. The Waterways and Shipping Administra-tion determines which sites are suitable for reintroducing dredging spoils, in this case areas in the Outer Weser.

Contaminated dredging spoils, especially mud, have to undergo expensive treatment or are deposited in land-fills. Wherever possible, they are dewatered in our out treatment facility in Bremen-Seehausen and preferably recycled. If that is not possible, the dewatered dredging spoils have to be deposited on the adjacent landfill site. If there are not sufficient capacities at the dredging spoils treatment facility in Seehausen to cope with the volume of dredging spoils, the remaining spoils have to be handed over to third parties for disposal, e.g. at the Slufter underwater dump near Rotterdam.

WHAT DID WE ACHIEVE IN 2016?

In the year under review, the draft of a sediment management concept of the ports of Bremen was provided by an external expert. The findings are currently being analysed. Analyses were nevertheless also conducted in 2016 to review the degree of contamination of the sediment.

Other relevant facts and figures on this topic are provided in key performance indicators from p.103 onwards.

THE GREENPORTS PROGRAMME FOR MAINTAINING THE WATER DEPTHS

Policy	Goal	Measures (methods, processes, projects and initiatives for achieving our goal)	Status	Timeline	Performance
We reduce the negative impacts on nature and the environment to a minimum when maintaining the water depths.	To minimise conventional dredging	Endeavouring to avoid sedimentation (by water injection dredgers, topping up port with low-sediment water)	Continuous review of scope for optimisation	ongoing	on schedule
	To leave sediments in the water or increase the share of relocated sediments	Contaminant monitoring to identify external sources and remedy potential admission routes	Analyses are conducted to monitor the trend for contamination	ongoing	on schedule
		Endeavouring to recycle as much dredged material as possible to preserve expensive landfill capacities	In 2016, 50.47% of the dewatered dredging spoils could be recycled or taken into interim storage for subsequent recycling (e.g. for additional dewatering fields)	ongoing	on schedule



STAFF & LABOUR PRACTICES

Secure jobs, extensive employee rights, comprehensive education and training programmes, an effective health management scheme and countless options for combining work and family equip us to face the future and make bremenports an attractive employer.

ATTRACTIVE WORKING CONDITIONS

Policy: We promote job satisfaction and our attractiveness as an employer with a family-friendly corporate culture that promotes health and skills.

[GRI-STANDRADS: 103-1,103-2, 103-3, 401-1, 401-2, 404-1]

+1,6 %

is the share of employees who voluntarily left the company in 2016

WHY IS THIS TOPIC IMPORTANT TO US?

In an age of growing demand for qualified staff to perform increasingly complex work and fewer skilled workers because of the demographic change, the attractiveness of bremenports as an employer is essential for attracting qualified employees and promoting their loyalty to the company.

HOW DO WE ADDRESS THIS TOPIC?

Job - Family – Health

bremenports pursues a family-friendly and health-conscious corporate policy which provides an excel-lent basis for achieving the optimum work-life balance and for maintaining and improving the health of our employees. bremenports has been certified by the “berufundfamilie” (work and family) audit since 2005 and has currently reached the highest audit level. Core issues include offering flexible working hours and a variety of work models. Many employees, for instance, are on flexitime. This option is not available to employees working in industrial jobs, as the work involved requires them to start work at the same time. Part-time work is another option and job sharing is also possible under certain circumstances. Mothers and fathers can work from home if this is compatible with the company’s interests. Working parents also receive additional support in the form of holiday programmes for children and an in-house parent & child office. bremenports also runs carer seminars and support groups for employees who care for their relatives.

In 2009, a new health concept was drawn up and incorporated into the “Work and Family” project in 2015. A working group meets regularly to foster the development of our policy on job, family and health. We promote the health of our staff, for instance, through our arrangement with Hansefit, which permits employees to work out at reduced rates in the participating gyms and swimming pools. We hold regular Health Days on changing themes, such as “Life Stages”, which include presentations to inform our employees about the opportunities available. Health checks are a regular feature of our Health Days. We also support sports events to promote team spirit. Since 2008, our employees have taken part in the “Cycle to Work” campaign.



Job - Family – Health steering group

Fair pay und attractive perks

Based on the civil service agreements of the Communal Employers’ Association, we offer our staff fair pay and job security. Amongst other things, our collective agreement offers a supplementary company pension, an annual bonus, payments into an employee savings scheme and a performance bonus. Staff can also purchase a subsidised “job ticket” for local public transport and work out at reduced rates in the “Hansefit” network of gyms. They also have the choice of converting a part of their salary into a pension fund. These benefits are offered to all employees, regardless of whether they are on a fixed-term or permanent contract and whether they work full or part time.

Vocational training & attracting junior staff

We believe training and education is the key to succession planning. We offer work experience for school pupils, attend vocational training fairs and take part in “Future Day” to interest young people in our company at an early stage. In cooperation with Bremen’s Vocational Education and Training Centre, we offer more traineeships than we actually need to meet our own staff requirements.



Trainees at work

Staff development and training

In the course of a structured annual staff appraisal, we analyse the scope for the individual employee's development and further training requirements. We also have a talent fostering programme which aims specifically to promote junior staff. We tackle the shortage of skilled labour in certain occupations by training our own staff. Our HR department coordinates all the different training measures.

WHAT DID WE ACHIEVE IN 2016?

In 2016, our staff made good use of the reduced membership fees for the Hansefit gyms, with a total of 110 employees signing up. We introduced a mentoring programme to facilitate on-boarding for new employees and trainees. In view of the positive feedback, this will now be continued on a permanent basis.

In 2016, our employees had the chance to take part in a nutrition training programme to find out more about a healthy diet and try out new recipes. bremenports again took part in the "Cycle to work" cam-paign in 2016. Some employees again entered for various company runs and sports events. We are planning to hold a Family Day in 2017 which will offer highly diverse activities for employees and their families, such as the chance to visit our service vessels. The next Health Day is scheduled to take place in 2018.

In 2016, two of our trainees completed a four-week internship in Ireland, giving them the opportunity to get to know working routines at a different company and promoting intercultural exchange.

The talent fostering programme was continued in 2016 and was successfully completed by 12 employ-ees. In 2016, three employees took further training to qualify as ship master and one employee successfully qualified as a diver. Another diver is currently undergoing training.

WHAT LEGAL REQUIREMENTS DO WE HAVE TO OBSERVE?

The civil service agreements of the Communal Employers' Association [TVöD] and the Pay Transparency Act are particularly important in that respect.

Other relevant facts and figures on this topic are provided in key performance indicators from p. 105 onwards.

THE GREENPORTS PROGRAMME FOR ATTRACTIVE WORKING CONDITIONS

Policy	Goal	Measures	Status	Timeline	Performance
We promote job satisfaction and our attractiveness as an employer with a family-friendly corporate culture that promotes health and skills.	To maintain a trainee quota of 9%	Designing apprenticeships and traineeships to reflect our own requirements more accurately		ongoing	on schedule
		Enabling trainees to work as an intern abroad	In 2016, two trainees completed a 4-week internship in Dublin	ongoing	on schedule
	To fill vacancies with staff we have trained ourselves	Counteracting the lack of qualified employees in certain occupations by providing training for our own employees (e.g. ship masters, divers)	In 2016, another three employers qualified as ship masters; one diver completed his training, another diver is currently undergoing training	ongoing	on schedule
	To keep the rate of employees who leave the company (of their own accord) at under 5 %	Continuously fostering high potentials	In 2016, 12 employees completed our talent foster programme	ongoing	new goal
		Drawing up a concept for the ongoing development of our corporate culture		2020-22	new goal
		Conducting audits on the subject of work and family	Preparations for the audit have been completed	ongoing	on schedule
		Organising a “Family Day”	The next Family Day will take place in 2017.	ongoing, every 2 years	on schedule
		Rolling out an internal mentoring programme for onboarding new recruits	Has been rolled out for employees and trainees and will now be continued indefinitely	ongoing	achieved
	To maintain a level of 15 hours of further training per employee and achieve an average grade of 3 (satisfactory) or higher for assessment of the qualification	Encouraging the return of feedback on training courses more strongly (also for external courses)		ongoing	new goal

	measures				
	To achieve a quota of more than 95% healthy employees	Organising “Health Days”	The next Health Day is planned for 2018.	ongoing	on schedule
		Conducting a staff survey on health and mental stress	The survey was designed in 2016	2017	new goal
		Expanding the promotion of health at the workplace	A “Healthy Eating Day” was held in 2016	ongoing	achieved
	To encourage employees to do sports and maintain a figure of at least 65 users of Hansefit gyms	Taking part in the annual “Cycle to work” campaign (organised by AOK/ADFC)	The “Cycle to work” campaign took place	ongoing	on schedule
		Promoting sports events for employees	In 2016, bremenports employees took part in four events (fun run, marathon, triathlon, football tournament)	ongoing	on schedule
		Offering subsidised Hansefit gym membership permanently	110 employees took up this offer in 2016.	ongoing	on schedule

FAIR WORKING CONDITIONS

Policy: We promote job satisfaction and our attractiveness as an employer with a family-friendly corporate culture that promotes health and skills.

[GRI-STANDARDS: 103-1,103-2, 103-3, 405-1, 406-1]

+27 %

is the share of women in the total workforce in 2016

WHY IS THIS TOPIC IMPORTANT TO US?

Equal treatment is a key element of effectively functioning companies and is prescribed by the legislator in numerous statutory regulations. We regard diversity as an opportunity for us to actively encourage and make use of different skills, points of view and approaches.

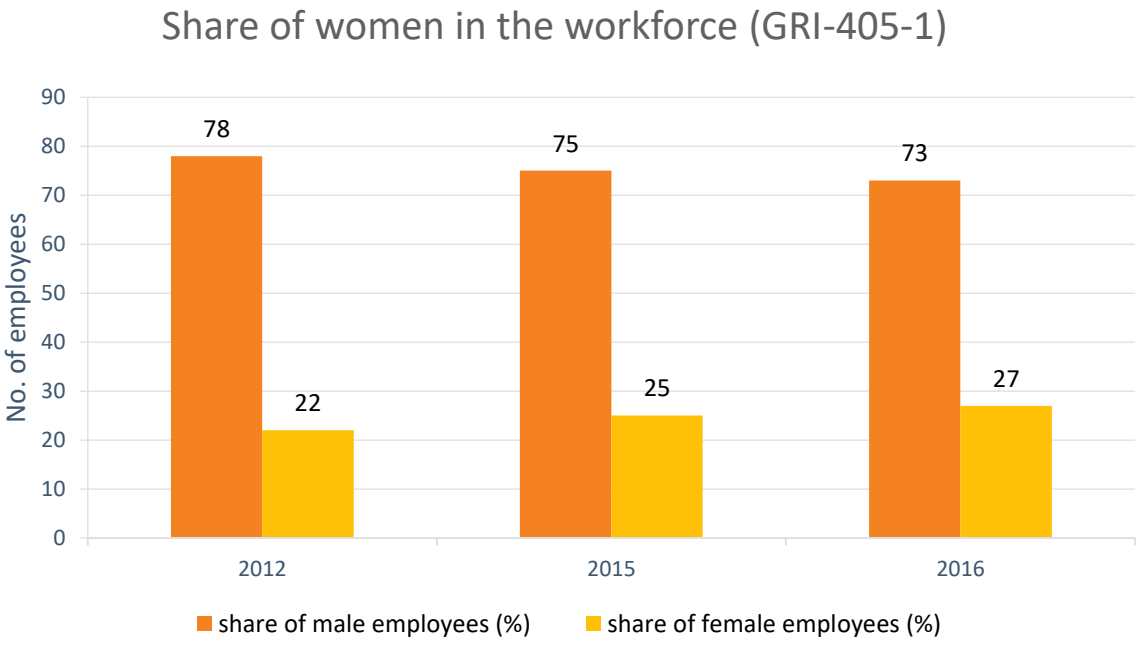
HOW DO WE ADDRESS THIS TOPIC?

