greenports

Bremen Bremerhaven



Sustainability Report

Reporting period 2017|2018

The Senator for Science and Ports

Free Hanseatic City of Bremen

bremenports

greenports



Aerial view of Fischereihafen

Sustainability Report
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"Seeadler" survey vessel in Bremerhaven

Sustainability that encourages others to follow suit

bremenports recently celebrated an important anniversary. Ten years ago, the port management company launched its "greenports" strategy, making it the first German company in this sector to implement a comprehensive sustainability strategy. A great deal has been achieved since then. A plan of action has been drawn up for sustainable and resource-saving energy management, dredging spoils from the port have been reduced significantly and Luneplate has been converted into an award-winning nature reserve of European ranking. Moreover, bremenports increasingly opts for alternative propulsion systems for its company fleet. These are just a few examples of how the Federal Land of Bremen is making systematic progress towards its goal of becoming a green port – always with the clear objective of making the port climate-neutral.

But there are other aspects of sustainability which also play a central role in the company's philosophy and policies. In addition to its environmental activities, bremenports also focuses on a staff-oriented corporate culture, for instance with its "Work, Family and Health" programme, which won a national award.
By pursuing this sustainability strategy, the ports of Bremen aim to reconcile economic interests with the social and ecological demands - always with the firm conviction that sustainable corporate management is essential if the ports are to remain efficient and competitive in decades to come.

We sincerely hope that this comprehensive Sustainability Report will not only provide transparency about our activities, but also encourage others to follow suit.



Robert Howe
Managing Director
bremenports GmbH & Co. KG



Dr. Claudia Schilling
Senator for Science and Ports
of the Free Hanseatic City of Bremen

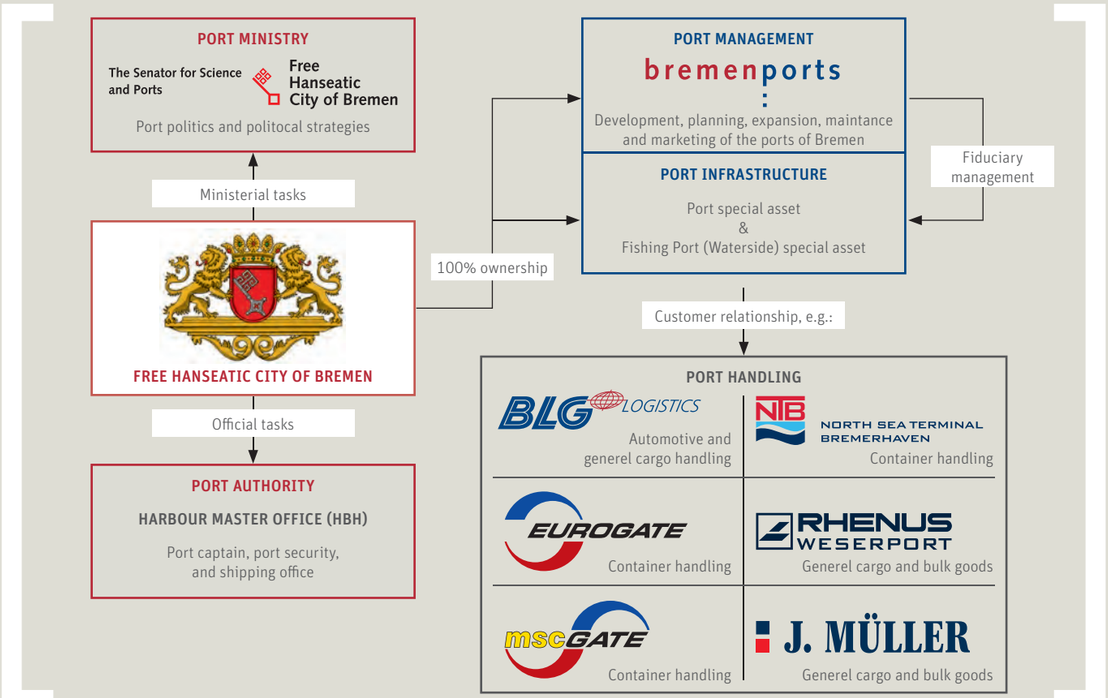


Automobile handling in Bremerhaven

Organisation of the ports of Bremen

[GRI-STANDARDS: 102-1, 102-5]

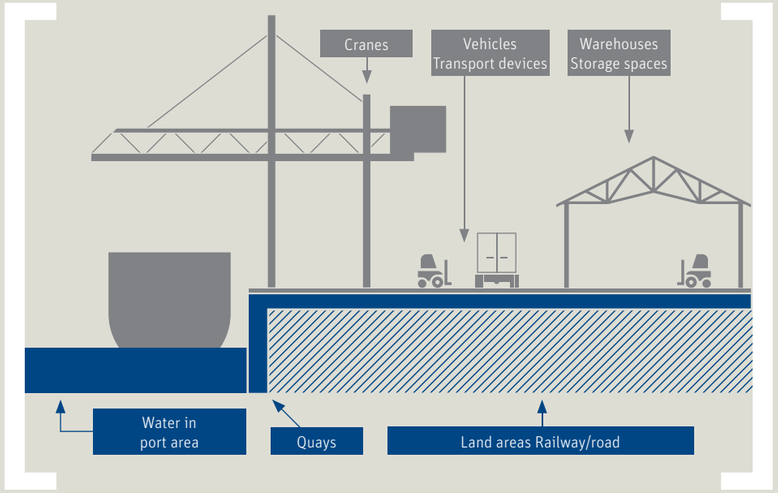
Containers, motor vehicles, project cargo, general and bulk cargo of all kinds are handled at the ports of Bremen. Our success is based on a clear division of labour between the twin ports: Bremerhaven, only 32 nautical miles from the open sea, specialises in handling container vessels, car carriers and RoRo (roll-on/roll-off) vessels. The terminals in Bremen, 60 kilometres further south, concentrate primarily on the transhipment of general and heavy-lift cargo and handling bulk and breakbulk.



Organisational structure of the ports of Bremen

The port facilities are a mainstay of the economy in Germany's smallest federal state and are directly and indirectly responsible for around 77,000 jobs. As is customary 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 infrastructure of the ports of Bremen 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 Bremen's Senator for Economic Affairs, Labour and Ports, the competent ministry at that time. Organising bremenports in the legal form of a "GmbH & Co. KG" – a limited commercial partnership with a limited liability company as general partner – was not only a milestone in the history of port management in Germany, but also enabled the company to develop into a powerful and flexible service enterprise.



Division of tasks into port infrastructure and port suprastructure

The port infrastructure (■ blue sections) was financed with public funds and subsequently leased or sold to private users. From then on, the individual private users (terminal operations, cargo handling and warehousing) are responsible for the suprastructure (■ grey sections).

The bremenports business model

[GRI-STANDARDS: 102-2, 102-4, 102-6, 102-7, 102-10, 102-18]

Consulting and engineering company that is responsible for the ports of Bremen – this is a title that bremenports GmbH & Co. KG can rightly claim. Since January 2002, the company has managed the infrastructure of the ports of Bremen on behalf of the Free Hanseatic City of Bremen.

bremenports has a staff of 390 and has business premises in both Bremen and Bremerhaven. There are no major changes to report in terms of size, structure or ownership. The tasks to be performed by bremenports are documented in agency agreements concluded with what was then 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.

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 34 kilometres of quays, around 200 kilometres of railway tracks, more than 70 bridges, five locks and 22 kilometres of dykes and flood barriers. The port can only function reliably if the harbour basins, quays, operating areas and technical facilities are professionally serviced and maintained. This calls for great experience and skills, as some parts of the infrastructure are more than 100 years old, whereas others are new and computer-controlled.

One of the main regular tasks involves location marketing on behalf of the ports of Bremen at logistics and transport fairs all over the world. bremenports is meanwhile faced with new challenges in that sector: after VIA Bremen discontinued operations, there is now a clear structure, in which Bremen's Port Promotion Agency represents the interests of the port business community, while bremenports has sole responsibility for port marketing. This means that we shall be expanding our activities in this sector.



Bremerhaven Container Terminal

Special tasks

Special tasks are commissioned separately by Bremen's Senator for Science and Ports and refer to the implementation of individual projects. Groundbreaking political decisions were taken in this sector in the year 2018. The Senate approved a budget of more than 120 million euros to equip the port to face the forthcoming challenges. This will involve reconstruction of Columbus Quay to enable the cruise terminal to cope with the larger cruise liners which will call at Bremerhaven in future. We plan to rebuild the mole at the northern entrance to Fischereihafen in a new position, which will significantly improve the nautical situation. Intensive work on major investment projects was already carried out in 2018. In Bremen, this involved comprehensive refurbishment of the lock at Oslebshausen. Construction of the new western quay at Kaiserhafen is making good progress and an agreement has been reached with the shipyards in Bremerhaven that the refurbished quay can be used for yard operations on a certain number of days in future. This, too, shows the importance of the port for the economic development of Bremerhaven and the Federal Land of Bremen. The dyke projects are proceeding according to plan and the second construction phase of the sea dyke has been completed. Preparations are underway for the refurbishment of the Columbus peninsula. Work has begun on a new storage site for marine debris. The path needed to remove such debris is already finished and the storm tide operations centre is now up and running.

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.

The joint project with Icelandic partners at Finna Fjord in the north-east of Iceland has now entered a very concrete phase. This is a project which will earn bremenports and consequently the ports of Bremen a top ranking in dealing with a major topic such as sustainable development of the Arctic, an aspect which is under international scrutiny. The project is based on a cooperation agreement signed between the parties in May 2014.



Columbus Quay has to be rebuilt



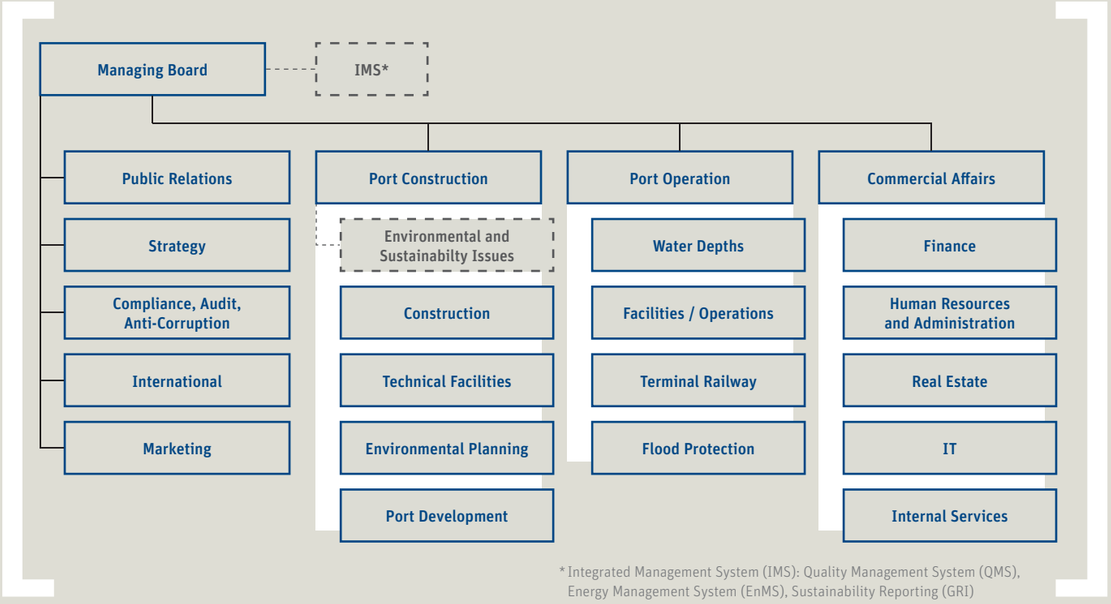
Project development in the north-east of Iceland is planned over a period of several decades

Governance

bremenports GmbH & Co. KG has 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, which is mandatory for the company. 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.

The Managing Director Robert Howe is in charge of the company. He develops the corporate strategy, which is then adopted in consultation with the Supervisory Board, and is responsible for its operational implementation. He is authorised to perform all tasks arising in the ordinary course of business operations. Any management activities which go beyond that scope are subject to a prior resolution by the competent management body.

In his absence, the managers of the three divisions – Port Construction, Port Maintenance and Commercial Matters – are authorised to represent him, in close consultation with the management. The overall management group consists of the Managing Director, the three Division Managers and the Press and Strategy management support units. This management group is used to discuss and adopt measures on a broader basis.



* Integrated Management System (IMS): Quality Management System (QMS), Energy Management System (EnMS), Sustainability Reporting (GRI)

Organisation of our sustainability sectors in our corporate structure

Our sustainability topics

Sustainability topics	Policy	Sustainable Development Goals
Governance		
Sustainability strategy & management	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.	
Compliance	We comply with the identified legal requirements and proactively minimise the risk of corruption.	
Port security & risk prevention	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.	
Sustainable procurement	We want to pay more attention to social and ecological aspects in the procurement of goods and services.	
Economic performance		
Market presence	We invest in pioneering projects which preserve and enhance the competitiveness of Bremen's ports.	
Adaptation to climate change	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.	
Environmental compatibility		
Energy management & climate protection	We think carefully about our energy use, act sustainably, increase energy efficiency and raise the share of renewable energy.	
Environmentally friendly shipping	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.	
Biodiversity	We use the available space efficiently, avoid negative impacts on biodiversity and, if adverse effects are unavoidable, initiate the appropriate compensatory mitigation measures.	
Effects of maintaining the water depths	We reduce the negative impacts on nature and the environment to a minimum when maintaining the water depths.	
Labour practices		
Attractiveness as an employer	We promote our attractiveness as an employer with a family-friendly corporate culture that promotes health and skills. We also ensure equal treatment of our staff, foster an atmosphere of trust and respect and strictly oppose discrimination in any form.	
Occupational health & safety	We implement extensive preventive measures to avoid occupational accidents and health hazards.	
Social responsibility		
Impact on the population	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.	

Background information about the Sustainable Development Goals is provided on Page 94.

About this report

[GRI-STANDARDS: 102-1, 102-45, 102-48, 102-49, 102-50, 102-51, 102-52, 102-54, 102-56]

Organisational structure

The Sustainability Report publishes financial and non-financial information on the port management company bremenports GmbH & Co. KG and the port infrastructure which it manages in the capacity of trustee, i.e. the "Special Asset Ports" and the "Special Asset Fischereihafen (Waterside)". There have been no significant changes in terms of size, structure or ownership since the previous year.

Scope of reporting

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). This double report covers the years 2017 and 2018 and has been prepared in accordance with the GRI Standards: Core option. The report contents are presented in accordance with our top-level sustainability categories "Governance", "Economic performance", "Environmental compatibility", "Staff & labour practices" (now "Labour practices") and "Social responsibility" (now "Social"). Further information about the environmental impact of the ports of Bremen at the locations of Bremen and Bremerhaven is provided in our 2018 PERS Report. PERS is an environmental management system which was developed specifically for the requirements of ports.

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 %; any such adjustments are annotated in footnotes. In the year under review, two methodological changes were made to increase the informative value of the key performance indicators and enable more effective steering.

Time frame and profile

Our sustainability controlling covers annual key performance indicators which we use to review, compare and assess our sustainability performance. As a rule, these KPIs are published every year and refer to the preceding calendar year (1 January - 31 December). This report, however, covers two one-year periods (1 January 2017 - 31 December 2017 as well as 1 January 2018 - 31 December 2018) is there was no organisational alternative. For the first time, we have published an online report as part of this Sustainability Report, which is backed by a PDF and a print version.

Audit

In order to ensure the credibility and quality of our reporting, we will also subject our 2017/2018 Sustainability Report to an external audit. The management endorses this procedure, provides the necessary budget and attends audit meetings. This year, the audit scope was integrated for the first time (with the audit of our Quality Management pursuant to ISO 9001 and the audit of our Energy Management pursuant to ISO 50001) and performed by 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 Index. Information on the audit procedures and audit findings are presented in the Audit Certificate.



The bremenports Environmental and Sustainability Management Team

Sustainability strategy & management

[GRI-STANDARDS: 102-11, 102-12, 102-18, 102-42, 102-43, 102-44, 102-46, 103-1, 103-2, 103-3; PSI 1]

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.

Our business activities are influenced by highly diverse social trends. In addition to the global endeavours to protect the climate, these megatrends also include coping with the constantly increasing flow of goods, recognising the opportunities and risks of ongoing digitisation, the demands of Agenda 2030 and the continuing loss of biodiversity. At the same time, however, making the necessary adjustments in response to climate change faces us with great challenges. Another trend which is becoming 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 – is one of the elementary management tasks that bremenports has to address in order to safeguard the future viability of Bremen's ports.

Sustainability is instilled throughout the company as a central corporate objective. bremenports was the first German port management company to launch a sustainability strategy, which it did under the registered trademark "greenports" in 2009. The strategy has been continuously enhanced since then and meanwhile covers a number of sustainability topics, together with the relevant policies, that have been identified as "material" in the dialogue with our stakeholders. The relevant policy guidelines are implemented by our staff in the course of their work and official functions.

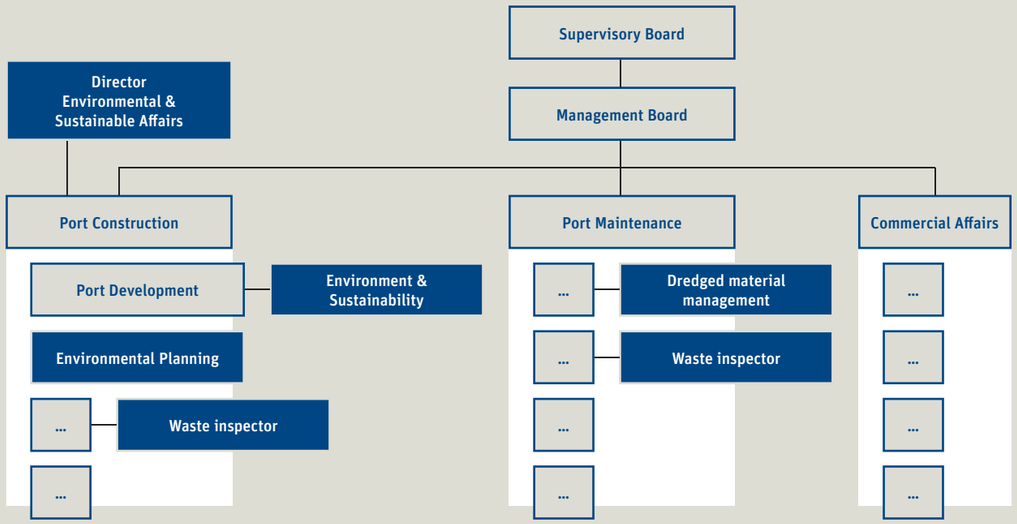
In the meantime, sustainability has been established as an integral element of our mission statement and we have made good progress with the establishment of an Integrated Management System (IMS), which covers DIN EN ISO 9001, DIN EN ISO 50001 and the GRI Standards. All new recruits are instructed in the contents of our mission statement and our sustainability management activities. To make even our youngest employees aware of the importance of sustainability, we have organised “Trainee Project Days” on the subject of the environment and sustainability twice a year since 2016. The trainees not only receive theoretical information about a range of relevant topics, but also have the chance to acquire practical experience in the course of hands-on activities.

A central element of our sustainability strategy is our greenports programme, which is updated at annual intervals and provides detailed information about the status of the planned activities.

Organisation of sustainability management

Management responsibility for our greenports sustainability strategy changed in the course of our corporate reorganisation in 2017. The Director of Environmental and Sustainability Affairs is now a management support unit that reports directly to the head of the division. He is responsible for strategic environmental and sustainability management inclusive of 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 measures and projects.

On an operational level, the Environment and Sustainability Team is organised as part of the Port Development Department (Port Construction Division). The team manager is responsible for sustainability controlling (in accordance with GRI), energy management (in accordance with ISO 50001), environmental management (in accordance with PERS) as well as all initiatives and implementation projects derived from these systems.



Organisation of bremenports GmbH & Co. KG | environmental matters

Codes, principles, directives, regulations

Item	Codes, Principles, Directives, Regulations
Governance	Public Corporate Governance Code of the Free Hanseatic City of Bremen
Quality management	DIN EN ISO 9001:2015
Energy management	DIN EN ISO 50001:2018
Sustainability management	Global Reporting Initiative (GRI)
Environmental management	Port Environmental Review System (PERS)
Environmental compatibility	World Port Climate Declaration
	Environmental Ship Index (ESI)
	Arctic Commitment
	Wadden Seaports Cooperation
Staff & labour practices	Work & family audit
	Diversity charter

Sustainable success stories

The ports of Bremen have significantly improved their carbon footprint. Compared with 2011, when our GHG emissions amounted to more than 7000 t CO2, emissions were reduced by 70 per cent by 2019, a clear indication that the port has made good progress in achieving its goal of making the port infrastructure carbon-neutral by the end of 2023.

In May 2017, bremenports was presented with the Environmental Silver Medal at a ceremony on Bali by IAPH, the International Association of Ports and Harbors, in recognition of its activities on Luneplate; after the ESPO European Award in 2016, this was further praise for the outstanding importance of our work on Luneplate.

In February 2018, bremenports signed the Arctic Commitment, which was initiated by the Clean Arctic Alliance with the aim of obtaining a ban on the use and transport of heavy fuel oil in the highly sensitive Arctic region. In May 2018, bremenports signed a Letter of Intent with another 7 German, Danish and Dutch Wadden Seaports which states that the signatories will work towards promoting coexistence with the Wadden Sea World Heritage Site and take appropriate steps to achieve that aim. Further information is available at www.waddenseaports.com.

In September 2018, the ports of Bremen were certified for the fourth time to the international PERS Standard (Port Environmental Review System). This is an international management system that has created a framework for preventive environmental protection in the port sector. The Environmental Report prepared as part of that process was drawn up by bremenports in consultation with the Senator for Science and Ports and with the assistance of Bremen’s port authority (HBH). The 2018 report and its predecessors are available in the greenports media centre.

Environmental compatibility

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

Economic performance

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

Staff & labour practices

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

Social responsibility

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

Core concerns stated by our stakeholders

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. Guided by the question "Who is interested in what aspects of the port management company bremenports and the Special Asset Ports", we have identified the key concerns of our stakeholders. As a general principle, we are always interested in an open and transparent exchange of opinions. 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. However, there is no overall formal process for this knowledge sharing. Standardised structures have become established for certain groups, whereas we are in contact with other groups on an ad-hoc basis.

