greenports

Bremen Bremerhaven



Sustainability Report 2020

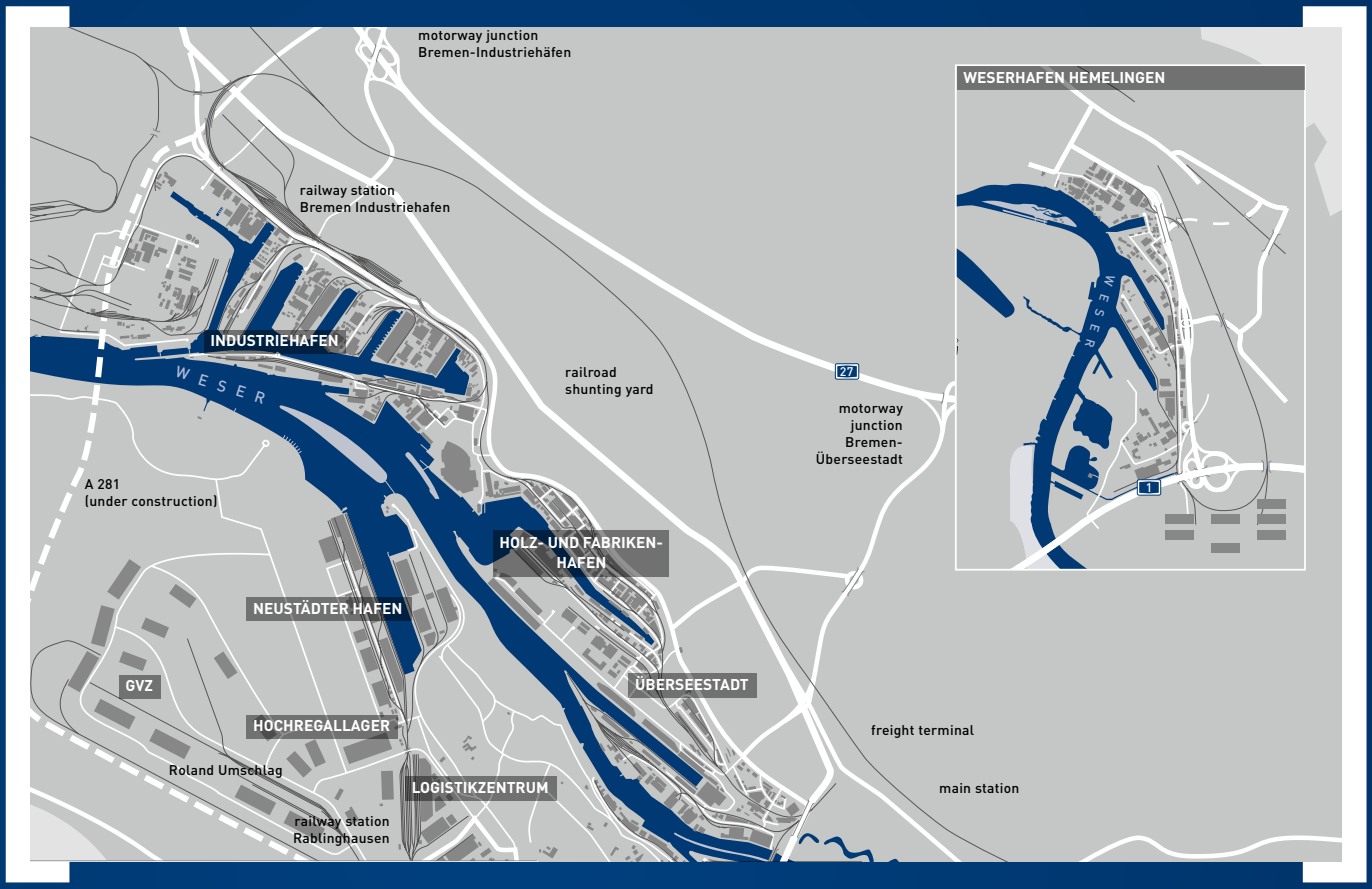
The future greenports is green

Reporting period 2019

The Senator for Science and Ports

Free Hanseatic City of Bremen

bremenports



Ports in Bremen



Ports in Bremerhaven

Sustainability Report
Contents

INFORMATION

Foreword — 5
Organisation of the ports of Bremen — 7
The bremenports business model — 9
Our sustainability topics — 14
About this report — 15
Review of 10 years of greenports — 16

GOVERNANCE

Sustainability strategy & management — 21
Compliance — 27
Port security, cyber security & risk prevention — 31
Sustainable contract award and procurement — 33

ECONOMIC PERFORMANCE

Market presence — 37
Adaption to climate change — 47

ENVIRONMENTAL COMPATIBILITY

Energy management & climate protection — 51
Sustainable marine shipping — 57
Sustainable fleet — 63
Maintaining biodiversity — 67
Effects of maintaining the water depths — 73

LABOUR PRACTICES

Attractiveness as an employer — 77
Occupational health & safety — 87

SOCIAL

Impact on the population — 91
Commitment to local projects — 99

FACTS AND FIGURES

GRI content index — 104
Sustainable development goals — 110
Main memberships of professional associations and interest groups — 111
greenports Programme — 112
Key performance indicators — 120
List of stakeholders — 134
Glossary — 136
External audit — 138



Aerial view of Neuer Hafen and Überseehafen

Clear and consistent: sustainability as an ongoing task

bremenports launched its greenports strategy more than 10 years ago, setting the course for a comprehensive sustainability policy for the ports of Bremen. Since then, this fundamental conviction has been validated in many ways: a clear focus on the environment, economic success and social responsibility are crucial factors for the success of a business enterprise. Or to put it differently: sustainability pays – in every respect. A business enterprise that wishes to exist over the long term cannot afford to make only short-term plans. We are therefore now pleased to present the current status of our greenports activities in our Sustainability Report 2020.

Over the last few years we have successfully implemented numerous measures which help to promote sustainable development at the ports of Bremen. New standards have been securely established in the energy management sector, while successful compensatory mitigation measures continue to improve biodiversity. These provide the basis for all future activities – which makes it all the more important to keep a close eye on current developments. This is essential if we are to address future challenges effectively and remain competitive. bremenports has thus realised the increasing importance of cyber security and taken appropriate action. New standards were also introduced for our business processes in the fields of contract award, procurement and compliance to ensure integrity and social responsibility. In January / February 2021 we conducted a stakeholder dialogue to allow our business partners to participate in our decision-making processes, creating a reliable foundation for the future development of our sustainability reporting.

Sustainability evolves as a triad of economic strength, ecological responsibility and social commitment. For bremenports as employer, this means cooperating with our staff to create and foster a participatory corporate culture. Good working conditions which reflect our employees' individual requirements will simultaneously be a crucial factor for finding highly qualified staff in future to fill the large number of specialist positions at the company.

Good progress has also been made in our corporate development in that respect and these achievements are also presented in this Sustainability Report.

As a clear sign of our commitment to the region, bremenports banks on a strong sense of community. For many years, the close links between the port and the Bremerhaven district of Lehe have been manifest in our strong partnership with Ernst-Reuter-Platz School. Further details are provided in an interview with Nicole Wind, the school principal. bremenports also aims to be a role model and make a contribution to society in the way we treat one another.

The consistent implementation of our sustainability strategy is an ongoing task which bremenports will continue to address systematically in future. Our thanks therefore go to everyone who sets a good example by helping to promote sustainability at the ports of Bremen.



Robert Howe
Managing Director
bremenports GmbH & Co. KG

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

Chair of the Supervisory Board
bremenports GmbH & Co. KG

INFORMATION

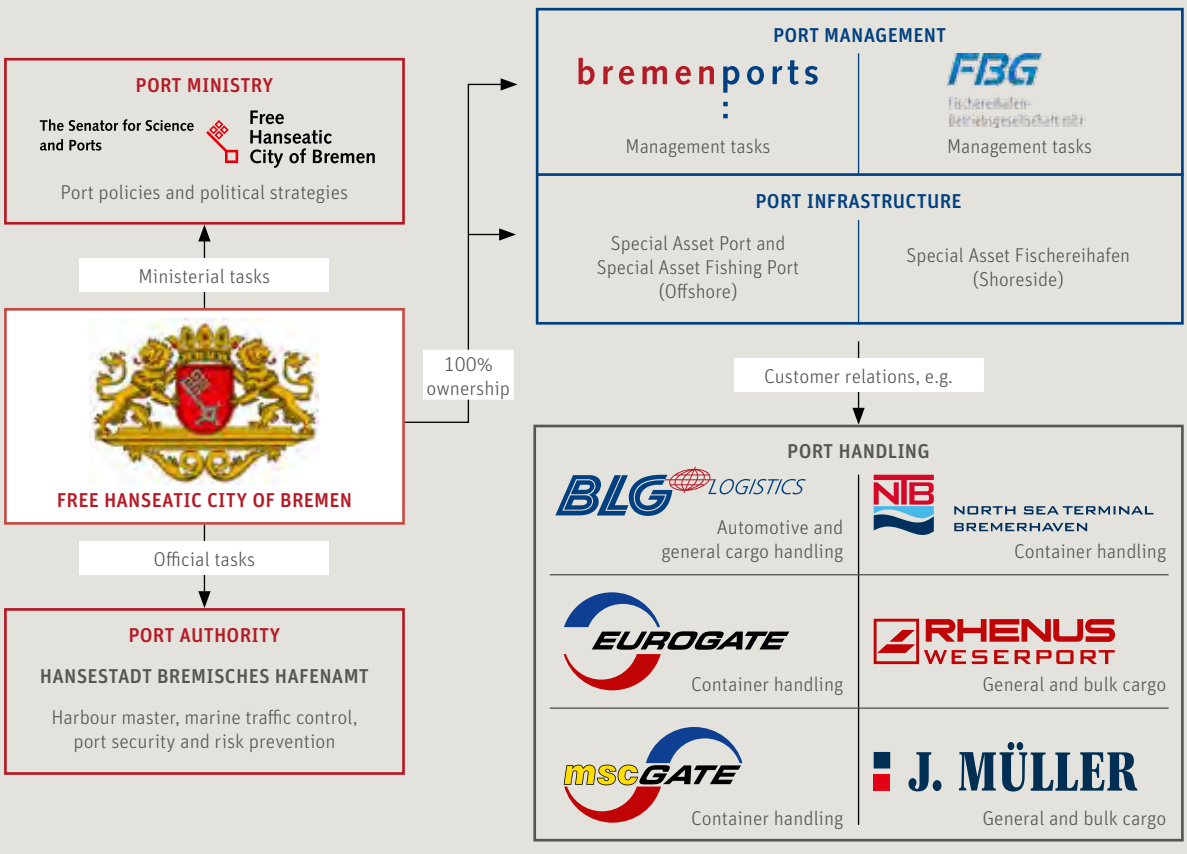


Aerial view of Überseehafen

Organisation of the ports of Bremen

[STANDARDS: GRI 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.

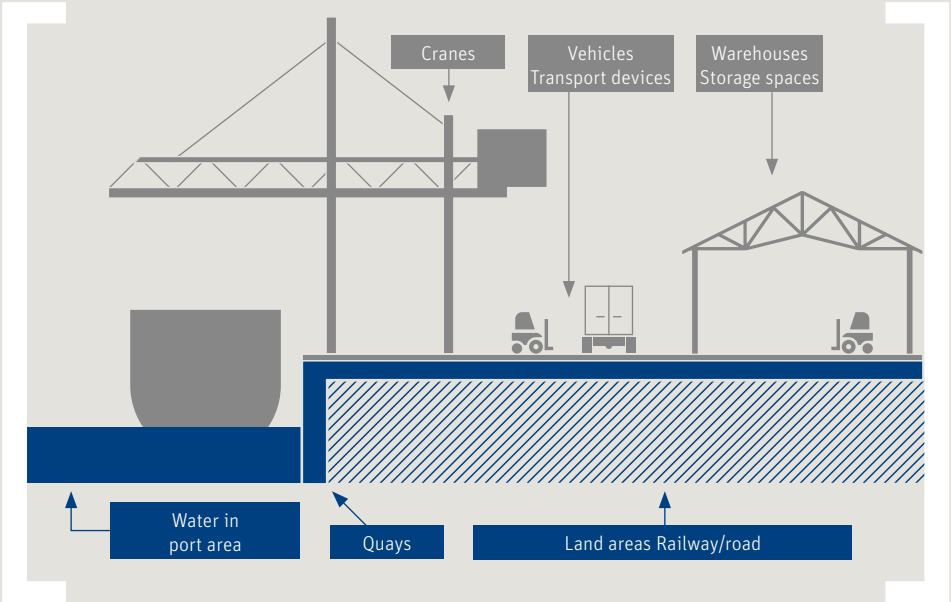


Organisational structure of the ports of Bremen

INFORMATION

The port facilities are a mainstay of the economy in Germany's smallest federal state and according to a survey conducted by Bremen Institute of Shipping and Logistics in 2017 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 Ports" 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. The "Special Asset Fischereihafen (Shoreside)" is managed by a separate operating company, Fischereihafenbetriebsgesellschaft mbH. 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

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

A 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, with the exception of shoreside infrastructure at Fischereihafen in Bremerhaven.

bremenports has a staff of 393 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 primarily to the operation and maintenance of the port infrastructure, inclusive of the terminal railway, the dykes, the compensatory mitigation sites and storm surge warning service, the management of real estate, landscaping tasks in Bremerhaven that fall within the remit of the Free Hanseatic City of Bremen, financial management of the funds for the regular tasks within the remit of the Free Hanseatic City of Bremen as well as location marketing for the ports of Bremen.