Non-discrimination

Depending on the type and extent of the discrimination, employees who are affected by discrimination can contact their supervisor, the works council, women's or disabled employees' representative, the HR department or the company's social advice centre. These parties are obliged to investigate all reports and complaints and to inform the affected persons immediately of the consequences under labour legislation, and to provide advice and support. We do not tolerate discrimination in any form whatsoever and encourage the fair and respectful treatment of all employees in line with our corporate culture, which is defined by trust, responsibility and dependability.

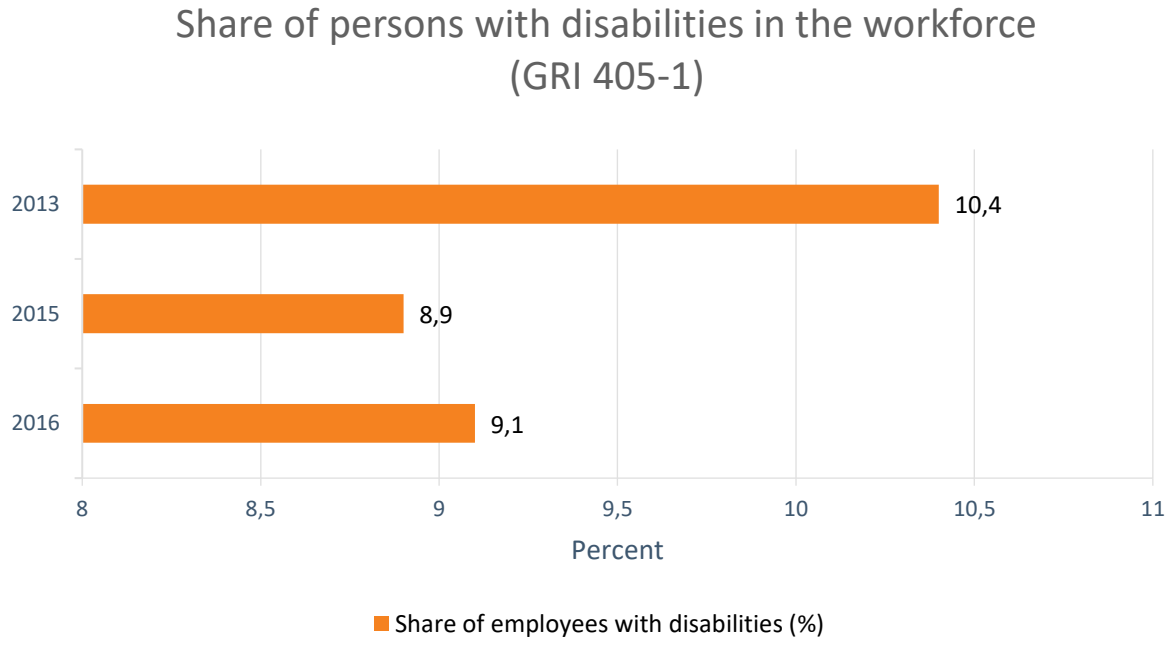
Promotion of women & equal pay

There is a consensus between the management, the women's representative and the works council to advance gender equality at bremenports and to promote a more balanced staff structure. A plan of action to promote female employees has therefore been introduced and is regularly updated.



Promotion of diversity

In November 2010, we signed the Diversity Charter. The Diversity Charter is an initiative to promote diversity at business enterprises and institutions. Signing the Charter was a clear sign that we promote tolerance and diversity at our own company. Moreover, we have investigated the “Talent Pool for Mi-grants” organised by the “School, Enterprise and Science Network” to find out more about the integra-tion of migrants in the labour market and are currently examining the options for recruiting an intern for our industrial sector. Our share of disabled persons in 2016 amounted to 9.1%, which was not only up year-on-year but also significantly exceeded the 6 % demanded by Bremen’s Act on Equal Opportunities for Persons with Disabilities. Several entrances to our head office were fitted with automatic doors in 2016 to improve barrier-free access.



Works council

Our company has a works council that represents employee interests and monitors compliance with collective bargaining agreements, statutory provisions and the applicable internal agreements. The management gives the works council due notice of any changes to the company. The works council is also involved in personnel matters and business decisions within the scope of the German Works Constitution Act [BetrVG]. It has an advisory capacity in many other internal processes and also has equal representation on bremenports supervisory board.



Chairperson of the works council, disabled employees' representative, deputy women's representative, women's representative, chairperson of the youth and trainee representative body, deputy chairperson of the youth and trainee representative body (left to right)

WHAT DID WE ACHIEVE IN 2016?

In 2016, we succeeded in raising the share of female employees to 27%, taking us a further step closer to our goal of a share of 30% women in the workforce by the year 2020. The next plan of action to promote female employees is scheduled for publication in 2018. In 2016, bremenports received the baton presented by Business Professional Woman (BPW) at the "Equal Pay Days" in recognition of its exemplary work to promote equal opportunities. This was the first time that BPW, the initiator of the nationwide project, presented the baton. By participating in the "eg-check.de", bremenports demonstrated that equal pay is an integral part of the company's remuneration policies (basic pay, hardship allowance and performance bonus). No cases of gender imbalance were apparent.

In the year under review, no legal action or complaints about equal opportunities were filed in connec-tion with the company's internal or external activities or in the course of its job application and recruit-ment procedures.

WHAT LEGAL REQUIREMENTS DO WE HAVE TO OBSERVE?

The civil service agreements of the Communal Employers' Association [TVöD], the General Equal Opportunities Act, the Works Constitution Act and the Pay Transparency Act are particularly important in that respect.

Other relevant facts and figures on this topic are provided in key performance indicators from p. 108 onwards.

THE GREENPORTS PROGRAMME FOR FAIR WORKING CONDITIONS

Policy	Goal	Measures	Status	Time horizon	Performance
We ensure equal treatment of our staff, foster an atmosphere of trust and respect and strictly oppose discrimination in any form.	To raise the share of women at the company to 30% by 2020	To update the plan of action for women every 2 years	The share of women has risen to 27%, the next plan of action for women is scheduled for publication in 2018	2018	on schedule
	To maintain equal pay	The eg-Check project which was completed in 2014 did not reveal any discrimination against women or part-time employees; the status is to be analysed again at regular intervals	No review has been conducted as it can be assumed that the 2014 analysis is still up to date.	ongoing	on schedule
	No incidents of discrimination	Offering preliminary vocational qualifications for refugees	The requirements are being investigated and created.	ongoing	on schedule
		Improving barrier-free access	Two entrances were fitted with automatic doors in 2016.	ongoing	on schedule

OCCUPATIONAL HEALTH AND SAFETY

Policy: We implement extensive preventive measures to avoid occupational accidents and health hazards.

[GRI-STANDARDS: 103-1,103-2, 103-3, 403-1, 403-2]

WHY IS THIS TOPIC IMPORTANT TO US?

Occupational health and safety enjoys high priority in Germany and is enshrined in a number of legal provi-sions. We are also well aware that our employees and their health are an important factor for the success of our company. Assuming responsibility for our employees and their working conditions is an important part of our identity.

HOW DO WE ADDRESS THIS TOPIC?

In-house health and safety

To us, everything centres around prevention, because our aim is to ensure the implementation of all occupa-tional health and safety regulations at the company on the basis of systematic and fair coopera-tion between all the different actors, thus ensuring the safety and health of our staff on a permanent basis. The duties of in-house doctor, safety engineer, fire officer and company social advice centre are handled by Performa Nord or by the BLG Logistics Group at the workshops. They provide regular instruction in occupational health and safe-ty, perform safety inspections and risk assessments, introduce technical, organisational and personal protective measures which are regularly checked for effectiveness. Regular fire drills are conducted to practise evacuation of the buildings.

The Occupational Health and Safety Committee (ASA) provides a platform for co-determination and participation. It comprises 13 members of staff who represent all company employees and meets at quarterly intervals to discuss health and safety issues and accident prevention. All members of staff have the opportunity to raise their concerns or file any complaints with the ASA Committee through their representatives on the committee or through members of the works council, the disabled employees' representative, the women's representative or the spokesperson of the safety officers.

In order to avoid accidents at work, we take preventive measures such as regular instruction sessions, the provision of suitable protective clothing and equipment and also offer medical check-ups for our staff. This directly helps to reduce the risk of accidents at work.



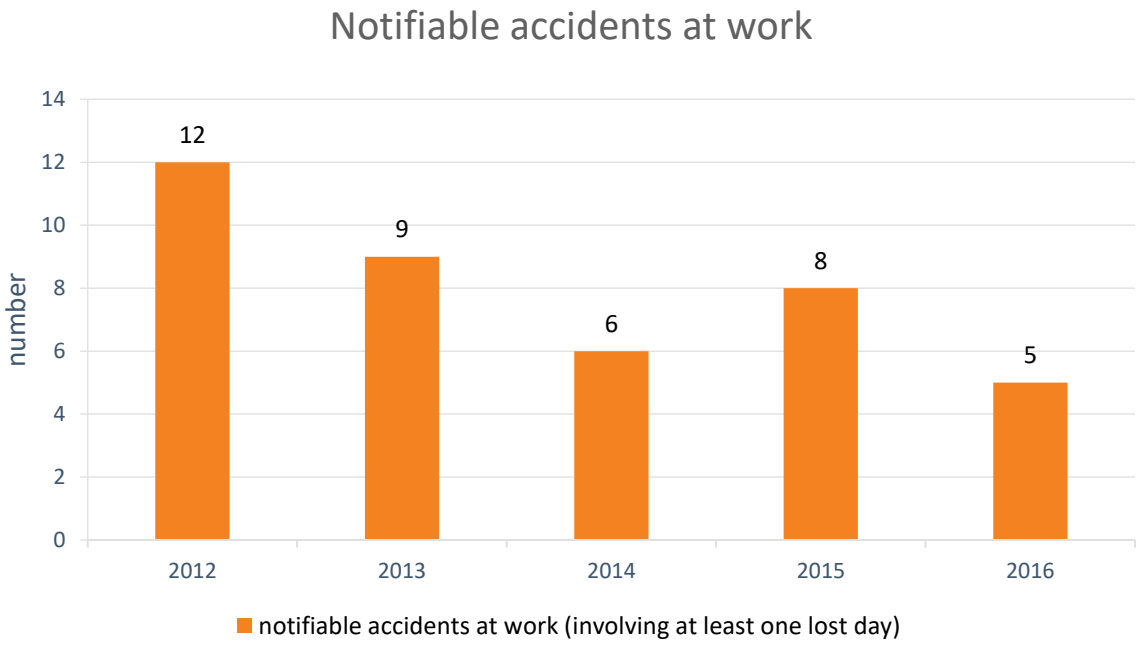
Trainee with protective equipment

Health and safety of third parties

We are also responsible for the safety of third parties such as customers and service providers who perform work on our facilities, buildings etc. Where construction and maintenance work is carried out by outside companies, we make sure to appoint a Health and Safety Coordinator, for example, who is responsible for coordinating and supervising the appropriate occupational health and safety measures.