Focussing on our sustainability topics is based on a comprehensive stakeholder workshop that was conducted in 2014 in the course of designing our Port Development Concept 2020/25.

For the 2016 Sustainability Report, we again conducted an online survey to check whether the topics we had identified were still in line with the expectations of our stakeholders. The stakeholders' expectations in respect of our sustainability strategy, the selected sustainability topics and the KPIs were awarded excellent scores in all sections. We consequently did not make any changes to the previous sustainability topics. The only change was to amalgamate the related topics "Indirect economic effects" and "Market presence" as well as "Attractive working conditions and "Fair working conditions" to form one topic in each case.

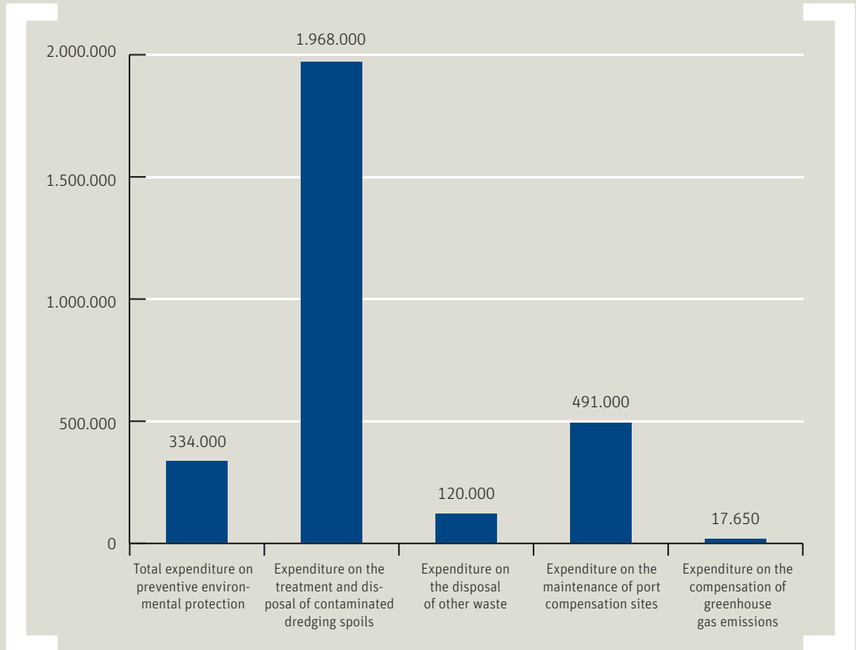
Our stakeholders and their key concerns are stated in the list of stakeholders on page 116.

Other relevant facts and figures about this topic are provided in our Key Performance Indicators beginning on page 102.

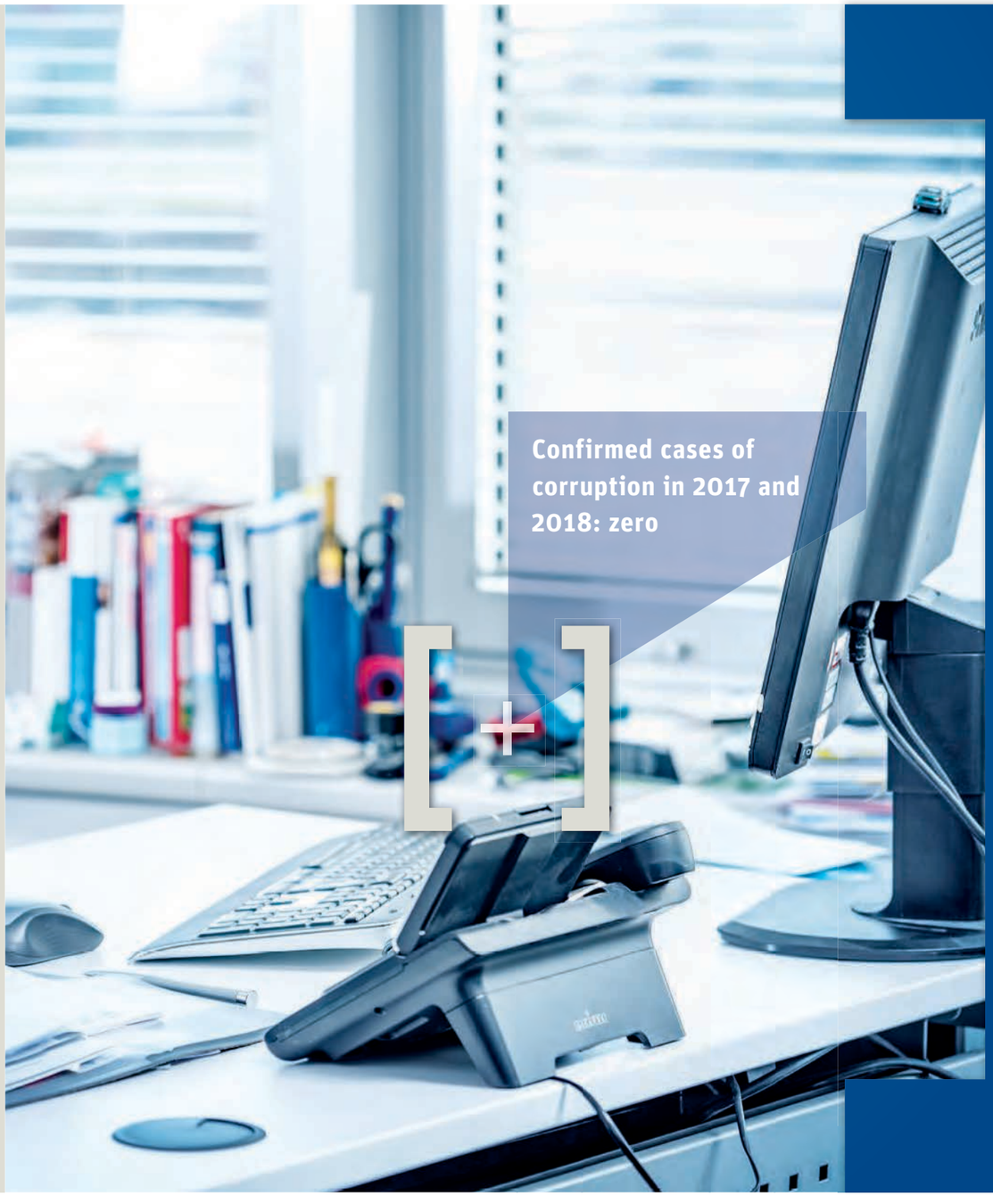
Other planned measures are stated in our greenports programme beginning on page 96.

Expenditure on environmental protection

Our investments in preventive environmental protection play a fundamental role in safeguarding the future viability of the ports of Bremen. We invested approx. EUR 530,000 in preventive environmental protection in 2017, and around EUR 330,000 in 2018. These figures include expenditure on sustainability management, training in environmental subjects, additional expenditure on the use of clean technologies and investments in research & development. Our total environmental expenditure in 2018 shows that the largest individual item refers to the treatment and disposal of contaminated dredging spoils. Nevertheless, this cannot be taken as a basis for any long-term trend, since the sedimentation processes and quantities in the ports vary owing to diverse natural and highly dynamic effects. For further information about this topic please refer to page 63 "Effects of maintaining the water depths".



Expenditure on environmental protection in 2018



Confirmed cases of corruption in 2017 and 2018: zero

Compliance

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

POLICY:

WE COMPLY WITH THE IDENTIFIED LEGAL REQUIREMENTS AND PROACTIVELY MINIMISE THE RISK OF CORRUPTION.

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 to implement effective preventive measures to avert misconduct.



Our Compliance Officer Marita Hinrichs at work

Anti-corruption

The Anti-Corruption department is organised as a management support unit which is directly affiliated to the management. Its activitikes are based on the contents of the Public Corporate Governance Code of the Free Hanseatic City of Bremen in order to ensure good and responsible governance. We also comply with the relevant administrative regulations: "Administrative regulation to avoid and combat corruption", "Administrative regulation concerning the acceptance of gifts", "Regulations concerning the approval of secondary occupations", "Administrative regulation concerning the acceptance and appropriation of funds from sponsoring, advertising, donations and patronage".

The Anti-Corruption Officer conducts analyses to identify areas which are at risk of corruption. The last risk analysis was carried out in 2017/2018 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. An Anti-Corruption Code of Conduct has therefore been issued and all new recruits receive instruction on this topic as part of the induction process. All employees have the opportunity to attend regular anti-corruption training offered by Bremen's Central Anti-Corruption Office.

In the period under revew there were no legal proceedings owing to breaches of legal regulations which led to significant non-monetary sanctions

CORRUPTION HARMS EVERYONE

CORRUPTION DAMAGES THE REPUTATION OF THE STATE AND ITS EMPLOYEES

CORRUPTION IS NOT A TRIVIAL OFFENCE

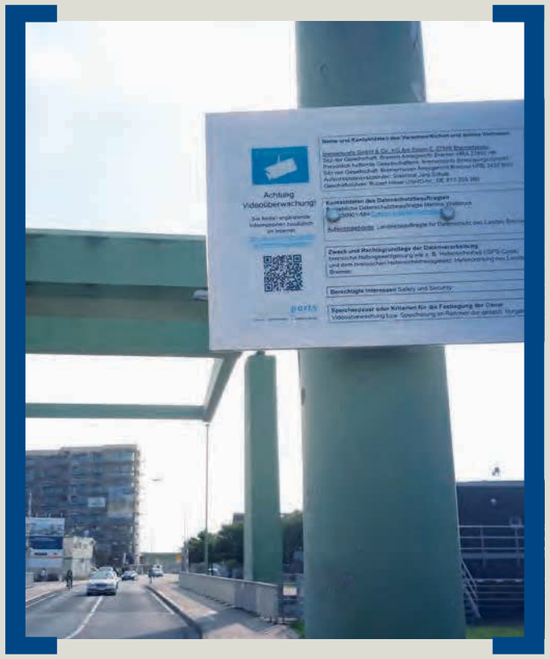
CORRUPTION LEADS DIRECTLY TO PROSECUTION

CORRUPTION BEGINS WITH MINOR FAVOURS

CORRUPTION LEADS TO DEPENDENCY

CORRUPTION LEADS TO UNEMPLOYMENT

Excerpt from our internal Anti-Corruption Code



Data protection noticeboard at Schleusenstrasse

Data protection

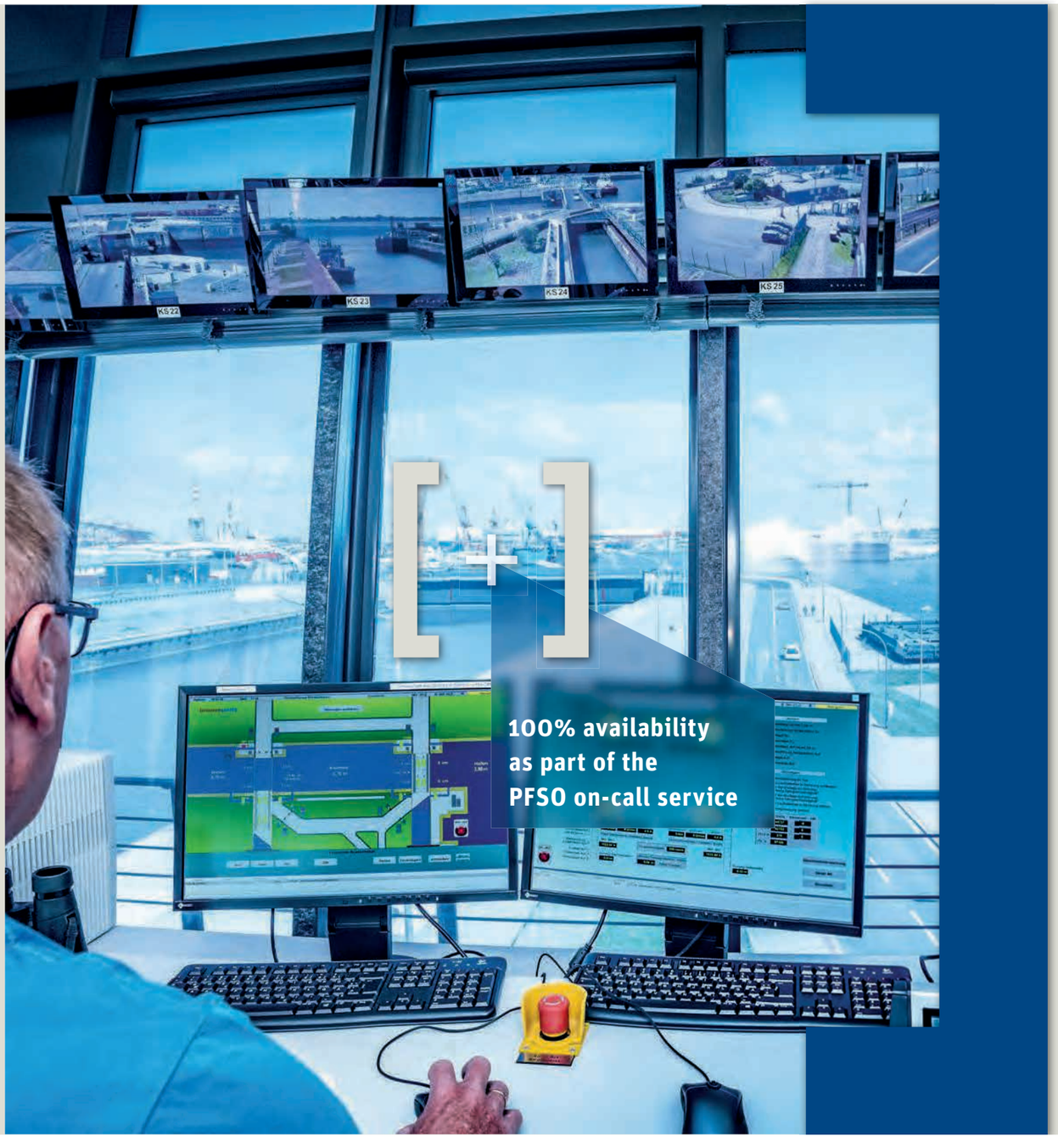
We place great emphasis on data protection and privacy. The collection, processing and use of personal data of our staff, customers and suppliers are all handled in accordance with international and national data protection standards. Particular importance is given to compliance with regulations in connection with the use of CCTV systems.

To ensure compliance with legal data protection requirements, we have appointed a Data Protection Officer, who 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.

No breaches of data protection relating to customer, staff or job applicants' data or the loss of any such data were established in the years under review. There were no notifiable incidents in 2018.

Other relevant facts and figures about this topic are provided in our Key Performance Indicators beginning on page 102.

Other planned measures are stated in our greenports programme beginning on page 96.



Restricted access
to Nordschleuse lock

Port security
& risk prevention

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

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.

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 and also impair the financial situation of the business enterprises at the port.

The individual risks for each new port facility and/or facility conversion 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 preventive 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.

Our security regulations are based on the International Ship and Port Facility Security Code (ISPS Code), European and national security legislation and the Port of Bremen Security Act. 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 regulations is also monitored by representatives of the EU and the American government. Any incidents are evaluated in cooperation with the security authorities.

The security authorities did not allocate any lock facilities and waiting areas at the ports in Bremen and Bremerhaven to higher risk categories in the years under review. In addition to structural, technical and organisational measures, the focus is increasingly on cyber security. Accordingly, bremenports announced a vacancy for "Port Cyber Security" and appointed a new employee to this position in 2019.



Bremerhaven Container Terminal

Other relevant facts and figures about this topic are provided in our Key Performance Indicators beginning on page 102.

Other planned measures are stated in our greenports programme beginning on page 96.

Sustainable procurement

[GRI-STANDARDS: 102-9, 102-10, 103-1,103-2, 103-3]

POLICY:

WE WANT TO PAY MORE ATTENTION TO SOCIAL AND ECOLOGICAL ASPECTS IN THE PROCUREMENT OF GOODS AND SERVICES.

bremenports does not have a traditional supply chain, but procures a large variety of goods and services for the management, construction and maintenance of the ports of Bremen. Our central purchasing department places orders with around 1000 different suppliers every year. In 2018, we spent a total of EUR 5.7 million on goods and EUR 59.4 million on services.

As a public awarding authority, we have to comply with diverse contract award regulations which our employees have to take into account during the tender process. Depending on the item to be purchased and the order volume, these regulations refer mainly to the Bremen Collective Bargaining and Public Procurement Act [TtVG], the Utilities Contract Regulations [Sect-VO] for transport contracts, and the Procurement and Contract Procedures [VOL/A] for supplies and industrial services, [VOB/A] for construction contracts and [VOF] for freelance services.



Our “Guidelines for sustainable, energy-efficient procurement” contain clear specifications

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 does not always have the opportunity to favour regional suppliers and thus exploit the environmental advantages of short delivery routes.

Guidelines for sustainable and energy-efficient procurement

In the interests of reducing impact on the environment and society even further, we introduced "Guidelines for sustainable, energy-efficient procurement" in 2018. These contain clear specifications for the following product groups: tea, coffee, working clothes, wood products, office and toilet paper, cleaning agents, natural stone, office equipment, lamps, household appliances, electric motors and pumps.

The guidelines are essentially based on recognised seals of approval which guarantee compliance with social, ecological and energy-efficient criteria.

Aiming for a clean fleet

We are making progress with our plans for the gradual changeover of our fleet to greener vehicles. At the same time, however, we have established that the availability of such vehicles in the automobile market is still extremely scarce, which makes it difficult to implement our ambitious plans.

In addition to 4 electric bicycles, an electric cargo bike which can carry heavy loads has been in use at our building yard for some time now. This can be used instead of a car for short distances.

Other relevant facts and figures about this topic are provided in our Key Performance Indicators beginning on page 102.

Other planned measures are stated in our greenports programme beginning on page 96.



Electric cargo bikes can replace cars over short distances





Market presence

[GRI-STANDARDS: 103-1, 103-2, 103-3, 203-1, 203-2; PSI 2-11]

POLICY:

WE INVEST IN PIONEERING PROJECTS WHICH PRESERVE AND ENHANCE THE COMPETITIVENESS OF BREMEN'S PORTS.

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 operation and efficiency of our port facilities as well as first-class port service providers and cargo handling companies. These factors are also 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

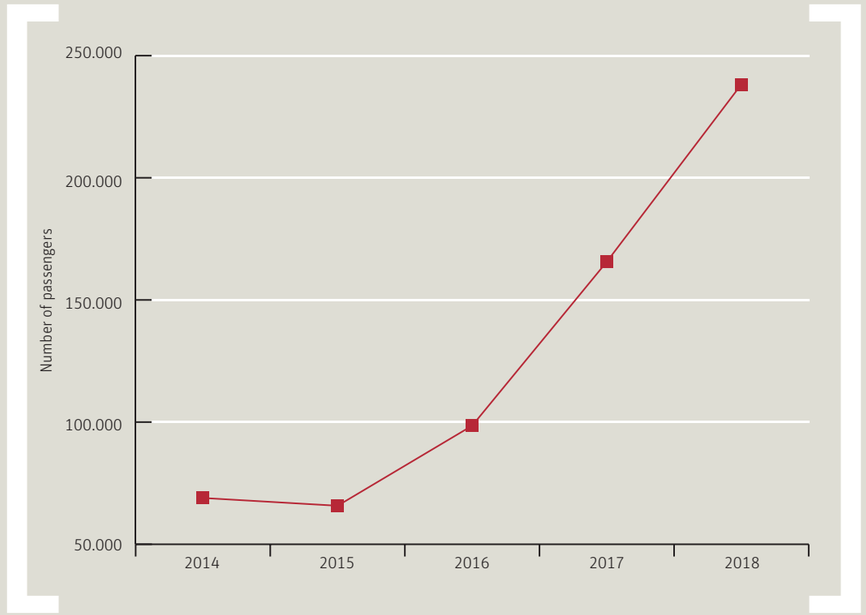
Our objective is to consolidate and improve our good competitive position on the basis of farsighted port development. Identifying and exploiting opportunities at an early stage is of crucial importance in that respect. The forecasts still predict exceptionally high growth for seaborne trade as well as growing numbers of ships with increasingly large cargo capacities, known as mega-carriers. It is therefore essential that we ensure efficient traffic routes which are as quiet and climate-friendly as possible. Our activities in this sector currently focus primarily on systematically upgrading the terminal railway infrastructure, improving our road connections to the hinterland, optimising incoming truck management and replacing waterfront structures, such as the mole at the north of Geeste outer harbour and Columbus Quay. As part of these forward-looking port policies, we are also promoting cooperation between the North German ports.

The digital transformation of our port also has a key role to play. We are currently supporting projects such as Synchrolog, Tide2Use and binntelligent to pave the way for digitisation at the ports. All the current measures are presented in further detail in our greenports programme.

We are also refurbishing the existing cruise terminal in response to growth in this sector, with the aim of creating an efficient cruise centre which will strengthen Bremerhaven's reputation as a tourism location. However, we will simultaneously be conducting an in-depth dialogue with the cruise liner operators with the aim of minimising the ecological, health and social impact generated by this business sector.

Modal split

In 2018, 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 46.4%, i.e. by 5%. The share of road traffic, on the other hand, decreased from 56.0% to 50.5%. 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 stretch of the 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.



Trend for cruise passenger figures at the ports of Bremen

Regional economic value

We endeavour to achieve a high regional economic 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 various 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 in 2014. 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.

Effects on the labour market

A survey conducted by Bremen Institute of Shipping and Logistics (ISL) in 2017 revealed that in 2015, approx. 77,250 jobs were directly and indirectly dependent on the ports of Bremen and generated revenues of around EUR 15.8 billion. This is equivalent to roughly 25 % of Bremen's gross economic value. These figures compare with 45,350 gainfully employed persons in Lower Saxony and 131,000 in Hamburg whose jobs are dependent on the ports.

In terms of the total number of gainfully employed persons in the individual federal states, the share of port-dependent jobs was thus high in Bremen at 18.4%, moderate in Hamburg at 11.5% and low in Lower Saxony at 5.6%. These figures have to take into account the shares of the different types of cargo handled at the individual 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.