Special tasks

Special tasks are commissioned separately by Bremen's Senator for Science and Ports and refer to the implementation of individual projects.

In 2019 a number of major investment projects were prepared for the coming years. Construction of a new Columbus Quay will provide the cruise terminal with reliable conditions for the future. Building a new mole at the northern entrance of Fischereihafen is an essential requirement for the long-term refurbishment plans to enable this prime port, industrial and trade district to cope with future requirements. Completion of the new western quay will also open up new opportunities for shipyard operations in Bremerhaven.



Columbus Quay has to be rebuilt

INFORMATION

The following list shows special tasks which were separately commissioned during the year under report:

- Planning and construction of a new Columbus Quay in Bremerhaven
- Expert monitoring and support during the court proceedings in connection with the Offshore Terminal Bremerhaven investment project at Fischereihafen in Bremerhaven
- Demolition and reconstruction of the western quay at Kaiserhafen III
- Execution, planning, monitoring and upkeep of compensatory mitigation measures, e.g. at the Billerbeck / Drepte site pool
- Implementation of the flood protection measures in Bremerhaven in accordance with the Coastal Protection Master Plan
- Installation of a new IT system for the terminal railway
- Planning services for redesigning the Geeste area and the northern mole
- Restoration of Quay 66 at Überseehafen in Bremerhaven

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.

In 2019, third-party business accounted for a turnover of EUR 5 million at bremenports, which was a significant increase year-on-year.

In the year under review, cooperation continued with the relevant branch of the Waterways and Shipping Agency on the project to upgrade the Middle Weser. In 2019 bremenports again carried out dredging, sounding and reclamation work on behalf of diverse port and shipyard operators. As part of the bremenports portfolio, the company also employs divers, who perform work both within the company's own port area and also for third parties, such as Leer municipal utility company.



Compensatory mitigation measures at Billerbeck / Drepte



Dismantling the „Seute Deern“

The environmental planning department at bremenports also planned and prepared measures in connection with the Water Framework Directive on behalf of the Senator for Climate Protection, Environment, Mobility, Urban Development and Housing in the year under review. These included, for example, habitat improvement measures at Varreler Bäke (a tributary of the Weser). The objective was to improve the ecological condition of this watercourse.

bremenports also performed a contract which cannot be directly attributed to the core competencies of the port management company: in 2019, bremenports planned the dismantling of the severely damaged traditional vessel Seute Deern on behalf of the German Maritime Museum and handled the technical work to secure the vessel.

Foreign business continues to play a significant role and international consultancy contracts are a firm element of the port management company's business. These orders are performed by bremenports' own staff as well as freelancers.

In 2019, the largest revenue contributor of the foreign projects handled was the IWTS 2.0 project, which is part of The North Sea Region Programme.

Together with the municipalities Langanesbyggð Municipality, Vopnafjarðarhreppur Municipality and EFLA Consulting Engineers, the company continued its commitment in Iceland to develop the Finna Fjord port project in the north-east of the country. In the year under review, the Finnafjord Port Development Company ehf. (FFDP) was founded in accordance with the identified legal basis. bremenports' participation in the maritime and infrastructural development of the Arctic is deemed advisable because the planned port in the north-east of Iceland has excellent potential for sustainable maritime development of this Arctic Ocean region. bremenports contributes its expertise to ensure high ecological standards throughout the planning and implementation processes and, thanks to the planned concession structure, simultaneously has an attractive opportunity of generating revenues from international third-party business over the medium and long term.



Upgrading the Middle Weser



#IWTS 2.0 aims to promote inland shipping as a climate-friendly mode for hinterland traffic

INFORMATION



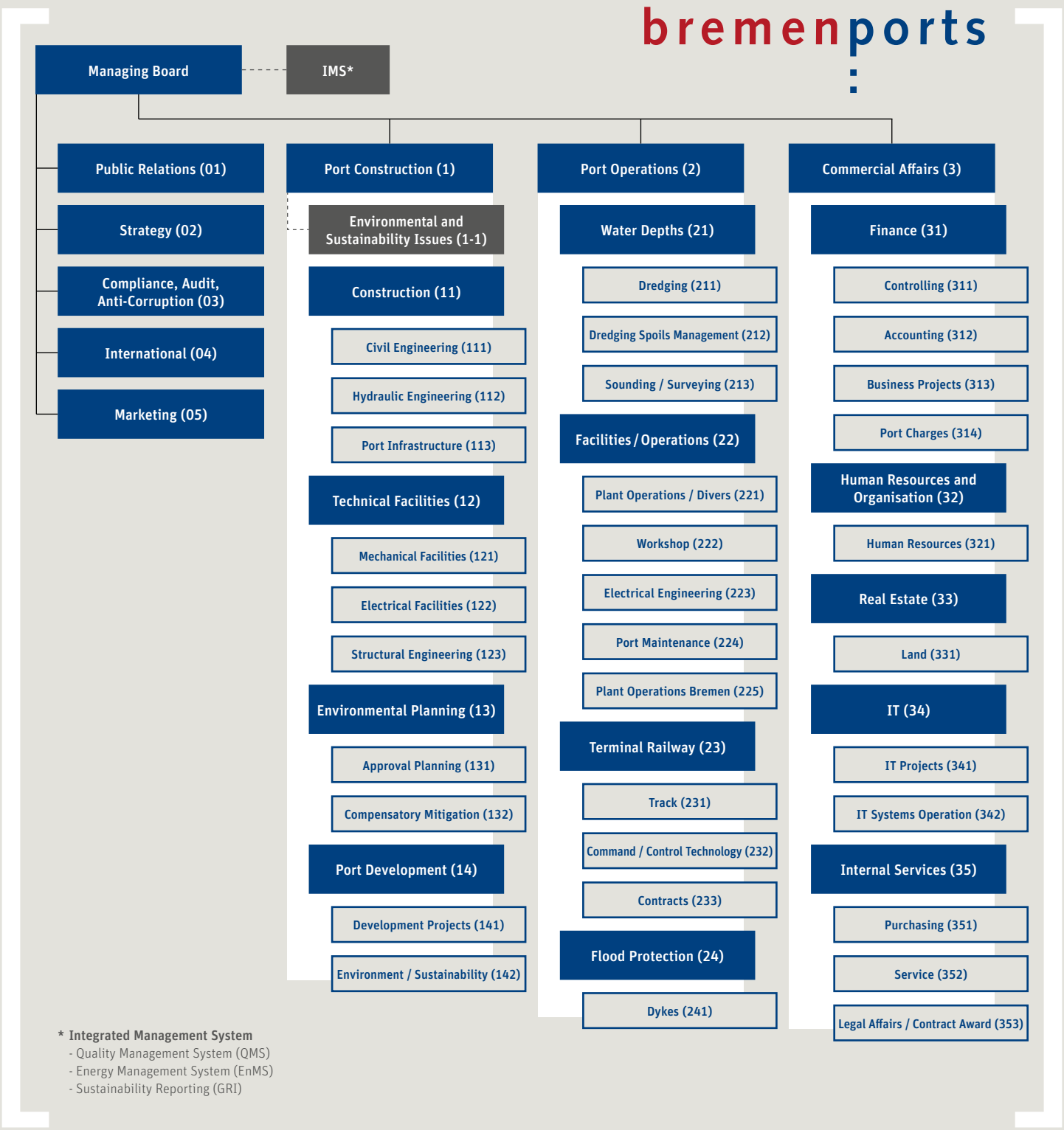
The Sail City building in Bremerhaven

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 in its capacity of 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.

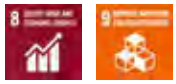
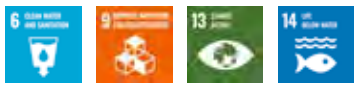
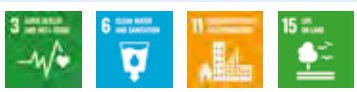
In his absence, the managers of the Port Construction, Port Maintenance and Commercial Matters divisions are authorised to represent the management, working in close consultation. The overall management group consists of the Managing Director, the three Division Managers and the Press and Strategy management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



Organisational chart

INFORMATION

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, cyber 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 & contract award	We want to pay more attention to social and ecological aspects in the procurement and placement of contracts for 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 regional climate change to identify opportunities and risks for our port locations and take steps to ensure their future viability, even in times of climate change, and to open up new potential for port expansion.	
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.	
Sustainable marine shipping	We support all technically feasible and economically appropriate methods of reducing the negative effects of shipping on people and nature.	
Sustainable fleet	We support all technically feasible, reliable 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.	
Maintaining 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 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.	
Occupational health & safety	We implement extensive preventive measures to avoid occupational accidents and health hazards.	
Social		
Impact on the population	We are devoted to maintaining the positive impact of the ports of Bremen and to keeping the negative effects on the local population to a minimum.	

About this report

[STANDARDS: GRI 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 report covers the year 2019 in compliance with the core option of the GRI Standards. The report contents are presented in accordance with our generic sustainability categories "Governance", "Economic performance", "Environmental compatibility", "Labour practices" and "Social".

Further information about the environmental impact of the ports of Bremen at the locations of Bremen and Bremerhaven is provided in our PERS Report 2020. PERS is an environmental management system which was developed specifically for the requirements of ports. It includes instruments of preventive environmental protection for the systematic identification and prevention of the environmental implications of a part. In contrast to this Sustainability Report, which focusses on the management company bremenports GmbH & Co. KG and the Special Asset Ports, the scope of the PERS report covers the entire locations of the ports of Bremen. The report is updated and published every two years.

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.

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 covers the period 1 January 2019 – 31 December 2019.

The status of the greenports measures is reported at the time of the editorial deadline (31 December 2020) and consequently extends beyond the timeline of the reported key performance indicators.

For the second 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 2020 Sustainability Report to an external audit. The management endorses this procedure, provides the necessary budget and attends audit meetings. The audit scope was integrated (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.

Review of 10 years of greenports

Our route to a sustainable port

In November 2009, bremenports opened up a new chapter in the story of port development when it presented “greenports”, the sustainability strategy for the ports of Bremen, at the i2b meet-up on transport and logistics in Bremerhaven. The 5 main reasons for the decision to focus on the environment were summed up under the heading “The ports assume responsibility” and are shown in the following chart:

5 good reasons for greenports

- **1. Essential requirement for developing the port infrastructure**
- **2. Demands of society as a whole, partly political demands**
- **3. Environmental aspects will play a central role in all logistics concepts in future**
- **4. Location criterion for ports over the long term**
- **5. Consolidating the market potential of the ports**

Even at that time, the ports already had an excellent starting position: since 1991, for instance, environmentally compatible port development projects had been planned and successfully implemented in Bremerhaven, while the “Integrated dredging spoils treatment scheme” in Bremen-Seehausen had led to improvements in the water quality. The ports of Bremen already played a pioneering role in the disposal of ship-generated waste. All in all, therefore, a good basis for addressing further challenges.

The individual measures had already received organisational support since the early 1990s. Between 1991 and 2000, bremenports implemented a project-based environmental management system that was expanded into a port-based environmental management system in 2000. Following reorganisation at the company, a new management support unit was established at bremenports in 2008 which reported directly to top management level. That same year, Bremen signed the World Ports Climate Declaration.

bremenports set itself the target of developing a comprehensive sustainability initiative for the ports of Bremen locations by 2009 and of assuming a leading role amongst the German and international seaports. The first measure to be put into operation was to expand the project-based environmental management approach by setting up a systematic, location-based environmental management system in accordance with PERS (in cooperation with the Senator for Economic Affairs and Ports and Bremen's Port Authority) and to initiate an external certification process by Lloyd's Register.

The key to our success

Much has been achieved since greenports was rolled out in 2009 and we are able to report various organisational milestones. In addition to the steps indicated in the above chart, we believe there are various elements which also played a key role. In 2013, for example, we were admitted to the Partnerschaft Umwelt Unternehmen (PUU), an association of environmentally-minded business enterprises. The object of the association is to pursue sustainable corporate targets in cooperation with the other members and to provide mutual support.

We have been a member of the Global Reporting Initiative, or GRI, since 2014 which promotes information sharing with others and provides support for us when drawing up our sustainability report. After the initial certification of our energy management system (ISO 50001) in 2016, we designated energy, environmental and sustainability management as one of our regular tasks in 2017.

In addition to these organisational milestones, there have, of course, been various strategic greenports initiatives which were of central importance. In 2010, for instance, we signed the UN Diversity Charter. In 2012 we introduced discounts on the port charges for eco-friendly vessels (Environmental Ship index = ESI).