WHAT HAPPENED IN 2016?

In 2016, there were five occupational accidents. In order to maintain or improve the necessary protec-tion standards in future, we trained new fire protection assistants, safety officers and first aiders as part of our succession planning. As we have meanwhile installed defibrillators at four office and workshop locations and on board one of our service vessels, several first aiders also received additional training in early defibrillation. We also appointed equipment officers who are responsible for ensuring that the defibrillators are in good working order.



WHAT LEGAL REQUIREMENTS DO WE HAVE TO OBSERVE?

The Industrial Safety Act, the Occupational Safety Act, Section 21 German Social Security Code [SGB] VII, Section 618 German Civil Code [BGB], and the information, principles, rules and regulations of the German Social Accident Insurance Association [DGUV] are particularly important in respect of occupational health and safety.

Other relevant facts and figures on this topic are provided in key performance indicators from p.110 onwards.

THE GREENPORTS PROGRAMME FOR OCCUPATIONAL HEALTH AND SAFETY

Policy	Goal	Measures	Status	Timeline	Performance
We implement comprehensive preventive measures to avoid occupational accidents and health hazards.	Zero accidents at work	Preventive medical check-ups (examination by in-house doctor)	Medical check-ups were again performed in 2016	ongoing	on schedule
		Analysing causes of accidents	Analyses of five occupational accidents were conducted in 2016	ongoing	on schedule
		Training on occupational safety / accident prevention	Training courses take place regularly	ongoing	on schedule



SOCIAL RESPONSIBILITY

Our ports have major impacts, both positive and negative, on ecology, economy and society. To preserve our good acceptance from the different interest groups, a frank and fair exchange of opinions with local residents, port users, environmental organisations, the relevant authorities and the general public is essential.

IMPACT ON THE POPULATION

Policy: We are devoted to maximising the positive impact of the ports of Bremen and to keeping the negative effects on the local population to a minimum.

[GRI-STANDARDS: 103-1, 103-2, 103-3, 305-7, 413-1, 413-2]

+49,8 db(A)/TEU million

the noise level at the boundary of the container terminal in relation to the number of containers handled in 2016

WHY IS THIS TOPIC IMPORTANT TO US?

The negative impact that the ports of Bremen have on the local population is rated differently by the various interest groups. To ensure that we continue to enjoy good acceptance from these different groups, a frank and fair exchange of opinion with local residents, port users, environmental organisa-tions, the relevant authorities and the general public is essential.

HOW DO WE ADDRESS THIS TOPIC?

Measures to involve stakeholders, in particular local residents, are relevant in particular in respect of planned infrastructure projects and therefore are an integral element of each project. All projects for the construction of expansion of port facilities have to undergo approval procedures, depending on the extent and scale of the projects, to examine any potential negative impact on local residents and other groups. The legal procedures and different steps involved in the individual project approval process are determined in accordance with the relevant laws, the impact generated by the project concerned and the competent approval authorities.

WHAT DID WE ACHIEVE IN 2016?

The following list shows the potential negative impact on the local population that has been identified to date. The last comprehensive stakeholder workshop which proactively assessed the negative influence of the ports took place in 2014. No further complaints have been received since then, so that it can be assumed that there have been no major changes in this situation. The next public survey is scheduled for 2018 to analyse the status once again.

Impacts of declining property values

A drop in the value of properties in residential areas near the port areas can be claimed in the course of approval procedures.

Status of mitigation measures

As part of the planning approval procedure for the extension of Bremerhaven Container Terminal, some residential buildings were purchased or funding was provided for noise abatement measures. The requirements specified in the planning approval were satisfied.

Our influence

The residents concerned made use of the measures initiated by bremenports. Ongoing noise emissions are primarily caused by the terminal operators.

Impacts of land consumption & usage restrictions

The banks of the River Weser are a natural environment which is dominated by the effects of the ports. The security regulations of the ISPS Code inside of the port area lead to restrictions regarding access and use.

Status of mitigation measures

Tourist services (guided bus tours of the port), shuttle service from the port to public amenities for ships' crews, activities to promote nature appreciation: a range of guided tours of our compensatory mitigation sites on Luneplate has been offered to the public every year since 2008 in the interests of promoting acceptance.

Our influence

We have no control over the safety regulations; the initiated measures are accepted by the local population.

Impacts of noise emissions

The local population rates the noise emissions from the cargo handling activities at the port and from traffic to and from the ports as highly stressful.

Status of mitigation measures

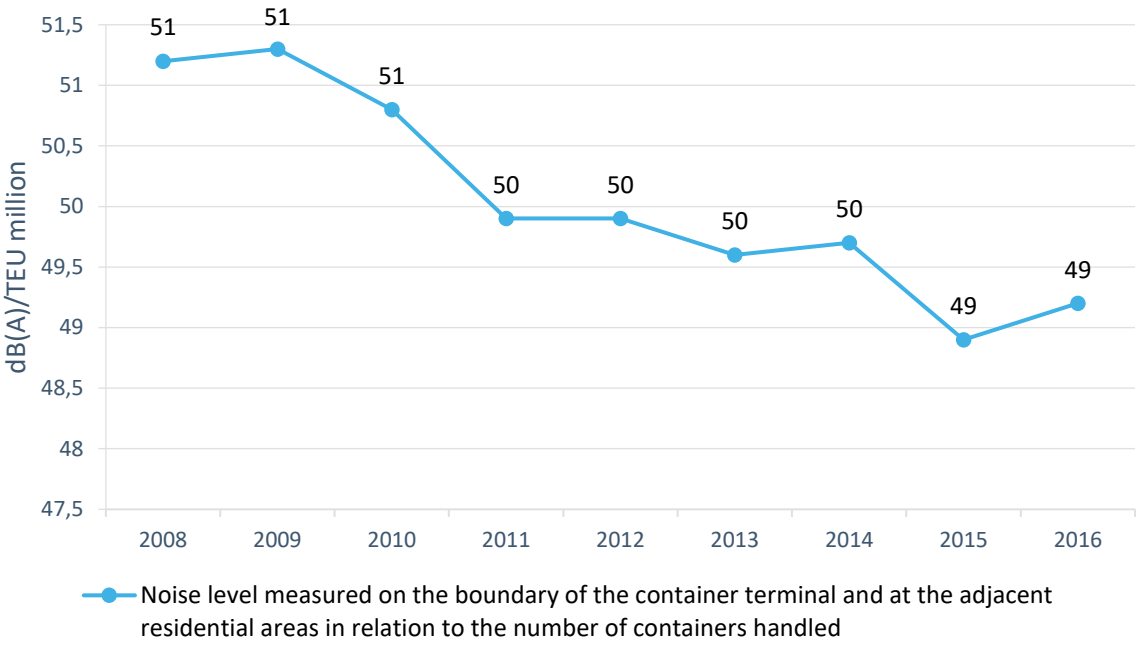
Active noise protection involves taking action at the source of the noise, such as the handling equipment. Passive noise protection involves measures for the affected residents, such as soundproof windows. Ad hoc meetings with the local community promote mutual trust. The slight increase in cargo throughput in 2016 compared with 2015 led to a comparative increase in noise levels.



Jan Janssen at the noise measuring station in Weddewarden

Our influence

We have no direct influence over cargo handling activities at the terminals or over traffic to and from the ports. These impacts are the responsibility of the terminal operators, the companies that handle land and water transport, and the legislator, e.g. in the form of specifying target values for emissions. The mitigation measures have proved effective as the number of complaints about noise received on our designated hotline declined.



Impacts of light emissions

Light emissions can be rated a nuisance by local residents.

Status of mitigation measures

The technical design of light sources is regularly reviewed for all port development projects to ensure compliance with all ambient air quality requirements. Wherever port operations permit, we endeavour to reduce any further impact on ambient air quality. We expect the LEP/LED project to deliver good results and new findings.

Our influence

Our light emissions are marginal. Light emissions at the port which have a negative impact by illuminating the environment are due primarily to use of the facilities by the terminal operators and illumination of the rail facilities. No complaints have been filed.

Impacts of potential accidents involving dangerous goods

In the event of any accidents involving dangerous goods, these substances could present a potential hazard for the local population. As a universal port, we have only little influence over this factor.

Status of mitigation measures

Procedures and software solutions are established at the safety authorities, such as Bremen's port authority, the fire brigade and the cargo handling companies, in order to minimise the risk in case of accidents involving dangerous goods.

Our influence

No accidents involving dangerous goods on the port premises were reported in the year under review. However, bremenports is not directly involved in these reporting procedures. We are therefore planning to submit an appropriate inquiry to the harbourmaster in future.

Impacts of water pollution

Pollution caused by shipping owing to the combustion of fossil fuels, the use of substances containing contaminants (antifouling paints) and illegal waste dumping.

Status of mitigation measures

It is not permissible to clean ship hulls anywhere outside the dry or floating docks at the ports of Bre-men. Pursuant to CDNI, it is forbidden to discharge any residue from scrubber washwater at the ports of Bremen. Our activities to maintain the water depths also help to improve the water quality. The disposal of any kind of plastic waste whatsoever at sea is legally prohibited (IMO). Bremen's Schedule of Port Charges includes an obligation to pay a flat-rate charge for oily residue and household garbage. These payments are already factored into the port charges.

Our influence

For our own fleet of service vessels and dredgers, we constantly check whether it is possible to use new types of underwater coating which contain no biocides or other options as e.g. by changing the surface. Monitoring and approval of the IMO MARPOL ban on the disposal of any kind of plastic waste whatsoever at sea is the responsibility of Bremen's Port Authority (HBH).

Impacts of our high investment requirements from state funding

Not only the maintenance and repair of existing infrastructure, but also investments in new facilities have to compete for funds from Bremen's overall budget, as the income derived from the Special Asset Ports is not sufficient to cover the expenditure. The negative impacts on society are currently insignificant. There are no areas in which business enterprises had to be relocated.

Status of mitigation measures

It is the role of politicians to balance potentially conflicting interests when allocating public funds.

Our influence

Whilst we can draw up and communicate our requirements, the decision lies with the government.

Impacts of traffic

The carriage of freight by rail and truck and its side effects such as congestion, emissions and lack of parking spaces place a noticeable strain on the population in Bremerhaven and Bremen. These impacts can be rated as significant / high.

Status of mitigation measures

Far-sighted capacity planning which takes an innovative approach to rail and road traffic inside or adja-cent to the port area is intended to reduce the impact of traffic. A scheme for steering incoming trucks (incl. overnight accommodation and long-term parking facilities in the immediate vicinity of the central gate) is intended to manage the intake of road freight traffic to the terminals efficiently and thus reduce congestion and emissions.

Our influence

Our scope for influence is limited mainly to the provision of infrastructure – in some cases innovative infra-structure – inside the port area or in immediate adjacent areas. The effects of these measures are the respon-sibility of the terminal operators, the land and waterside transport companies, the legislator (e.g. in the specifi-cation of target emission values) and also the responsibility of Bremen with regard to the provision of (innova-tive) infrastructure.