In 2015, approx. 77,250 jobs were directly and indirectly dependent on the ports of Bremen

Port infrastructure

Numerous new construction and maintenance projects ensure the dependability of the port infrastructure. Our total investment volume for infrastructure projects amounted to EUR 22.2 million in 2017 and EUR 17.4 million in 2018. The following is a representative selection of infrastructure projects which played a significant role in the period under review:



Expansion of dewatering fields at the dredging spoils treatment plant in Seehausen, Bremen

Project period	ongoing
Costs sustained in 2017	EUR 600,000
EU funds	none
Planned total budget	EUR 8.7 million

Reason for the investment:
Treatment of contaminated dredging spoils
Anticipated positive effects of the investment:
Reducing dependency on external providers



Expansion of Columbus railway station

Project period	commenced in 2014
Costs sustained in 2017	EUR 160,000
EU funds	none
Planned total budget	EUR 700,000

Reason for the investment:
Development of the cruise shipping business
Anticipated positive effects:
Retaining and expanding cruise shipping business in Bremerhaven



Widening Hüttenhafen (steelworks) in Bremen

Project period	2012–2017
Costs sustained in 2017	EUR 2.7 million
EU funds	none
Planned total budget	EUR 8.8 million

Reason for the investment:
Increasingly large vessels
Anticipated positive effects of the investment:
Raising cargo throughput in this port sector



Renewal and expansion of terminal railway infrastructure in Bremerhaven

Project period	ongoing
Costs sustained in 2017	EUR 7.7 million
EU funds	none
Planned total budget	EUR 62 million

Reason for the investment: Trend in cargo volumes
Anticipated positive effects of the investment:
Increasing logistics efficiency of rail traffic



Refurbishment of western quay at Kaiserhafen III

Project period	ongoing since 2016
Costs sustained in 2018	EUR 6.47 million
EU funds	none
Planned total budget	EUR 23.21 million

Reason for the investment:
Renewal of the existing infrastructure
Anticipated positive effects of the investment:
Refurbishment of the existing quay to meet current requirements



Plans for construction of a new Columbus Quay

Project period	ongoing
Costs sustained in 2018	EUR 570,000
EU funds	none
Planned total budget	EUR 2.98 million

Reason for the investment:
Renewal of existing infrastructure
Anticipated positive effects of the investment:
Retaining and expanding cruise shipping business in Bremerhaven



Imsumer Deich railway station in Bremerhaven

Project period	ongoing
Costs sustained in 2018	EUR 2.67 million
EU funds	EUR 1.55 million
Planned total budget	EUR 24.17 million

Reason for the investment:
Increasing shunting and stabling areas at the port
Anticipated positive effects of the investment:
Increasing throughput and rail units

Other relevant facts and figures about this topic are provided in our Key Performance Indicators beginning on page 102.

Other planned measures are stated in our greenports programme beginning on page 96.



Storm tide at the entrance to Nordschleuse lock

Adaptation to climate change

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

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.

Forecast consequences of climate change

The anticipated long-term effects of climate change (rising temperatures and sea levels, higher flood water levels as well as low water levels, increase in strong wind incidents, heavy rainfall and heat damage) could cause exceptional damage to the port infrastructure, leading to restricted port availability and consequently declining income from port charges.

In the period under review, extreme weather conditions, such as heat and sea fog, contributed to traffic problems and revealed the vulnerability of logistics flows. This has led to increasing demands to improve the robustness of transport chains.

In order to guarantee 100 % port availability in future, our aim is to adapt port development, port construction and compensatory mitigation measures in response to the effects of climate change.

Adjustments for climate change

We already ensure that the plans for all new structural facilities along the dyke line, such as locks, flood barriers etc., are scaled to include an additional “climate protection allowance” and thus avoid the need for subsequent expensive adjustments and increase protection against the anticipated rise in sea levels.

The allowance is based on the Coastal Protection Master Plan for Lower Saxony / Bremen - Mainland drawn up by Lower Saxony’s Water Management, Coastal and Nature Conservation Agency. All future coastal protection plans and measures will design and build the structural elements in the dyke, such as flood barriers and sluices, so that they can later be raised by up to 1 metre.

Research & development

We are involved in research projects to investigate climate change. The “Port Klima“ project conducted by Bremen University of Applied Sciences develops education and training modules for integrating adaptation to climate change in the planning, construction and operation of seaports in Germany. The ”BREsilient” project initiated by the Senator for Climate Protection, Environment, Mobility, Urban Development and Housing, examines the indirect consequences of climate change and the need for the maritime economy and logistics sectors to adapt in response to these potential changes, such as the breakdown of supply chains and sales markets, as a basis for drawing up proposals for more resilient supply chains.

A strategy for adaptation to climate change for the Federal Land of Bremen and the two municipalities Bremen and Bremerhaven was resolved at the beginning of 2018. This provides a specific framework for taking action to prepare Bremen to cope with the consequences of climate change. Specific adaptation concepts will later be developed for the port locations in Bremen and Bremerhaven, but these have not yet been commissioned. The port department has not yet provided a financial assessment of the individual risks and opportunities for our port location. An American publication from the year 2016 assessed the insurance risk of flooding and port breakdown in Bremerhaven as a result of climate change at a sum of 1 trillion US dollars.



Raised gate at Nordschleuse lock

Other relevant facts and figures about this topic are provided in our Key Performance Indicators beginning on page 102.

Other planned measures are stated in our greenports programme beginning on page 96.

ECONOMIC PERFORMANCE



Dyke construction work for flood protection

Carbon-neutral: Our aim is to make operations at the ports of Bremen climate-neutral by 2023



Aerial view of onshore wind farm

Energy management & climate protection

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

POLICY:

WE THINK CAREFULLY ABOUT OUR ENERGY USE, ACT SUSTAINABLY, INCREASE ENERGY EFFICIENCY AND RAISE THE SHARE OF RENEWABLE ENERGY.

Climate change and its consequences are one of the greatest challenges of this day and age. One of the objectives stated in the Coalition Agreement signed by Bremen's government after the last election is to make operations at the ports of Bremen climate-neutral as early as 2023 and thus help to achieve the climate protection goals stated by the German government and in the Paris Agreement (COP 21).

We are currently working on a strategy paper that will include a roadmap for achieving a carbon-neutral port. We have offset unavoidable emissions by bremenports GmbH & Co. KG since 2013, so that the port management company has already been carbon-neutral for several years.

All unavoidable emissions by bremenports caused by the company fleet, heat generation and business travel were offset in 2017; all unavoidable emissions caused by the company fleet of the Special Asset Port were also offset. The emissions caused by electricity from non-renewable sources were also offset for the Special Asset Port in 2018.

Our investment plans for the coming years include increasing funds for the changeover to renewable energy sources in both the transport and heating sectors.

Scope 1, 2 and 3 greenhouse gas emissions

Energy management system in accordance with ISO 50001

Energy consumption and the emissions deriving from machinery, plant and buildings vary according to their construction, design and/or operation. To enable us to record consumption more systematically, allocate it precisely to the source and implement effective measures, we introduced an energy management system in accordance with DIN EN ISO 50001 in 2016. The target is to reduce our total energy consumption by 10% by 2025, relative to the year 2015. A detailed analysis of our energy consumers provides a basis for developing operational targets for increasing energy efficiency and reducing carbon emissions. The resulting plan of action is continuously revised and extended. We submit proof of the resulting tangible improvement in energy efficiency to the certification body in the form of a continuous improvement process. We refer to the list of legislative provisions on the “Umwelt-Online” internet platform, which posts any amendments to the relevant laws and ordinances and indicates what has changed.

Examples of energy efficiency projects in 2017/18: The outdated server technology was replaced by a more efficient system. We invested EUR 140,000 in internal cloud technology to satisfy the latest IT requirements. This naturally also includes the energy efficiency of the computer centre itself, i.e. energy consumption is declining despite higher performance, saving a quarter of the previously required energy.

Optimisation of operations at Oslebshausen lock in Bremen has led to a significant reduction in energy consumption by the port pump station. The Tide2Use programme is currently examining further measures to improve the energy efficiency of lock operations by working in accordance with the tide.

ENVIRONMENTAL COMPATIBILITY

Scope 1 – Direct emissions

from sources over which the company has control

Scope 1 refers primarily to emissions from heat generation and mobility.

When replacing heat generating systems (oil or gas heating) we always consider whether it is possible to replace the system with a renewable energy version or a combination of the two. Two small furnaces, for instance, are currently being replaced by heat pumps.

In 2018, we began work on our “Pioneering fleet” policy for the purchase of new vehicles. This stipulates emission reduction targets which are to be implemented by 2021. At the beginning of 2020, in addition to conventional vehicles, our fleet also includes seven electric vehicles with different ranges, as well as three hybrid vehicles for longer journeys. There are also plans to purchase a hydrogen fuel cell car in 2020, as soon as the first hydrogen filling station goes into operation in Bremerhaven. Our staff can use one of our four electric bicycles instead of a car on short journeys and an electric cargo bike is also in use at our building yard.

Scope 2 – Indirect emissions

from the generation of energy bought in by the company

In accordance with our “Guidelines for energy-efficient and sustainable procurement“ we now purchase only green power. The fact that the share of green power was lower in 2018, leading to an increase of our Scope 2 emissions, is because of an increase in plant which still uses conventional electricity. However, green electricity will be included as a purchasing criterion again in the next tender procedures.

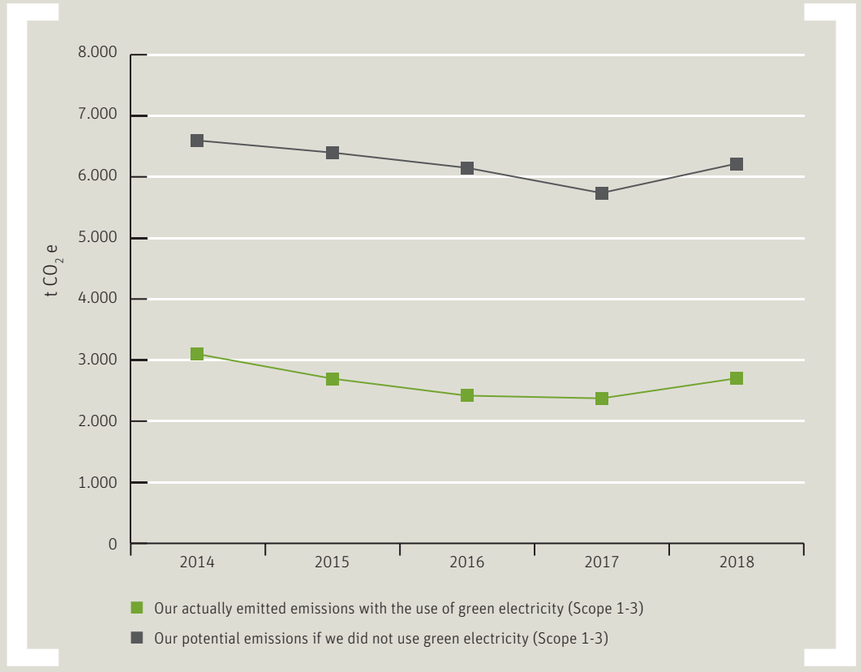
We will continue to assume active responsibility by generating our own renewable energy. The photovoltaic systems installed to date generate an annual average of 35,000 kWh electricity. This is fed into the public grid, thus avoiding around 18t CO2 equivalents per annum.



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 who use Deutsche Bahn long-distance trains are already using carbon-neutral transport. Air travel is permitted only where strictly necessary, although the annual number of flights and the destinations vary according to the business activities concerned (e.g. consultancy services). To encourage staff to use public transport instead of private car to travel to work, we also offer a subsidised "job ticket" for the local public transport services.



Using green electricity to reduce emissions

Innovative lighting at Oslebshausen lock in Bremen

METROPOLREGION NORDWEST

A cooperation project conducted by Niedersachsen Ports and bremenports between 2016 and 2018 and sponsored by North-Western Metropolitan Region examined the use of innovative lighting technology. The project target was to evaluate the potential areas of use for LED and LEP lamps, their cost effectiveness and energy efficiency, as well as the impact on people and animals. The study involved technical testing, a survey of the lamps' functionality and how they are perceived by the people who work here, as well as a study on insect-friendliness.

Energy Efficiency Network

NORDWESTHÄFEN effizient und innovativ

Energy Efficiency Network meetings were initiated in the course of this cooperation project which was also sponsored by the Metropolitan Region and we have continued these meetings together with Niedersachsen Ports of our own accord since 2019. Two meetings were held this year to look at the use of hydrogen technology at the ports and in the maritime business and were very well received.

Other relevant facts and figures about this topic are provided in our Key Performance Indicators beginning on page 102.

Oher planned measures are stated in our greenports programme beginning on page 96.



Innovative lighting at Oslebshausen lock in Bremen



Our Managing Director Robert Howe welcomes guests to one of our regular Energy Efficient Network meetings



One topic – three questions for Tobias Metzner, Environment and Sustainability Team

1. Which project are you responsible for at bremenports?

I have been a member of the Environment and Sustainability Team since 1 January 2019 and am primarily responsible for the commercial and organisational aspects of the SHARC project (SHARC = Smart Harbour Application Concept for the Integration of Renewable Energies). bremenports has rolled out the SHARC project together with another four partners from the fields of industry and research to draw up various concepts for sustainable energy management in port areas.

SHARC is intended to study the energy map of the Überseehafen in Bremerhaven and analyse current energy consumption. The results will serve as a basis for simulating scenarios which will help to ensure investment projects for the integration of renewable energy sources and thus achieve carbon neutrality at the port. bremenports has assumed overall management of this project.

2. Why is this project so important to you?

Because it is an important element in the overall context of the research initiative for the transition to renewable energy in the transport sector. It is also fascinating to be dealing with such a socio-politically relevant subject at a time when the climate debate is on everyone's lips.

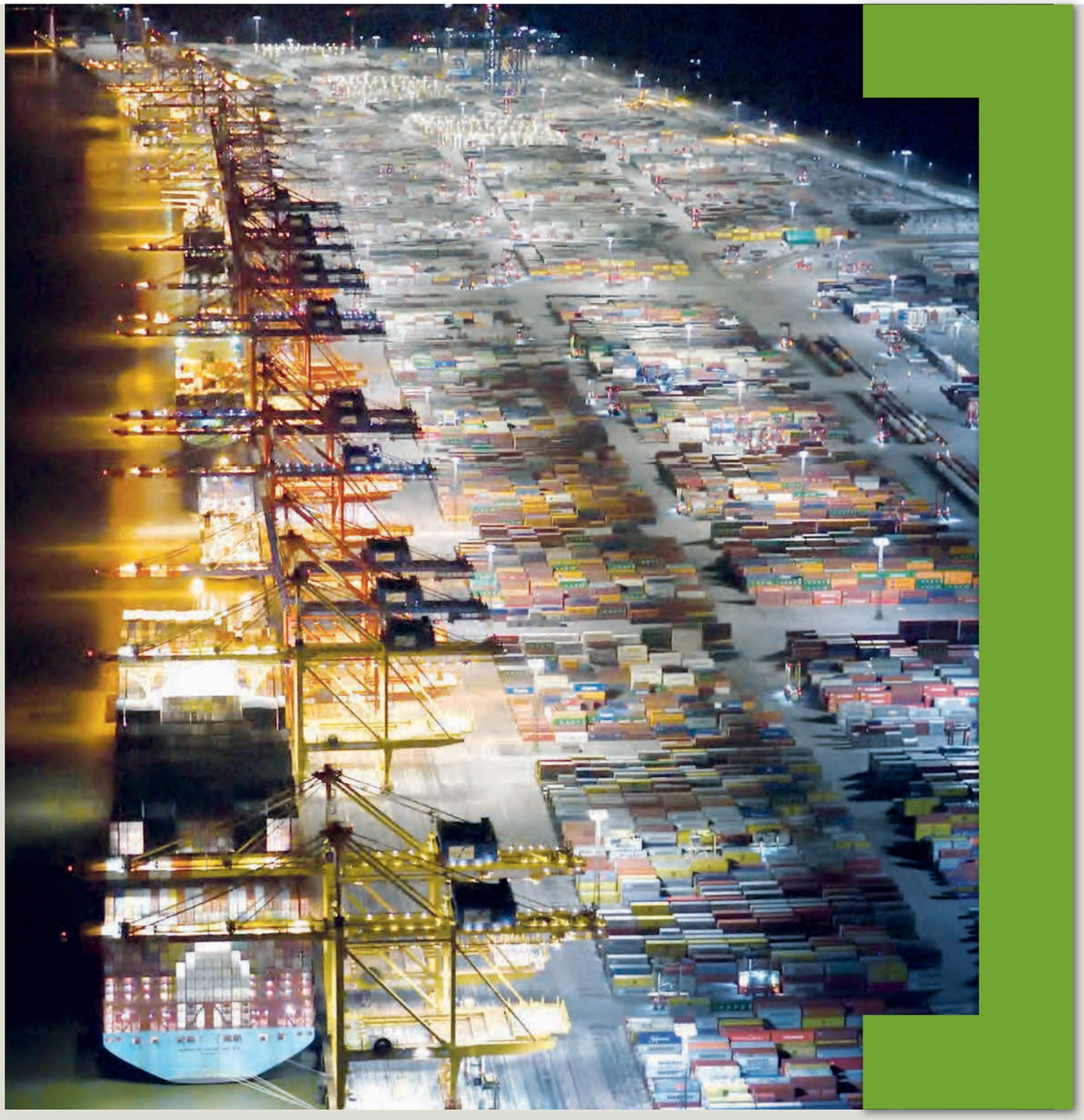
The transport of goods is frequently a central element in the supply chain of a product. I personally believe it is important to design the transport process at the port so that it has minimum impact on the climate. Amongst other things, the SHARC project will consider the integration of renewable energy sources in port infra- and suprastructure, energy-optimised operating processes and also the active management of flexible energy consumers and generators. Over the long term, this will enable us to identify savings potential or climate-friendly substitutes which can make their own individual contributions to climate protection.

3. What do you and the other project participants aim to achieve by the end of the project?

The project target is to model the integration of renewable energy sources in port infra- and suprastructure for the "Überseehafen" district in Bremerhaven as an example, to model the logistics operating processes for various future scenarios and to simulate the effects (energy consumption, costs, CO2 reductions, environmental impact).

By the end of 2020, we aim to have drawn up an investment plan and a business model which will help put the port infrastructure and the port as a whole on track for achieving carbon neutrality. On conclusion of the project, the decisions will be made about actual investments which can help achieve the objective of a carbon-neutral port. We have the opportunity to apply for additional funding for that phase. I am confident that a successful concept developed for the Überseehafen district can also be applied to other port areas and industrial districts.

ENVIRONMENTAL COMPATIBILITY



Bremerhaven Container Terminal



Auto Energy, winner of the greenports award

Environmentally friendly shipping

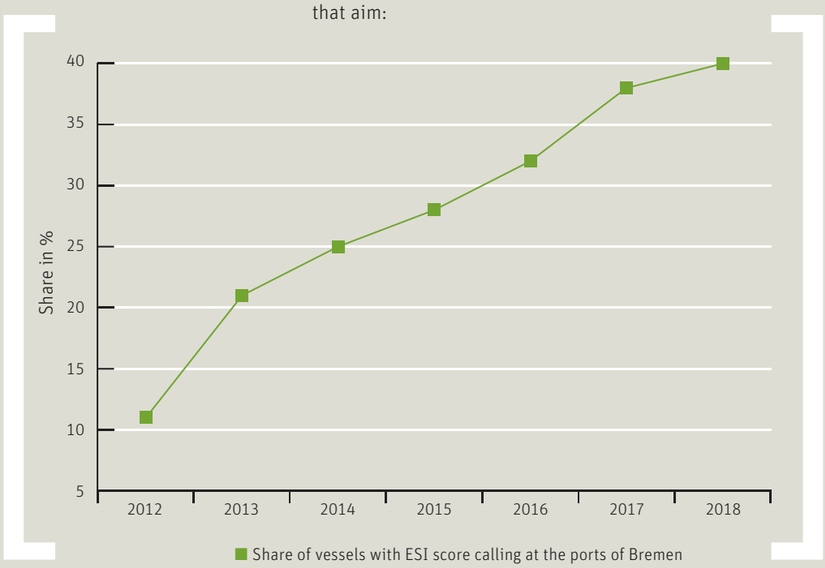
[GRI-STANDARDS: 103-1, 103-2, 103-3, 305-7; PSI 12 + 13]

POLICY:

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.

For international port locations, shipping emissions are highly significant in terms of volume. As well as carbon emissions which cause climate change, the use of marine fuel in shipping generates large quantities of sulphur oxides, nitrogen oxides and particulate matter, all of which have different adverse effects on our eco-system and on human health. Moreover, shipping uses anti-fouling paints to prevent natural growth on the hulls. As a rule, these coatings continuously emit biocides and thus have a negative impact on water and sediment quality.

In addition to improving the environmental performance of our own fleet of service vessels, our objective is above all to provide incentives for ocean-going vessels calling at the ports of Bremen to use low-emission propulsion systems wherever possible. We have implemented the following measures to achieve that aim:



Share of ships with an ESI score calling at the port with better environmental performance than required by law

ESI discount for ocean-going vessels with low emissions

The ports of Bremen use the Environmental Ship Index (ESI) to offer shipping an incentive to deploy vessels that are more environmentally friendly than demanded by statutory regulations. ESI is an international standard that was developed in cooperation with other ports in the North-West range as part of the World Port Climate Initiative and which has been revised and developed in accordance with changing legal requirements. Bremen's Schedule of Port Charges has granted an ESI discount since 2012. In 2016, a further discount was introduced for the use of LNG and methanol. Further information about the level of these discounts is available on our website.

The share of ships with an ESI score calling at the ports of Bremen is meanwhile almost four times higher than when the system was introduced in 2012.

greenports awards for the vessels and fleets with the lowest emissions

In September 2019, the greenports awards were presented for the sixth time to particularly eco-friendly ships and shipping companies that regularly call at the ports of Bremen. With an average ESI score of 82.4 for its fleet, the Terntank shipping company from Denmark received the award for the fleet with the lowest emissions.

This year, the award for the "Lowest-emission vessel 2019" went to the Norwegian shipping company UECC for its LNG-powered car carrier "Auto Energy", which had an ESI score of 60.8. In addition to a public award presentation ceremony, bremenports also symbolically offsets the CO_2 emissions of the winning vessel for one call at the ports of Bremen. This year, bremenports purchased certificates for 3.6t CO_2 from atmosfair to offset the emissions of the "Auto Energy". This voluntary climate protection payment is calculated on the basis of the emissions and gives shipping an opportunity to offset the climate impact of the ships until such time as the fleets can be changed over to clean propulsion systems.

The greenport award winners are calculated on the basis of the vessels' Environmental Ship Index (ESI) score for the preceding year. 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. The winners from preceding years are stated in our Key Performance Indicators (on page 102).



Presentation of the 2019 greenports awards to Terntank A/S shipping company and to M/V Auto Energy owned by the UECC shipping company (Photo: MCN e.V.)