2009
New website at www.greenports.de

2010
Trademark protected by copyright

2011
1st certification of our environmental management system (PERS)

2013
1st Sustainability Report for 2012 (in accordance with GRI)

2014
1st "greenports programme" is rolled out

2016
1st certification of our energy management system (PERS)

2019
Integrated mission statement at bremenports

Milestones greenports

Review of 10 years of greenports

The 1st Bremen Congress for Sustainability in Shipping took place the following year and has been repeated every 2 years since then. The first greenports awards were presented in 2014 to the vessel with the lowest emissions and also to the shipping company with the best emissions performance.

2014 was also the year in which sustainability was integrated into the Port Concept 2020/25 for the first time. This was accompanied by a stakeholder workshop to identify the sustainability topics which our stakeholders believed to be most relevant.

Again in 2014, we turned our attention to a new objective for bremenports: carbon-neutral port infrastructure. What we have achieved since then is presented in the chapter Energy management & climate protection. One of the first measures to be introduced in that respect was to neutralise our greenhouse gas emissions in 2015 for the year under review, 2013. Since then the emissions have been offset by purchasing climate certificates. The figures for the preceding years are stated in our Key Performance Indicators.

In the years that followed, our efforts received more attention from the public. The harbourmaster declared the ports of Bremen to be "LNG-ready" (2015). We are an active member of the national LNG initiative Maritime LNG Platform and promote the use of LNG (liquefied natural gas) in shipping. The use of LNG enables the reduction of emissions of SOx, NOx and particulate matter as well as CO_2.

bremenports joined further organisations in 2018, both regional (e.g. H2BX e. V. – hydrogen for the region of Bremerhaven) and supra-regional (e.g. Arctic Commitment (HFO-Free Arctic)) and is co-founder of the cooperation between the Wadden Sea Ports. Click here to see the main professional organisations and interest groups of which we are members.

2019 saw the first network meetings with Niedersachenports entitled "North-west ports – efficient & innovative". These events are scheduled to take place twice a year and are intended to facilitate knowledge sharing between the regional ports. Further information is provided in the chapter "Sustainability strategy and management".



Water buffaloes are amongst the most popular inhabitants of Luneplate

Prospects for the future

We have achieved these milestones ahead of all other German port locations. We look back on the preceding 10 years of our greenports strategy with pride and are highly motivated to face the challenges that lie before us, because we still have many ideas in the pipeline.

Summing up, we can say that we owe our successful achievements to date primarily to our continuous improvement process. Only a constant process of sustainable management enables us to involve all internal and external stakeholders, to set up the individual process stages and derive the appropriate measures. Drawing up our greenports programme and monitoring our key performance indicators allows us to communicate our goals and measures transparently and comprehensibly.

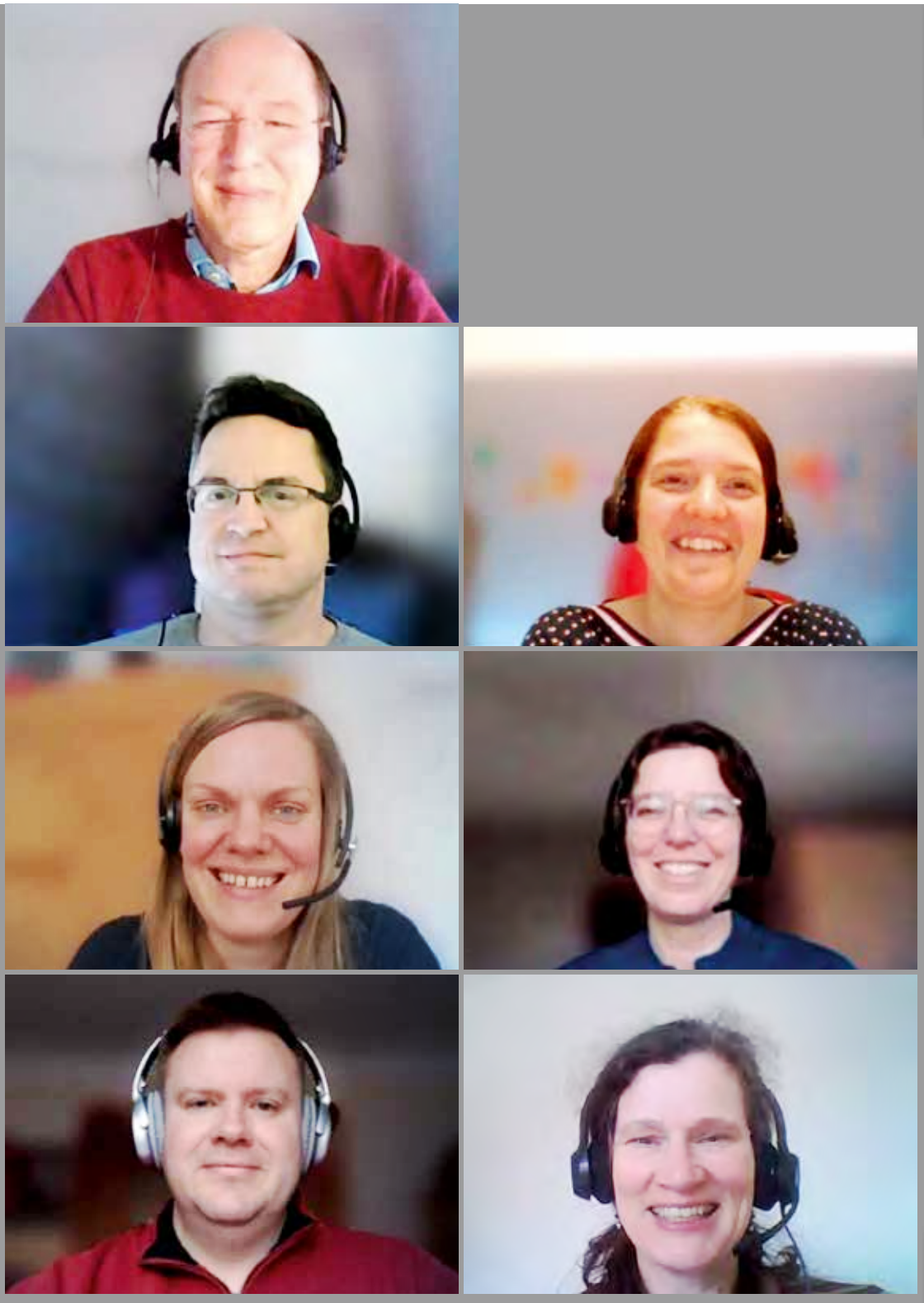
We attach great importance to involving our highly diverse stakeholders in the development and design of our sustainability reporting. For that reason, we are conducting an online survey in January 2021 in which the participants will be asked to prioritise those topics which they rate important for the port location. For the first time, they will also have the opportunity of getting to know and evaluating the opinions of the other participants. The findings will, of course, be evaluated for the next Sustainability Report and will also be taken into account in the future development of our greenports strategy.

Our greenports strategy and a short video about the sustainability initiative are available on our website:

www.bremenports.de/greenports/en/greenports-strategie/



Continuous improvement process



The members of the Environmental and Sustainability Management Team at bremenports

Sustainability strategy & management



[STANDARDS: GRI 102-11, 102-12, 102-18, 102-40, 102-42, 102-43, 102-44, 102-46, 103-1, 103-2, 103-3 as well as 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.

In 2009, bremenports was the first German port management company to launch a sustainability strategy, which it did under the registered trademark "greenports". In 2019, this strategy celebrated its 10th anniversary.

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 specified 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.

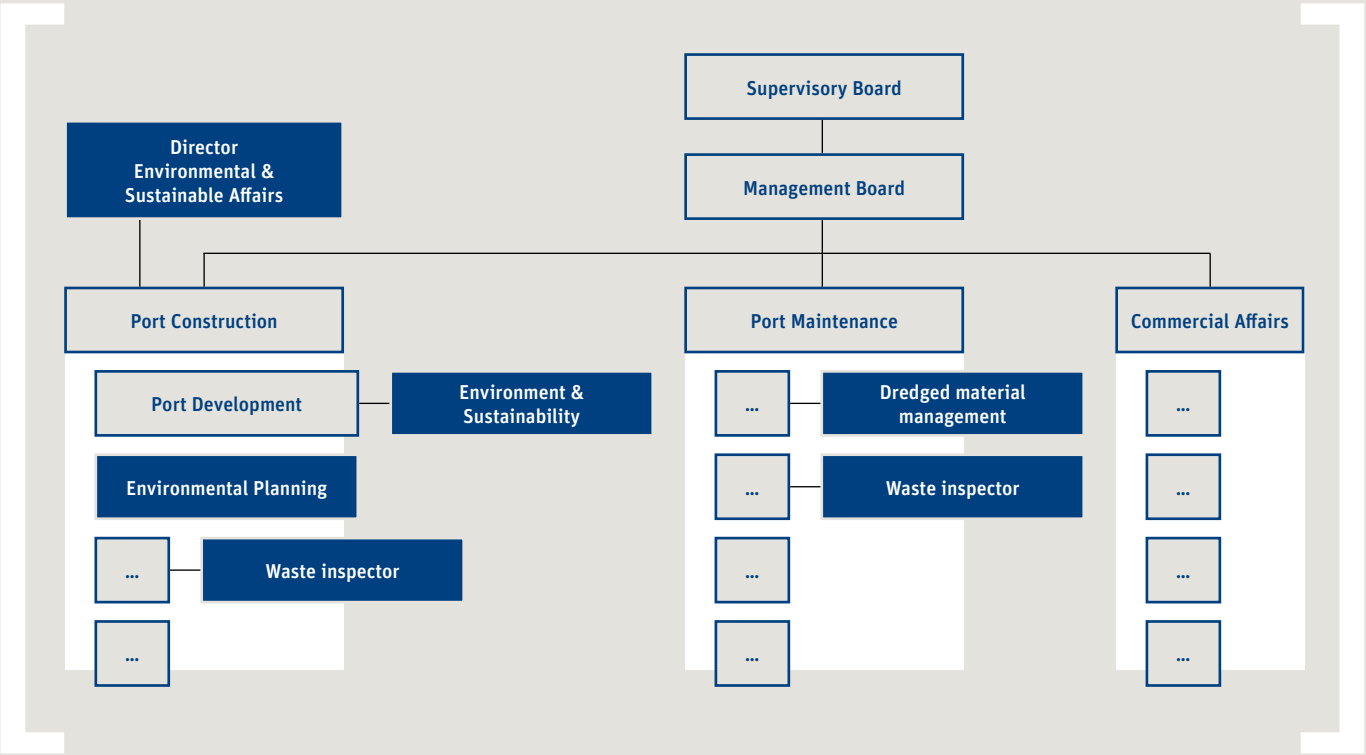
All new recruits are instructed in the contents of our mission statement and our sustainability management activities. To make even our youngest employees aware of the importance of sustainability, we have organised "Trainee Project Days" on the subject of the environment and sustainability twice a year since 2016. The trainees not only receive theoretical information about a range of different 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 to provide detailed information about the status of planned activities in our greenports programme, which is updated at annual intervals. Our key performance indicators for the generic categories can also be viewed and downloaded separately: Governance, Economic performance, Environmental compatibility, Labour practices, Society.

Organisation of sustainability management

The Director of Environmental and Sustainability Affairs is responsible for strategic environmental and sustainability management, inclusive of the greenports sustainability strategy. This is classified as a management support position that reports directly to the head of the Port Construction Division. The director 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). This team deals with sustainability management (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.



Organisational integration of environmental and sustainability tasks

Sustainable success stories

We have made good progress in our efforts to gradually change the company fleet over to alternative drive systems. Since the beginning of 2020 our fleet has included 8 electric vehicles in addition to 5 hybrid vehicles that are used for longer journeys.

The ports of Bremen have also significantly reduced their carbon footprint. Compared with 2011, when our GHG emissions amounted to more than 7000 tons CO_2, we achieved a reduction of 70 per cent by 2019, a clear indication that the port is on the right track to achieve its goal of making the port infrastructure carbon-neutral by the end of 2023.

One module in our efforts to achieve carbon-neutrality is the "SHARC" research and development project, which bremenports has coordinated since the beginning of 2019. The objective of this project 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, CO_2 reductions, environmental impact).

In May 2020, bremenports won the NordWest Award 2020 for its project entitled "The carbon-neutral port of Bremen/Bremerhaven". The NordWest Award is presented by North-West Metropolitan Region and comes with prize money of 10,000 euros, which was used to finance a photovoltaic system for the Welcome Club run by the Mission to Seafarers. This is intended to help make the Mission to Seafarers – and consequently the port itself – become carbon-neutral.

Further information about "SHARC" development project:

www.sharc-project.de/en/projekt

In July 2020 we were nominated for the 13th German Sustainability Award. Even if we were ultimately not amongst the winners, we regard the nomination as recognition of the fact that we rank amongst the most sustainable medium-sized enterprises in Germany and that our business activities help drive the change towards a sustainable society.

In December 2020 the ports of Bremen were certified for the fifth time to the international PERS Standard Port Environmental Review System. PERS 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) and is available in the greenports media centre.