Impacts of the emission of air pollutants

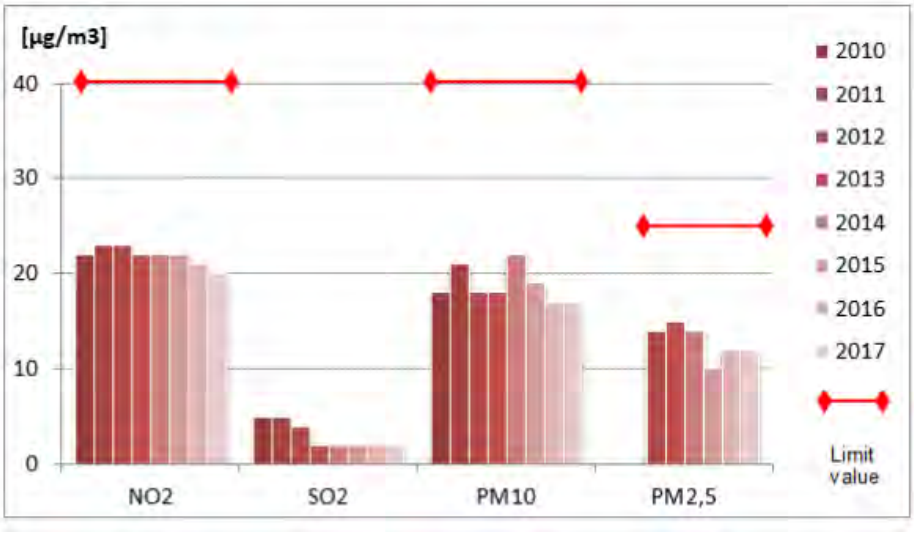
Emissions from the port which have an adverse effect on ambient air quality are caused by use of the infra-structure by the terminal operators and the delivery of freight by ships, trucks, trains and barges. It is not pos-sible to measure the emissions caused by shipping. The design of a simulation tool to calculate the emissions of air pollutants by shipping (NOx, SOx, PM10 & CO2) for both port locations in Bremen and Bremerhaven was commissioned as part of the development of an emission model for the ports of Bremen and the relevant emissions were calculated for the years 2012 and 2015. The results have been available since the end of Sep-tember 2017 and initially prove that the legally prescribed reduction of the sulphur content of marine fuels has significantly reduced SOx and PM10 pollution. As expected, there were no or only insignificant reductions of NOx and CO2. In relation to the volumes of freight transported, however, it is clear that emissions per TEU, for instance, are lower for maritime shipping than for barges, trains or trucks. Irrespective of these emission fig-ures, the stations for monitoring ambient air quality in the vicinity of the ports prove that the current limits for ambient air quality have been satisfied for years and that there is no problematic pollution for the population. At the same time, there is an increase in the number and percentage of ships calling at the ports of Bremen which have any ESI score and which thus generate lower emissions than the technically permitted maximum.

Status of mitigation measures

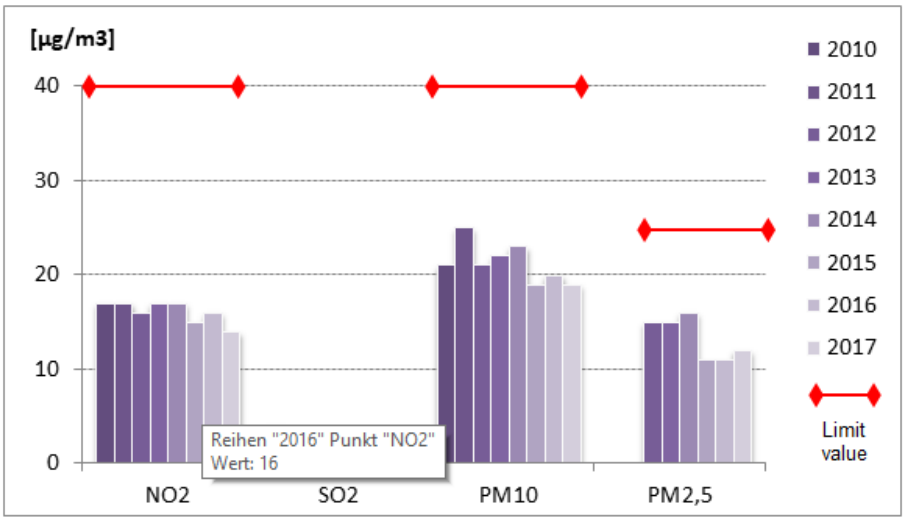
The greenports awards for 2016 was presented in the course of the Sustainable Shipping Conference in Bremen by November 2017. The terminal rail infrastructure has been upgraded, but it is not yet possible to quantify its effect on reducing emissions.

Our influence

Our scope for influence is limited. We have agreed with other port locations that regulatory measures are re-quired (e.g. ban on the use of heavy fuel oil by shipping, integration of the environmental costs in the price of fuel or imposing stricter standards on engines: Tier III instead of Tier II), so that the polluters (shipping compa-nies) are obliged to make the necessary changes while remaining subject to the same competitive conditions. No complaints have been received from the general public.



Annual average concentration values of air pollutants at "Bremerhaven – Hansastrasse"



Annual average concentration values of air pollutants at "Bremen – Hasenbüren"

Other relevant facts and figures on this topic are provided in key performance indicators from p.112 onwards.

THE GREENPORTS PROGRAMME FOR SOCIAL RESPONSIBILITY

Policy	Goal	Measures	Status	Time horizon	Performance
We are committed to maximizing the positive impact of the ports of Bremen and minimizing the negative impact on the local population	To bring the port closer to the population despite access restrictions	Raising the planning responsibility for accessibility issues (barrier-free)		ongoing	on schedule
		Support tourist offers (round trips with the harbour bus) and activities relating to the nature experience on our compensation sites		ongoing	on schedule
	To contribute to the development of the disadvantaged district of Bremerhaven-Lehe	Cooperation with "Goethe45" cultural centre	Provision of a container so that art exhibitions can continue to be presented during the renovation of the cultural centre	ongoing	on schedule
		Cooperation with the school at Ernst Reuter Platz	Further training with the Institute for Economic Education on the subject of maritime logistics / support of the Christmas Bazaar of the "ERNST!"-school	ongoing	on schedule

KEY PERFORMANCE INDICATORS



KEY PERFORMANCE INDICATORS GOVERNANCE



KEY PERFORMANCE INDICATORS
ECONOMIC PERFORMANCE



KEY PERFORMANCE INDICATORS
ENVIRONMENTAL COMPATIBILITY



KEY PERFORMANCE INDICATORS
STAFF & LABOUR PRACTICES



KEY PERFORMANCE INDICATORS
SOCIAL RESPONSIBILITY

KEY PERFORMANCE INDICATORS GOVERNANCE



All key performance indicators as from the year 2013 refer to bremenports GmbH & Co. KG, the Special Asset Ports and the Special Asset Fischereihafen (Waterside). The key performance indicators for the year 2012 refer solely to bremenports GmbH & Co. KG and the Special Asset Ports.

COMPLIANCE

Indicator	External assurance	Designation	Unit	2016		2015		2014		2013		2012	
GRI 205-1	externally assured	**Business units analysed for risks related to corruption**	Per cent	0[1]		0		100		0		0	
GRI 205-2	externally assured	**Training on anti-corruption**											
		Number of trained staff with managerial responsibility	Number | Per cent	1	2.38	3	6.4	1	2.1	1	2.1	7	14.6
		Number of trained staff without managerial responsibility	Number | Per cent	19	5.72	6	1.9	10	3.1	13	4.0	1	0.3
		Number of trained supervisory board members	Number | Per cent			5	100	n/a		n/a		n/a	
		Total number of trained staff (since 2008)[2]	Number			187		178		167		153	
GRI 205-3	externally assured	**Confirmed incidents of corruption**	Number	3		0		0		1		1	
GRI 419-1	externally assured	**Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations**	Number	none		none		none		none		none	

[1] The last assessment of the risk of corruption at the business units was conducted in 2014, the next is planned for 2017.

[2] Training was provided primarily for all employees who were identified by the risk assessment as at risk of corruption.

KEY PERFORMANCE INDICATORS GOVERNANCE

All key performance indicators as from the year 2013 refer to bremenports GmbH & Co. KG, the Special Asset Ports and the Special Asset Fischereihafen (Waterside). The key performance indicators for the year 2012 refer solely to bremenports GmbH & Co. KG and the Special Asset Ports.

SUSTAINABLE PROCUREMENT

Indicator	External assuance	Designation	Unit	2016	2015	2014	2013	2012
GRI 102-9	external-ly as-sured	Supplier management						
		Expenditure on goods	EUR	2,606,069	2,083,000	3,291,000	4,940,000	2,590,000
		Expenditure on services	EUR	82,029,427	90,108,000	67,050,000	68,147,000	68,567,000

KEY PERFORMANCE INDICATORS
ECONOMIC PERFORMANCE

All key performance indicators as from the year 2013 refer to bremenports GmbH & Co. KG, the Special Asset Ports and the Special Asset Fischereihafen (Waterside). The key performance indicators for the year 2012 refer solely to bremenports GmbH & Co. KG and the Special Asset Ports.

MARKET PRESENCE

Indicator	External assurance	Designation	Unit	2016	2015	2014	2013	2012
PSI		**Development of ship size in Bremen's ports**						
		Number of ship calls	Number	7,887	7,881	8,175	8,153	8,559
		Number of GT handled	Number	241,517	229,609	227,434	223,367	227,975
		Average ship size in GT/ship	GT	30,622	29,135	27,821	27,397	26,636
PSI		**Nautical accessibility of Bremerhaven**						
		Irrespective of tide (Panamax)	Metre			12.8		
		Tide-dependent	Metre			14.5		
		Length of approach route	km			58		
PSI		**Draught of ships calling at Bremerhaven**						
		≤ 10.50	Number	5,671	5,244	5,215	5,348	5,563

		> 10.50 to < 12.50	Number	756	904	1,120	1,122	1,042
		> 12.50 to < 13.50	Number	42	70	147	118	145
		≥ 13.50	Number	56	19	32	30	40
PSI		**Nautical accessibility of Bremen**						
		Irrespective of tide	Metre	7.6				
		Tide-dependent incoming	Metre	10.7				
		Tide-dependent outgoing	Metre	10.35				
		Length of approach route	km	121				
PSI		**Draught of ships calling at Bremen**						
		≤ 6.60	Number	916	898	910	897	1,035
		> 6.60 to < 7.60	Number	132	147	194	182	205
		> 7.60 to < 8.60	Number	79	71	85	84	121
		> 8.60 to < 9.60	Number	63	92	128	131	167