ENVIRONMENTAL COMPATIBILITY

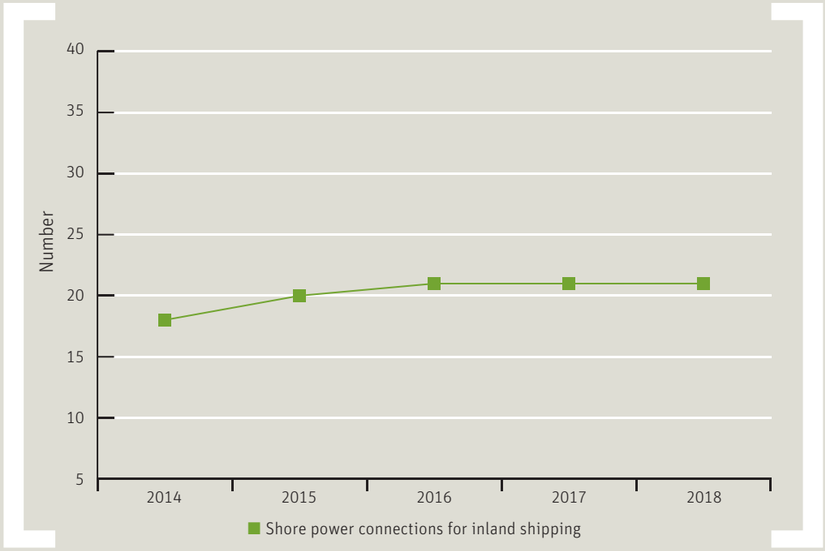
Shore power connections for inland shipping

In Bremen, 21 berths have shore power connections that can supply barges with electricity from renewable energy sources at the quayside. This significantly reduces the emission of nitrogen and sulphur oxides, particulate matter and carbon dioxide by this transport sector. Moreover, switching off the generators as a source of noise benefits both crews and local residents. Because of the tidal range, which is almost 4 metres in Bremen-City, the switch boxes for all common power cables were installed on a floating element which moves up and down with the tide and is therefore accessible by the ships' crews at all times.

Reducing emissions by our own fleet of service vessels

We wish to improve the environmental performance of our own fleet and therefore constantly observe the market in search of technically feasible and economically appropriate options.

We are currently designing an "eco-friendly fleet" concept which will include detailed specifications of our objectives, viz. emission reductions and the use of environmentally compatible lubricants and pesticide-free underwater paints. This could involve different propulsion and fuel systems, depending on the requirement profile of the individual vessel types: as well as LNG propulsion, we currently use diesel-electric hybrid drives and also GtL fuels (Gas-to-Liquid). Over the long term, however, the aim is to use systems which generate no emissions at all, such as fuel cell and hydrogen technology or other e-fuels.



Number of shore power connections for inland shipping

In contrast to conventional marine fuels such as heavy fuel oil or marine-diesel oil/marine gas oil, liquefied natural gas (LNG) emits no sulphur oxides and practically no particulate matter.

Subject to optimum combustion, carbon dioxide emissions can be reduced by up to 25 % and the share of nitrogen oxides by 80-90 %. GtL (Gas-to-Liquid) is a method for the production of liquid synthetic fuel on the basis of natural gas. The term e-fuels (PtX = Power to X) refers to liquid or gaseous fuels created by electrolysis using renewable energy sources (e.g. hydrogen, substitute natural gas (also liquefied), methanol etc.).

Dealing with anti-fouling paints

Growth on ships' hulls contributes to the introduction of alien and potentially invasive species. International and national regulations consequently prescribe active bio-fouling management. This is interesting not only with regard to the transfer of species, but also in terms of fuel consumption, ship emissions, the discharge of microplastics and pollutants, and also safety. Further information on this subject is contained in the chapter on Biodiversity.

Anti-fouling paints are used to prevent growth on ships' hulls. As a rule, these paints continuously emit biocides and thus have an adverse impact on the entire water system. Tributyl tin (TBT) is particularly hazardous because of its hormonal effects, so that its use in underwater coatings has been banned since 2003.

We therefore check whether it is possible to use innovative underwater coatings which contain no biocides whatsoever for our own fleet of service vessels and dredgers. We are currently members of a working group set up by the Senator for Climate Protection, Environment, Mobility, Urban Development and Housing to investigate the subject of underwater cleaning. We are also testing a self-cleaning silicone film on our service vessel "Möwe".



Applying the biocide-free „Dolphin S" test strip to our survey vessel Möwe

Underwater cleaning tests on ship hulls

We have had three strips of "Dolphin S" film, produced by the Renolit company, applied amidships to our service vessel "Möwe". The film contains no biocides. Its self-cleaning effect is intended to prevent growth on the hull. The test strips will be examined by divers before the end of this year to give us a first impression of the effectiveness of the film and its ability to cope with the demands in the port.

One topic – three questions for Frieda Schneider, Development Project Team



1. Which project are you responsible for at bremenports?

I am currently involved in 3 projects at bremenports. Firstly, I am in charge of the research project "Tide2Use – Intelligent Pump and Lock Management", the "Clean fuels in marine shipping" project and finally in the port development concept "Shore power supply at the ports of Bremen".

All three projects deal with the topic of sustainability. One that I find particularly fascinating is the IHATEC research project "Tide2Use", which is being conducted jointly by BIBA, SCHULZ Systemtechnik, Aimpulse Intelligent Systems and our associate partner Bremen's Port Authority (HBH). This project links the issues of sustainability and digitisation. "Tide2Use" aims to reduce operating and energy costs at Industriehafen in Bremen, to increase the technical availability of the lock and to integrate modern IT into the port infrastructure.

This is to be achieved with the help of artificial intelligence (AI) algorithms which will enable the nautical control centre to maintain the required water levels for safe navigation in the harbour basin with minimum environmental impact and minimum resource consumption. Equalising the water levels intelligently can be achieved by reducing pump operations and systematically opening the culvert valves in the lock gates. (A culvert valve is a sliding valve or plate which is opened or closed to regulate the volume of water flowing into and out of the lock.)

2. What do you believe makes this project so important for the sustainability strategy of bremenports?

It helps to digitise infrastructure at the port and assists other players in the transport business to plan and implement their logistics processes. The introduction of an AI-based assistance system helps our lock, which was built more than 110 years ago under different economic circumstances, to make the leap into the 21st century.

The Tide2Use project also gives bremenports the chance to deploy its internal resources more efficiently by making targeted use of the tides. It also provides the port authority with a better basis for drawing up plans for use of the lock. We hope that after the successful implementation of this project, other transport players will be able to use the information available in the assistance system for the sustainable deployment of their own resources.

3. Have you seen any initial improvements since the project began?

The targeted exploitation of high tide, 90 minutes before and after the high-water level, allows us to use the port pump station in Bremen more efficiently. Using the culvert valves shortly before or after high tide also increases efficiency.

The initiation of this project has led to a significant reduction – almost 1/3 – in the time when the culvert valves are closed, thanks to the installation of a bypass in the hydraulic system of the valves and by managing lock operations in line with demand.

Other relevant facts and figures about this topic are provided in our Key Performance Indicators beginning on page 102.

Other planned measures are stated in our greenports programme beginning on page 96.



Barnacle geese on Luneplate

Biodiversity

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

POLICY:

WE USE THE AVAILABLE SPACE EFFICIENTLY, AVOID NEGATIVE IMPACTS ON BIODIVERSITY AND, IF ADVERSE EFFECTS ARE UNAVOIDABLE, INITIATE THE APPROPRIATE COMPENSATORY MITIGATION MEASURES.

The flourishing trade in goods and materials and the resulting expansion of our port infrastructure entail a number of adverse effects on the marine and coastal habitats at the Weser estuary and the neighbouring Wadden Sea. To keep this negative impact to a minimum, we have to satisfy numerous legal requirements to ensure that we can obtain approval for the execution of our infrastructure expansion projects. Because of our location at the mouth of the River Weser, directly adjacent to Lower Saxony Wadden Sea National Park, we have to fulfil comparatively strict requirements.

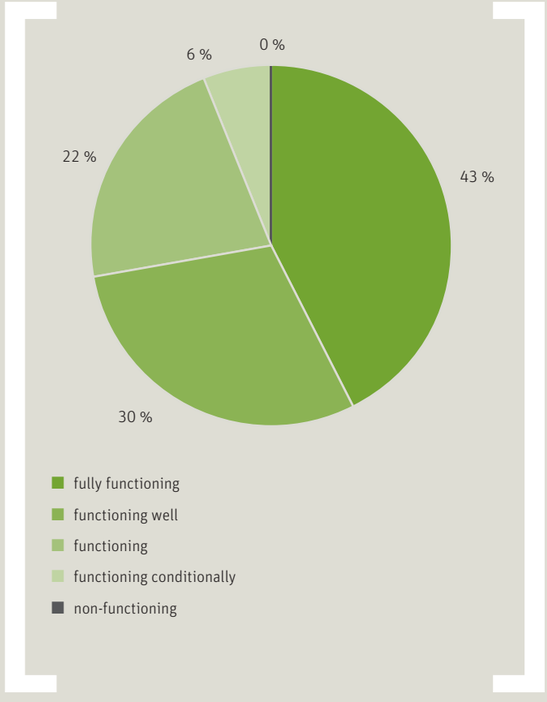
Our objective is to keep land consumption for infrastructure measures as low as possible. When planning construction projects, we consequently always check potential alternatives and give priority to reclassification of existing sites rather than using new sites. If it is impossible to avoid ground sealing and construction on natural sites, we create comparable compensatory mitigation sites in accordance with the statutory requirements.

Status of our natural habitat sites

The natural habitat sites that have been created in the past as compensation for infrastructure projects are maintained by our staff as “green port infrastructure”, with the exception of sites in Bremen itself, where maintenance was entrusted to Hanseatische Naturentwicklung GmbH (haneg), and 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. 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. Our target is therefore to continue to implement credible measures to fulfil our obligations as a source of pollution in future. The status of our compensatory mitigation sites is assessed annually on the basis of a five-level scale (from fully functioning to non-functioning) by external experts or by our own specialists, depending on the allocation of responsibilities.

Reserve of natural habitat sites for future compensation measures

We are currently in the process of developing compensatory mitigation sites with the help of natural habitat site pools even before construction projects actually impact on nature. Because this is done in advance of the actual construction work, nature actually benefits for the duration of that period. Thanks to this farsighted planning of these site pools, future port construction projects can be implemented relatively quickly.



Status of our natural habitat sites

Ecological restoration of the River Billerbeck

A floodplain beside the River Billerbeck (Cuxhaven district) is undergoing comprehensive ecological restoration. The course of the river will be re-routed over a length of 2850 metres so that it meanders again in future. Ground sills and deadwood will be incorporated to control the flow, while stagnant ponds and shallow pools will be created along the banks. Surplus topsoil from the river area will be used to improve the soil structure on arable land. Soils containing peat and loam will be taken to a nearby bog to encourage the development of peatland.

This compensatory project will create a site pool that is suitable for the compensation of future port development projects. The construction work will entail costs of approx. EUR 1,600,000.



Compensatory mitigation project at Billerbeck

Port areas in the immediate vicinity of protected areas

Numerous port areas are located directly beside protected nature reserves. Our Key Performance Indicators for Environmental Compatibility show which types of habitat are affected and which protected species live there. A list of the present nature reserves and a map is available on the website of the Senator for Climate Protection, Environment, Mobility, Urban Development and Housing.

Kaiserschleuse lock closed down because of breeding terns

Because terns were breeding close to Kaiserschleuse lock, the nature conservation authority imposed a temporary ban on the use of the western quay during the 2017 breeding season. Because the breeding terns restricted the availability of the port, fake birds of prey and an acoustic deterrent are now used to scare the terns away from the Kaiserschleuse area. As the breeding site near the lock is no longer available for the terns, breeding rafts have been set up elsewhere as an alternative. These have been well accepted and 41 terns already bred there in 2018.



Looking through the binoculars at a manmade islet for breeding terns

Impact of the ports of Bremen on biodiversity

Negative impact caused by loss of sites for use by the marine and port business

In addition to coastal protection and water management projects, the ports and shipping have significantly changed the Weser estuary on a permanent basis. Whether or not it is possible to reintroduce former species to the Weser estuary depends on the specific circumstances of the species concerned. 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 pollution that is still 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 stakeholders to participate in such undertakings is an essential factor for their success.

Negative impact caused by noise during port construction and maintenance work

Noise from pile-driving work during the construction of sheet piling and dolphins usually affects the entire cross-section of the river. High impulse sound levels can lead to serious damage for aquatic creatures, including porpoises and other fish species such as shad. These sound levels 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.

Negative impact caused by maintaining the water depths

Conventional dredging to maintain the water depths causes negative impact, such as changes in the oxygen and nutrient content of the water, the mobilisation of nutrients and contaminants from sediments, increased macrozoobenthos mortality as well as changes in the composition of fish and fauna. To keep such negative impact on nature as low as possible, our aim is to minimise conventional dredging work and to leave sediments in the water wherever possible. Further information about this approach is provided in the chapter “Effects of maintaining the water depths”.

Negative impact caused by underwater paints used by shipping

Tributyl tin (TBT), which was used in underwater coating for marine shipping for many years, impairs the hormone metabolism of aquatic creatures and has therefore been banned since 2003. Nevertheless, we are still finding high concentrations of TBT in sediments at the ports of Bremen. We have no influence over the continuing discharge of TBT, although it is banned by law and therefore should no longer occur at all. Our dredging work to maintain the water depths should theoretically lead to a reduction in contamination, as it also has the effect of cleaning the water. To date, however, this cannot yet be seen in the sediments. We endorse the use of underwater paints which contain no biocides whatsoever and are currently providing our service vessel “Möwe” for the test application of a self-cleaning silicone film on the vessel’s hull.

Negative impact caused by fouling and ballast water from shipping

Ocean-going vessels can introduce invasive species, pests and germs into the waters at the ports of Bremen and the navigable waters of the Weser estuary from their ballast water and from fouling (growth on the ships’ hulls). This can endanger indigenous biodiversity over the long term. Our indigenous oysters, for example, have meanwhile been ousted by the Pacific oyster. 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 marine shipping should take appropriate precautions.

Negative impact caused by the discharge of waste water and waste gas scrubbers

Shipping, the shipyards and the manufacturing industry are responsible for discharging waste water and effluent from waste gas scrubbers into the water. Inland shipping vessels with fewer than 50 passengers are permitted to discharge black water, with as yet unknown effects. A new target of criticism is residue from PFOS (perfluorooctane sulfonates), which are contained for example in fire-fighting foam. The concentration of these substances in the water column in the ports of Bremen has not yet been analysed. It is known that scrubbers (waste gas cleaners) with open-loop systems lead to habitat changes, so that in accordance with the CDNI provisions (Convention on the Collection, deposit and reception of waste generated during navigation on the Rhine and other inland waterways) their use is not permitted at the ports of Bremen.

The Senator for Climate Protection, Environment, Mobility, Urban Development and Housing is responsible for monitoring the water quality. As a rule, however, no water quality standards apply to the manmade port waters, particularly those in the brackish water zone in Bremerhaven, which would provide guidelines for the responsible parties.



A red-tailed bumblebee collects nectar from a saw-wort at the Drepte lowland compensatory mitigation site

Other relevant facts and figures about this topic are provided in our Key Performance Indicators beginning on page 102.

Other planned measures are stated in our greenports programme beginning on page 96.



ENVIRONMENTAL COMPATIBILITY

Exploring Luneplate compensatory mitigation site by bicycle

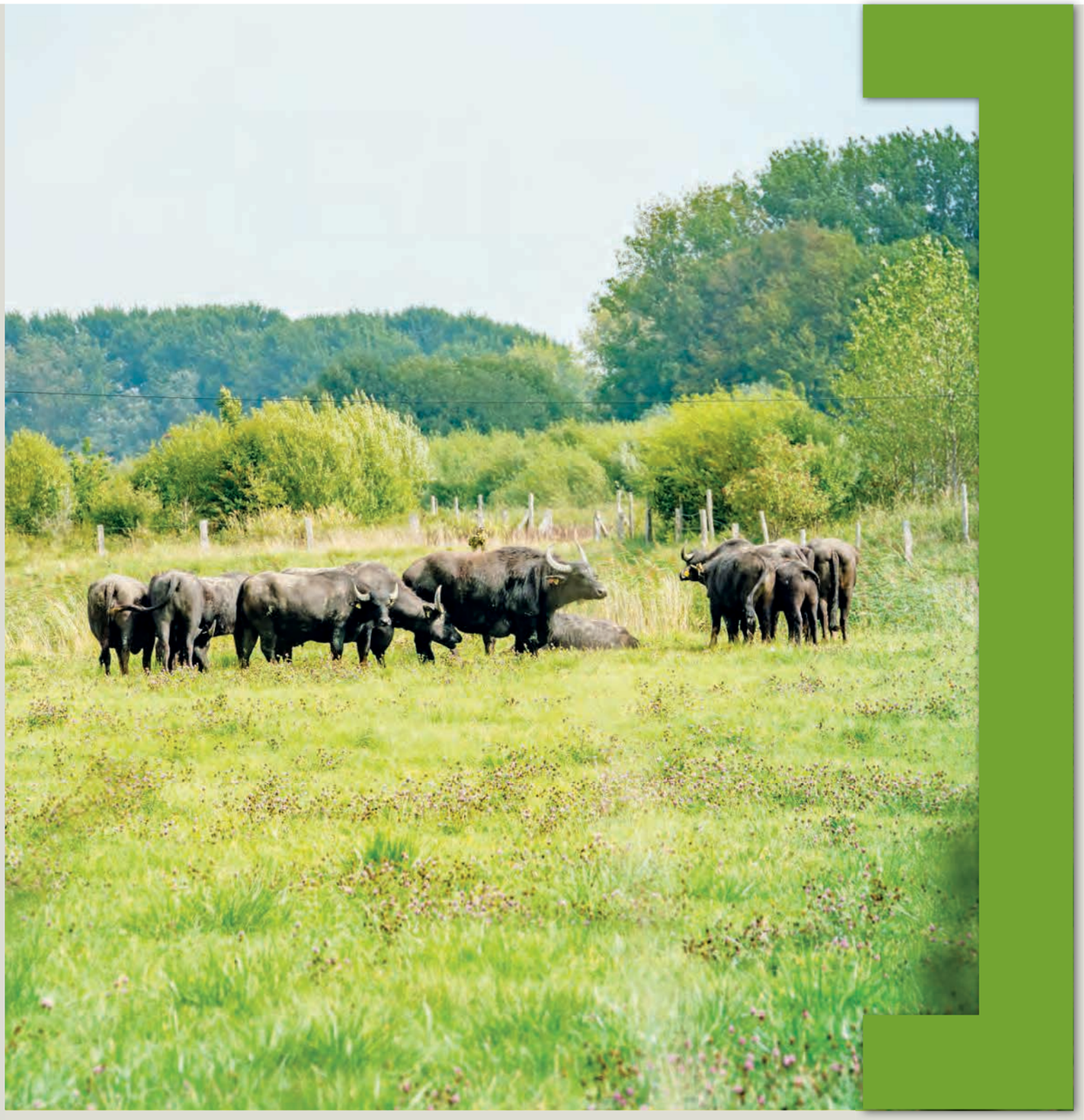
In 2017 and 2018, bremenports organised a Cyclists Day to give all interested local residents the opportunity to explore the largest nature reserve in the Federal Land of Bremen with their families and find out more about it from the experts who accompanied the excursion. Luneplate has been the central compensatory mitigation site for important port construction projects for more than 20 years and is of international importance for the protection of birds. Over the years, it has evolved into a natural paradise for overwintering and migrating birds, including some very rare species. The extensive site covers 1400 hectares and is meanwhile a designated nature reserve.



Central meeting point: a snack bar and information booths were set up at Alte Hofstelle



Luneplate nature reserve can only be explored on bicycle or on foot



Water buffalo on Luneplate



Effects of maintaining the water depths

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

POLICY:

WE REDUCE THE NEGATIVE IMPACTS ON NATURE AND THE ENVIRONMENT TO A MINIMUM WHEN MAINTAINING THE WATER DEPTHS.

Reliable water depths are essential to guarantee 100% port availability. We have various options for avoiding or remedying insufficient water depths. In order to interfere with nature as little as possible and to minimise negative impacts (such as changing the oxygen and nutrient content of the water, mobilising nutrient and pollutants from sediments, higher macrozoobenthos mortality and changes in the composition of fish and fauna), we aim to leave the sediments in the water wherever possible and keep conventional dredging work to a minimum.

Our 3-stage concept:

1
2
3

1. Top-up channel and flow control measures reduce the need for dredging

A top-up channel in Bremerhaven diverts low-particulate surface water from the River Weser into the harbour basins, reducing the dredged volumes at the port areas behind the locks in Überseehafen by an estimated 150,000 m^3 per annum. The “Hafenkanal” in the city of Bremen has been closed, which also reduces the dredging volume by approx. 120,000 m^3 per annum.

2. Water injection dredgers prevent the deposit of sediments

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 m^3 per annum.

3. Remedying insufficient water depths

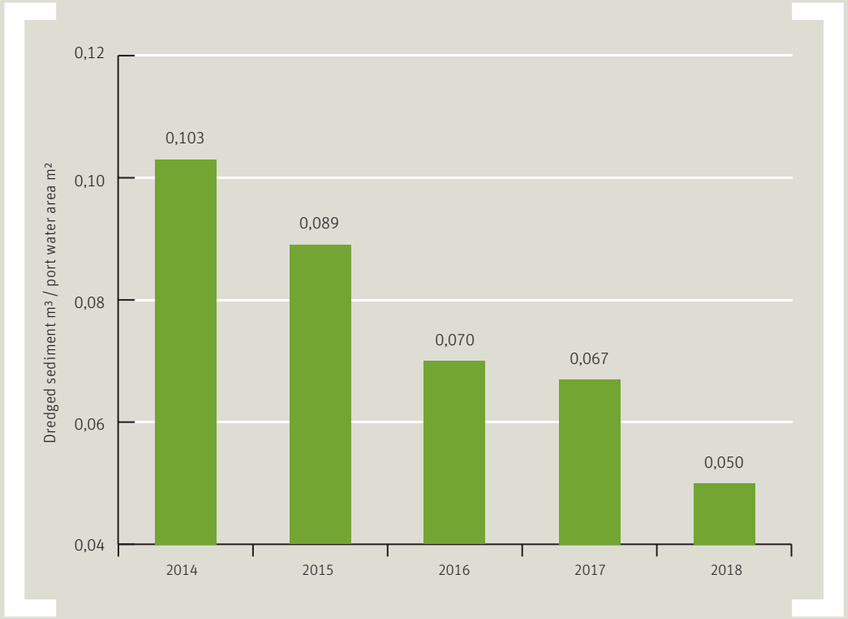
Despite structural measures and the water injection dredgers, however, it is not possible to prevent the deposition of sediments entirely. It is therefore important to monitor the water depths in the port continuously and document any low water areas. Bremen’s Port Authority specifies the dredging requirements, but bremenports is responsible for eliminating any shallows (with the help of our

Hol Blank in operation

bucket dredger). How the dredging spoils are subsequently disposed of depends primarily on the level of contamination. As in previous years, we continued to monitor the contaminant levels: this involves taking mixed samples prior to any dredging work and having them analysed by a specialist laboratory in accordance with a prescribed test framework. The results of these analyses ensure the subsequent correct treatment of the dredging spoils. In the year under review, the samples from the port area in Bremerhaven to the north of the bascule bridge did not exceed the permissible levels for the first time, which means that these sediments can now be returned to the water again.