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

Applicable codes, principles, directives and regulations [GRI 102-12]

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)

Key concerns identified in the stakeholder dialogue in 2014

Contact with our stakeholders

Our greenports sustainability strategy celebrated its 10th anniversary in 2019. This strategy provides the framework for equipping the ports of Bremen to cope with future requirements. From the very start, this strategy has been implemented in consultation with the relevant political actors and taking into account economic efficiency, ecological criteria and social responsibility.

Our greenports strategy undergoes a continuous development and improvement process and sharing knowledge with our stakeholders plays an important role in that respect. In January 2021, we conducted an online dialogue in which our stakeholders had the opportunity to tell us about their ideas for future port development and prioritise those topics which they believed to be of vital importance. The dialogue also gave our stakeholders the chance to learn and assess the opinions of the other participants. It goes without saying that we will make use of the findings in the future development of our Sustainabilty reporting and take them into account in the next Sustainability Report

The decision to focus on the sustainability topics that we are currently addressing 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. We also decided to take a closer look at the topic of "Environmentally friendly shipping", so that this year's report now differentiates between "Sustainable marine shipping" and "Sustainable fleet".

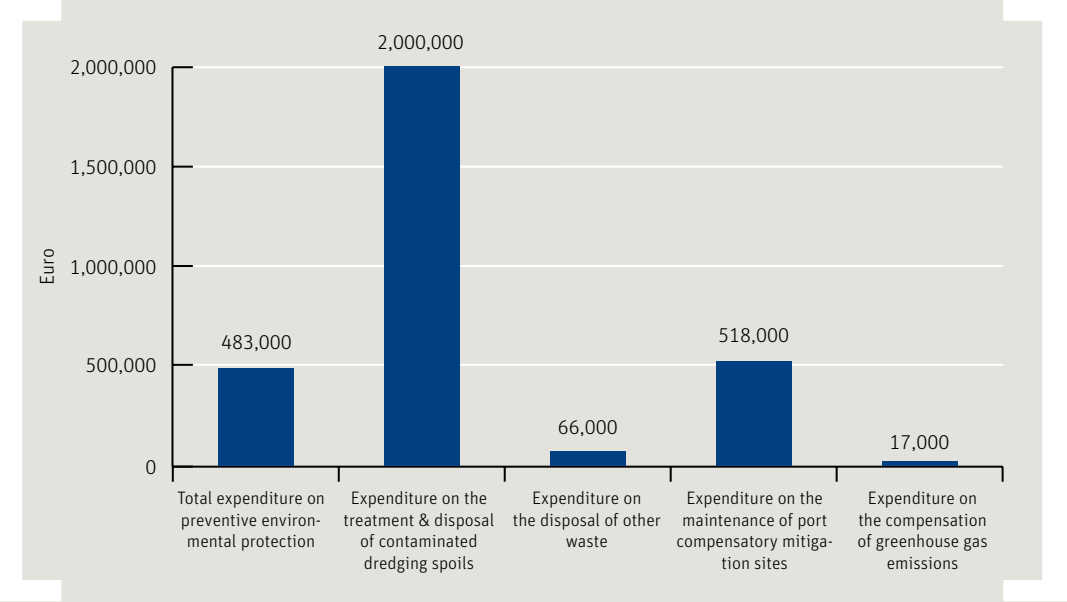
Energy Efficiency Network "North-West Ports – efficient and innovative"

NORDWESTHÄFEN effizient und innovativ

The Energy Efficiency Network was created as part of a cooperative project sponsored by the Metropolitan Region. Since 2019, we have organised this project on our own initiative in cooperation with Niedersachsen Ports under the heading "North-West Ports – efficient and innovative". The network meetings unfortunately had to be cancelled in 2020 because of the COVID 19 pandemic, but we hope that it will be possible to meet our partners from the ports and from our trade and industry network to discuss new topics again in 2021.

Expenditure on environmental protection

Our investments in preventive environmental protection play a fundamental role in safeguarding the future viability of the ports of Bremen. In 2019, we invested approx. EUR 483,000 in preventive environmental protection. This figure includes 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 2019 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 Effects of maintaining the water depths.



Expenditure on environmental protection in 2019

Our stakeholders and their key concerns are stated in the list of stakeholders on page 134.

Other relevant facts and figures about this topic are provided in our Key Performance Indicators beginning on page 120.

Other planned measures are stated in our greenports programme beginning on page 112.


Zero confirmed
cases of corruption
in 2019

Compliance

[STANDARDS: GRI 102-16, 103-1, 103- 2, 103-3, 205-1, 205-2, 205-3, 419-1 as well as PSI 19]

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.



Excerpt from the statute books which are relevant to bremenports

Anti-corruption

The Anti-Corruption department is organised as a management support unit which is directly affiliated to the management. Its activities 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 at intervals of 5 years to identify areas which are at risk of corruption. The last risk analysis was carried out in 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 review there were no legal proceedings owing to breaches of legal regulations which led to significant non-monetary sanctions

This Code of Conduct is intended to help prevent corruption at the company. It applies to all employees, senior executives and to the management of bremenports GmbH & Co. KG (bremenports). This also includes civil servants working for the company, trainees, leased employees, persons working under a consultancy agreement and freelance staff. The Code of Conduct is intended to enable them to identify risk situations at an early and thus allow them to behave in such a way as to avert potential corruption, because:

- 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



Compliance with data protection regulations in the use of CCTV systems

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 period under review. There were no notifiable incidents in 2019/2020.

Other relevant facts and figures about this topic are provided in our Key Performance Indicators beginning on page 120.

Other planned measures are stated in our greenports programme beginning on page 112.



Zero infringements of the ISPS Code

Port security, cyber security & risk prevention

[STANDARDS: GRI 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 also 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 attacks, compliance with security regulations is 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 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 which is the responsibility of the competent authorities. Despite comprehensive preventive measures, it is not possible to avoid all risks entirely. In case of emergencies, it is therefore essential to be able to rely on 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 management and the appointed Port Facility Security Officers (PFSO) are responsible for compliance with this legislation.

View from the control centre at Kaiserschleuse lock

The effectiveness of our management policies is monitored by carrying out emergency drills involving various actors (security authorities, infrastructure managers, PFSO and bremenports staff) and confirmed in audits conducted by the regulatory authorities. In the interests of improving these processes, they are also verified in the form of drills for the entire port locations in Bremen and Bremerhaven. These drills are the responsibility of the Port Authority.

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. In the period under review, the security authorities did not allocate any lock facilities or waiting areas at the ports in Bremen and Bremerhaven to higher risk categories.

We are currently working on measures such as the development of camera systems to improve waterside monitoring of the Überseehafen area. bremenports also participates in a research project entitled “Loma – optimisation of situation assessment for maritime awareness” in cooperation with the Fraunhofer Institute and Atlas Elektronik to bundle security data for a given information situation and thus facilitate the subsequent derivation of measures.

In addition to structural, technical and organisational measures, the focus is increasingly on cyber security. Accordingly, bremenports has created a position of "Port Cyber Security Officer" in the interests of setting up and developing a department to deal with this topic for the entire ports in Bremen and Bremerhaven. bremenports is currently involved in the capacity of associate partner in a project entitled "SecProPort – protecting ports from cyberattacks" which is intended to develop a resilient security architecture for the alliance of port communications systems.



Security precautions at the conference container (northern end of the Container Terminal)

Other planned measures are stated in our greenports programme beginning on page 112.

Sustainable contract award and procurement

[STANDARDS: GRI 102-9, 102-10, 103-1,103-2, 103-3 as well as PSI 1 and 18]

POLICY:

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

We wish to reduce impact on the environment and society within our supply chain.

To achieve that aim, in 2018 we introduced internal "Guidelines for sustainable and energy-efficient procurement" which are binding upon all employees. These guidelines already contain clear specifications for the following product groups: working clothes, wood products, office and toilet paper, cleaning agents, natural stone, office equipment, lamps, household appliances, electric motors and pumps as well as coffee, tea and biscuits. The guidelines are essentially based on recognised seals of approval which guarantee compliance with social, ecological and energy-efficient criteria.

The procurement guidelines are continuously being expanded to include further product groups and/or sustainability criteria.



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

Sustainable products in port operations

There are also examples of the use of sustainable products in port operations. The workshop, for example, uses washable cleaning cloths and refillable spray cans for oils. In maintenance work, we use organic lubricants wherever possible. We replace creosote-impregnated railway sleepers by sleepers made of concrete or untreated wood if this is feasible. Our workshop uses a biological parts cleaner that works with microorganisms. In dyke construction and maintenance projects, we endeavour to use dredged material that occurs in the course of maintaining the water depths after it has been dewatered at our own treatment facility.

Aiming for a clean fleet

In 2018, we began work on our "Pioneering fleet" policy for the purchase of new vehicles. This stipulates targets for certain drive technologies which help to reduce emissions and appropriate measures have been implemented since then. At the end of 2018, we had four electric vehicles in addition to our conventional vehicles. By the beginning of 2020, this figure had risen to eight e-vehicles with different ranges, as well as five hybrid vehicles for longer journeys. Expenditure rose by EUR 11,000 in 2019 to help us live up to our claim of operating an eco-friendly fleet (compare KPI Economic performance). This additional sum results from the higher leasing payments for electric cars in comparison with conventional vehicles.This is the next step in our efforts to change over our company fleet to alternative drive systems. At the same time, however, we have realised that the range available on the automobile market, especially in the fuel cell sector, is extremely small. Moreover, there is as yet no hydrogen filling station in Bremerhaven. This means that parts of our ambitious plans to transform the fleet cannot be implemented, or only to a limited extent.

Our staff can use one of our seven electric bicycles instead of a car on short journeys and an electric cargo bike is also in use at our building yard. To meet demand during peak times, employees can hire an e-bike for the day from the rental point at the tourist information office and use these bikes for short business trips.



We opted for the NGO “Viva con Aqua” for our drinking water in order to support drinking water projects worldwide

Our supply chain

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 2019, we spent a total of EUR 3.8 million on goods and EUR 56.8 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] for Services and [VOB] for Construction Contracts.

Amongst other things, the applicable contract award regulations specify that a Europe-wide tender procedure has to be conducted for orders which exceed a certain volume. bremenports accordingly does not always have the opportunity to favour regional suppliers and thus exploit the environmental advantages of short delivery routes.

Other relevant facts and figures about this topic are provided in our Key Performance Indicators beginning on page 120.

Other planned measures are stated in our greenports programme beginning on page 112.



E-car in daily use



Increase in the LOCO percentage of container hinterland traffic from 29 to 31 % between 2013 and 2018

[+]

Market presence

[STANDARDS: GRI 103-1, 103-2, 103- 3, 203-1, 203-2, 304-2 as well as PSI 2 – 11 and 13]

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.

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.

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. It is expected that better management of this traffic will reduce environmental pollution in the city of Bremerhaven.

The Synchrolog research project was conducted between 2017 and 2020 to investigate an innovative process for more effective management of inbound and outbound truck at the seaports. The project participants, which included ISL Institute of Shipping and Logistics, developed and tested a technology-based service system for the synchronisation of transhipment and transport processes in intermodal logistics chains. The aim was to avoid congestion at terminal gates and chassis parking locations and to reduce negative environmental impact caused by pollutants and noise emissions. The following film presents the interactive service system in further detail.

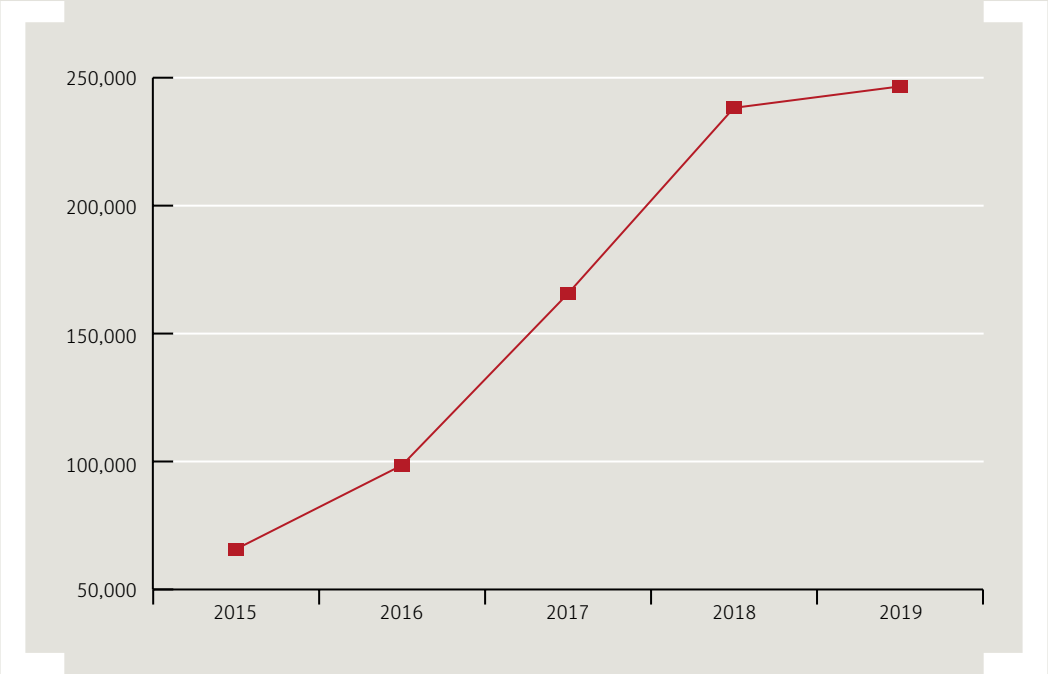
The digital transformation of our ports plays a central role. In addition to the Synchrolog project, we are currently also supporting Tide2Use and binntelligent to facilitate digitisation at the ports. The greenports programme contains further details of all the current measures.