		> 9.60 to < 10.35	Number	92		86		59		47		52	
		≥ 10.35	Number	80		80		64		65		48	
PSI		**Handling of sea freight/passengers by the ports of Bremen**		Incoming	Outgoing	Incoming	Outgoing	Incoming	Outgoing	Incoming	Outgoing	Incoming	Outgoing
		General cargo	1 t	28,930	36,605	28,044	35,934	29,916	38,949	30,411	39,354	32,701	41,562
		Bulk cargo	1 t	9,334	302	9,014	418	8,783	588	8,636	334	9,463	302
		Containers	1,000 TEU	2,648	2,887	2,595	2,883	2,770	3,007	2,807	3,031	2,959	3,175
		Automobiles	Number	609,503	1,458,408	566,578	1,688,351	485,682	1,783,830	426,702	1,752,018	491,650	1,690,343
		Passengers	Number	51,334	47,196	34,805	30,952	37,189	31,750	33,116	33,365	31,209	31,371
PSI		**Diversification of the ports of Bremen**											
		Share of cargo volume coming from/ going to individual continents in 1,000 t		Incoming	Outgoing	Incoming	Outgoing	Incoming	Outgoing	Incoming	Outgoing	Incoming	Outgoing
		Europe	Share in 1,000 t	22,299	15,278	21,742	13,842	22,228	14,591	21,899	13,978	23,065	15,551
		Asia	Share in 1,000 t	7,648	9,382	7,540	10,123	8,516	12,142	7,948	11,823	9,535	12,951
		America	Share in 1,000 t	6,529	10,467	6,927	10,173	7,020	10,476	7,963	11,076	8,707	10,750

		Africa	Share in 1,000 t	1,437	1,518	820	1,889	908	2,135	1,205	2,316	791	2,102
		Oceania	Share in 1,000 t	34	4	19	151	19	188	9	244	30	252
		Non included countries	Share in 1,000 t	317	259	no data collected		no data collected		no data collected		no data collected	
PSI		**Modal split in hinterland container transport Bremerhaven**											
		Container transport	1,000 TEU	5,530		5,464		5,777		5,838		6,134	
		Of which transhipment	1,000 TEU | %	3,185	58	3,140	57	3,423	59	3,585	61	3,931	64
		Of which hinterland	1,000 TEU | %	2,345	42	2,324	43	2,354	41	2,253	39	2,203	36
		Of which road	1,000 TEU | %	1,185	51	1,155	50	1,161	49	1,126	50	1,066	49
		Of which rail	1,000 TEU | %	1,093	47	1,078	46	1,101	47	1,049	47	1,042	47
		Of which inland vessel	1,000 TEU | %	62	3	90	4	92	4	77	3	95	4
PSI		**Top 4 ranking within the Northwest**											

		Range - sea-borne container traffic[3]										
		Container transport										
		Rotterdam	million TEU	12.4		12.2		12.3		11.6		11.9	
		Hamburg	million TEU	10		8.8		9.7		9.3		8.9	
		Antwerp	million TEU	8.9		9.6		9		8.6		8.6	
		Bremerhaven	million TEU	5.5		5.5		5.8		5.8		6.1	
PSI		**Top 4 ranking of European ports - seaborne auto-mobile traffic**										
		Bremerhaven	million units	2.1		2.3		2.3		2.2		2.2	
		Zeebrugge	million units	2.8		2.4		2.2		1.9		1.7	
		Emden	million units	1.3		1.4		1.3		1.2		1.3	
		Antwerp	million units	1.2		1.3		1.2		1.3		1.2	

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

INDIRECT ECONOMIC EFFECTS

Indicator	External assurance	Designation	Unit	2015	2010
GRI 203-2	externally assured	**Significant indirect economic impacts**			
		> Workers dependent on the port	Number	77,250	75,700
		> Of which workers directly dependent on the port	Number	59,350	58,300
		> From the seaport transport industry	Number	33,050	32,500
		> From the port-related industry	Number	26,300	25,800
		> Of which workers indirectly dependent on the port	Number	17,900	17,400
		Gross economic value created by directly and indirectly port-dependent economy in the Federal Land of Bremen			
		> Economic value	**Euro**	**6,900,000,000**	**6,200,000,000**
		> Share of economic value in total economy	**Per cent**	**25.1**	**25.7**
		> direct	**Per cent**	**19.8**	**20.3**
		> indirect	**Per cent**	**5.3**	**5.4**

FUTURE-ORIENTED INFRASTRUCTURE & ADAPTATION TO CLIMATE CHANGE

Indicator	External assurance	Designation	Unit	2016	2015	2014	2013	2012
PSI		**Total environment protection expenditures and investments by type**						
		> Expenditure on preventative environmental protection	EUR	585,000	393,000	379,000	317,000	231,000
		> Of which expenditure on environmental liability insurance	EUR	32,000	32,000	28,000	36,000	35,000
		> Of which expenditure on environmental training	EUR	4,000	2,000	2,000	1,000	X
		> Of which expenditure on sustainability management	EUR	373,000	313,000	245,000	225,000	157,000
		> Of which additional expenditure on the use of clean technologies	EUR	3,800	5,000	5,000	25,000	13,000
		> Of which investments in research & development	EUR	172,000	41,000	99,000	30,000	26,000
		> Expenditure on tackling environmental problems	EUR	3,854,000	8,021,000	9,713,000	8,901,000	8,523,000
		> Of which expenditure on the treatment and disposal of contaminated spoils	EUR	3,467,000	7,656,000	9,355,000	8,723,000	8,357,000

		> Of which expenditure on the processing and disposal of other waste[4]	EUR	105,000	68,000	42,000	41,000	39,000
		> Of which expenditure on maintaining port compensation sites[5]	EUR	283,000	297,000	310,000	132,000	127,000
		> Of which expenditure on offsetting GHG emissions	EUR	8,188	4,060	6,000	5,000	X

[4] Waste resulting from port construction and maintenance measures is not included here.

[5] 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 of the maintenance of the port compensation sites were not taken into account.

ENERGY MANAGEMENT AND CLIMATE PROTECTION

Indicator	External assurance	Designation	Unit	2016		2015		2014		2013		2012	
GRI 302-1	externally assured	**Direct energy consump-tion**											
		Petrol	Litres | MWh	4,054	38	4,950	46	7,520	70	8,070	75	15,740	147
		Diesel	Litres | MWh	667,174	6,665	741,840	7,411	786,760	7,860	750,170	7,473	817,160	8.163 [12]
		Heating oil	Litres | MWh	86,676	934	135,730	1,463	107,970	1,164	159,980	1,724	131,310	1,415
		Propane	Litres | MWh	25,338	172	25,000	169	31,890	216	39,870	270	40,790	276
		Natural gas	MWh	1,432		1,335		1,232		2,219		2,732	
		Total	MWh	9,241		10,424		10,542		11,761		13,168	
		Indirect energy consumption											
		Electricity	MWh	7,115		6,968		7,068		7,173		6,431	
		> Of which electricity mix	MWh | Per cent	68	1	70	1	821	11.6	796	11.1	1,197	18.6

		> Of which renewable	MWh | Per cent	7,047	99	6,898	99	6,247	88.4	6,377	88.9	5,234	81.4
		District heating	MWh	535		440		432		570		588	
		Sum	MWh	7,650		7,408		7,500		7,743		7,019	
		Total energy consumption	MWh	16,891									
GRI 305-1, GRI 305-2, GRI 305-3	externally assured	**GHG emissions**											
		Scope 1	t CO2e	2,302		2,583		2,534		2,865		3,242	
		Scope 2 Market based [6]	t CO2	19		26		459		395		498	
		Scope 2 Location based [7]	t CO2	3,750		3,728		3,958		4,153			
		Scope 3 [8]	t CO2e	100		90		107		33		55	
GRI 305-5		**Renewable energies & offsetting GHG emissions**											
		GHG emissions avoided through the procurement of electricity from re-	t CO2 | Per cent	3,741	61	3,702	58	3,499	53	3,758	53		

[6] The calculation satisfies the requirements of GHG Protocol Scope 2 Guidance. Emission factor according to the utility company swb.
[7] Calculated in accordance with the GHG Protocol Scope 2 Guidance. Since the 2015 financial year, the Federal Environment Agency's (UBA) emissions factors were used for calculation and the previous years were adjusted accordingly.
[8] The data measurement techniques for Scope 3 were changed in the 2014 financial year and follow the DEFRA recommendations to include, from 2014, the effect of radiative forcing (RF) for flights. For this reason, the values for this indicator are not comparable for the years 2012/2013 and 2014/2015.

		newable energy sources and heat from solar thermal energy									
		GHG emissions avoided through the generation of electricity (photovolta-ic system)	t CO2	19		19		19		16	
		Offsetting of emissions through the purchase of climate certificates	t CO2	356		203		294		220	

ENVIRONMENTALLY FRIENDLY SHIPPING

Indicator	External assurance	Disposition	Unit	2016	2015	2014	2013	2012
GRI 305-7	externally assured	**Air emissions from our own fleet**						
		SOx emissions from our own fleet of ships	t	0.0096	0.0109	0.0118	0.0111	0.0129
		SOx emissions from our fleet of vehicles	t	0.0014	0.0014	0.0013	0.0013	0.0014
PSI		**Environmental Ship Index**						
		Ships with ESI score calling at the ports of Bremen	Per cent	32	28	25	21	11
		greenports Award						
		Ship		Product/chemical tanker "Bit Okland"	Vehicle trans-porter “Morning Lisa”	General cargo freighter “Wilson Dover”	Automobile transporter “Morning Linda”	
		ESI score of winner in the category "Vessel”		51.4	45.4	41.8	45.4	
		Shipping company		Tarbit Shipping AB	EUKOR Car Carri-ers	Wilson ASA	EUKOR	

		ESI score of winner in the category "Vessel"		57.8	36.9	34.2	35.6	
PSI		**Air quality in and around the port (annual average concentration of pollutants)**						
		Bremerhaven, Hansastraße						
		NO2 immission	µg/ m³	21	22	22	22	23
		SO2 immission	µg/ m³	2	2	2	2	4
		PM10 immission	µg/ m³	17	19	22	18	18
		PM2,5 immission	µg/ m³	12	10	14	14	14
		Bremen, Hasenbühren						
		NO2 immission	µg/ m³	16	15	17	17	16
		SO2 immission	µg/ m³	1	2	3	2	3
		PM10 immission	µg/ m³	20	19	23	22	21
		PM2,5 immission	µg/ m³	11	11	16	15	15

EFFICIENT LAND USE AND BIODIVERSITY

Indicator	External assurance	Designation	Unit	2016	2015	2014	2013	2012
GRI 304-3		**Habitats protected or restored**						
		Protected habitats created by us	ha	1,203	1,189	1,189	1,189	1,184
		Of which port compensation sites still under purposeful development	ha	658	644	644	644	639
		Of which port compensation sites which, following successful development, are now under maintenance	ha	545	545	545	545	545
		Status of port compensation sites						
		Number of sites	Number	51	48	48	48	47
		Of which fully functional	Number	20	15	10	10	5
		Of which highly functional	Number	16	15	18	17	21
		Of which functional	Number	13	15	18	17	15
		Of which functional to a limited extent	Number	2	3	2	2	1
		Of which functional to a very limited extent	Number	0	0	0	0	0

		No data available	Number	0	0	0	2	5
PSI		**Habitat index** [9]	Per cent	34.7	30.63	30.14	30.83	31.11
		Total port area	ha	3,954	3,881	3,947	3,863	3,812

[9] Biotope area for which the ports of Bremen are responsible / total port area.