Volume of dredging spoils in relation to total port area

There has been a reduction in the total volume of dredged sediment in Bremen and Bremerhaven in m^3 (excluding the turning basins in the Weser) in relation to the total port water area in m^2 in accordance with Bremen Port Area Ordinance, although the port water area has remained the same. However, this cannot be taken as proof of a trend, as the sedimentation processes and resulting sedimentation volumes vary owing to diverse natural and highly dynamic effects. The exact volumes are stated in the Key Performance Indicators.



Volume of dredging spoils in relation to total port area

Treatment of dredging spoils

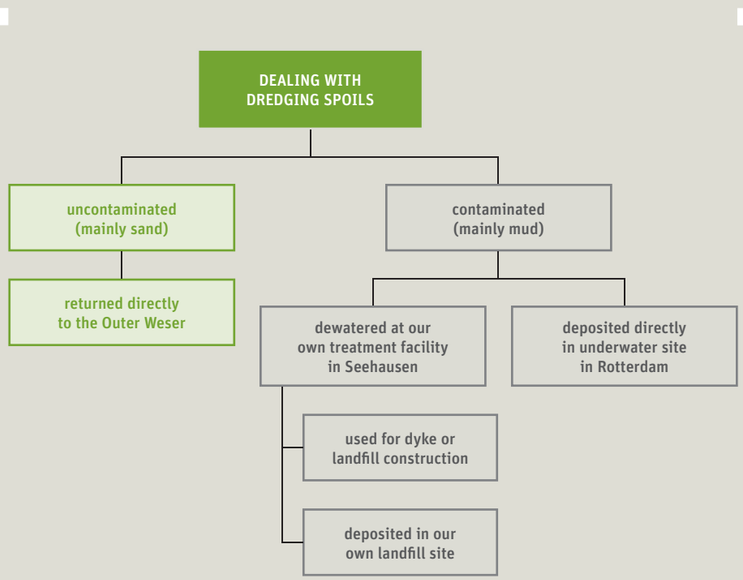
On completion of the dredging work, uncontaminated dredging spoils, especially sand, can be returned directly into the water or moved to a suitable spot. The Waterways and Shipping Administration determines which sites are suitable for reintroducing dredging spoils, in this case areas in the Outer Weser.

Contaminated dredging spoils, especially mud, have to undergo expensive treatment or are deposited in landfills. Wherever possible, they are dewatered and treated at our facility in Bremen-Seehausen and subsequently recycled.

In the period under report 2017-2018 it was unfortunately not possible to find any purchasers for external use of the dredging spoils, owing to the unjustified reserva tions about such material. The material is currently being used internally for the construction of four new dewatering fields. The remainder has to be deposited on the adjacent landfill site. As a general principle, we aim to minimise the quantity that goes to landfill; however we have no influence on achieving the reduction in contaminant concentration that is necessary to achieve that aim.

Other relevant facts and figures about this topic are provided in our Key Performance Indicators beginning on page 102.

Other planned measures are stated in our greenports programme beginning on page 96.



Dealing with dredging spoils



1.5 %: the share of employees who voluntarily left the company in 2018

Our attractiveness as an employer

[GRI-STANDARDS: 102-8, 102-41, 103-1,103-2, 103-3, 401-1, 401-2, 404-1, 405-1, 406-1]

POLICY:

WE PROMOTE JOB SATISFACTION AND OUR ATTRACTIVENESS AS AN EMPLOYER WITH A FAMILY-FRIENDLY CORPORATE CULTURE THAT PROMOTES HEALTH AND SKILLS. WE ALSO ENSURE EQUAL TREATMENT OF OUR STAFF, FOSTER AN ATMOSPHERE OF TRUST AND RESPECT AND STRICTLY OPPOSE DISCRIMINATION IN ANY FORM.

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 over the long term.



Job – Family – Health

bremenports pursues a family-friendly and health-conscious corporate policy which provides an excellent basis for achieving the optimum work-life balance and for maintaining and continuously 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. Parents can work from home if this is compatible with the company’s interests. Working parents also receive additional support in the form of programmes for children during the Easter, summer and October holidays, and an in-house parent & child office. bremenports also runs carer seminars and support groups for employees who care for their relatives.

Fair pay and attractive perks

The collective agreements negotiated for civil service employees with the Communal Employers’ Association (TVöD) ensures fair pay and job security for our employees who are covered by these agreements. Other important legislation includes the General Equal Opportunities Act (AGG), the Works Constitution Act (BetrVG) and the Pay Transparency Act (EntgTranspG). Amongst other things, the collective agreement in force at our company includes a supplementary company pension scheme, an annual bonus, payments into an employee savings scheme and a performance bonus. Staff can also purchase subsidised Job Tickets for local public transport and are entitled to reduced membership fees for the Hansefit and qualitrain gym networks. Employees can also opt for deferred compensation, which converts part of their salary into a pension fund. These benefits are available for all employees, regardless of whether they or on a fixed-term or permanent contract and whether they work full or part time.

There are numerous laws in force which oblige the employer to ensure equal treatment, such as the Pay Transparency Act which became law in 2018. There is a consensus between the management, the women’s representative and the works council to advance gender equality at bremenports. Our commitment to gender equality was honoured in 2016 when we won the Equal Pay Day award presented by Business and Professional Women Germany – Club Bremen (BPW).



The parent & child office at bremenports

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 Vocational Education and Training Centre, we offer more traineeships than we actually need to meet our own staff requirements.
Trainees currently account for a share of 9.2% of the total workforce. bremenports also offers cooperative education programmes in mechatronics and civil engineering.

Staff development and training

A mentor from a different department is assigned to all new recruits and trainees during the onboarding phase to provide support and assistance independently of the recruit’s actual area of work. Our numerous induction events have meanwhile been extended to include a guided bus tour of the ports.

In the course of a structured annual staff appraisal, we discuss the scope for the individual employee’s development and further training requirements. Our “Talent Compass” programme promotes junior staff in the form of a one-year training programme to encourage and develop their methodological and social skills. We tackle the shortage of skilled labour in certain occupations by training our own staff. In 2017, for example, another three employees completed training as ship masters; one diver is still undergoing internal training.



Trainees at our workshop



Integration in a team as a factor for success

Promotion of diversity

We regard diversity as an opportunity for promoting and proactively exploiting different skills, different talents and different viewpoints and approaches. In 2018, the share of women in the total workforce rose to 28.2 % and is therefore now approaching our target of 30% by the year 2020. We signed the Diversity Charter back in November 2010. The Diversity Charter is an initiative to promote diversity at business enterprises and institutions.
Here at bremenports, we show that we are clearly committed to the promotion of tolerance and diversity by offering a qualification scheme for new recruits. In 2018, for example, two refugees from Syria began vocational training at the company after successfully completing the qualification programme.

Our share of disabled persons in the workforce is currently 8.2% and thus significantly higher than the 6% demanded by Bremen's Act on Equal Opportunities for Persons with Disabilities. Depending on the nature and the extent of the discrimination, employees who suffer discrimination can contact their supervisor, the works council, the women's or disabled employees' representative, the HR department or the company's social advice office.

These parties are responsible for investigating all reports and complaints, for informing the affected persons immediately of the consequences under labour legislation, and for providing advice and support. In the period under report, no lawsuits or complaints about equal opportunities were filed in connection with the company's internal or external activities or in the course of its job application and recruitment procedures. Nor were any incidents of discrimination reported to the works council.

Works council

Our company has a works council to represent employee interests and monitor 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.



Integration at bremenports –
we practise diversity from the very first day of training

Other relevant facts and figures about this topic are provided in our Key Performance Indicators beginning on page 102.

Other planned measures are stated in our greenports programme beginning on page 96.

LABOUR PRACTICES



Joint tour of the harbour: staff who usually sit at a desk
are given first-hand information from their industrial colleagues



Trainee with personal protective equipment

Occupational health & safety

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

POLICY:

WE IMPLEMENT EXTENSIVE PREVENTIVE MEASURES TO AVOID OCCUPATIONAL ACCIDENTS AND HEALTH HAZARDS

In-house health and safety

Occupational health and safety enjoys high priority in Germany and is enshrined in a number of legal provisions. 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.

To us, everything centres around prevention, because our aim is to ensure the implementation of all occupational health and safety regulations at the company on the basis of systematic and fair cooperation 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, at the workshops, by the BLG Logistics Group. They provide regular instruction in occupational health and safety, 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.

Occupational Health and Safety Committee

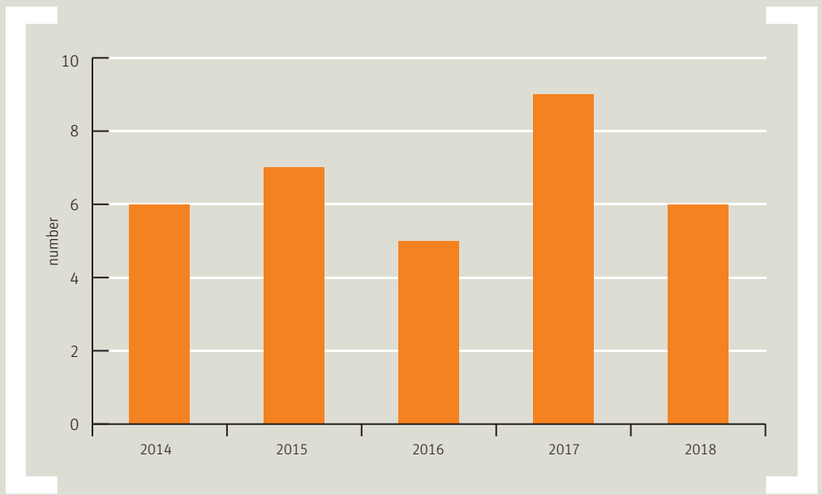
The Occupational Health and Safety Committee (ASA) provides a platform for co-determination and participation. It comprises 13 members of staff who represent all company employees and meets at quarterly intervals to discuss health and safety issues and accident prevention. All members of staff have the 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 personal protective equipment and also offer medical check-ups for our staff. This directly helps to reduce the risk of accidents at work. No further health and safety agreements over and above the statutory regulations have been concluded with the trade unions.

Safety for outside companies

We are also responsible for the safety of our customers, service providers and any other firms that perform work on our facilities, buildings etc. If construction and maintenance work is carried out by outside companies, we make sure, for example, that a Health and Safety Coordinator is appointed to coordinate and supervise the necessary occupational health and safety measures.

Other relevant facts and figures about this topic are provided in our Key Performance Indicators beginning on page 102.

Other planned measures are stated in our greenports programme beginning on page 96.



Notifiable accidents at work (involving at least one lost day)





Impact
on the population

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

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.

We believe that a frank and fair exchange of opinion is essential to ensure that we continue to enjoy good acceptance from our stakeholders. All projects for the construction or expansion of port facilities have to undergo legally prescribed approval procedures, depending on the extent and scale of the project concerned. Which procedures apply has to be determined with the competent approval authorities for the individual project. If impact is to be expected, the approval procedure always includes an assessment of the environmental and social consequences. The planning approval procedure for major infrastructure projects always involves broad public participation.

The last comprehensive stakeholder workshop that actively inquired about the negative impact of port operations on the regional population was held in 2014. We have not been informed of any new effects since then. Nevertheless, it is time to conduct a new survey to identify the needs and concerns of our stakeholders. The public workshop that was planned for 2018 to revalidate the main sustainability topics has been postponed until 2020. We hope that many people will take part.

The following pages outline those cases of “impact on the population” that we know of to date and which were of relevance in 2017/2018, the period under review.

SOCIAL

Impact of land consumption & usage restrictions

The banks of the River Weser are a natural environment. In urban areas, however, this is dominated by the effects of port operations. Because of the security regulations of the ISPS Code, there are fundamental restrictions as regards access and use of the port area. However, we have not as yet received any complaints whatsoever from the population about these restrictions. Nor was there any additional land consumption during the period under review.

To enable local residents and tourists to have access to the port site, we offer guided tours on the port bus. There are public spectator areas such as the container observation platform and the visitors' terrace at Columbus Cruise Center Bremerhaven. Many public streets in Bremen afford good views of the ports, e.g. Industriehäfen from Kap-Horn-Strasse, Holz- und Fabrikenhafen from Fabrikenufer and Neustädter Hafen from Lankenauer Höft. A shuttle service is available from the port to public facilities for ship crews. Guided tours of Luneplate compensatory mitigation site are available and have proved popular with the public.

Impact caused by noise emissions

Noise emissions from the cargo handling activities at the port and from traffic to and from the ports are regarded as highly stressful by those people who are directly affected. The first complaints have meanwhile been received from some individual residents near the ports in Bremen and sensitivity appears to be increasing in that respect.

Diverse noise mitigation measures have been implemented at the Container Terminal in Bremerhaven. These have proved effective as the number of complaints about noise received on our designated hotline has declined significantly.

Noise pollution is essentially the responsibility of the terminal operators, the land and waterside transport companies and the public authorities. We support the terminal operators by facilitating the dialogue with local residents. Ad-hoc meetings with the local community to discuss noise pollution by Bremerhaven Container Terminal and with the Trade and Industry Inspectorate in Bremen about the noise emitted from the ports in Bremen-City promote mutual trust. When planning changes to port and transport infrastructure we aim to find solutions which reduce noise. The following chart shows the trend in noise emissions at Bremerhaven Container Terminal. The overview of ambient noise levels is a useful guideline for interpreting the measured values. This states that a noise level of 40 dB (A) is comparable to the noise of a refrigerating humming, heard at a distance of 1 metre. A level of 50 dB (A) is similar to background music on the radio at a distance of 1 metre. Noise pollution begins at a level 60 dB (A).



Luneplate observation platform



Jan Janssen at the noise monitoring station in Weddewarden



Trend in noise emissions at Bremerhaven Container Terminal

Impact caused by light emissions

Local residents can consider light emissions at the port location to be a nuisance. These emissions are generated primarily by the terminal operators and by illumination of the railway facilities. No complaints have currently been submitted. We endeavour to reduce this impact wherever port operations permit.

An LEP/LED project conducted by bremenports in cooperation with Niedersachsen Ports between 2016 and 2018 and sponsored by North-Western Metropolitan Region examined the use of innovative lighting technology. The project target was to evaluate the potential areas of use for LED and LEP lamps, their cost effectiveness and energy efficiency, as well as the impact on people and animals.

The LEP/LED report and additional information is available in our Media Centre, which also contains a film about the project.

Impacts caused by dangerous goods, fires and other emergencies

Emergencies could lead to potential hazards for the local population. During the period under review, however, there were no incidents which affected areas outside the ports. In 2015 a ship at the container quay in Bremerhaven went on fire; in 2018 there was a fire at Lürssen shipyard in the north of Bremen.

In order to minimise the risk in case of such emergencies, procedures have been established by agreement with the safety authorities such as Bremen's Port Authority (HBH), the fire brigade and businesses at the port. In our capacity as owner of the sites, we are informed of these procedures, but not directly involved.



On-site inspection of a test site



Container vessel in distress

Impacts of water pollution

Ocean-going vessels, barges, shipyards and the manufacturing industry can all contribute to pollution of the port water quality.

Pollution results from the combustion of fossil fuels, the use of substances containing oil and/or contaminants as lubricants or antifouling paints, illegal waste dumping and the discharge of grey and black water. A new target of criticism is residue from PFOS (perfluorooctane sulfonates), which are contained for example in fire-fighting foam. The concentration of these substances in the water column in the ports of Bremen has not yet been analysed. The Senator for Climate Protection, Environment, Mobility, Urban Development and Housing is responsible for monitoring the water quality. As a rule, however, no water quality standards apply to the manmade port waters, particularly those in the brackish water zone in Bremerhaven, which would provide guidelines for the responsible parties. There are, however, legal requirements in place for some areas:

- It is not permitted to clean ship hulls at the ports of Bremen outside the dry and floating docks.
- In accordance with the CDNI provisions (Convention on the Collection, deposit and reception of waste generated during navigation on the Rhine and other inland waterways, the discharge of waste water from scrubbers is not permitted at the ports of Bremen.
- The disposal of plastic waste of any kind at sea is prohibited by law. Monitoring and approval of the IMO MARPOL ban on the disposal of plastic waste at sea (International Convention for the Prevention of Pollution from Ships) is the responsibility of Bremen's Port Authority (HBH).

In addition to shipping, the shipyards and the manufacturing industry are also obliged to comply with these requirements. Our work to maintain the water depths helps to maintain the water quality. Furthermore, we also constantly check whether it is possible to use innovative types of underwater coating which contain no biocides for our own fleet of service vessels and dredgers.

Impacts of traffic

The carriage of freight by rail and truck and the ensuing side effects such as congestion, emissions and lack of parking spaces place a noticeable strain on the population in Bremerhaven and Bremen. The current impacts remain high and are unchanged since the previous report. Because of the substantial increase in cruise tourism, scattered parking throughout the city exacerbates the negative impact. In addition to capacity bottlenecks, however, extreme weather events (heat and sea fog) also cause traffic delays. A "Railway Noise Initiative Bremen" has been formed to campaign for the reduction of noise from freight traffic.

The port development concept (HEK B-Plan 1981) also covers capacity planning. Innovative approaches for the areas inside or immediately next to port areas are intended to reduce negative impacts from rail and road traffic. A scheme for steering incoming trucks, which also includes overnight accommodation and long-term parking facilities, is intended to permit efficient management of the intake of road freight traffic to the terminals.



Car transport on rail

Impacts of the emission of air pollutants

Emissions from the port which have an adverse effect on ambient air quality result from use of the infrastructure by the terminal operators and from the transport of freight to and from the ports by ships, trucks, trains and barges.

Official stations for monitoring ambient air quality in the port vicinity prove that the European limits for ambient air quality are satisfied. Detailed data for each monitoring station in Bremen and Bremerhaven and for any given period of time is available on the website of the German Environment Agency or via the app provided there. Compared with other port locations, there is no indication of any problematic pollution for the population. The number and relative share of ships with an Environmental Ship Index calling at the ports of Bremen and which therefore generate lower emissions than the technically permitted maximum continue to increase. Nevertheless, the situation is rated as negative by parts of the local population and readers' letters on this subject were published in the local newspaper during the period under review.

As far as shipping is concerned, our influence is restricted to the provision of incentives in the form of discounts for shipping companies with particularly eco-friendly vessels (Environmental Ship Index) calling at the ports of Bremen and presentation of the greenports awards to the vessel with the lowest emissions and the shipowner with the most eco-friendly fleet.

We have agreed with other port locations that regulatory measures are required (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 companies) are subject to the same competitive conditions and thus encouraged and urged to make the necessary changes. Such regulations would help to reduce emissions throughout the entire transport sector.

Impact caused by odours

Business enterprises at the ports can be the cause of odour nuisances. In 2018, complaints were received from residents near the Industriehäfen site in Bremen-City about unpleasant smells resulting from the storage of different kinds of waste. We have no direct influence over cargo handling at the terminals. Where necessary, we facilitate negotiations between terminal operators, public authorities and local residents.

Other relevant facts and figures about this topic are provided in our Key Performance Indicators beginning on page 102.

Other planned measures are stated in our greenports programme beginning on page 96.



Air monitoring station at Hansastrasse in Bremerhaven



Beehives in the grounds of Ernst-Reuter-Platz School in Bremerhaven-Lehe

Commitment
to local projects

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

Our cooperation with ERNST!

For years, bremenports has cooperated closely with Ernst-Reuter-Platz School ("ERNST!") in Bremerhaven. The company has launched a campaign entitled "The port comes to Lehe" as part of its social responsibility and plays a part in bringing positive changes to this highly challenged urban district.

The idea of making the port an integral part of the curriculum at ERNST! dates back to the year 2016. Since then, a number of ideas have been put into practice or initiated. One example is that the school uses teaching materials that explain the principles of logistics. bremenports not only offers work experience at the company for pupils but also informs teachers about the port as a workplace. bremenports hopes that "The port comes to Lehe" will make a small but useful contribution towards promoting structural change in this district.

Pupils design a bremenports calendar

In 2017, a calendar featuring 13 works of art was visible evidence of the cooperation between Ernst-Reuter-Platz School and the port management company bremenports. The calendar was the result of a visit to the port in spring 2017 by pupils from Ernst-Reuter-Platz School and from KLA Commercial College in Bremerhaven, a recognised UNESCO school. The youngsters were given an informative guided tour by experts from bremenports. Pupils from the sixth and seventh forms took many photographs which they later used in lessons as a blueprint for creative works of art under the guidance of Sofia Schneider.



Managing Director Robert Howe with the jury and pupils

A jury, consisting of Melf Grantz, Mayor of Bremerhaven, Robert Howe Managing Director of bremenports, Rüdiger Staats, bremenports Press Spokesman, teacher Sofia Schneider, Moritz Schmeckies, Coordinator of Atelier Goethe45 and Anne Schmeckies, Artistic Director of Atelier Goethe45, looked through and assessed the individual pictures and finally chose the selection which was then published in the 2018 bremenports calendar.

Beehives in the school grounds

Bees are vital for our eco-system and for us, as they are responsible for more than 80% of the pollination of all natural and wild plants. That is also the reason why bremenports participates in a sustainability project for the preservation of bees: at the end of June, we asked Bee-Rent to set up one beehive on Luneplate and two hives at Ernst-Reuter-Platz School in Bremerhaven-Lehe. This project is the brainchild of Dieter Schimanski, proprietor and founder of Bee-Rent, which leases bee colonies to ensure the survival of bees – and the principle could not be easier. Customers can lease beehives from Bee-Rent for any given period of time and have them set up at any given location. Experienced beekeepers look after the bees all year round, from installation of the hives and collecting the honey right through to hibernation. What's more, the customer is of course entitled to the honey. The beehive on Luneplate is located beside the information pavilion, where there is also a notice board with information about the different bees and their lives.