Link to the film:

www.youtube.com/
watch?v=S8O6m7iYJ2E

Adjustment of the container terminals (CT) to cope with future throughput

The continuing trend towards increasingly large vessels means that the current mega-carriers are meanwhile around 400 m long and up to 60 m wide. Moreover, the latest forecasts predict that these figures will continue to rise up to a length of 450 m and a beam of 65 m. The water depths required by these vessels are therefore also constantly increasing. The first sections of the container terminal were built 50 years ago and no longer satisfy these requirements. The Senate of the Free Hanseatic City of Bremen has therefore commissioned bremenports to prepare a position paper as a decision-making basis for sections CT I to CT III of the container terminal in Bremerhaven. This will involve structural adjustments to refurbish the relevant terminal areas in line with the current situation. The study will be prepared in the course of 2021 and will identify potential technical solutions, their costs and importance for Bremerhaven as a seaport location.

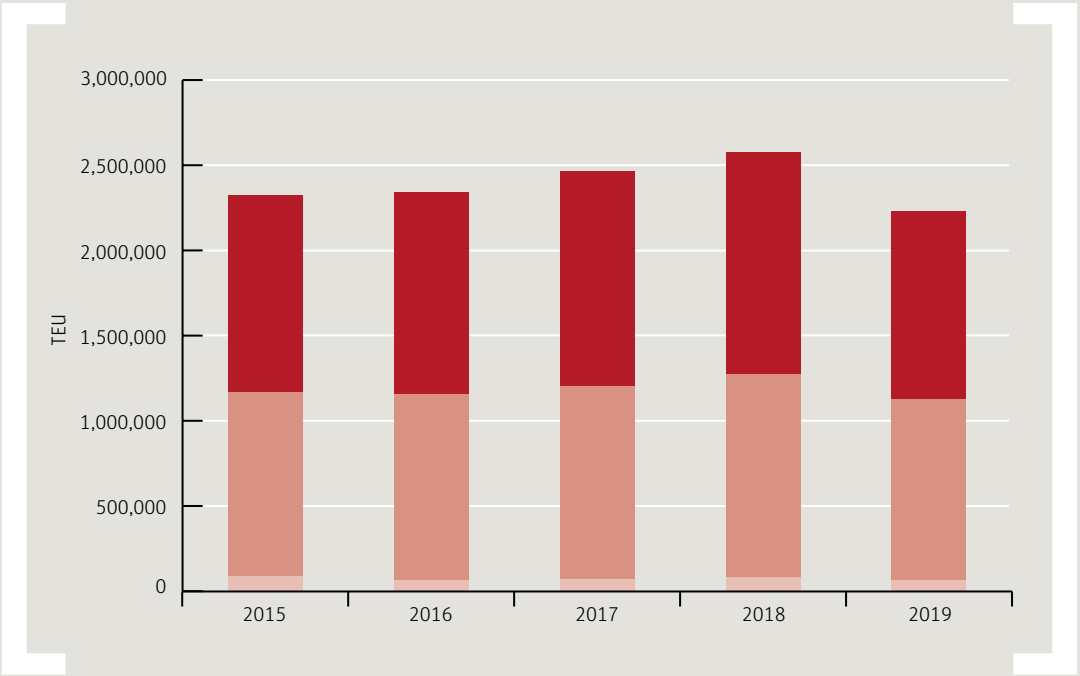


Trend for cruise passenger figures at the ports of Bremen

Analysis and forecast of sea and hinterland traffic

In 2020, the Institute of Shipping and Logistics (ISL) updated the seaport hinterland traffic study for the ports of Bremen. The main findings are summed up below:

- Between 2013 and 2018, the number of containers handled decreased by approx. 400,000 TEU; during that same period, the number of hinterland containers increased by 400,000 TEU i.e. 14 %. The share of transhipment containers decreased accordingly.
- The Federal Land of Bremen remains the region with the highest volume of container hinterland traffic, which actually increased by approx. 650,000 TEU to approx. 810,000 TEU, i.e. by 25 %. The LOCO percentage of container hinterland traffic rose from 29 % to 31 %.
- The Czech Republic and Austria were the most important foreign markets for container hinterland traffic for the ports of Bremen in 2018, with volumes of approx. 190,000 TEU (+16 %) and approx. 165,000 TEU (+99 %) respectively; around 98 % of all containers were carried to and from the ports on rail. The figures decreased slightly for Bavaria and Baden-Württemberg (-5 % and -6 %) and for Central and Eastern Europe (-12 %).
- The long-term annual increase in container throughput at the ports of Bremen for the period 2018 to 2035 is forecast at between 1.9 % and 2.5 %, with an increase of between 1.3 % and 2.4 % for hinterland traffic. An annual increase of between 2.7 % and 3.5 % is anticipated for automobile/RoRo throughput, while both increases and decreases are forecast for the other throughput sectors. These figures do not take the effects of the Coronavirus pandemic into account.



Modal split of hinterland traffic Bremerhaven — Road, Rail, inland Shipping

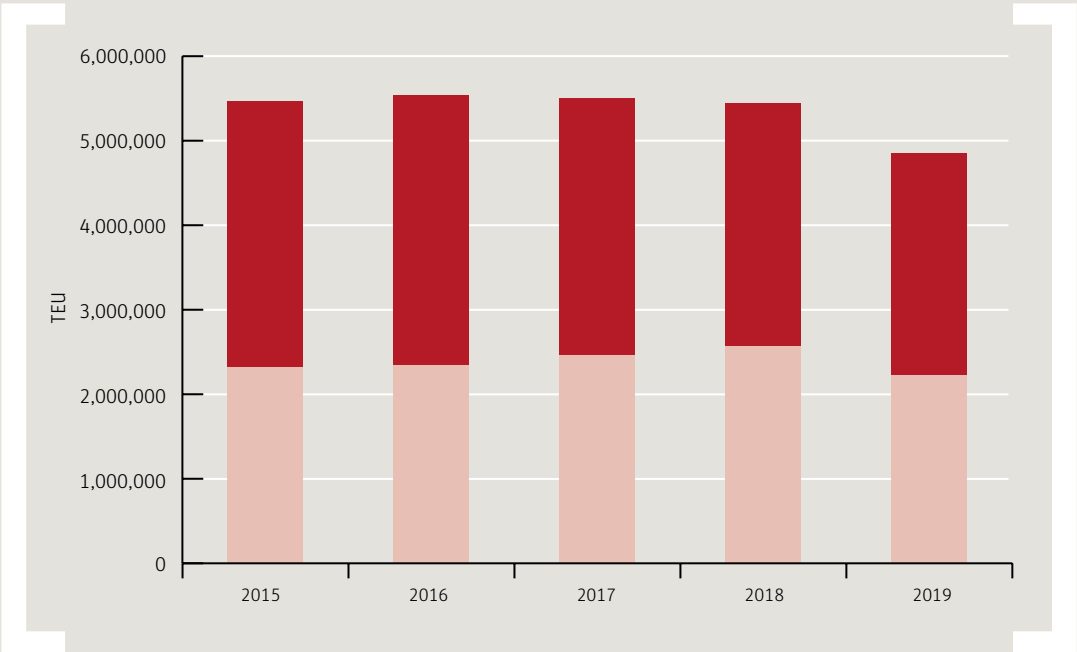
Modal split

In 2019, 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 44.5 % to 47.6 %, i.e. by 3 %. The share of road traffic, on the other hand, decreased from 52.5 % to 49.4 %. 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 for several years now 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.

Effects on the labour market

According to a survey conducted by Bremen Institute of Shipping and Logistics (ISL) (Effects of the ports of Bremen on the labour market, 2017), approx. 77,250 jobs were directly and indirectly dependent on the ports of Bremen and generated revenues of around EUR 15.8 billion in 2015. 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. A new study will be conducted in 2021 to examine the effects on the labour market for the year 2020.



Container traffic Bremerhaven — Transhipment share container traffic, Hinterland share container traffic

Shore power connections for marine and inland shipping

In June 2020, Bremen's government resolved to make shore power connections widely available for marine shipping at the ports. In doing so, Bremen is following the trend of providing increasing shore power facilities for shipping companies. By the 2023, it is planned to install eight stationary shore power connections for ocean-going vessels plus two additional connections for inland shipping. As from 2021, it will actually be compulsory for inland shipping to use the 21 shore power facilities that are already available for barges.

It remains to be seen whether and to what extent the future shore power facilities will be used by ocean-going vessels and, if they are used, whether this will also impact on air pollution, where the situation is already not uncritical.

The use of mobile shore power facilities in the form of powerpack solutions is also being investigated in connection with promotion of the use of LNG and hydrogen at the ports of Bremen.

Impact of port construction projects on biodiversity

Maintaining and increasing the market presence and consequently the competitiveness of the ports of Bremen requires the continuous implementation of infrastructure maintenance and new construction projects. Each of these measures has both qualitative and quantitative effects on the biodiversity of the habitats concerned. Top priority is therefore given to reducing the impact of these measures or keeping it to the absolute minimum. One example of this is the reduction of pile-driving in water construction projects to a maximum of 2 hours a day and the use of vibration equipment instead of pile drivers.



Inland shipping berth with shore power connection at Bremen´s Industriehafen

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 22.94 million in 2019. The following is a representative selection of infrastructure projects which played a significant role in the period under review:



Planning and construction of a new Columbus Quay in Bremerhaven

Project period	2020–2024
Costs sustained in 2019	EUR 0.20 million
EU funds	None
Planned total budget	EUR 78.68 million

Reason for the investment:
Renewal of existing infrastructure

Anticipated positive effects:
Retaining and expanding cruise shipping business in Bremerhaven



Construction of a new Quay 66 in Bremerhaven

Project period	2019–2020
Costs sustained in 2019	EUR 0.34 million
EU funds	none
Planned total budget	EUR 17.70 million

Reason for the investment:
Severely impaired quay stability resulting from corrosion and a ship collision

Anticipated positive effects:
Safeguarding access to Nordschleuse lock and ensuring the stability of the (overall) quay facility



Imsumer Deich railway station in Bremerhaven

Project period	2019
Costs sustained in 2019	EUR 1.25 million
EU funds	EUR 3.30 million
Planned total budget	EUR 20.86 million

Reason for the investment:
Increasing shunting and stabling areas at the port

Anticipated positive effects:
Increasing throughput and rail units



Refurbishment of western quay at Kaiserhafen III in Bremerhaven

Project period	2016–2020
Costs sustained in 2019	EUR 3.3 million
EU funds	None
Planned total budget	EUR 23.21 million

Reason for the investment:
Renewal of the existing infrastructure

Anticipated positive effects:
Increasing throughput at Überseehafen



Renewal of the overhead line at Kaiserhafen in Bremerhavenn

Project period	2019–2020
Costs sustained in 2019	EUR 4.44 million
EU funds	None
Planned total budget	EUR 5.60 million

Reason for the investment:
Upgrading Bremen's terminal railway to fully electric overhead line operations

Anticipated positive effects:
Reducing emission figures in the Überseehafen area, implementation of the greenports strategy

Other relevant facts and figures about this topic are provided in our Key Performance Indicators beginning on page 120.

Other planned measures are stated in our greenports programme beginning on page 112.



One topic – four questions for Professor Alexis Papathanassis, Rector of Bremerhaven University of Applied Sciences

1. You are a professor and dean at Bremerhaven University of Applied Sciences. What are the main subjects that you teach?

I am a dean at Bremerhaven University of Applied Sciences and responsible for the Management and Information Systems Department. I teach tourism and cruise ship tourism, as well as project management, computer studies and business informatics.

After studying business management and computer studies, I embarked on a trainee programme with TUI, where I later worked as Business Development Manager. After obtaining my doctorate, I took over the newly established chair of Cruise Industry Management at Bremerhaven University of Applied Sciences in 2005. At that time, the new course of studies in Cruise Industry Management was something special, as the subject of cruise shipping was not taught anywhere else. As far as I know, I am still the only person in the world who deals exclusively with this subject, as it is frequently only taught as a minor subject. Over the last 15 years I have focussed my research on this topic and have published several academic studies and articles.

2. The modern passenger terminal Columbus Cruise Center is located at the port in Bremerhaven. In 2018, a total of 238,213 passengers departed from here. What are the defining features of the cruise terminal and its location? And what are the major trends in the cruise industry?