EFFECTS OF MAINTAINING THE WATER DEPTH

Indicator	External assurance	Designation	Unit	2016	2015	2014	2013	2012
GRI 306-2	externally assured	**Dredged sand in the reporting year in barge contentment (wet)**	m^3	131,729	171,020	130,500	173,500	526,700
		Of which relocated	Per cent	99.65	100	99.9	100	48.8
		Of which directly reused	Per cent	0.35	0	0.1	0	51.2
		Of which deposited	Per cent	0	0	0	0	0
		Dredged mud in the reporting year in barge contentment (wet)	m^3	282,045	321,539	437,100	356,900	282,700
		Of which relocated	Per cent	15.68	14.4	24	20.3	15.6
		Of which directly reused	Per cent	0	0	0	0	18.3
		Of which washed onto dewatering fields for treatment	Per cent	58.9	59.6	46	39.4	48.4
		Of which directly deposited	Per cent	25.5	26.1	30	40.3	17.7
		Type of use of dredging spoils extracted from dewatering fields						

		Total amount of removed dredging spoils in field volume (wet) [10]	m³ | Per cent	223,532	100	172,482	100	148,523	100	178,712	100	151,336	100
		Of which destined for re-use [11]	m³ | Per cent	**505**		114,632	66.5	123,603	83.2	178,712	100	151,336	100
		Of which deposited in a dry state	m³ | Per cent	**495**		57,850	33.5	24,920	16.8	0		0	
PSI		**Total amount of dredged material in relation to the port water area [12]**	m³/m²	**0.07**		**0.09**		**0.1**		**0.1**		**0.15**	
		Port water area according to the "Hafengebietsverordnung	m²	5,532,100		5,532,100		5,532,100		5,537,800		5,527,500	
PSI		**Deposited dredging spoils as a percentage of dredged mud**	Per cent	35.4		60.5		43.6		47.3		17.7	

[10] Since the mud is treated for approx. 1 year in the dewatering fields, this figure relates to the dredged material deposited in the dewatering fields in the previous year.
[11] Total volume of dredged sediment in m³ in Bremen and Bremerhaven (not including the turning point in the Weser maritime waterway) / total port water area in m² according to Bremen Port Area Ordinance [Hafengebietsverordnung].
[12] Landfilled dredging spoils in m³ [directly landfilled dredging spoils in year X + landfilled dredging spoils from the dewatering fields in Seehausen in the following year (year X+1)] / total volume of dredged mud. The figure for the volume of landfilled material from the dewatering fields in Seehausen from the following year serves as a basis, as the dredged mud generally has to remain in the dewatering fields in Seehausen for approx. 1 year before it can be landfilled.

KEY PERFORMANCE INDICATORS
STAFF & LABOUR PRACTICES

All key performance indicators as from the year 2013 refer to bremenports GmbH & Co. KG, the Special Asset Ports and the Special Asset Fischereihafen (Waterside). The key performance indicators for the year 2012 refer solely to bremenports GmbH & Co. KG and the Special Asset Ports.



ATTRACTIVE WORKING CONDITIONS

Indicator	External assurance	Designation	Unit	2016			2015			2014			2013			2012		
				∑	w	m	∑	w	m	∑	w	m	∑	w	m	∑	w	m
GRI 102-8		**Workforce**		**374**	101	273	**370**	94	276	**374**	91	283	**375**	89	281	**373**	83	290
		Full-time and part-time																
		> Full-time	Number	322	61	261	320	56	264	330	58	272	336	57	279	373	83	290
		> Part-time	Number	52	40	12	50	38	12	44	33	11	39	32	7			
		Employment contracts																
		> Permanent	Number	360	94	266	360	91	269	364	87	277	364	83	281			
		> Fixed-term	Number	14	7	7	10	3	7	10	4	6	11	6	5			
		> Temporary work	Number	1	0	1	2	0	2	2	0	2	2	1	1			
		Field																
		> Technical	Number	144	39	105	140	35	105	141	33	108	140	32	108	138	31	107
		> Administra-tive	Number	94	56	38	91	54	37	94	54	40	93	54	39	95	50	45

		> Skilled crafts	Number	136	6	130	139	5	134	139	4	135	142	3	139	140	2	138
GRI 102-41		**Staff covered by collective agreements**	Number	357	96	261	349	89	260	352	86	266	352	84	268	345		
GRI 401-1	externally assured	**Employee turnover**																
		Total recruits	Number	36	12	24	26	10	16	25	5	20	29	12	17			
		≤ 35 years	Number	20	9	11	16	7	9	11	3	8	16	6	10			
		36–55 years	Number	16	3	13	10	3	7	12	2	10	11	6	5			
		≥ 55 years	Number	0	0	0	0	0	0	2	0	2	2	0	2			
		Recruitment rate	Per cent	**+9,6**	+11,9	+8,8	**+7**	+10,6	+5,8	**+6,7**	+5,5	+7,1	**+7,7**	+13,5	+5,9			
		Voluntary de-partures	Number	6	1	5	9	2	7	4	1	3	5	2	3			
		≤ 35 years	Number	1	0	1	5	0	5	1	0	1	2	1	1			
		36–55 years	Number	5	1	4	4	2	2	3	1	2	3	1	2			
		≥ 55 years	Number	0	0	0	0	0	0	0	0	0	0	0	0			
		Departure rate [13]	Per cent	**-1.6**	-0.99	-1.8	**-2.4**	-2.1	-2.5	**-1.1**	-1.1	-1.1	**-1.3**	-0.5	-1.1			

[13] Departures initiated by the employee in the reporting year/headcount as at 31.12. of the reporting year.

		Departures for other reasons	Number	25	4	21	21	5	16	22	2	20	22	4	18		
		Turnover rate [14]	Per cent	**-8.2**	-5	9.5	**-8.1**	-7.4	-8.3	**-7.0**	-3.3	-8.1	**-7.2**	-6.7	-7.3		
GRI 404-1	externally assured	**Training**															
		Average number of training hours per employee	h	17	21	15	18	21	17	17	17	18	14				
		Non-managerial employees	h	14	18	13	15	19	14	15	14	15	12				
		Managerial employees	h	34	48	30	39	39	39	34	52	30	29				
		Apprenticeship															
		Trainee rate	Per cent	9.1			10.2			10.5			9.3				

[14] Departures initiated by the employer and departures for other reasons in the reporting year/headcount as at 31.12. of the reporting year.

KEY PERFORMANCE INDICATORS
STAFF & LABOUR PRACTICES

All key performance indicators as from the year 2013 refer to bremenports GmbH & Co. KG, the Special Asset Ports and the Special Asset Fischereihafen (Waterside). The key performance indicators for the year 2012 refer solely to bremenports GmbH & Co. KG and the Special Asset Ports.



FAIR WORKING CONDITIONS

Indicator	External assurance	Designation	Unit	2016			2015			2014			2013			2012		
GRI 405-1	externally assured	**Age structure/gender of workforce**		∑	w	m	∑	w	m	∑	w	m	∑	w	m	∑	w	m
		≤ 35 years	Number	58	25	33	46	21	25	46	20	26	40	18	22			
		36–55 years	Number	203	59	144	201	56	145	201	52	149	209	52	157			
		≥ 55 years	Number	113	17	96	123	17	106	127	19	108	126	19	107			
		Age structure/gender of managers																
		≤ 35 years	Number	2	2	0	2	2	0	2	2	0	2	2	0			
		36–55 years	Number	31	6	25	34	6	28	32	5	27	34	4	30			
		≥ 55 years	Number	9	1	8	11	0	11	14	0	14	12	0	12			
		Age structure/gender of Management Board																
		≤ 35 years	Number	0	0	0	0	0	0	0	0	0	0	0	0			
		36–55 years	Number	4	1	3	5	1	4	5	1	4	5	1	4			
		≥ 55 years	Number	6	0	6	5	0	5	5	0	5	5	0	5			

		Proportion of women	Per cent	27			25.4			24.3			23.7			22.3		
		Proportion of workers with severe disabilities	Per cent	9.1			8.9			9.4			10.4					
		Number of employees with a disability	Number	34[15]	4	30	33	4	29	35	5	30	39	8	31			
		Supervisory Board																
		Members of the supervisory board	Number	12	2	10												
		Proportion of women	Per cent	16.7														
GRI 406-1	externally assured	**Total number of incidents of discrimination**	Number	0			0			0			0					

[15] In addition, we employ as equals two people with a disability of less than 50 %.

KEY PERFORMANCE INDICATORS
STAFF & LABOUR PRACTICES

All key performance indicators as from the year 2013 refer to bremenports GmbH & Co. KG, the Special Asset Ports and the Special Asset Fischereihafen (Waterside). The key performance indicators for the year 2012 refer solely to bremenports GmbH & Co. KG and the Special Asset Ports.

OCCUPATIONAL HEALTH & SAFETY

Indicator	External assurance	Designation	Unit	2016	2015	2014	2013	2012
GRI 403-1	externally assured	**Occupational Health and Safety Committee (ASA)**						
		Employees represented by the ASA	Per cent	100	100	100	100	100
GRI 403-2	externally assured	**Occupational health and safety**						
		Fatal work accidents	Number	0	0	0	0	0
		Notifiable occupational injuries (with at least one lost day) [16]	Number	5	8	6	9	12
		Lost days due to accidents	Number	107	103	39	94	289
		Lost Time Injury Rate (LTIR) [17]	Quotient	9.5	15.2	11.5	17.6	19.8
		Lost Day Rate (LDR) [18]	Per cent	0.12	0.12	0.04	0.11	0.34
		Illness						

[16] The nature of these injuries referred to bruises, torn tendons, cuts and pulled muscles.
[17] Notifiable work accidents per 1 million worked hours.
[18] Absenteeism due to accidents/planned working time = Lost time due to work accidents.

KEY PERFORMANCE INDICATORS
STAFF & LABOUR PRACTICES

All key performance indicators as from the year 2013 refer to bremenports GmbH & Co. KG, the Special Asset Ports and the Special Asset Fischereihafen (Waterside). The key performance indicators for the year 2012 refer solely to bremenports GmbH & Co. KG and the Special Asset Ports.



		> Reports of occupational illnesses	Number	0	0	0	0	0
		> Lost days due to illness	Number	7,481	6,546	6,923	7,297	6,626
		> Absenteeism Rate (AR) [19]	Per cent	8.5	7.3	7.7	8.6	7.9

[19] Absenteeism due to illness/planned working time = Lost time due to illness.

KEY PERFORMANCE INDICATORS SOCIAL RESPONSIBILITY

All key performance indicators as from the year 2013 refer to bremenports GmbH & Co. KG, the Special Asset Ports and the Special Asset Fischereihafen (Waterside). The key performance indicators for the year 2012 refer solely to bremenports GmbH & Co. KG and the Special Asset Ports.