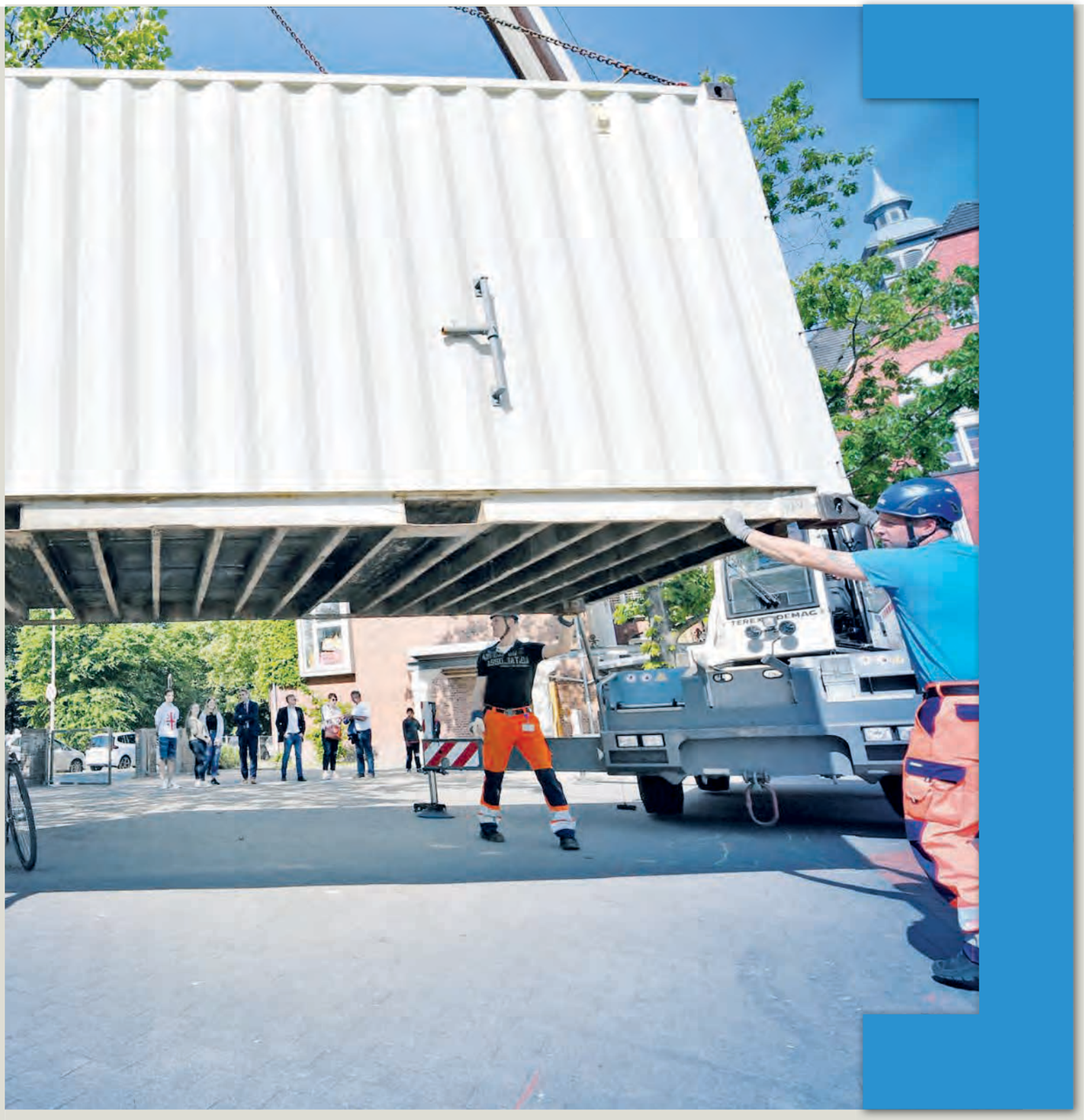
A beehive was set up on the roof of the school at Ernst-Reuter-Platz and another in the school garden. The school is planning a project for 2018/2019 in which the pupils themselves will attend to the marketing and sale of the honey at the school's own market stall.

bremenports employees build a bicycle container together with school pupils

In 2018, pupils from ERNST! school converted a container into a bike repair shop with the help of fitters, electricians and joiners from bremenports. The pupils came to the bremenports building yard at Kaiserhafen on Fridays during term time and made a whole number of changes to the steel box under the watchful eye of the professionals. They gradually installed a fully equipped repair shop with a workbench, cabinets, electrical installations and four special holders for bikes. The members of the port maintenance, electrical engineering and workshop teams had to overcome numerous interesting challenges with the youngsters before everything was expertly polished, assembled and securely installed. The manual work was only one of these challenges: after the project was completed, they had to deal with red tape, such as obtaining planning permission to have the container installed on the school grounds and ensure compliance with the export regulations of the customs department.



Pupils at Ernst-Reuter-Platz School making a bench



Installation of the container as a bicycle repair shop

GRI-INDEX

GRI Standard	Disclosure	Page reference	External assurance
GRI 101: Foundation			
GRI 102: General disclosures			
	102 -1 Name of the organisation	About this report: 13	
	102 -2 Activities, brands, products and services	The bremenports business model: 9–11	
	102 -3 Location of headquarters	Imprint: 120	
	102 -4 Location of operations	The bremenports business model: 9–11	
	102 -5 Ownership and legal form	Organisation of the ports of Bremen: 7–8	
	102 -6 Markets served	The bremenports business model: 9–11	
	102 -7 Scale of the organisation	The bremenports business model: 9–11	
	102 -8 Information on employees and other workers	Attractiveness as an employer: 67–71, KPIs labour practices: 102–115	Audited by TÜV Nord
	102 -9 Supply chain	Sustainable procurement: 27–29	
	102 -10 Significant changes to the organisation and its supply chain	The bremenports business model: 9–11, Sustainable procurement: 27–29	
	102 -11 Precautionary principle or approach	Adaptation to climate change: 37–39, Sustainability strategy & management: 15–19	
	102 -12 External initiatives	Sustainability strategy & management: 15–19	
	102 -13 Membership of associations	Interest groups: 95	
	102 -14 Statement from senior decision-maker	Foreword: 5	
	102 -16 Values, principles, standards and norms of behaviour	Compliance: 21–23	
	102 -18 Governance structure	The bremenports business model: 9–11, Sustainability strategy & management: 15–19	
	102 -40 List of stakeholder groups	List of stakeholders: 116–117	
	102 -41 Collective bargaining agreements	Attractiveness as an employer: 67–71	Audited by TÜV Nord
	102 -42 Identifying and selecting stakeholders	Sustainability strategy & management: 15–19, Sustainability Report“ 2014: 18–19	
	102 -43 Approach to stakeholder engagement	Sustainability strategy & management: 15–19, Sustainability Report“ 2014: 18–19	
	102 -44 Key topics and concerns raised	Sustainability strategy & management: 15–19	
	102 -45 Entities included in the consolidated financial statements	About this report: 13	
	102 -46 Defining report content and topic boundaries	Sustainability strategy & management: 15–19	

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GRI Standard	Disclosure	Page reference	External assurance
	102 -47 List of material topics	Our sustainability topics: 12	
	102 -48 Restatements of information	About this report: 13	
	102 -49 Changes in reporting	About this report: 13	
	102 -50 Reporting period	About this report: 13	
	102 -51 Date of most recent report	About this report: 13	
	102 -52 Reporting cycle	About this report: 13	
	102 -53 Contact point for questions regarding the report	Imprint: 120	
	102 -54 Claims of reporting in accordance with the GRI Standards	About this report: 13	
	102 -55 GRI content index	GRI content index: 88–93	
	102 -56 External assurance	About this report: 13, external audit: 118–119	
Material topics			
Sustainability strategy & management			
GRI 103: Management approach	103 -1 Explanation of the material topic and its boundary	Sustainability strategy & management: 15–19	
	103 -2 The management approach and its components	Sustainability strategy & management: 15–19	
	103 -3 Evaluation of the management approach	Sustainability strategy & management: 15–19	
Port Specific Indicators	PSI 1 Environmental protection expenditure	Sustainability strategy & management: 15–19, KPIs Governance: 102–115	
Compliance			
GRI 103: Management approach	103 -1 Explanation of the material topic and its boundary	Compliance: 21–23	
	103 -2 The management approach and its components	Compliance: 21–23	
	103 -3 Evaluation of the management approach	Compliance: 21–23	
GRI 205: Anti-corruption	205 -1 Operations assessed for risks related to corruption	Compliance: 21–23, KPIs Governance: 102–115	Audited by TÜV Nord
	205 -2 Communication and training about anti-corruption policies and procedures	Compliance: 21–23, KPIs Governance: 102–115	Audited by TÜV Nord
	205 -3 Confirmed incidents of corruption and actions taken	Compliance: 21–23, KPIs Governance: 102–115	Audited by TÜV Nord
GRI 419: Socioeconomic compliance	419 -1 Non-compliance with laws and regulations in the social and economic area	Compliance: 21–23, KPIs Governance: 102–115	Audited by TÜV Nord

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GRI Standard	Disclosure	Page reference	External assurance
Port security and risk prevention			
GRI 103: Management approach	103 -1 Explanation of the material topic and its boundary	Port security & risk prevention: 25–26	
	103 -2 The management approach and its components	Port security & risk prevention: 25–26	
	103 -3 Evaluation of the management approach	Port security & risk prevention: 25–26	
Sustainable procurement			
GRI 103: Management approach	103 -1 Explanation of the material topic and its boundary	Sustainable procurement: 27–29	
	103 -2 The management approach and its components	Sustainable procurement: 27–29	
	103 -3 Evaluation of the management approach	Sustainable procurement: 27–29	
Market presence			
GRI 103 : Management approach	103 -1 Explanation of the material topic and its boundary	Market presence: 31–35	
	103 -2 The management approach and its components	Market presence: 31–35	
	103 -3 Evaluation of the management approach	Market presence: 31–35	
GRI 203: Indirect economic impacts	203 -1 Infrastructure investments and services supported	Market presence: 31–35	Audited by TÜV Nord
	203 -2 Significant indirect economic impacts	Market presence: 31–35, KPIs Economic performance: 102–115	Audited by TÜV Nord
Port Specific Indicators	PSI 2 Nautical accessibility of Bremerhaven	KPIs Economic performance: 102–115	
	PSI 3 Nautical accessibility of Bremen	KPIs Economic performance: 102–115	
	PSI 4 Trend in the size of ships at the ports of Bremen	KPIs Economic performance: 102–115	
	PSI 5 Draughts of ships calling at Bremerhaven	KPIs Economic performance: 102–115	
	PSI 6 Draughts of ships calling at Bremen	KPIs Economic performance: 102–115	
	PSI 7 Ocean freight throughput / passengers at the ports of Bremen	KPIs Economic performance: 102–115	
	PSI 8 Diversification at the ports of Bremen	KPIs Economic performance: 102–115	
	PSI 9 Modal split in container hinterland traffic, Bremerhaven	KPIs Economic performance: 102–115	
	PSI 10 Top 4 ranking within the northwest range	KPIs Economic performance: 102–115	
	PSI 11 Top 4 ranking of European ports with automobile throughput	KPIs Economic performance: 102–115	

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GRI Standard	Disclosure	Page reference	External assurance
Adaptation to climate change			
GRI 103: Management approach	103 -1 Explanation of the material topic and its boundary	Adaptation to climate change: 37–39	
	103 -2 The management approach and its components	Adaptation to climate change: 37–39	
	103 -3 Evaluation of the management approach	Adaptation to climate change: 37–39	
GRI 201: Economic performance	201 -2 Financial implications and other risks and opportunities due to climate change	Adaptation to climate change: 37–39	Audited by TÜV Nord
Energy management & climate protection			
GRI 103: Management approach	103 -1 Explanation of the material topic and its boundary	Energy management & climate protection: 41–47	
	103 -2 The management approach and its components	Energy management & climate protection: 41–47	
	103 -3 Evaluation of the management approach	Energy management & climate protection: 41–47	
GRI 302: Energy	302 -1 Energy consumption within the organisation	Energy management & climate protection: 41–47, KPIs Environmental compatibility: 102–115	Audited by TÜV Nord
	302 -4 Reduction of energy consumption	Energy management & climate protection: 41–47, KPIs Environmental compatibility: 102–115	Audited by TÜV Nord
GRI 305: Emissions	305 -1 Direct (Scope 1) GHG emissions	Energy management & climate protection: 41–47, KPIs Environmental compatibility: 102–115	Audited by TÜV Nord
	305 -2 Indirekte energiebedingte THG-Emissionen Scope 2	Energy management & climate protection: 41–47, KPIs Environmental compatibility: 102–115	Audited by TÜV Nord
	305 -3 Other indirect (Scope 3) GHG emissions	Energy management & climate protection: 41–47, KPIs Environmental compatibility: 102–115	Audited by TÜV Nord
	305 -5 Reduction of GHG emissions	Energy management & climate protection: 41–47, KPIs Environmental compatibility: 102–115	Audited by TÜV Nord
Environmentally friendly shipping			
GRI 103: Management approach	103 -1 Explanation of the material topic and its boundary	Environmentally friendly shipping: 49–53	
	103 -2 The management approach and its components	Environmentally friendly shipping: 49–53	
	103 -3 Evaluation of the management approach	Environmentally friendly shipping: 49–53	
GRI 305: Emissions	305 -7 Nitrogen oxides (NOX), sulphur oxides (SOX) and other significant air emissions	Environmentally friendly shipping: 49–53, Impact on the population: 77–83, KPIs Environmental compatibility: 102–115	Audited by TÜV Nord
Port Specific Indicators	PSI 12 Environmental Ship Index	Environmentally friendly shipping: 49–53, KPIs Environmental compatibility: 102–115	
	PSI 13 Emissions in the port environment	Environmentally friendly shipping: 49–53, KPIs Social: 102–115	

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GRI Standard	Disclosure	Page reference	External assurance
Biodiversity			
GRI 103: Management approach	103 -1 Explanation of the material topic and its boundary	Biodiversity: 55–61	
	103 -2 The management approach and its components	Biodiversity: 55–61	
	103 -3 Evaluation of the management approach	Biodiversity: 55–61	
GRI 304: Biodiversity	304 -1 Operational sites owned, leased, managed in or adjacent to protected areas and areas of high biodiversity value outside protected areas	Biodiversity: 55–61, KPIs Environmental compatibility: 102–115	Audited by TÜV Nord
	304 -2 Significant impacts of activities, products and services on biodiversity	Biodiversity: 55–61, KPIs Environmental compatibility: 102–115	Audited by TÜV Nord
	304 -3 Habitats protected or restored	Biodiversity: 55–61, KPIs Environmental compatibility: 102–115	Audited by TÜV Nord
PERS Indicator	Habitat Index	Biodiversity: 55–61, KPIs Environmental compatibility: 102–115	Audited by Lloyds Register
Effects of maintaining the water depths			
GRI 103: Management approach	103 -1 Explanation of the material topic and its boundary	Effects of maintaining the water depths: 63–65	
	103 -2 The management approach and its components	Effects of maintaining the water depths: 63–65	
	103 -3 Evaluation of the management approach	Effects of maintaining the water depths: 63–65	
GRI 306: Effluents and waste	306 -2 Significant spills of harmful substances	Effects of maintaining the water depths: 63–65, KPIs Environmental compatibility: 102–115	Audited by TÜV Nord
PERS Indicator	Total volume of dredged sediment in relation to the port water area	Effects of maintaining the water depths: 63–65, KPIs Environmental compatibility: 102–115	Audited by Lloyds Register
PERS Indicator	Share of landfilled dredging spoils	Effects of maintaining the water depths: 63–65, KPIs Environmental compatibility: 102–115	Audited by Lloyds Register
Attractiveness as an employer			
GRI 102: General disclosures	102 -8 Information on employees and other workers	KPIs Labour practices: 102–115	
	102 -41 Collective bargaining agreements	KPIs Labour practices: 102–115	
GRI 103: Management approach	103 -1 Explanation of the material topic and its boundary	Attractiveness as an employer: 67–71	
	103 -2 The management approach and its components	Attractiveness as an employer: 67–71	
	103 -3 Evaluation of the management approach	Attractiveness as an employer: 67–71	
GRI 401: Employment	401 -1 New employee hires and employee turnover	Attractiveness as an employer: 67–71, KPIs Labour practices: 102–115	Audited by TÜV Nord
	401 -2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Attractiveness as an employer: 67–71	Audited by TÜV Nord

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GRI Standard	Disclosure	Page reference	External assurance
GRI 404: Training and education	404 -1 Average hours of training per year per employee	Attractiveness as an employer: 67–71, KPIs Labour practices: 102–115	Audited by TÜV Nord
GRI 405: Diversity and equal opportunity	405 -1 Diversity of governance bodies and employees	Attractiveness as an employer: 67–71, KPIs Labour practices: 102–115	Audited by TÜV Nord
GRI 406: Non-discrimination	406 -1 Incidents of discrimination and corrective actions taken	Attractiveness as an employer: 67–71, KPIs Labour practices: 102–115	Audited by TÜV Nord
Occupational health and safety			
GRI 103: Management approach	103 -1 Explanation of the material topic and its boundary	Occupational health and safety: 73–75	
	103 -2 The management approach and its components	Occupational health and safety: 73–75	
	103 -3 Evaluation of the management approach	Occupational health and safety: 73–75	
GRI 403: Occupational health and safety	403 -1 Workers representation in formal joint management-worker health and safety committees	Occupational health and safety: 73–75	Audited 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: 73–75, KPIs Labour practices: 102–115	Audited by TÜV Nord
Impact on the population			
GRI 103: Management approach	103-1 Explanation of the material topic and its boundary	Impact on the population: 77–83	
	103-2 The management approach and its components	Impact on the population: 77–83	
	103-3 Evaluation of the management approach	Impact on the population: 77–83	
GRI 305: Emissions	305-7 Nitrogen oxides (NOX), sulphur oxides (SOX) and other significant air emissions	Impact on the population: 77–83	Audited by TÜV Nord
GRI 413: Local communities	413 -1 Operations with local community engagement, impact assessments and development programmes	Impact on the population: 77–83, KPIs Social: 102–115	Audited by TÜV Nord
	413-2 Operations with significant actual and potential negative impacts on local communities	Impact on the population: 77–83	Audited by TÜV Nord



SUSTAINABLE DEVELOPMENT GOALS

The SDGs (Sustainable Development Goals) consist of 17 sustainability goals which were agreed by the United Nations in 2015. The aim of these goals is to make significant progress in promoting the sustainable development of all nations by the year 2030. In the words of Ban Ki-moon, Secretary-General of the UN at that time: “We are the first generation that can end poverty, the last that has the chance to save our planet.” Even if many areas of these goals lie within the sphere of political action, all business enterprises, communities and citizens are explicitly called upon to play their part in achieving these goals.

This report is the first time that we have systematically linked the SDGs to our sustainability strategy. Each of our sustainability topics addresses specific SDGs. The overview of our sustainability topics and the individual pages dealing with these topics indicate which SDGs are concerned in each case.

MAIN MEMBERSHIPS OF PROFESSIONAL ASSOCIATIONS AND INTEREST GROUPS

IAPH stands for the “International Association of Ports and Harbors”. As one of 55 ports worldwide, the ports of Bremen signed the World Ports Climate Declaration (WPCI) in July 2008. In 2018, this was superseded by the World Ports Sustainability Program (WPSP). As an active supporter of this initiative, bremenports promotes the ongoing development of the Environmental Ship Index (ESI), the introduction of LNG as a marine fuel and the use of other alternative marine fuels.

The mission statement of the European Sea Ports Organisation ESPO is to promote a sustainable (safe, efficient and eco-friendly) European port sector. The Ecoports network created as part of the ESPO drew up the Port Environmental Review System (PERS), an environment management system which is designed to match the requirements of port locations.
The Senator for Science and Ports is a member of Ecoports and represented on ESPO committees, but bremenports does not play an active role.

PIANC is an international association for waterborne transport infrastructure and shipping. Various working groups address viable developments for the future. We are members of the EnviCom Working Group 150 which published a report entitled “Sustainable Ports” in 2014. A report prepared by the EnviCom Working Group 174, “Sustainability for Ports”, will soon be completed. This report addresses the development of a specific GRI standard for sustainability reporting in the port sector.

bremenports signed the Arctic Commitment in February 2018. Together with the other signatories, it endeavours to protect the Arctic from heavy fuel oil. These efforts include obtaining a ban on the use and transport of heavy fuel oil in the highly sensitive Arctic environment.

In May 2018, bremenports signed a cooperation agreement on behalf of the ports of Bremen with 7 other Wadden Seaports in the Netherlands, Denmark and Germany with the objective of facilitating coexistence with the Wadden Seas World Heritage Site.

As an active member of the national LNG Initiative, we endorse the use of LNG in shipping in order to significantly reduce emissions of SOx, NOx and particulate matter, and with the aim of achieving further CO_2 reductions (e.g. by means of SNG or bio-LNG).

The objectives and remit of Bremen-Oldenburg Metropolitan Region are to promote regional development, improve the competitiveness of the region and strengthen the metropolitan functions. As a member of the “Wirtschaft pro Metropolregion e.V.” support association, we address the ongoing development of this region in a public-private partnership.

We participate in “Partnerschaft Umwelt Unternehmen Bremen“, a network of approx. regional 200 companies which act as role models in the sector of environmental and climate protection and thus promote the attractiveness of Bremen/Bremerhaven as a business location.

The mission of the non-profit association “Impulsgeber Zukunft e.V.” is to establish a policy of family-friendliness in the corporate and city culture of the Federal Land of Bremen. We attend regular meetings which give us the opportunity to share knowledge with other members as a basis for the ongoing development of our range of options for combining family and career.

We have been a member of the association “H2BX - Wasserstoff für die Region Bremerhaven e.V.” since 2018. This organisation was founded to promote hydrogen and fuel cell technology, the related topic of e-mobility, the development of hydrogen as an energy system integrator of renewable energy and hydrogen-based energy storage.

The seaport of Bremerhaven has set itself the target of becoming a climate-friendly city and undertaken to reduce its CO_2 emissions by 40% by 2020, relative to the year 1990. bremenports endorses this initiative by means of its own activities which are aimed at achieving the status of climate-neutral port (e.g. carbon-neutral port infrastructure).