In my opinion the terminal in Bremerhaven is a highly modern facility. The infrastructure is very good and the terminal is one of the best we have in the region. The city of Bremerhaven has potential for tourism, its maritime atmosphere makes it highly attractive to visitors and the tourist infrastructure has developed well in recent years. Domestic tourism is sure to grow because of the current pandemic and the seaport of Bremerhaven can benefit from this trend.

There has been a sharp increase in the number of cruise tourists in recent years. There are various reasons for this: cruise shipping as a product has been substantially modernised and now caters to different tastes, so that it attracts more target groups. Moreover, there are new capacities in the market, i.e. more ships.

However, this upswing was disrupted by the Coronavirus pandemic. The cruise industry has had to discontinue operations and the growth in capacities has slowed down accordingly. New challenges have become apparent and we have had to address them extremely quickly. However, I regard this as a positive development. The hipping companies have been forced to invest in new technologies in order to overcome this crisis. While this will prove a struggle for some of them and some may even go under, others will modernise their fleet, develop new business plans and survive the crisis thanks to innovations.

The cruise culture will also undergo further changes in future. Robots such as our demonstration model “Pepper” (photo) will soon be introduced to assist the staff on board the vessels and there will also be increasing use of digitisation and automation (smart technologies). Robots have a number of advantages over conventional crews: they do not need a cabin, they do not need food and they cannot spread infectious diseases. Above all, they can act as productivity multipliers for the crew. When you consider the additional work and expense required because of the new procedures and hygiene standards, technologies like these play an important role.

3. How would you rate the sustainability of cruise shipping?

Environmental organisations such as "Friends of the Earth" and the German nature conservation organisation NABU rate cruise shipping companies according to sustainability criteria, with the focus usually on emissions. The cruise industry came under pressure because of climate change, but actually took little proactive measures in response to that argument. Although I can understand the criticism, I believe one has to see things in perspective. There are currently around 400 cruise ships worldwide, so that they actually account for only a small part of the total number of approx. 55,000 oceangoing vessels.

Every new ship that is built incorporates new and efficient technologies, particularly with the aim of reducing energy costs by increasing efficiency, but the subject is more complex than people think. Various new technologies are currently being developed. And if you bear in mind that cruise ships have a life cycle of 30 years, with some of them even remaining in service for up to 50 years, it is obvious that the technologies used in cruise vessels will always be lagging behind.

The question of sustainability cannot be reduced merely to carbon emissions. We also have to consider economic, cultural and social sustainability which also play a key role in this business sector. The extent to which a port benefits from tourists depends primarily on how the city manages that tourism: How does a cruise supplement the city's overall tourist portfolio? Do cruise ships fit in with the city's tourism strategy or do they keep other tourists away? On the whole economic sustainability involves many direct and indirect effects, related effects, the impact on seasonality and also macroeconomic effects (including shipbuilding and business-to-business services), not just passenger spending.

4. If we look at the future: What will the ideal port look like in 2030?

The port of the future should definitely be efficient – in terms of operations, energy and ecology. It is also conceivable that with the active cooperation of the city concerned, the port could be marketed in terms of its potential for tourism management.

I believe a port or a terminal should not be simply a transport station, but a real experience. At times when throughput is low, it would make sense for a port to have multipurpose infrastructure and to evolve from a mere port of call for ships to an event venue which encourages people to linger. I could well imagine that a cruise terminal could become a holiday centre. This could be achieved by systematic tourism management which actively steers the tourists away from the terminal and through the city. This would not place added strain on already popular tourist attractions and would actively guide the tourists towards less busy places of interest. This requires active participation in the overall destination management. Promoting automation and digitisation could help such projects to succeed.

I believe the Columbus Cruise Center has enormous potential in that respect. The site is huge and is already used for congresses and conferences. It is a visitor attraction which offers a unique view and infrastructure is already available for diverse purposes. This can perhaps give us further opportunities for making maximum use of these facilities.

ECONOMIC PERFORMANCE



Adaptation to climate change

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

POLICY:

WE ANALYSE REGIONAL CLIMATE CHANGE TO IDENTIFY OPPORTUNITIES AND RISKS FOR OUR PORT LOCATIONS AND TAKE STEPS TO ENSURE THEIR FUTURE VIABILITY, EVEN IN TIMES OF CLIMATE CHANGE, AND TO OPEN UP NEW POTENTIAL FOR PORT EXPANSION.

Forecast consequences of climate change

The anticipated long-term effects of climate change, such as 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 past, extreme weather conditions, such as heat and sea fog, have contributed to local traffic problems and revealed the vulnerability of logistics flows. This has led to increasing demands to improve the robustness of transport chains.

In view of heavy rainfall and higher water levels, various stakeholders have demanded that forecasts and trends should be taken into account when planning port development projects.

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.

No financial assessment of the individual risks and opportunities for our port location in terms of the effects of climate change is as yet available. Our internal risk management does not yet include any calculation of the cost of damage for bremenports GmbH & Co. KG. The figure quoted for the Special Asset Port is taken from an American study published in 2016, which estimated the insurance risk of flooding and port breakdown in Bremerhaven as a result of climate change at a sum of 1 billion US dollars.

Flood control centre in the sail city building

Adjustments for climate change

As part of our flood protection measures, we already ensure that the plans for all new structural facilities along the dyke line, such as locks or flood barriers, are scaled to include an additional "climate protection allowance". This avoids the need for subsequent expensive adjustments and increases protection against the anticipated rise in sea levels. The allowance is based on the Coastal Protection Master Plan Part 1 for Lower Saxony / Bremen. The Coastal Protection Master Plans I–III are a core element of flood protection risk management for the coasts in Lower Saxony and Bremen. 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. A cross-sectoral working group comprising various Senate departments, which bremenports was also invited to join, was set up in 2020 to monitor implementation of the resolved measures.

As part of the resolved climate adaptation strategy, the Senator for Science and Ports has assumed responsibility for drawing up the necessary concepts for adapting to climate change for the ports and is currently negotiating the placement of a contract with bremenports. This project will also take into account the findings of the PortKLIMA research and development project which will be concluded in 2021 and the international guidelines published by PIANC in 2020.

In order to raise awareness of the need for adjustment to climate change, these topics are increasingly on the agenda in the dialogue with our stakeholders, for instance in the inland shipping discussion group. In the inland shipping sector, the focus is on measures to eliminate restrictions resulting from high water levels.

The risk of possible climatic incidents has already been addressed in the form of standby services, emergency measures such as the relocation of containers, or the use of diesel locomotives.



The wave absorber underneath the Container Terminal is part of our coastal protection infrastructure

Research & development

We participate in research and development projects on the subject of adaptation to climate change. The “PortKLIMA” 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 final results are expected to be available in summer 2021.

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. The first stage of the project will be completed in spring 2021 and has already identified potential traffic adjustment schemes and the impact on the ports. These were already discussed with a number of interested business enterprises and public authorities in digital workshops at the end of 2020.

An application has been submitted for continuation of the project. If funding is granted for BREsilient II, bremenports will continue to participate actively in the project in the capacity of associate partner in order to analyse the identified approaches in further depth.

Further information about the “PortKLIMA” project:

www.hs-bremen.de/internet/de/forschung/einrichtungen/iwa/fue/portklima

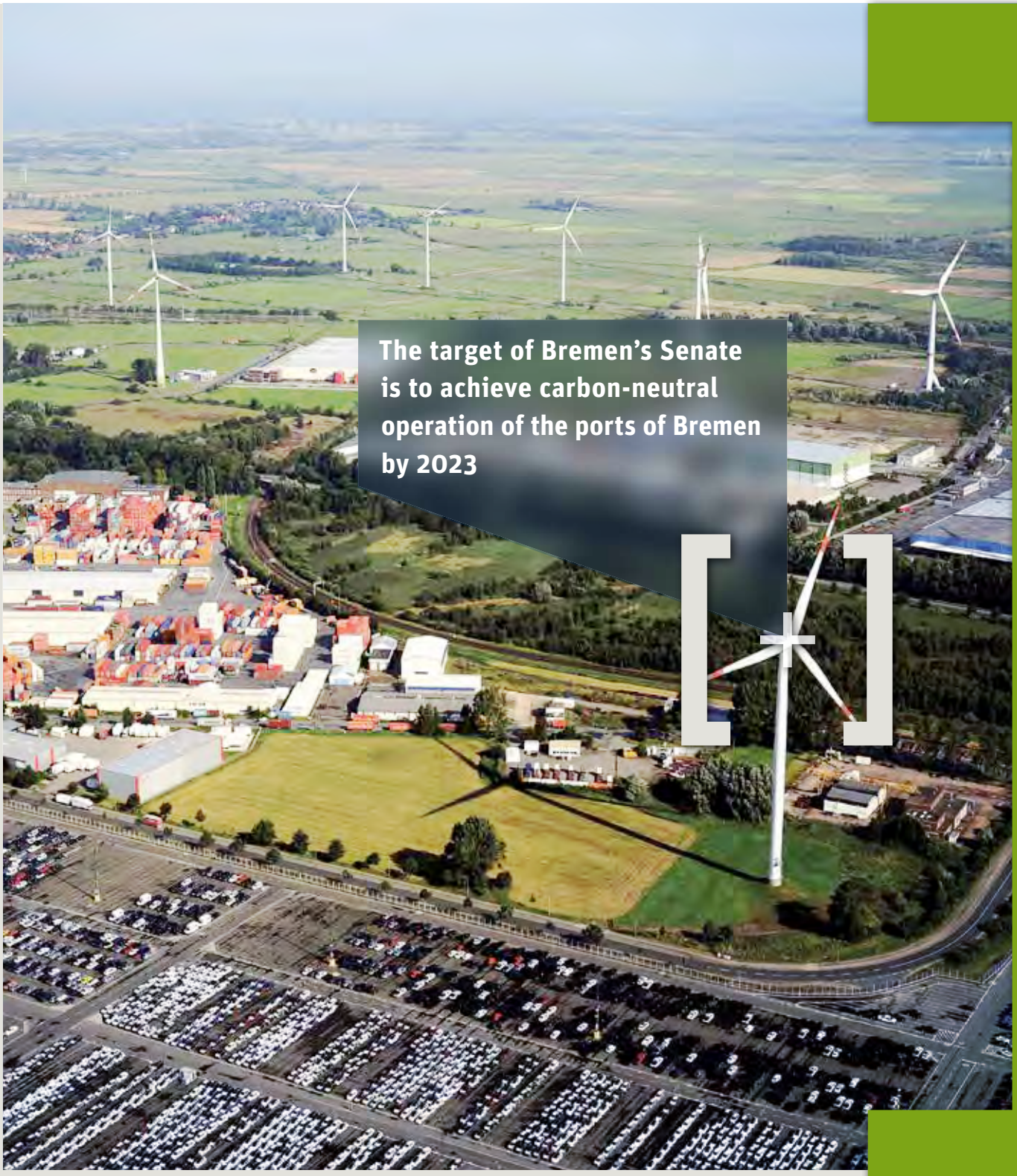
Further information about the “BREsilient” project:

www.bresilient.de

Other planned measures are stated in our greenports programme beginning on page 112.



Storm front over Bremerhaven city centre



Wind farm at Überseehafen

Energy management & climate protection



[STANDARDS: GRI 103-1, 103-2, 103-3, 302-1, 302-4, 305-1, 305-2, 305-3, 305-5 as well as PERS No. 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 carbon-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 endeavouring on both a strategic and operational level to pave the way for a carbon-neutral port. We also have an energy management system in place that was initially certified in accordance with DIN EN ISO 50001 and successfully recertified in 2019 pursuant to the updated standard. Our energy team continuously rolls out new measures to identify further energy efficiency potential and thus continue to reduce our total energy consumption.

Since 2013, we have purchased emission certificates for bremenports GmbH & Co. KG to offset those emissions that are still unavoidable resulting from heat generation, our company fleet and business travel, so that the port management company has been carbon-neutral since 2013 (in Scope 1 and 2, and also the reported emissions in Scope 3).

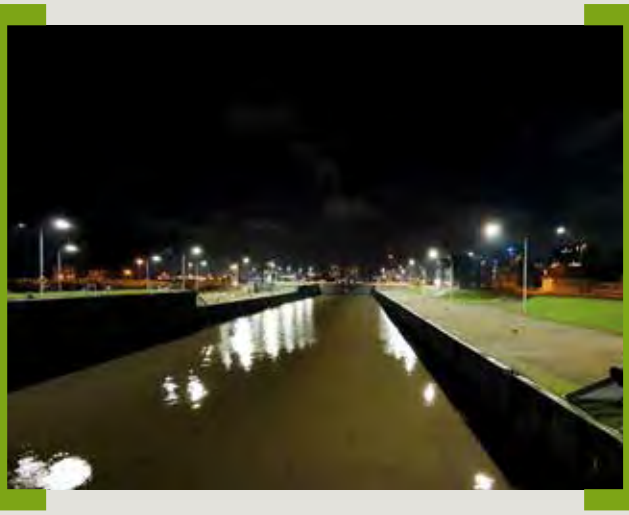
The emissions resulting from operation of the company fleet have also been offset for the Special Asset Port since 2017, while the emissions resulting from electricity consumers for which we could not invite tenders for non-renewable energy have also been offset since 2018.