IMPACT ON THE POPULATION

Indicator	External assurance	Designation	Unit	2016	2015	2014	2013	2012
GRI 413-2	externally assured	**Noise level measured at the edge of the container terminal and in the nearest residential areas in relation to the number of containers handled**	dB(A)/ 1 million TEU	49.2	48.9	49.7	49.6	49.9

ABOUT US

Organisation of the ports of Bremen

[102-5]

The ports of Bremen, located in Bremen and Bremerhaven, are among the most important universal ports in Europe. They handle containers, vehicle and project cargo as well as general and bulk cargo of all kinds. Their successful performance can be attributed to the efficient division of labour between the twin ports: Bremerhaven, only 32 nautical miles away from the open sea, specialises in the handling of container vessels, car carriers, special vessels for offshore turbines and reefer vessels for the carriage of fruit. The terminals in the city of Bremen are located 60 kilometres further south and concentrate primarily on the handling of general and heavy-lift cargo as well as bulk and breakbulk. The ports play a key role for international goods trade and are simultaneously a mainstay of the economy in Germany's smallest federal state, as they are directly and indirectly responsible for around 77,000 jobs. As is cus-tomary in most of Europe, the ports of Bremen are organised as a "landlord model", i.e. they distinguish between publicly funded port infrastructure and privately organised transhipment activities. The port infrastructure belongs to the Free Hanseatic City of Bremen, which has hived off the port infrastructure assets into the "Special Asset Port" and the "Special Asset Fischereihafen (Waterside)". The management of these special assets in the capacity of trustee was entrusted to bremenports GmbH & Co. KG, which was founded specifically for that purpose in the year 2002 by the competent ministry, Bremen's Senator for Economic Affairs, Labour and Ports.

The business model of bremenports GmbH & Co. KG

[102-2, 102-4, 102-6, 102-7, 102-9, 102-10, 102-18]

The port management company bremenports has managed the infrastructure of the ports of Bremen on behalf of the Free Hanseatic City of Bremen since January 2002. bremenports has a workforce of 374 and has business premises in Bremen and Bremerhaven. There were no significant changes in terms of size, structure or ownership compared with the previous year. The tasks to be performed by bremenports are documented in agency agreements concluded with Bremen's Senator for Economic Affairs, Labour and Ports. These tasks break down into regular tasks and special tasks which are provided on behalf of the Special Asset Ports, and third-party business which is organised as a private-economy company.

Organisation

In the year under review, Mr Robert Howe & Mr Horst Rehberg served as managing directors. Their authority covers all activities occurring in the ordinary course of the company's business activities. The management consists of the managing directors, the division managers and the heads of the five management support units. This management group meets to discuss and adopt measures on a broad basis. Any management activities which go beyond the ordinary course of business are subject to a prior resolution by the competent management body. bremenports continues to have a supervisory board and an advisory board on a voluntary basis, thus following the recommendation of the Public Corporate Governance Code of the Free Hanseatic City of Bremen. The Supervisory Board appoints, supervises and advises the management board. It consists of 12 members, with equal numbers of management and employee representatives. The Advisory Board consists of up to 14 members who are appointed by the Free Hanseatic City of Bremen as shareholder of bremenports.

Regular tasks

Regular tasks refer to the operation and maintenance of the port infrastructure, inclusive of the terminal railway, the dykes, the compensatory mitigation sites as well as the management of real estate. This breaks down into 2,593 hectares of land with port-related use and 539 hectares of port water sites, 37 km quays, 34 km embankments, 15 km dykes and flood barriers, 64 km roads, 181 km railway tracks, 5 locks, 4 movable bridges, 8 pump stations, 64 pontoons, 373 dolphins and 92 berths for ocean-going vessels. Another key regular task is location marketing at logistics and transport fairs on behalf of the ports of Bremen.

Special tasks

Special tasks are commissioned separately by Bremen's Senator of Economic Affairs, Labour and Ports and refer to the implementation of individual projects, such as the current task of planning Bremerhaven Offshore Terminal, upgrading the station at Imsumer Deich to an eight-track facility, the construction of berths for inland shipping with shore power connections, flood protection in accordance with the coastal protection master plan or performing the compensatory mitigation measures following the implementation of investment projects.

Third-party business

As port, logistics and environmental experts, the employees of bremenports know how to plan, build and maintain port facilities, operating areas and coastal protection structures. In addition to performing its regular and special tasks, the port management company therefore also offers project and consultancy services as a privately organised company to outside customers all over the world.

ABOUT THIS REPORT

Organisational structure

[102-1, 102-45]

In this Sustainability Report, the port management company bremenports GmbH & Co. KG publishes financial and non-financial information on the company itself and the port infrastructure which it man-ages in the capacity of trustee [the “Special Asset Ports” and the “Special Asset Fischereihafen (Water-side)”]. The organisations bremenports GmbH & Co. KG and the special assets Ports and Fischereihafen (Waterside) are publicly owned by the Free Hanseatic City of Bremen. Management of the above special assets in the capacity of trustee was entrusted to bremenports GmbH & Co. KG, which was founded specifically for that purpose in 2001, by the competent ministry Bremen’s Senator for Economic Affairs, Labour and Ports. There have been no significant changes in terms of size, structure or ownership since the previous year.

Scope of reporting

[102-48, 102-49, 102-54]

To facilitate comparison of the contents on an international scale, this presentation of our sustainability performance systematically adheres to the guidelines of the Global Reporting Initiative (GRI). In 2016, we are reporting for the first time in accordance with the Core option of the newly introduced GRI Standards. As in the preceding year, the report contents are presented in accordance with our top-level sustainability categories "Governance", “Economic performance“, “Environmental compatibility“, “Staff & labour practices“ and “Social responsibility“. Changes have been made to the “Economic performance” category: to make our reporting more consistent with GRI standards, the relevant sustainability topics are now named as follows: “Market presence”, “Indirect economic effects” and “Future-oriented infrastructure & adaptation to climate change”. We have not included any reworded information from previous reports.

Data quality

We constantly endeavour to improve the quality of our data. To ensure that all key performance indicators are comparable, we have defined regulations for the retrospective adjustment of data. Retrospective adjustments due to changes in methods and error rectification are made if the aggregate effect on previously reported figures differs by more than 5 %. In the year under review, five methodological changes were made to increase the informative value of the key performance indicators and enable more effective steering options.

Time frame and profile

[102-50, 102-51, 102-52]

Our sustainability controlling covers annual key performance indicators which we use to review, com-pare and assess our sustainability performance. These KPIs are published every year and refer to the preceding calendar year (1 January-31 December 2016). In the course of this sustainability report, we have focused on the change-over from GRI G4 to the GRI standards and introduced sustainability reporting software, which enables control-ling functions as well as the compilation of an online report which can be individualised as required.

Audit

[102-56]

In order to ensure the credibility and quality of our reporting, we will also subject our 2016 Sustainability Re-port to an external audit. The management endorses this procedure, provides the necessary budget and at-tends audit meetings. A new tender procedure was conducted for the audit this year and the contract was awarded to TÜV Nord AG. There is no further business relationship between the organisation and the auditors over and above the scope of the audit. TÜV Nord AG conducts an audit to obtain a moderate level of assurance based on “AA1000APS:2008”. The GRI indicators covered by the scope of the audit are stated in the GRI Con-tent Index. Information on the audit procedures and audit findings are presented in the Audit certificate.

EXTERNAL AUDIT

TÜV NORD Certification

AA1000 Licensed Assurance Provider 000-148

Independent Assurance Statement

bremenports GmbH & Co. KG

Objective of the Engagement

bremenports GmbH & Co. KG (bremenports) has engaged TÜV NORD to provide independent assurance over bremenports's Sustainability Report 2016 (herein referred to as "the report"). The objective of the engagement was to provide assurance regarding the report's adherence to the requirements of the Global Reporting Initiative's Sustainability Reporting Standards (GRI SRS), AccountAbility Principles as well as reliability and objectivity of the reported information. The report has been declared to comply with the "in accordance" Core Option of the GRI SRS and covers all of bremenport's business activities and locations.

Scope of Work

Independent assurance within the reporting period comprised of

- Reliability of reported information
- Adherence to the GRI SRS Reporting Principles
- Adherence to the requirements according to GRI SRS "in accordance" – Core Option (for those indicators deemed material)
- Adherence to the AccountAbility Principles (Inclusivity, Materiality, Responsiveness)

The engagement has been performed using a Type2-Engagement with a moderate level of assurance. Besides all relevant General Disclosures, the verification covered the following material disclosures as per GRI SRS:

Economic Topics		
Economic Performance	201-2	Financial implications and other risks and opportunities due to climate change
Indirect Economic Aspects	203-1	Infrastructure investments and services supported
	203-2	Significant indirect economic impacts
Anti-Corruption	205-1	Operations assessed for risks related to corruption
	205-2	Communication and training about anti-corruption policies and procedures
	205-3	Confirmed incidents of corruption and actions taken
Environmental Topics		
Biodiversity	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected area
	304-2	Significant impacts of activities, products, and services on biodiversity
	304-3	Habitats protected and restored
Emissions	305-1	Direct (Scope 1) GHG emissions
	305-2	Energy indirect (Scope 2) GHG emissions
	305-3	Other indirect (Scope 3) GHG emissions
	305-4	GHG emissions intensity
	305-5	Reduction of GHG emissions
	305-6	Reduction of ozone-depleting substances (ODS)
	305-7	Nitrogen oxides (NOx), sulphur oxides (SOx), and other significant air emissions
Effluents and Waste	306-2	Waste by type and disposal method
Social Topics		
Employment	401-1	New employee hires and employee turnover
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees
Occupational Health and Safety	403-1	Workers representation in formal joint management-worker health and safety committees
	403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities
Training and Education	404-1	Average hours of training per year and employee
Diversity and Equal Opportunity	405-1	Diversity of governance bodies and employees
Non-discrimination	406-1	Incidents of discrimination and corrective actions taken
Local Communities	413-1	Operations with local community engagement, impact assessments, and development programs
	413-2	Operations with significant actual and potential negative impacts on local communities
Socioeconomic Compliance	419-1	Non-compliance with laws and regulations in the social and economic area

Limitations and exclusions

Excluded from the scope of work are the following:

- Statements regarding the company positioning
- Information not related to the defined reporting period
- Specific information of the suppliers
- Financial data

An engagement with a moderate level of assurance relies on risk-based sampling for assurance of the reported information. It also relies on bremenport's internal data collection processes. Hence, based on the mentioned limitations and exclusions, this statement should not be relied upon to detect all misstatements or errors that may exist.

Responsibilities

The sole responsibility for the content and presentation of the report lies with MAG.

TÜV NORD did not, in any way, contribute to the preparation of the report and its responsibilities are limited to:

- Assurance of the report content using a Type-2 Engagement with a moderate level of assurance according to Assurance Standard AA1000AS:2008
- Forming of an independent assurance opinion
- Reporting the conclusions and recommendations to management

Methodology and summary of work performed

The assurance engagement included, but was not limited to:

- Assessment of MAG's internal systems for data collection and aggregation of report content regarding functionality, accuracy, appropriateness, sources of error and limitations
- Interviews of relevant personnel from various levels throughout the organisation in Bremerhaven
- Identification of relevant samples for the assurance of report content
- Performance of various verification procedures appropriate to the identified samples
- Assessment of the methodology and results of stakeholder- and materiality-analysis to identify report content
- Evaluation of the reported information against the requirements of the GRI SRS

Conclusion

Conclusion

Based on our independent assurance engagement, nothing came to our attention to suggest that:

- MAG does not adhere to the AccountAbility principles
- the reported has not been prepared in accordance with the GRI SRS
- the reported information is not fairly stated in all material aspects for the defined reporting period

Recommendations

Based on our work performed, several recommendations for improving the report could be identified. These recommendations are presented in a separate report to the management of bremenports.