PROGRAMME 2019

Topic	Goal	Measures	Timeline	Status*
Governance				
Compliance	To create an organisational framework that permits compliance with the identified legal requirements	Continuation of the Compliance working group	ongoing	
		Implementation of an internal code of conduct for bremenports staff*	completed	
		Introduction of in-depth anti-corruption training for "sensitive" areas	2018	
		Establishment of a whistleblowing procedure	ongoing	
		Conducting corruption risk analysis	ongoing	
		Legislation information and update service	ongoing	
Port security & risk prevention	To ensure no infringements of the ISPS Code	Upkeep of the Statement of Compliance	ongoing	
	To improve security	Recruitment of a Cyber Security Officer	2019	
		Adaptation of workflows to comply with General Data Protection Regulation	2018	
		Development of camera systems to improve waterside monitoring (in cooperation with the federal government)	2018	
		"Loma" project for optimisation of maritime awareness is aimed at bundling all security data for a given information situation and the subsequent derivation of measures.	2020	
Sustainable procurement & contract award	To raise the share of sustainable products and services	Development of internal guidelines which take sustainability criteria into account in purchasing	2018	
		Ongoing development of internal purchasing guidelines for sustainable, energy-efficient procurement in accordance with the new ILO Core Labour Standards Convention. Addition of other groups of goods.	2019/2020	
		Extension of our internal purchasing guidelines to take sustainability criteria into account in contract award procedures for construction projects, real estate, franchises and services.	2020/2021	
		Changing our printing paper from FSC-certified virgin fibre paper to recycled paper	2019/2020	
		Extension of our purchasing guidelines to include print products	2020	
Sustainability management	Ongoing development of the greenports strategy	Rewording the greenports strategy	2019	
		Evaluation of the management policies incl. establishment of the status of the greenports programme	ongoing	
		Ongoing development of greenports cooperation projects	ongoing	
		Drawing up a strategic concept for a climate-neutral port	2020	
	Ongoing development of sustainability controlling	Fusion of sustainability management (GRI) with energy management (ISO 500001) and quality management (9001) to form an Integrated Management System (IMS)	2019	
		Consolidation of the KPIs in the Integrated Management System	2020	
		Automated data collection by means of appropriate software support	2018	
	To intensify our PR work and stakeholder dialogue	Technical revision of the greenports website	2019	
		Creation of a greenports information page on the intranet portal	2020	
		Development of a concept for an online greenports guide	open	
		Stakeholder workshop to consolidate the major sustainability topics	2019	
		Stakeholder survey on the quality of our reporting	2022	
	To promote staff commitment to sustainability	Publication of regular articles on greenports topics in intern@bremenports magazine and on the intranet	ongoing	
		Organisation of 2 annual "Environment Days" for our trainees on the topic of "Sustainability in vocational training"	ongoing	

*Status: December 2019

achieved in progress not yet achieved new

PROGRAMME 2019

Topic	Goal	Measures	Timeline	Status*
Economic performance				
Market presence	To maintain value added and jobs within the North Range	Implementation of Port Development Concept 2020/25	2025	
		Regular update of Port Development Concept 2020/25	ongoing, at 5-year intervals	
		Regular analysis of the value added and employment effects induced by operations at the ports of Bremen	ongoing, at 5-year intervals	
		Ensuring reliable water depths, maintaining an efficient fleet of dredging equipment	ongoing	
		To adapt quayside infrastructure to accommodate larger vessels (present mega-vessels)	ongoing	
		To promote projects for the digitisation of maritime shipping	ongoing	
	To develop demand-based structures for port and hinterland transport	Conducting a port hinterland study to enable better assessment of capacity requirements for hinterland traffic	ongoing	
		Optimisation of incoming truck management	2020/2021	
		"Synchrolog" project for digitisation of the supply chain is intended to harmonise IT-aided slot management systems at the German North Sea ports	open	
		"Tide to Use" project for optimised time and (energy efficient) management of locks for inland shipping	2021	
		"binntelligent" to optimise inland shipping processes by developing an app as communication tool between inland ports and seaports, water and land transport modes.	2021	
		Optimisation and automation of the terminal railway	2020/2021	
		Electrification and refurbishment of Speckenbüttel station	open	
		Automatic (paperless) billing system for pilotage	2020	
		Upgrading the Middle Weser for high-powered barges	2023	
	To analyse and exploit opportunities	Investigation and discussion of the topic of "mega-vessels" together with our stakeholders	ongoing	
		Limiting growth of future ship generations	ongoing	
		Organising port cooperation projects for the benefit of the ports of Bremen	ongoing	
		Developing demand-based products for offshore use	is to be continued	
		Promoting the use of LNG in shipping	ongoing	
		Development of powerpack solutions for onshore power supply	ongoing	
		Promotion and use of hydrogen options	ongoing	
		Development and endorsement of climate-neutral transport chains	ongoing	
Adaptation to climate change	Implementation of port development, port construction and compensation measures adopted in anticipation of climate change	**Measures to prepare the ports of Bremen for climate change**		
		Drawing up climate adaptation strategies for the port facilities in Bremen und Bremerhaven	open	
		Preparation and evaluation of an assessment of the financial risks of climate change	open	
		Measures which contribute the interests of the port to social goals		
		Continuation of the climate change project "Drepte Tidal Polder" as part of the "TideSEC" research project	open	
		"Port Klima" project for the development of education and training modules on the topic of adaptation to climate change at the ports	2020	
		Participation in the "BREsilient" project for the development of transport chains which are resilient to climate change	2020	

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PROGRAMME 2019

Topic	Goal	Measures	Timeline	Status*
Environmental compatibility				
Climate protection & energy management	To reduce our total energy consumption by the year 2025 by a further 10% relative to the year 2015.	**Selected measures to raise energy efficiency from the portfolio of energy management measures**		
		Fusion of the ISO 50001 energy management system which was introduced in 2016 with QMS (ISO 9001) and GRI to create an IMS	2019	
		Introduction of “Interwatt” software as analytical tool	2018	
		Drawing up a concept for tide-dependent operation of the port pump systems.	2018	
		Conversion of server room (energy-efficient server structure)	2018/ 2019	
		Changing over outdoor lighting at Fischereihafen double lock to programmable LED technology	2018/ 2019	
		Changing two heating systems from oil to heat pumps	2019/ 2020	
	To make the entire port infrastructure in Bremen/Bremerhaven climate-neutral by 2024 (*Bremen government‘s coalition agreement states that this goal is to be achieved by 2023)	**Scope 1 and 2 measures**		
		A concept for a future-oriented fleet is intended to achieve further emission reductions	2021	
		Replacement of fossil fuel energy sources by renewable energy, such as hydrogen, biofuels, synthetic fuels, heat pumps etc.	ongoing	
		Raising the share of renewable energy	ongoing	
		Development of district concepts for the integration of renewable energy sources in the energy supply scheme and to promote integrated energy management as part of the “SHARC” project	2020	
		Scope 3 measures		
		Staff survey on commuter patterns, recording emissions	2020	
		Raising the share of employees who take part in the “Cycle to work” scheme	open	
		Project to promote eco-friendly commuter traffic (cycling / public transport)	open	
		Improving accessibility of bremenports office by public transport	open	
		Investigate options for direct offsetting of carbon emissions for air travel	2018	
Biodiversity & land consumption	To minimise land consumption	To investigate alternatives in connection with construction projects and give priority to reclassification of existing sites rather than using new sites	ongoing	
	To keep natural habitat sites (~30% of total port area) in good working order	Ensuring functionality of these sites by having them managed by our own staff.	ongoing	
	To ensure availability of compensatory mitigation sites	Consolidation of existing compensatory mitigation sites at Luneplate, Drepte lowland and on the Wursten coast as part of our outstanding obligations	ongoing	
		Implementation and maintenance of the compensation pool at Drepte lowland. Keeping undeveloped sites available for forthcoming construction projects.	in progress	
		Development of a new compensation pool	in progress	
	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	ongoing	
	To make use of strategic partnerships	Continuing to foster the partnership with Lower Saxony Wadden Sea National Park Authority	ongoing	
		Upkeep of Luneplate Naturerleben Natura 2000 project in cooperation with the Senator for the Environment, Construction and Transport (e.g. observation platform and hide for the general public)	implemented in 2015, under maintenance since then	
	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	ongoing	
	To minimise the negative impact caused by underwater coatings containing pesticides used by maritime shipping	Conducting water column tests, which are not yet compulsory, to obtain further findings on the water quality, sediment quality and impact on flora and fauna	open	
		Participation in the Underwater Cleaning working group	open	
		Introduce regulations governing the cleaning of vessel hulls at the port	open	

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PROGRAMME 2019

Thema	Goal	Measures	Timeline	Status*
Environmental compatibility				
Use of resources in port construction and maintenance	To keep the use of materials as low as possible and to avoid waste	Pilot project in cooperation with construction measures (with successor 123)	open	
		Systematic collection of data on material consumption and waste in construction and maintenance projects	open	
		Offering further training courses on resource-saving construction methods and the use of recycled materials	ongoing	
Environmentally friendly shipping	**Measures to improve the environmental performance of our own fleet**			
	To optimise the environmental performance of our own fleet	Equjipment concept for future dredging fleet	2017	
		Operating concept for future dredging fleet	2020	
		Definition of “Eco-friendly fleet” general specifications for the parameters propulsion, lubricants and antifouling	2020	
		“Eco-friendly fleet” concept	2020	
	To use pesticide-free underwater coatings for our own fleet	Test applications for antifouling innovations: applying a self-cleaning silicone film to Möwe service vessel	2019	
	To reduce emissions and fuel consumption by our fleet	Test the scope for using GTL (Gas to Liquid) by our own hopper barge	2019	
		Investigate whether the use of GTL should be recommended	2019	
		Hopper barge with (L)NG-diesel-electric drive	2018	
	Measures aimed at reducing emissions by maritime shipping			
	To record ship emissions at the ports of Bremen	Calculation of ship emissions for the emission model of the ports of Bremen	ongoing	
	To increase the number of incentive providers of the ESI and increase the number of ESI users worldwide	To participate in the ongoing development of the Environmental Ship Index (ESI) as a member of the World Port Sustainability Programme (WPSP)	ongoing	
		Presentation of “greenports award” to the ocean-going vessel with the lowest emissions and the owner of the most environmentally friendly fleet	ongoing	
	To promote the use of low- emission fuels / propulsion systems	Promoting the use of LNG as environmentally friendly fuel	ongoing	
		Joining the Emission Free Shipping Association (EFSA)	2020	
	To promote external power supply for shipping	Equipping barge berths with on-shore power connections (where this makes sense)	ongoing	
		Feasibility study to evaluate on-shore power supply options for maritime shipping	2019	
Effects of maintaining the water depths	To minimise conventional dredging or to leave sediment in the water wherever possible	Keeping up our endeavours to avoid sedimentation (by water injection dredgers, topping up port with low-sediment water)	ongoing	
	To increase the share of relocated sediments if possible	Monitoring the contaminant content of sediments (up to a depth of 3 metres) to identify external contamination sources and develop proposals for addressing these sources	ongoing	
		Endeavouring to recycle as much treated dredged material as possible to preserve expensive landfill capacities	ongoing	

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PROGRAMME 2019

Topic	Goal	Measures	Timeline	Status*
		Staff & labour practices		
Attractiveness as employer	**To maintain a trainee quota of 10%**	Designing apprenticeships and traineeships to reflect our own requirements more accurately	ongoing	
		Enabling trainees to work as an intern abroad	ongoing	
	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)	ongoing	
	To keep the rate of employees who leave the company (of their own accord) at under 5%	Continuously fostering high potentials	ongoing	
		Ongoing development of our corporate culture	ongoing	
		Conducting audits on the subject of work and family	ongoing	
		Organising a "Family Day"	ongoing, every 2 years	
		Continuing our internal mentoring programme for on-boarding new recruits	ongoing	
	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 measures	Encouraging feedback on training courses more strongly (also for external courses)	ongoing	
	To achieve a quota of more than 95% healthy employees	Organising "Health Days"	ongoing	
		Conducting a staff survey on health and mental stress	2020/2021	
		Expanding the promotion of health at the workplace	ongoing	
	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)	ongoing	
		Promoting sports events for employees	ongoing	
		Offering subsidised Hansefit gym membership permanently	ongoing	
	To raise the share of women at the company to 30% by 2020	Updating the plan of action for women every 2 years	ongoing	
	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	ongoing	
	To have no incidents of discrimination	Offering preliminary vocational qualifications for refugees	ongoing	
		Improving barrier-free access	ongoing	
Occupational health & safety	**To have zero accidents at work**	We implement comprehensive preventive measures to avoid occupational accidents and health hazards.	ongoing	
		Analysing the causes of accidents	ongoing	
		Training courses on occupational health and safety/accident prevention	ongoing	
		Drawing up an organisational instruction for conducting risk assessments	ongoing	

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PROGRAMME 2019

Topic	Goal	Measures	Timeline	Status*
		Social responsibility		
Impact of our business activities on the population	**To reduce negative impact on the population**	Supporting terminal operators / trade and industry inspectorate in the dialogue with local residents on the subject of noise at Neustädter Häfen	ongoing	
		Expertise for systematic air monitoring of the emission of air pollutants and, if appropriate, installation of effective measuring stations	2020	
		Development of the Port Development Concept to roll out measures which help to improve traffic management and control.	2023	
		Announcing a reporting system to enable systematic recording of negative impact on the population in our complaints management	2020	
	Despite access restrictions, to inform the local population about the port and make the port a tangible experience	Providing internal information or brief training session to make the persons responsible for planning (Departments 11,12,13,14) more aware of the importance of barrier-free access	2020	
		Promoting tourist options (guided bus tours of the port) and activities to enable visitors to experience nature on our compensatory mitigation sites	ongoing	
		Analysing cycle track structures at the port (assessment of status quo with regard to safety, traffic flows, user friendliness)	2023	
	To make a contribution towards the development of the deprived urban area Bremerhaven-Lehe	Cooperation with Goethe45 cultural centre	ongoing	
		Cooperation with the school "Ernst-Reuter-Platz"	ongoing	

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SUSTAINABILITY STRATEGY & MANAGEMENT

Indicator	External assessment	Item	Unit	2018	2017	2016	2015	2014
PSI 1 [1]		**Environmental protection expenditure**						
		Expenditure on preventive environmental protection [2]	EUR	333,665	531,766	553,000	361,000	351,000
		of which expenditure on environmental training	EUR	9,134	5,400	4,000	2,000	2,000
		of which expenditure on sustainability management	EUR	291,343	374,762	373,000	313,000	245,000
		of which additional expenditure on the use of clean technologies	EUR	3,160	4,102	3,800	5,000	5,000
		of which investments in r esearch & development	EUR	30,028	51,500	35,585	41,000	99,000
		Expenditure on dealing with environmental problems	EUR	2,578,438	5,484,040	3,854,000	8,021,000	9,713,000
		of which expenditure on the treatment and disposal of contaminated dredging spoils [3]	EUR	1,968,077	4,982,473	3,467,000	7,656,000	9,355,000
		of which expenditure on the treatment and disposal of other waste [4]	EUR	119,844	110,690	105,000	68,000	42,000
		of which expenditure on the maintenance of port compensation sites [5]	EUR	490,517	374,846	283,000	297,000	310,000
		of which expenditure on the compensation of greenhouse gas emissions	EUR	17,650	16,031	8,188	4,060	6,000

[1] PSI = Port Specific Indicator
[2] The costs of liability insurance which could potentially be claimed for environmental damage are not taken into account. The figures were subsequently adjusted.
[3] Sedimentation processes and quantities in the ports vary owing to diverse natural and highly dynamic effects; this accounts for the substantial fluctuations in costs.
[4] Waste occurring in the course of port construction and maintenance work is not yet included in this item.
[5] This includes only the costs of maintenance of the port compensation sites which have passed into the maintenance phase after successful development. The project-related costs for the planning and development of port compensation sites are not included.

COMPLIANCE

Indicator	External assessment	Item	Unit	2018		2017		2016		2015		2014	
GRI 205-1	✔	Business units that were assessed for corruption risks	per cent	100		100		0		0		100	
GRI 205-2	✔	**Anti-corruption training**											
		Number of trained staff with management responsibility	number | per cent	18	38.3	5	13.0	1	2.4	3	6.4	1	2.1
		Number of trained staff without management responsibility	number | per cent	8	2.3	104	32.2	19	5.7	6	1.9	10	3.1
		Number of trained supervisory board members	number | per cent	0	0	2	16.7	0	0	5	100	no data available	
		Total number of trained staff (since 2008) [1]	number	188		178		207		187		178	
GRI 205-3	✔	Confirmed cases of corruption	number	0		0		3 [2]		0		0	
GRI 419-1	✔	Significant penalties owing to non-compliance with laws and statutory regulations	number	none		none		none		none		none	

[1] Training was provided primarily for all employees who were identified by the risk assessment as at risk of corruption. The decrease in the total figure is due to an adjustment of the calculation method in 2017.
[2] The three cases in question were not confirmed.

SUSTAINABLE PROCUREMENT

Indicator	External assessment	Item	Unit	2018	2017	2016	2015	2014
GRI 102-9		**Supplier management**						
		Expenditure on goods	EUR	5,761,408	6,738,019	2,606,069	2,083,000	3,291,000
		Expenditure on services	EUR	59,372,497	41,868,221	82,029,427	90,108,000	67,050,000

MARKET PRESENCE

Indicator	External assessment	Item	Unit	2018	2017	2016	2015	2014
PSI 2		**Nautical accessibility of Bremerhaven**						
		Non-tidal (Panmax)	metres	12.8				
		Tidal	metres	14.5				
		Length of estuary trip	km	58				
PSI 3		**Nautical accessibility of Bremen**						
		Non-tidal	metres	7.6				
		Tidal, inbound	metres	10.7				
		Tidal, outbound	metres	10.35				
		Length of estuary trip	km	121				
PSI 4		**Trend in the size of vessels at the ports of Bremen**						
		Number of vessels calling at the ports	number	7,517	7,683	7,887	7,881	8,175
		Gross tonnage throughput	number (in thousands)	245,692	250,921	241,517	229,609	227,434
		Ø Vessel size in GT/vessel	GT	32,685	32,659	30,622	29,135	27,821
PSI 5		**Draughts of vessels calling at Bremerhaven**						
		≤ 10.50	number	5,160	5,426	5,671	5,244	5,215
		> 10.50 to < 12.50	number	757	714	756	904	1,120
		> 12.50 to < 13.50	number	133	88	42	70	147
		≥ 13.50	number	48	57	56	19	32
PSI 6		**Draughts of vessels calling at Bremen**						
		≤ 6.60	number	972	945	916	898	910
		> 6.60 to < 7.60	number	150	165	132	147	194
		> 7.60 to < 8.60	number	53	48	79	71	85
		> 8.60 to < 9.60	number	58	76	63	92	128
		> 9.60 to < 10.35	number	111	92	92	86	59
		≥ 10.35	number	75	72	80	80	64

KEY PERFORMANCE INDICATORS
ECONOMIC PERFORMANCE

MARKET PRESENCE

Indicator	External assessment	Item	Unit	2018		2017		2016		2015		2014	
PSI 7		**Ocean freight throughput / passengers at the ports of Bremen**		inbound	outbound	inbound	outbound	inbound	outbound	inbound	outbound	inbound	outbound
		General cargo	1000 t	28,320	37,491	28,135	36,558	28,930	36,605	28,044	35,934	29,916	38,949
		Bulk cargo	1000 t	8,103	457	8,970	520	9,334	302	9,014	418	8,783	588
		Containers	1,000 TEU	2,550	2,898	2,581	2,928	2,648	2,887	2,595	2,883	2,770	3,007
		Automobiles	units	676,620	1,532,535	675,103	1,628,792	609,503	1,458,408	566,578	1,688,351	485,682	1,783,830
		Passengers	number	132,108	106,105	99,520	66,090	51,334	47,196	34,805	30,952	37,189	31,750
PSI 8		**Diversification at the ports of Bremen**											
		Share of freight volume by continent in 1000 t		inbound	outbound	inbound	outbound	inbound	outbound	inbound	outbound	inbound	outbound
		Europe	share in 1,000 t	21,287	13,517	20,680	14,843	22,299	15,278	21,742	13,842	22,228	14,591
		Asia	share in 1,000 t	7,591	8,883	7,888	8,421	7,648	9,382	7,540	10,123	8,516	12,142
		America	share in 1,000 t	5,968	12,460	7,196	11,551	6,529	10,467	6,927	10,173	7,020	10,476
		Africa	share in 1,000 t	1,379	1,941	1,285	1,862	1,437	1,518	820	1,889	908	2,135
		Oceania	share in 1,000 t	20	225	3	206	34	4	19	151	19	188
		Non-included countries	share in 1,000 t	178	922	53	195	317	259	no data collected		no data collected	
PSI 9		**Modal split in container hinterland traffic, Bremerhaven**											
		Container traffic	1,000 TEU	5,441		5,497		5,530		5,464		5,777	
		of which transhipment share	1,000 TEU | %	2,864	53	3,032	55	3,185	58	3,140	57	3,423	59
		of which hinterland share	1,000 TEU | %	2,577	47	2,465	45	2,345	42	2,324	43	2,354	41
		of which road	1,000 TEU | %	1,301	51	1,261	51	1,185	51	1,155	50	1,161	49
		of which rail	1,000 TEU | %	1,196	46	1,134	46	1,093	47	1,078	46	1,101	47
		of which barge	1,000 TEU | %	80	3	70	3	62	3	90	4	92	4

MARKET PRESENCE

Indicator	External assessment	Item	Unit	2018	2017	2016	2015	2014
PSI 10		**Top 4 ranking within the northwest range for container traffic** [1]						
		Rotterdam	million TEU	14.5	13.7	12.4	12.2	12.3
		Antwerp	million TEU	11.1	10.4	8.9	9.6	9.0
		Hamburg	million TEU	8.7	8.8	10.0	8.8	9.7
		Bremerhaven	million TEU	5.4	5.5	5.5	5.5	5.8
PSI 11		**Top 4 ranking of European ports with automobile throughput**						
		Zeebrügge	million units	2.8	2.8	2.8	2.4	2.2
		Bremerhaven	million units	2.2	2.3	2.1	2.3	2.3
		Emden	million units	1.4	1.5	1.3	1.4	1.3
		Antwerp	million units	1.3	1.2	1.2	1.3	1.2

[1] Source: Data provided on the websites of the relevant ports.