All emissions (heat generation / plant operation) by the Special Asset Fischereihafen (Waterside) have been offset since 2020.

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



Old lighting at Fischereihafen lock



New lighting at Fischereihafen lock

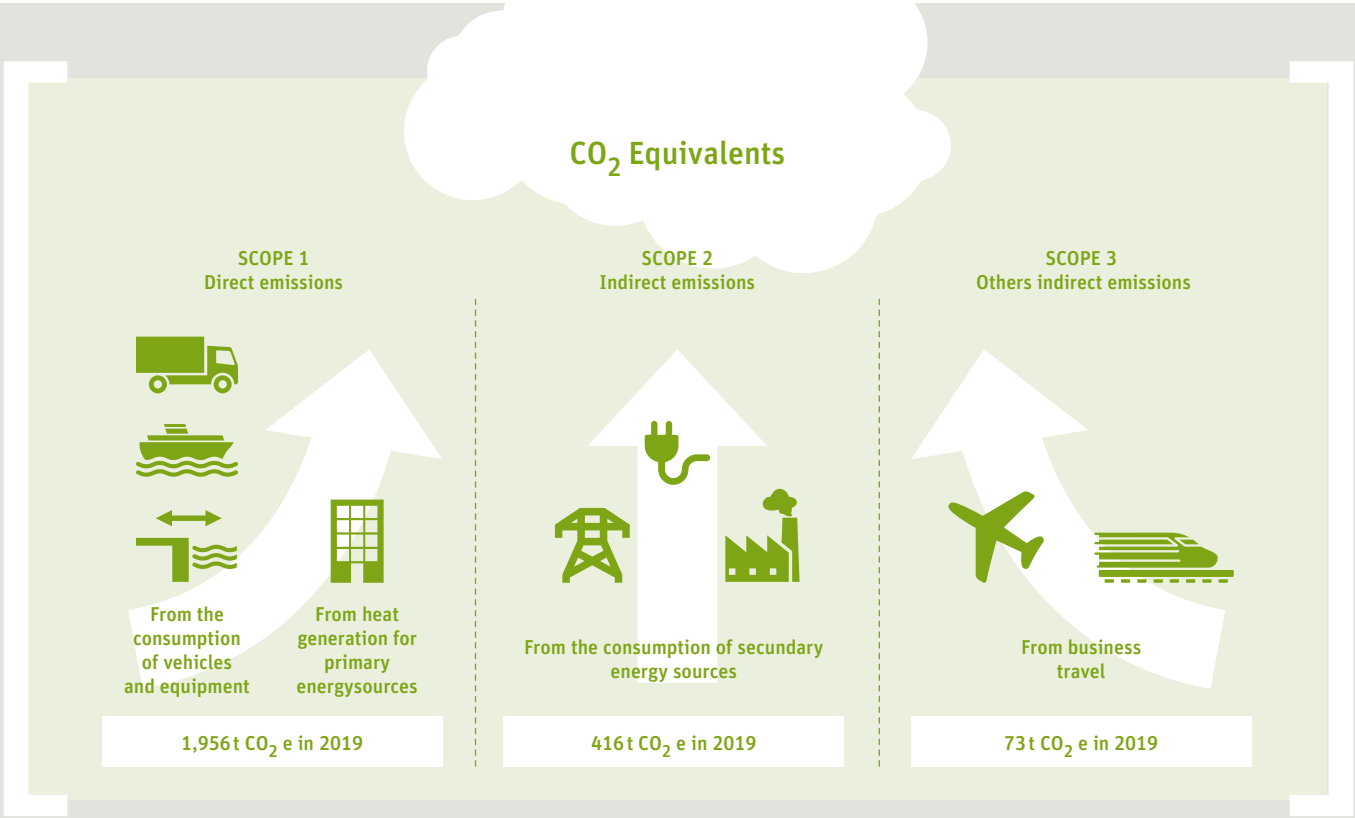
Energy management system in accordance with DIN EN ISO 50001:2018

Some examples of energy efficiency projects in 2019 and 2020:

- **Outdoor lighting at Fischereihafen lock changed from SOX to LED lamps:** These new adjustable luminaires have reduced the installed wattage in standard operation by 4,000 watts. Assuming a minimum operating period of 4,200 h/a, this corresponds to savings of at least 16,800 kWh per annum. If the maintenance costs which have been saved are taken into account, the ROI for this measure is 3.0 years.

- **Waterside outdoor lighting at CCCB changed over to retrofit LED lamps:** These new lamps have reduced the installed wattage in standard operation by 2,000 watts. Assuming a minimum operating period of 4,200 h/a, this corresponds to savings of at least 8,400 kWh per annum. If the maintenance costs which have been saved are taken into account, the ROI for this measure is 1.2 years.

Both these measures have been deemed a success and will serve as pioneering examples for further efficiency projects.



Distribution of GHG emissions in Scope 1, 2 and 3

Scope 1 – Direct emissions

from sources within the company's control

The emissions in this category at the ports of Bremen occur primarily from heat generation in the various buildings, from the company fleet and service vessels.

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. Last year, for instance, two small boilers were replaced by air-water heat pumps. These systems are not only more energy-efficient, but also carbon-neutral in operation as only electricity from renewable sources is used. Solar thermal systems have been installed in addition to the gas heating systems in two other buildings which also reduces emissions.



Electric cars in operation

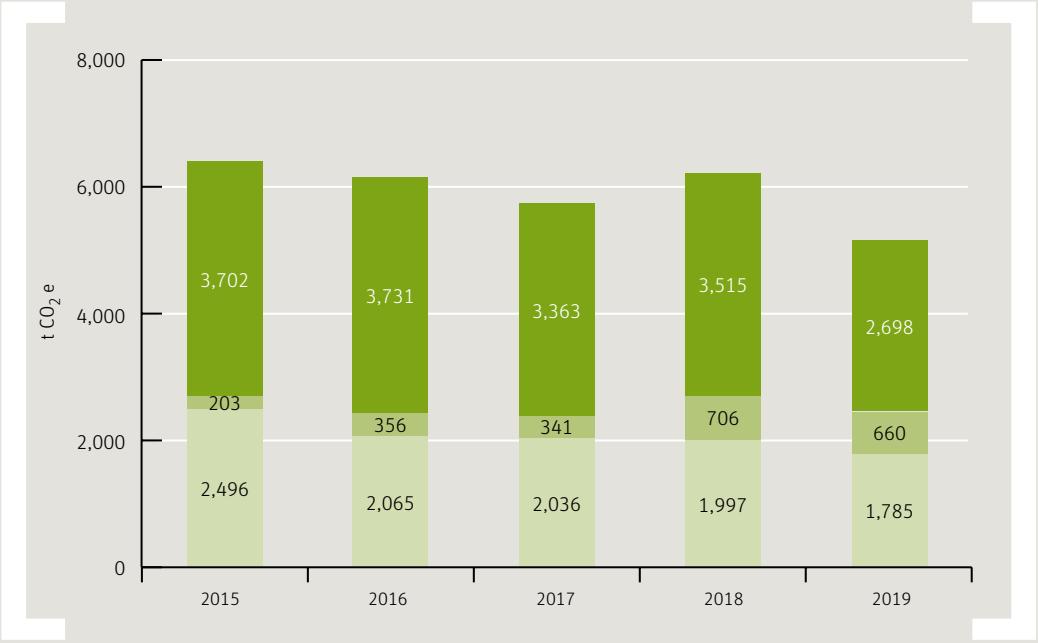
In 2018, we began work on our „Pioneering fleet" policy for the purchase of new vehicles. This stipulates emission reduction targets which are to be implemented by 2021. At the end of 2018 we already had four electric vehicles in addition to the conventional vehicles in our fleet. By the beginning of 2020, this figure had risen to eight e-vehicles with different ranges as well as three hybrid vehicles for longer journeys. 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 invite tenders solely for green power. The fact that the share of green power has decreased since 2018, leading to an increase of our Scope 2 emissions, is because of an increase in plant which cannot yet be operated with renewable energy. As already stated, however, we subsequently offset the emissions resulting from these operations.

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 CO_2 equivalents per annum.



Scope 3 – Indirect emissions

resulting from company activities where the sources are not owned by the company and are 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 cars to travel to work, we also offer a subsidised "job ticket" for the local public transport services.

To supplement our Scope 3 reporting, a staff survey will be conducted at the beginning of 2021 to enable us to assess the emissions resulting from commuter traffic and identify potential measures. The findings will be included in the next report.

Other relevant facts and figures about this topic are provided in our Key Performance Indicators beginning on page 120.

Other planned measures are stated in our greenports programme beginning on page 112.

Research & development – aiming for a carbon-neutral port location

SHARC project

In the SHARC project (SHARC = Smart Harbour Application Concept for the Integration of Renewable Energies), bremenports has joined forces with another four partners from the fields of industry and research to draw up various concepts for Bremerhaven as an example of how sustainable energy management can be integrated in port areas. This project is sponsored by the Federal Ministry of Economic Affairs and Energy as part of the "Energy transition in the transport sector" research initiative.

Detailed mapping and analysis of the energy map of the Überseehafen district in Bremerhaven which indicate current energy consumption provided the basis for the simulations performed by the project partners Siemens and TU Berlin. The objective of this project is to take the "Überseehafen" port district in Bremerhaven as an example of how renewable energy sources can be integrated in port infrastructure und superstructure as well as the logistics operating processes and thus model various future scenarios and simulate the effects (energy consumption, costs, CO_2 reduction and environmental impact).

The simulation will reveal investment potential for the integration of renewable energy at the various companies located in the port district. The overriding objective is ultimately to achieve carbon-neutrality in the port district. In the course of follow-up projects it will be decided which investments should actually be made, before submitting applications for funding.

You can find the latest information and further details about the project and project participants at the following QR code:

www.sharc-project.de/en/projekt



49 %

Almost every 2nd vessel that calls at Bremerhaven can present an ESI score and is thus more eco-friendly than the legally prescribed standard.

Container handling at Überseehafen

Sustainable marine shipping



[STANDARDS: GRI 103-1, 103-2, 103-3 und 304-2, PSI 12 as well as PERS No. 7 and No. 10]

POLICY:

WE SUPPORT ALL TECHNICALLY FEASIBLE AND ECONOMICALLY APPROPRIATE METHODS OF REDUCING THE NEGATIVE EFFECTS OF SHIPPING ON PEOPLE AND NATURE.

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 by shipping also generates large quantities of sulphur oxides, nitrogen oxides and particulate matter, all of which have different adverse effects on our eco-system and human health. Moreover, the shipping industry uses anti-fouling paints to prevent natural growth on ship hulls. Most of these paints continuously emit biocides and thus have a negative impact on water and sediment quality. Further environmental impact results from the handling of shipboard waste and waste water.

Further information about the topic “Environmentally friendly shipping” at the ports of Bremen:

www.bremenports.de/greenports/wp-content/uploads/sites/3/2020/11/2020_PERS_Bericht.pdf

Our objective is to provide incentives for ocean-going vessels calling at the ports of Bremen to use low-emission propulsion systems wherever possible and thus reduce further negative impact. We implement the following measures to achieve that aim:

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 undergoes ongoing development to meet 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.

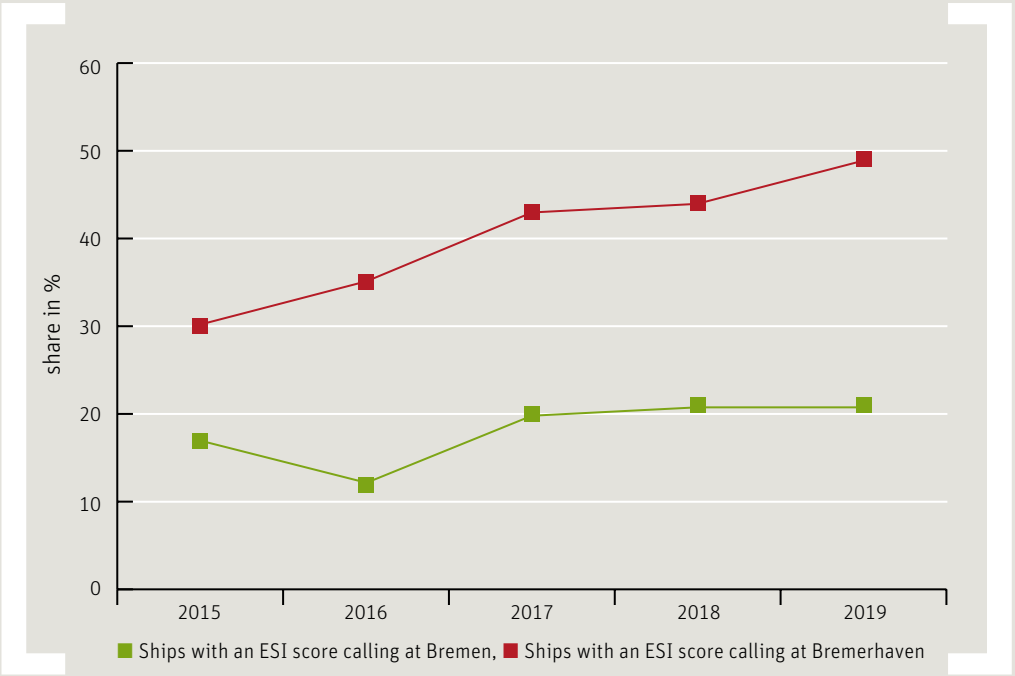
In 2019, the ESI working group decided that in future, the ESI should also address the topic of noise pollution by vessels. In accordance with that recommendation, the ports of Bremen have granted an "ESI Noise" bonus since 01.01.2020. Further information about the level of these discounts is available 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.