TÜV NORD Certification

AA1000 Licensed Assurance Provider 000-148

Statement of Independence, Impartiality and Competence

TÜV NORD is an independent assurance provider, whose employees have extensive experience in the assessment and assurance of sustainability information and associated processes and systems for data collection. TÜV NORD operates a certified Quality Management System according to ISO 9001:2008, ensuring and actively managing the quality of all processes related to appointment of auditors and compilation of assurance teams.

Members of the assurance team are not involved in any other projects or activities that would cause a conflict of interest with regard to the assurance engagement.

Essen, 18.10.2018

Andreas Backs

(Auditor)

Daniel Kielhorn

(Auditor)

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Germany

GRI CONTENT INDEX

GRI Standard	Description	Page reference	Omission	External assurance
GRI 101: Foundation 2016				
General Disclosures				
GRI 102: General Disclosure 2016	102-1 Name of the organization	About this report		
	102-2 Activities, brands, products, and services	About us		
	102-3 Location of headquarters	Imprint		
	102-4 Location of operations	About us		
	102-5 Ownership and legal form	About us		
	102-6 Markets served	About us		
	102-7 Scale of the organization	About us		
	102-8 Information on employees and other workers	Key performance indicators staff & labour practices		

	102-9 Supply chain	About us, Sustainable procurement, Key performance indicators governance		
	102-10 Significant changes to the organization and its supply chain	About us		
	102-11 Precautionary Principle or approach	Future-oriented infrastructure & adaptation to climate change		
	102-12 External initiatives	Sustainability strategy & management		
	102-13 Membership of associations	Sustainability strategy & management		
	102-14 Statement from senior decision-maker	Foreword		
	102-16 Values, principles, standards, and norms of behaviour	Compliance		
	102-18 Governance structure	About us, Sustainability strategy & management		
	102-40 List of stakeholder groups	Sustainability strategy & management		
	102-41 Collective bargaining agreements	Key performance indicators staff & labour practices		
	102-42 Identifying and selecting stakeholders	Sustainability strategy & management		
	102-43 Approach to stakeholder engagement	Sustainability strategy & management		
	102-44 Key topics and concerns raised	Sustainability strategy & management		

	102-45 Entities included in the consolidated financial statements	About this report		
	102-46 Defining report content and topic Boundaries	Sustainability strategy & management		
	102-47 List of material topics	Sustainability strategy & management		
	102-48 Restatements of information	About this report		
	102-49 Changes in reporting	About this report		
	102-50 Reporting period	About this report		
	102-51 Date of most recent report	About this report		
	102-52 Reporting cycle	About this report		
	102-53 Contact point for questions regarding the report	Contact		
	102-54 Claims of reporting in accordance with the GRI Standards	About this report		
	102-55 GRI content index	GRI Content Index		
	102-56 External assurance	About this report, External audit		
Material Topics				
Compliance				
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Compliance		

	103-2 The management approach and its components	Compliance		
	103-3 Evaluation of the management approach	Compliance		
GRI 205: Anti-Corruption 2016	205-1 Operations assessed for risks related to corruption	Compliance, Key performance indicators governance		by TÜV Nord
	205-2 Communication and training about anti-corruption policies and procedures	Compliance, Key performance indicators governance		by TÜV Nord
	205-3 Confirmed incidents of corruption and actions taken	Compliance, Key performance indicators governance		by TÜV Nord
GRI 419: Socioeconomic Compliance 2016	419-1 Non-compliance with laws and regulations in the social and economic area	Compliance, Key performance indicators governance		by TÜV Nord
Port security and risk prevention				
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Port security & risk prevention		
	103-2 The management approach and its components	Port security & risk prevention		
	103-3 Evaluation of the management approach	Port security & risk prevention		
Sustainable procurement				
GRI 102: General Disclosure 2016	102-9 Supply chain	About us, Sustainable procurement		
GRI 103: Management Approach	103-1 Explanation of the material	Sustainable procurement		

2016	topic and its Boundary			
	103-2 The management approach and its components	Sustainable procurement		
	103-3 Evaluation of the management approach	Sustainable procurement		
Market presence				
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Market presence		
	103-2 The management approach and its components	Market presence		
	103-3 Evaluation of the management approach	Market presence		
Port-specific indicator	PSI [1] Development of ship size in Bremen's ports	Key performance indicators economic performance		
	PSI Nautical accessibility of Bremerhaven	Key performance indicators economic performance		
	PSI Draught of ships calling at Bremerhaven	Key performance indicators economic performance		
	PSI Nautical accessibility of Bremen	Key performance indicators economic performance		
	PSI Draught of ships calling at Bremen	Key performance indicators economic performance		
	PSI Handling of sea freight/passengers by the ports of	Key performance indicators economic performance		

	Bremen			
	PSI Diversification of the ports of Bremen	Key performance indicators economic performance		
	PSI Modal split in hinterland container transport Bremerhaven	Key performance indicators economic performance		
	PSI Top 4 ranking within the Northwest Range	Key performance indicators economic performance		
	PSI Top 4 ranking of European ports with automobile transhipment	About us, Key performance indicators economic performance		
Indirect economic effects				
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Indirect economic effects		
	103-2 The management approach and its components	Indirect economic effects		
	103-3 Evaluation of the management approach	Indirect economic effects		
GRI 203: Indirect economic impacts	203-1 Infrastructure investments and services supported	Indirect economic effects		by TÜV Nord
	203-2 Significant indirect economic impacts	Indirect economic effects, Key performance indicators economic performance		by TÜV Nord
Future-oriented infrastructure and adaptation to climate change				
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Future-oriented infrastructure & adaptation to climate change		

	103-2 The management approach and its components	Future-oriented infrastructure & adaptation to climate change		
	103-3 Evaluation of the management approach	Future-oriented infrastructure & adaptation to climate change		
GRI 201: Economic Performance 2016	201-2 Financial implications and other risks and opportunities due to climate change	Future-oriented infrastructure & adaptation to climate change		by TÜV Nord
Port-specific indicator	PSI Total environment protection expenditures and investments by type	Future-oriented infrastructure & adaptation to climate change, Key performance indicators economic performance		
Energy management & climate protection				
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Energy management & climate protection		
	103-2 The management approach and its components	Energy management & climate protection		
	103-3 Evaluation of the management approach	Energy management & climate protection		
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Energy management & climate protection, Key performance indicators environmental compatibility		by TÜV Nord
	302-4 Reduction of energy consumption	Energy management & climate protection, Key performance indicators environmental compatibility		by TÜV Nord
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Energy management & climate protection, Key performance indicators environmental compatibility		by TÜV Nord

	305-2 Energy indirect (Scope 2) GHG emissions	Energy management & climate protection, Key performance indicators environmental compatibility		by TÜV Nord
	305-3 Other indirect (Scope 3) GHG emissions	Energy management & climate protection, Key performance indicators environmental compatibility		by TÜV Nord
	305-5 Reduction of GHG emissions	Energy management & climate protection, Key performance indicators environmental compatibility		by TÜV Nord
Environmentally friendly shipping				
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Environmentally friendly shipping		
	103-2 The management approach and its components	Environmentally friendly shipping		
	103-3 Evaluation of the management approach	Environmentally friendly shipping		
GRI 305: Emissions 2016	305-7 Nitrogen oxides (NOX), sulphur oxides (SOX), and other significant air emissions	Environmentally friendly shipping, Impact on the population, Key performance indicators environmental compatibility		by TÜV Nord
Port-specific indicator	PSI Environmental Ship Index	Environmentally friendly shipping, Key performance indicators environmental compatibility		
	PSI emissions in and around the ports	Key performance indicators environmental compatibility		
Efficient land use and biodiversity				

GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Efficient land use and biodiversity		
	103-2 The management approach and its components	Efficient land use and biodiversity		
	103-3 Evaluation of the management approach	Efficient land use and biodiversity		
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Efficient land use and biodiversity		by TÜV Nord
	304-2 Significant impacts of activities, products, and services on biodiversity	Efficient land use and biodiversity		by TÜV Nord
	304-3 Habitats protected or restored	Efficient land use and biodiversity, Key performance indicators environmental compatibility		by TÜV Nord
Port-specific indicator	PSI Habitat index	Efficient land use and biodiversity, Key performance indicators environmental compatibility		
Effects of maintaining the water depth				
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Effects of maintaining the water depths		
	103-2 The management approach and its components	Effects of maintaining the water depths		
	103-3 Evaluation of the manage-	Effects of maintaining the water depths		

	ment approach			
GRI 306: Effluence and Waste 2016	306-2 Waste by type and disposal method	Effects of maintaining the water depths, Key performance indicators environmental compatibility		by TÜV Nord
Port-specific indicator	PSI Total amount of dredged material in relation to the port water area	Effects of maintaining the water depths, Key performance indicators environmental compatibility		
	PSI Deposited dredging spoils as a percentage of dredged mud	Effects of maintaining the water depths, Key performance indicators environmental compatibility		
Use of resources and recycling in port construction and maintenance				
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary		not yet reported this year	
	103-2 The management approach and its components		not yet reported this year	
	103-3 Evaluation of the management approach		not yet reported this year	
Attractive working conditions				
GRI 102: General Disclosure	102-8 Information on employees and other workers	Key performance indicators staff & labour practices		
	102-41 Collective bargaining agreements	Key performance indicators staff & labour practices		
GRI 103: Management Approach	103-1 Explanation of the material	Attractive working conditions		

2016	topic and its Boundary			
	103-2 The management approach and its components	Attractive working conditions		
	103-3 Evaluation of the management approach	Attractive working conditions		
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Attractive working conditions, Key performance indicators staff & labour practices		by TÜV Nord
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Attractive working conditions		by TÜV Nord
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Attractive working conditions, Key performance indicators staff & labour practices		by TÜV Nord
Fair working conditions				
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Fair working conditions		
	103-2 The management approach and its components	Fair working conditions		
	103-3 Evaluation of the management approach	Fair working conditions		by TÜV Nord
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Fair working conditions		by TÜV Nord
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Fair working conditions, Key performance indicators staff & labour practices		by TÜV Nord

Occupational health and safety				
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Occupational health and safety		
	103-2 The management approach and its components	Occupational health and safety		
	103-3 Evaluation of the management approach	Occupational health and safety		
GRI 403: Occupational Health and Safety 2016	403-1 Workers representation in formal joint management–worker health and safety committees	Occupational health and safety		by TÜV Nord
	403-2 Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	Occupational health and safety, Key performance indicators staff & labour practices		by TÜV Nord
Impact on the population				
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Impact on the population		
	103-2 The management approach and its components	Impact on the population		
	103-3 Evaluation of the management approach	Impact on the population		
GRI 305: Emissions 2016	305-7 Nitrogen oxides (NOX), sulphur oxides (SOX), and other significant air emissions	Impact on the population, Environmentally friendly shipping, Key performance indicators environmental compatibility		by TÜV Nord
GRI 413: Local Communities 2016	413-1 Operations with local com-	Impact on the population		by TÜV Nord

	munity engagement, impact assessments, and development programs			
	413-2 Employee training on human rights policies or procedures	Impact on the population, Key performance indicators social responsibility		by TÜV Nord

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Precise designation of the legal form has essentially been waived in the name of reader-friendliness.

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

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