Indicator	External assessment	Item	Unit	2015	2010
GRI 203-2	✔	**Indirect economic effects of the ports of Bremen** [2]			
		Port-dependent jobs	number	77,250	75,700
		of which jobs dependent directly on the ports	number	59,350	58,300
		> in the maritime transport business	number	33,050	32,500
		> in the port-related business sector	number	26,300	25,800
		of which jobs indirectly dependent on the ports	number	17,900	17,400
		Gross value added of the directly and indirectly port-dependent business in the Federal Land of Bremen			
		Value added	million euros	6,900	6,200
		Share of gross value added of total industry	per cent	25	25.7
		> direct	per cent	19.8	20.3
		> indirect	per cent	5.3	5.4

[2] Source: Analysis by Bremen Institute of Shipping and Logistics (ISL)
(https://bremenports.de/unternehmen/wp-content/uploads/sites/2/2017/04/bremenports_Hafenabhaengigkeit_Kurzfassung.pdf)

ENERGY MANAGEMENT & CLIMATE PROTECTION

Indicator	External assessment	Item	Unit	2018		2017		2016		2015		2014	
GRI 302-1		**Direct energy consumption**											
		Petrol	litres | MWh	5,300	49	3,751	35	4,054	38	4,950	46	7,520	70
		Diesel	litres | MWh	595,091	5,945	605,663	6,051	667,174	6,665	741,840	7,411	786,760	7,860
		Heating oil	litres | MWh	93,644	1,009	110,131	1,187	86,676	934	135,730	1,463	107,970	1,164
		Propane	litres | MWh	23,969	162	24,580	166	25,338	172	25,000	169	31,890	216
		Gas	MWh	1,922		1,750		1,432		1,335		1,232	
		Total	MWh	9,088		9,189		9,241		10,424		10,542	
		Indirect energy consumption											
		Electricity	MWh	8,194		6,955		7,115		6,968		7,068	
		of which electricity mix	MWh | per cent	1146	14	54	1	68	1	70	1	821	12
		of which renewable	MWh | per cent	7048	86	6901	99	7,047	99	6,898	99	6,247	88
		District heating	MWh	550		553		535		440		432	
		Total	MWh	8,744		7,508		7,650		7,408		7,500	
		Total energy consumption	MWh	17,832		16,697		16,891		17,832		18,042	
GRI 305-1 GRI 305-2 GRI 305-3	✔	**GHG emissions**											
		Scope 1	t CO_{2e}	2,242		2,257		2,302		2,583		2,534	
		Scope 2 Market based [1]	t CO_{2e}	369		17		19		26		459	
		Scope 2 Location based [2]	t CO_{2e}	3,884		3,380		3,750		3,728		3,958	
		Scope 3 [3]	t CO_{2e}	92		103		100		90		107	
GRI 305-5	✔	**Renewable energy sources & offsetting GHG emissions**											
		Avoided GHG emissions due to the purchase of electricity from renewable sources	t CO_2 | per cent	3,515	58	3,363	60	3,741	61	3,702	58	3,499	53
		Avoided GHG emissions due to electricity generation (photovoltaic system)	t CO_2	19		19		19		19		19	
		Emissions offset due to the purchase of climate certificates	t CO_2	706		341		356		203		294	

[1] The calculation satisfies the requirements of GHG Protocol Scope 2 Guidance. Emission factor according to the utility company swb.
[2] The calculation satisfies the requirements of GHG Protocol Scope 2 Guidance. Since financial year 2015, the calculation has been based on the emission factors of the Federal Environment Agency [UBA]; the figures for the previous years were adjusted accordingly.
[3] The assessment methods for Scope 3 were changed in financial year 2014 and follow the recommendations of DEFRA to include the effect of radiative forcing (RF) for air travel as from 2014. The figures for this KPI for the years 2012/2013 are therefore not directly comparable with the figures as from 2014.

ENVIRONMENTALLY FRIENDLY SHIPPING

Indicator	External assessment	Item	Unit	2018	2017	2016	2015	2014
GRI 305-7	✔	**Air emissions by our own fleet**						
		SO_x-emissions by our own vessels	t	0.000009	0.000009	0.0096	0.0109	0.0118
		SO_x-emissions of automobile fleet	t	0.000001	0.000001	0.0014	0.0014	0.0013
PERS		**Environmental Ship Index**						
		Ships with ESI score calling at the ports of Bremen	per cent	40	38	32	28	25
PSI 12		**greenports Award**						
		Vessel		Car carrier “M/V AUTO ENERGY”	Container vessel “MSC Anzu”	Product / chemicals tanker “Bit Okland”	Car carrier “Morning Lisa”	General cargo vessel “Wilson Dover”
		Owner		TERNTANK Reederi A/S	Yang Ming Transport Coop.	Tarbit Shipping AB	EUKOR Car Carriers	Wilson ASA
PSI 13		**Shore power**						
		Number of shore power connections for inland shipping	number	21	21	21	20	18

KEY PERFORMANCE INDICATORS
ENVIRONMENTAL COMPATIBILITY

EFFICIENT LAND USE AND BIODIVERSITY

Indicator	External assessment	Item	Unit	2018		2017		2016		2015		2014	
GRI 304-3	✔	**Port compensatory mitigation sites**											
		Protected or safe habitats created by bremenports	hectares	1,214		1,203		1,203		1,189		1,189	
		of which port compensatory mitigation sites which are still in the targeted development phase	hectares	567		658		658		644		644	
		of which port compensatory mitigation sites which have passed into the maintenance phase after successful development	hectares	647		545		545		545		545	
		Status of port compensatory mitigation sites											
		Number of sites	number	54		51		51		48		48	
		of which fully functioning	hectares | per cent	901	74%	901	75%	865	72%	864	73%	714	60%
		of which functioning well	hectares | per cent	200	16%	194	16%	225	19%	301	25%	316	27%
		of which functioning	hectares | per cent	86	7%	82	7%	91	8%	23	2%	137	12%
		of which functioning conditionally	hectares | per cent	27	2%	26	2%	22	2%	1	0%	22	2%
		of which functioning to a very limited extent	hectares | per cent	0	0%	0	0%	0	0%	0	0%	0	0%
PERS		**Habitat-Index** [1]	per cent	36.88		36.73		34.7		30.63		30.14	
		Total port area	hectares	4,047		4,039		3,954		3,881		3,947	

[1] Habitat sites which are the responsibility of the ports of Bremen / total port area

EFFICIENT LAND USE AND BIODIVERSITY

Indicator	External assessment	Protected area	Adjacent port areas	Type of habitat	Relevance for protected species
GRI 304-1	✔	**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]) and Luneplate Bird Sanctuary 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 grass-land, 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 closely interlinked habitats (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	Brutgebiet: Blaukehlchen, Rohrweihe, Sumpfohreule, Tüpfelralle, Wachtelkönig, Weißstorch; Gastlebens-raum: Bruchwasserläu-fer, Goldregenpfeifer, Kampfläufer, Kornweihe, Zwergsäger, Zwergschwan
		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

Sources: World Heritage Site (cf. Doc Id: 530792), Nature reserves & areas of outstanding natural beauty in Bremen (cf. Doc. Id: 639882), NATURA 2000 sites in Bremen: http://www.umwelt.bremen.de/sixcms/media.php/13/Nat2000_Stand_12-2011_A3300_neu.22950.pdf (cf. Doc Id.530794); Lower Saxony Wadden Sea National Park (Doc Id.: 531206); Integrated Management Plan for the Weser, Map 1 (cf. Doc. Id.:531208), Integrated Management Plan for the Weser, Map 1 (international conservation areas) / detailed area descriptions in Bremen environmental information system BUISY, site areas according to figures from the real estate department, 15.08.2019

KEY PERFORMANCE INDICATORS
ENVIRONMENTAL COMPATIBILITY

EFFECTS OF MAINTAINING THE WATER DEPTHS

Indicator	External assessment	Item	Unit	2018	2017	2016	2015	2014
GRI 306-2	✔	**Dredged sand in the year under review, hopper volume (wet)**	m³	96,951	158,145	131,729	171,020	130,500
		of which relocated	per cent	100	100	99.6	100	99.9
		of which directly recycled	per cent	0	0	0.4	0	0.1
		of which landfilled	per cent	0	0	0	0	0
		Dredged mud in the year under review, hopper volume (wet)	m³	181,061	214,466	282,045	321,539	437,100
		of which relocated	per cent	18.9	17.4	15.68	14.4	24
		of which directly recycled	per cent	0	0	0	0	0
		of which deposited on the dewatering fields for treatment	per cent	81.1	30.2	58.9	59.6	46
		of which directly landfilled	per cent	0	52.4	25.5	26.1	30
		Types of use of dredging spoils removed from the dewatering fields						
		Total volume of removed dredging spoils measured on-site (wet) [1]	m³ | per cent	190,780 | 100	109,815 | 100	223,532 | 100	172,482 | 100	148,523 | 100
		of which intended for recycling [2]	m³ | per cent	118,754 | 65.9	81,930 | 74.6	112,816 | 50.5	114,632 | 66.5	123,603 | 83.2
		of which landfilled	m³ | per cent	72,026 | 37.8	27,885 | 25.4	110,716 | 49.5	57,850 | 33.5	24,920 | 16.8
PERS		**Total volume of dredging spoils in relation to port water area** [3]	m³/m²	0.050	0.067	0.070	0.089	0.103
		Port water area pursuant to Bremen Port Area Ordinance	m²	5,532,100	5,532,100	5,532,100	5,532,100	5,532,100
PERS		**Landfilled dredging spoils share of dredged mud**	per cent	52.5	25.5	35.4	60.5	43.6

[1] As the mud is treated in the dewatering fields for approx. 1 year, this quantity refers to the dredging spoils deposited in the dewatering fields the previous year.
[2] 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].
[3] 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.

ATTRACTIVE WORKING CONDITIONS

Indicator	External assessment	Item	unit	2018			2017			2016			2015			2014		
				Σ	w	m	Σ	w	m	Σ	w	m	Σ	w	m	Σ	w	m
GRI 102-8	✔	Total workforce	number	390	110	280	385	105	280	374	101	273	370	94	276	374	91	283
		Full and part time																
		> full time	number	330	64	266	327	59	268	322	61	261	320	56	264	330	58	272
		> part time	number	60	46	14	58	46	12	52	40	12	50	38	12	44	33	11
		Employment contracts																
		> permanent	number	380	103	277	367	95	272	360	94	266	360	91	269	364	87	277
		> fixed term	number	10	7	3	18	10	8	14	7	7	10	3	7	10	4	6
		> leased employees	number	0	0	0	0	0	0	1	0	1	2	0	2	2	0	2
		Area of work																
		> technical	number	149	42	107	148	41	107	144	39	105	140	35	105	141	33	108
		> commercial	number	100	60	40	98	58	40	94	56	38	91	54	37	94	54	40
		> industrial	number	141	8	133	139	6	133	136	6	130	139	5	134	139	4	135
GRI 102-41	✔	**Employees with contracts covered by collective agreements** [1]	number	376	106	270	370	100	270	357	96	261	349	89	260	352	86	266
GRI 401-1	✔	**Staff fluctuation**																
		Total new recruits	number	29	12	17	34	11	23	36	12	24	26	10	16	25	5	20
		≤ 35 years	number	16	9	7	21	6	15	20	9	11	16	7	9	11	3	8
		36–55 years	number	13	3	10	11	4	7	16	3	13	10	3	7	12	2	10
		≥ 55 years	number	0	0	0	2	1	1	0	0	0	0	0	0	2	0	2
		Recruitment share	per cent	+7.4	+10.9	+6.1	+8.8	+10.5	+8.2	+9.6	+11.9	+8.8	+7.0	+10.6	+5.8	+6.7	+5.5	+7.1
		Departures initiated by the employee	number	6	4	2	4	2	2	6	1	5	9	2	7	4	1	3
		≤ 35 years	number	6	4	2	3	1	2	1	0	1	5	0	5	1	0	1
		36–55 years	number	0	0	0	1	1	0	5	1	4	4	2	2	3	1	2
		≥ 55 years	number	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		Departure share [2]	per cent	-1.5	-3.6	-0.7	-1.0	-2.1	-0.7	-1.6	-0.99	-1.8	−2.4	−2.1	−2.5	−1.1	−1.1	−1.1
		Employees leaving for other reasons	number	24	7	17	23	7	16	25	4	21	21	5	16	22	2	20
		Fluctuation rate [3]	per cent	-7.7	-10.0	-6.8	-7.0	-8.6	-6.4	-8.2	-5.0	-9.5	−8.1	−7.4	−8.3	−7.0	−3.3	−8.1

[1] The figures differ from the total headcount as the number of civil servants and employees who are not covered by the collective agreements (non-tariff employees) has to be added. In 2018, this involved 6 non-tariff employees and 8 civil servants.
[2] Departures initiated by the employee in the year under review/headcount on 31.12 of the year under review
[3] Departures initiated by the employee and employees who left for other reasons in the year under review /headcount on 31.12 of the year under review

KEY PERFORMANCE INDICATORS
STAFF & LABOUR PRACTICES

ATTRACTIVE WORKING CONDITIONS

Indicator	External assessment	Item	Unit	2018			2017			2016			2015			2014		
				Σ	w	m	Σ	w	m	Σ	w	m	Σ	w	m	Σ	w	m
GRI 404-1	✔	**Further training**																
		Average number of further training hours per employee [4]	h	23	23	23	27	23	29	17	21	15	18	21	17	17	17	18
		Staff without management responsibility	h	20	20	21	23	21	24	14	18	13	15	19	14	15	14	15
		Staff with management responsibility	h	39	51	36	56	47	59	34	48	30	39	39	39	34	52	30
		Vocational training																
		Trainee quota	per cent	9.2			8.6			9.1			10.2			10.5		
GRI 405-1	✔	**Age structure / gender of total workforce**																
		≤ 35 years	number	74	30	44	68	26	42	58	25	33	46	21	25	46	20	26
		36–55 years	number	204	64	140	211	64	147	203	59	144	201	56	145	201	52	149
		≥ 55 years	number	112	16	96	106	15	91	113	17	96	123	17	106	127	19	108
		Age structure/gender of executives																
		≤ 35 years	number	1	0	1	0	0	0	2	2	0	2	2	0	2	2	0
		36–55 years	number	36	9	27	37	10	27	31	6	25	34	6	28	32	5	27
		≥ 55 years	number	10	1	9	9	0	9	9	1	8	11	0	11	14	0	14
		Age structure/gender of management																
		≤ 35 years	number	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		36–55 years	number	2	1	1	4	1	3	4	1	3	5	1	4	5	1	4
		≥ 55 years	number	7	0	7	5	0	5	6	0	6	5	0	5	5	0	5
		Share of women	per cent	28.2			27.3			27			25.4			24.3		
		Share of disabled employees	per cent	8.2			8.1			9.1			8.9			9.4		
		Employees with a disability	number	32	4	28	31	4	27	34 [5]	4	30	33	4	29	35	5	30
		Supervisory board																
		Supervisory board members	number	12	2	10	12	2	10	12	2	10	–	–	–	–	–	–
		Share of women	per cent	16.7			16.7			16.7			–			–		
GRI 406-1	✔	Reported incidents of discrimination	number	0			0			0			0			0		

[4] The figure does not include educational leave.
[5] We also employee 2 people as equals with a disability degree of less than 50 %

OCCUPATIONAL HEALTH AND SAFETY

Indicator	External assessment	Item	Unit	2018	2017	2016	2015	2014
GRI 403-2	✔	**Occupational health and safety**						
		Fatal accidents at work	number	0	0	0	0	0
		Notifiable accidents at work (involving at least one lost day) [1]	number	6	9	5	8	6
		Lost working days owing to accidents	number	112	241	107	103	39
		Lost time injury rate (LTIR) [2]	quotient	11.1	16.8	9.5	15.2	11.5
		Lost days rate (LDR) [3]	per cent	0.12	0.26	0.12	0.12	0.04
		Illness rate						
		Reported occupational diseases	number	0	0	0	0	0
		Lost days due to illness	number	7,721	8,101	7,481	6,546	6,923
		Absentee rate (AR) [4]	per cent	8.4	8.9	8.5	7.3	7.7

[1] The nature of these injuries referred to bruises, fractures, sprains, pulled muscles, ruptures.
[2] Notifiable accidents at work per 1 million hours worked.
[3] Absenteeism due to accidents/planned working time = lost time due to work accidents.
[4] Absenteeism due to illness/planned working time = lost time due to illness.

IMPACT ON THE POPULATION

Indicator	External assessment	Item		Unit	2018	2017	2016	2015	2014
GRI 413-2 PERS	✔	**Noise level measured at the boundary of the container terminal and adjacent residential areas in relation to the number of containers handled**		db(A)/ 1 million TEU	49.4	48.9	49.2	48.9	49.7
PERS		**Ambient air quality in the port environment (annual average pollutant concentration)**	Ambient air quality limits for health protection [1]						
		Bremerhaven, Hansastrasse							
		NO_2	200 µg/m³ (half-hourly average)	µg/m³	19	20	21	22	22
		SO_2	120 µg/m³ (daily average)	µg/m³	2	2	2	2	2
		PM_{10}	50 µg/m³ (daily average)	µg/m³	18	17	17	19	22
		$PM_{2,5}$	25 µg/m³ (annual average)	µg/m³	12	12	12	10	14
		Bremen, Hasenbüren							
		NO_2	200 µg/m³ (half-hourly average)	µg/m³	16	14	16	15	17
		SO_2	120 µg/m³ (daily average)	µg/m³	3	1	1	2	3
		PM_{10}	50 µg/m³ (daily average)	µg/m³	20	19	20	19	23
		$PM_{2,5}$	25 µg/m³ (annual average)	µg/m³	13	12	11	11	16

[1] Taken from the website of the Federal Environmental Agency: **https://www.umweltbundesamt.at/umweltsituation/luft/luftguete_aktuell/grenzwerte/**

STAKEHOLDER

Stakeholder	Key concern	Form of dialogue
Free Hanseatic City of Bremen (Shareholder)	1) Maintaining or increasing the value of the port infrastructure	Regular reporting; routine meetings and meetings on specific topics with the Senator for Science & Ports; close consultation with political decision-makers
	2) Safeguarding regional economic value and jobs	
	3) Sustainable port development	
Supervisory Board and Advisory Board	1) Participation in decisions	Submission to the competent bodies
	2) Information	
Staff	1) Secure jobs	Annual staff appraisals, ideas portal, works council, supervisory board with equal representation of employer & employees
	2) Equal opportunities and fair cooperation	
	3) Attractive working conditions	
Port business (e.g. cargo handling and logistics companies, tenants & leaseholders, pilots etc.)	1) 100 % port availability	Direct dialogue with customers, trade fair & exhibition stands, publication of Logistics Pilot (magazine for ports, shipping & logistics)
	2) Location development	
	3) Sustainable transport chain	
Shipping	1) 100 % port availability	Ad-hoc contact
	2) Location development	
	3) Sustainable transport chain	
Politicians (national, EU)	1) 100 % port availability (supply reliability)	Ad-hoc contact; submission to competent bodies on request
	2) Consultation	
	3) Climate protection targets	
Public authorities	1) Compliance (observance of directives, regulations and laws)	Ad-hoc contact
	2) Cooperation	
General public & media	1) Prompt, open and transparent communication	Press spokesperson as central point of contact for ad-hoc contact
	2) Safeguarding regional economic value and jobs	
Local residents / citizens	1) Prompt, open and transparent communication	Permanent willingness to discuss ad-hoc concerns, proactive dialogue with local authorities and pressure groups
	2) Reducing negative impact (e.g. noise, emissions)	
	3) Taking their interests into account in participation processes	

GOVERNANCE

STAKEHOLDER

Stakeholder	Key concern	Form of dialogue
Federations and associations (e.g. environmental organisations, chamber of commerce etc.)	1) Prompt, open and transparent communication	Ad-hoc dialogue
	2) Safeguarding regional economic value and jobs	
	3) Reducing negative environmental impact	Permanent willingness to discuss ad-hoc concerns,
Service providers, suppliers (incl. energy providers)	1) Fair competition	Ad-hoc dialogue
Banks (Investors)	1) Stable customer relationships	Ad-hoc dialogue
	2) Securing project funding	
Insurers	1) Stable customer relationships	Ad-hoc dialogue
	2) Maintaining or increasing the value of the port infrastructure	
Network & grid operators / energy providers	1) Network & grid stability	Ad-hoc dialogue
	2) 100 % port availability	
	3) Reducing negative impact (e.g. emissions	
	4) Location development	
	5) Sustainable transport chain	
Other ports	1) Cooperation	Ad-hoc knowledge sharing; various forms of active cooperation
	2) Knowledge sharing	
Research and educational institutes	1) Supporting research projects	Ad-hoc dialogue
	2) Knowledge transfer	
Municipalities (local authorities) near the ports	1) Cooperation	Ad-hoc dialogue
	2) Joint projects and planning processes	
Tourists (cruise ship passengers, day trippers)	1) Using port facilities / guided tours of the ports	Supporting other actors
	2) Transport connections and infrastructure (cycle tracks …)	
Associations (interest groups) (ISH, UBH, HTG, PIANC, IAPH)	1) Knowledge sharing	Ad-hoc dialogue
	2) Cooperation, joint planning processes	
	3) Knowledge transfer	
Providers of subsidies and research funds (Metropolitan Region, Federal ministries, EU)	1) Developing innovative projects	Ad-hoc dialogue
	2) Knowledge transfer	

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 2017 & 2018 (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

The engagement has been performed using a Type-2 Engagement with a moderate level of assurance in accordance with the AA1000AS:2008 audit standard and covered the entire report.

Besides all relevant General Disclosures, the verification covered the following material topic-specific disclosures as per GRI SRS:

201-2	**203-1**	**203-2**	**205-1**	**205-2**	**205-3**
304-1	**304-2**	**304-3**	**305-1**	**305-2**	**305-3**
305-5	**305-7**	**306-2**			
401-1	**401-2**	**401-3**	**403-1**	**403-2**	**403-4**
404-1	**405-1**	**406-1**	**413-1**	**413-2**	**419-1**

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 bremenports.

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 bremenports'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

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

- The reported information within the report for the financial years 2017 & 2018, in all material aspects, has not been prepared in accordance with the requirements of GRI SRS
- the reported information is not fairly stated
- AccountAbility principles have not been adhered to

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.

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, 25.03.2020

Andreas Backs
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IMPRINT

PUBLISHED BY
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DESIGN & LAYOUT
GuS Kommunikation GmbH

TRANSLATION
Elizabeth Rülander

PRODUCTION
The Sustainability Report
is printed on eco-friendly,
fully reusable cycled paper.

Bremerhaven, March 2020

www.greenports.de