The share of ships with an ESI ≥ 50 (shown in the following chart) calling at the ports of Bremen is increasing every year and this trend is also reflected in the scores of the greenports awards winners:

Information at:

www.environmentalshipindex.org



ESI score trend

greenports awards for the ships and shipowners with the lowest emissions

In October 2020, the greenports awards were presented for the seventh time to particularly eco-friendly ships and shipping companies that regularly call at the ports of Bremen. With an average ESI score of 53.8 for its fleet, the Evergreen Line from Taiwan received the award for the fleet with the lowest emissions.

This year, the award for the "Lowest-emission vessel" went to the Norwegian shipping company Olympic Subsea ASA for its multipurpose offshore vessel "Olympic Orion", which had an ESI score of 71.1. 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 8.3t CO_2 from „DER KLIMAFONDS" to offset the emissions of the "Olympic Orion". 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.

Further information about the "Klimafonds" project:

www.umwelt-unternehmen.bremen.de/themen/mobilitaet_energie_und_klimaschutz/der_klimafonds-9503

The greenports 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; this condition 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 KPIs Environmental compatibility.

We are also investigating whether mobile power packs could be used as shore power supply systems at the ports of Bremen in order to promote the use of LNG and hydrogen.



Presentation of the greenports awards 2020 to the Evergreen Line, the most eco-friendly fleet to call at the ports of Bremen in 2019.

Disposal of ship-generated waste and waste water

It is compulsory throughout the EU for ships to hand over their waste when in port.

The ports therefore have to provide sufficient receptacles for incoming ships for the disposal of ship-generated waste and cargo residues. In accordance with current legislation, Bremen's Port Authority has drawn up a waste management plan for the ports of Bremen.

The treatment of waste water from ships, such as ballast water, scrubber wash water and domestic waste water, is governed by various overlapping and interacting legal levels as well as the different handling of this matter at international and national level. Moreover, the specific conditions that apply at the individual port also have to be taken into account.

Until a consensus has been reached at national level, harmonised guidelines for the treatment of waste water from ships are to be prepared by the competent departments in the Federal Land of Bremen to support the work of the institutions and staff involved at local level.

Dealing with biofouling and non-native species

In the course of international shipping, non-native species are carried as "stowaways" in ballast water and biofouling on the ship hulls and thus spread throughout oceans the world over. In 2016, 121 species to be found on the German coast were identified as non-native and at least another 14 species have been added since then.

Combating invasive species once they have become established is an expensive undertaking which generally involves a great deal of effort. Prevention is therefore the most important measure:

Important tools for minimising or preventing the introduction of invasive species are the IMO Ballast Water Convention and a biofouling management. The latter is important not only in respect of the spread of non-native species, but also in terms of fuel consumption, ship emissions, the introduction of microplastics and contaminants into the water as well as for the safety of the vessels.

It is not permitted to clean ship hulls at the ports of Bremen outside the dry and floating docks. Further information about this topic is provided in the chapter on Biodiversity.



Different receptacles for the separation of waste have been provided since January 2017.



Japanese shore crab (photo copyright Karsten Reise)

Example: The Japanese shore crab (Hemigrapsus sanguineus) was introduced as a result of biofouling or ballast water from marine shipping and was first identified in Schleswig-Holstein in northern Germany in 2006. Since then, the species has proliferated throughout the entire German Wadden Sea. It is assumed that high population densities will have an adverse impact on the food web and are also expected to oust the indigenous shore crab (Carcinus maenas).

Further information about the NordWest Awards 2020:

www.metropolregion-nordwest.de/portal/seiten/nordwest-awards-2020-die-besten--900000204-10018.html

Other relevant facts and figures about this topic are provided in our Key Performance Indicators beginning on page 120.

Other planned measures are stated in our greenports programme beginning on page 112.

Supporting the Mission to Seafarers, even in times of the Coronavirus

Many seafarers are unable to leave their vessels because of the Coronavirus pandemic. If immigration restrictions prevent them from leaving the ship, many have to spend their holiday leave on board or simply carry on working. When scheduled changes of crew have to be cancelled, this naturally leads to frustration and desperation on the part of the seafarers and means enormous stress for the crews.

The Mission to Seafarers in Bremerhaven normally offers a wide range of amenities, such as internet, sports facilities and shops at the Seamen's Club Welcome, the PORTSIDE hotel for seafarers and the chaplain's office. This gives them the chance to talk to others at the bar, attend church services or seek support and advice from the chaplain. All these amenities had to be modified because of the pandemic and naturally had to close down completely during lockdown periods. It is only possible to visit the crews on board and take them their most important shopping items by prior arrangement. To support the seafarers during this difficult time, the port has purchased and installed extra WiFi repeaters for the port area to make it easier for the ships' crews to communicate with their families and friends back home.

bremenports is a member of the Board of Trustees of the German Mission to Seafarers in Bremerhaven and supports the mission's work together with representatives of the district church office, the business enterprises at the port and public authorities, the river and national police, the International Transport Workers' Federation (ITF), the pilots, the employers' liability insurance organisation and the Nautical Society.

In 2020, bremenports used the prize money that it won in May for the NordWest Award to support the Mission to Seafarers by funding the installation of a photovoltaic system on the Welcome Club. This is intended to help reduce the carbon footprint of the Mission to Seafarers and ultimately also of the port itself



"Taucher bremenports": the diving support vessel in our fleet

Sustainable fleet

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

POLICY:

WE SUPPORT ALL TECHNICALLY FEASIBLE, RELIABLE 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.

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 solutions which are fully developed and reliable. We are currently planning an “eco-friendly fleet” concept which will include detailed specifications of our objectives of reducing emissions and using environmentally compatible lubricants and pesticide-free underwater paints.

In line with the legal requirements, our own fleet uses barge diesel. The legally prescribed limit for the sulphur content of barge diesel is significantly lower than the figure for maritime shipping. With a share of 0.001 %, it is deemed “sulphur-free”.



Bucket dredger and hopper barge working together

Alternative propulsion systems

Depending on the requirement profile of the individual vessel types, different propulsion and fuel systems are conceivable: 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 the use of „e-fuels".

In contrast to conventional barge diesel, liquefied natural gas (LNG) emits no sulphur oxides and practically no particulate matter. Moreover, subject to optimum combustion, carbon dioxide emissions can be reduced by 25 % and the share of nitrogen oxides by up to 80-90 %. In future, fossil LNG could be replaced by liquid biomethane or synthetic methane.

GTL (Gas-to-Liquid) is a method for the production of liquid synthetic fuel on the basis of natural gas.

GTL fuel is cleaner than conventional marine diesel and consequently produces fewer air pollutants. Moreover, GTL fuel is non-toxic, odourless, readily biodegradable and has a low hazard rating. This is because GTL fuel contains practically no sulphur and no aromatic compounds. GTL can be used in most of existing ship engines with no need for modification.

During a roughly one-year test period from mid-2019 to mid-2020, diverse specifications concerning ship operations were examined and observed. It emerged that the use of GTL during regular operations did not cause any significant changes or effects with regard to the engine system or ship handling. As the purchase costs of GTL are only slightly higher than for the purchase of regular fuel and there are currently no signs of any negative effects when the engine systems are operated with this fuel, the test operations with GTL can be rated as successful in view of its better environmental performance.



„Hol Blank" water injection dredger

Dealing with anti-fouling paints, environmentally compatible lubricants and cleaning agents

Anti-fouling paints are used to prevent growth on ships' hulls. As a rule, these paints continuously emit biocides and consequently have an adverse effect on the entire water system.

We are therefore investigating 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 on the subject of underwater cleaning set up by the Senator for Climate Protection, Environment, Mobility, Urban Development and Housing. This project is aimed at identifying and testing innovative cleaning methods on biocide-free, abrasion-resistant coatings which are eligible for approval and also examines suitable underwater coatings for multiple cleaning operations.

Underwater cleaning trials on ships' hulls

In July 2019, we had three strips of "Dolphin S" film made by the Renolit company applied amidships to our service vessel "Möwe". The film is biocide-free and has a self-cleaning effect which is intended to prevent growth. After one year in operation at the ports of Bremen, however, growth was evident on the hull. The film also failed to withstand mechanical stress and detached itself at the transition points, so that it was removed from the hull of the "Möwe" again in September 2020.

Irrespective of this test result, we intend to continue testing innovative coatings and cleaning techniques in future.

We have continued to increase the use of biodegradable lubricants and also used cleaning agents which are more ecologically compatible.

Since mid 2019, we have also been involved in the BMWI funding project FouLas (fouling removal from maritime surfaces using laser radiation under water) as an associated partner.



Test film after one year in use

Other relevant facts and figures about this topic are provided in our Key Performance Indicators beginning on page 120.

Other planned measures are stated in our greenports programme beginning on page 112.


1,213 hectares of
our sites are natural
habitat sites.
[+]

Maintaining biodiversity

[STANDARDS: GRI 103-1, 103-2, 103-3, 304-2, 304-3 as well as PERS No. 11]

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.

Negative impact on biodiversity resulting from loss of sites for use by the marine and port business

The reintroduction of former species to the Weser estuary depends on the specific circumstances of the species concerned. The return of shad and porpoises can be viewed as an indication that the Weser estuary has regenerated to a certain extent. To promote further regeneration, it is important to limit the pollution that is still caused by shipping, and also to develop and restore shallow waters, tributaries and tidal areas outside the dykes.

Aerial view of Luneplate compensatory mitigation site

Status of our natural habitat sites

With only a few exceptions, the 1213 hectares of natural sites for which bremenports is responsible are maintained by our own staff as “green port infrastructure”. The nature conservation authorities greatly appreciate the fact that all aspects of these projects – from the planning stage and development right through to maintenance – are handled as one overall package. Our target is therefore to continue to implement credible measures to fulfil our obligations as a source of pollution in future.

The status of the 54 measures in total 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. In 2019, 97% were designated as “functioning” or awarded a better classification. In addition to extensive measures such as grassland sites, tidal areas and reedbeds, these 54 measures also include measures restricted to one specific location, such as planting shrubs or, in two cases, providing alternative housing for bats.

We are currently in the process of developing further 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. This means that future port construction projects can be implemented relatively quickly.

Alte Weser becomes a habitat for fish fauna

The Alte Weser, which was a tributary of the Weser until roughly 100 years ago, is meanwhile a shallow body of still water that is topped up with water from the River Weser.

The aim of the compensatory mitigation measures was to separate the Alte Weser from the adjacent ditch system to prevent the future intake of nutrients from the neighbouring agriculturally used areas. In order to isolate the Alte Weser from the water management system, a ditch next to Alte Deichstrasse in Ueterlande had to be refurbished and dams installed to reverse the flow from the drainage ditches which led into the Alte Weser.

Two dam structures were installed in lateral feeder ditches to isolate the Alte Weser in the village Auf der Jührde. The former drainage function of the Alte Weser has now been replaced by relatively short ditch and pipe sections which run towards existing drainage ditches. As an additional project to reduce the intake of nutrients into the Alte Weser, a 20-metre wide riparian buffer strip was created to the north of the street “Auf der Jührde”. It is separated from the adjoining areas by a ditch.

Construction work began in early October 2019 and the work was completed on schedule at the end of September 2020.



Alternative roosts for bats in Reinkenheide Forest



Alte Weser compensatory mitigation site

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 are available on the website of the Senator for Climate Protection, Environment, Mobility, Urban Development and Housing.

Problems on Luneplate

In 2020, there have been increasing posts on our social media channels about dogs that are not kept on the lead and consequently have a negative impact on fauna on Luneplate. Birds and other wild animals are naturally afraid of dogs which roam free, as they cause unrest and are seen as predators. Dogs that are allowed to run free into the territory of birds cause a great disturbance and pose a serious risk. As a consequence, breeding birds sometimes leave their nests and abandon the eggs or nestlings. Nestlings which are not yet able to fly, such as lapwing chicks, are defenceless and prey to raptors as well as crows and seagulls. This is a serious problem and can severely harm the attractiveness of Luneplate as a bird habitat. The problem also affects visiting species, some of which come to Luneplate in huge flocks of several thousand birds in winter and during the migration season in spring and autumn, such as barnacle geese, wigeon and lapwings. It is therefore absolutely essential to make it obligatory to keep dogs on the lead all year round. No problems occur as long as people and their dogs stay on the marked paths. The birds also get used to people practising other everyday activities, such as cyclists, joggers or skaters. As hunting is prohibited on Luneplate throughout the entire year, largely undisturbed habitats have evolved. This has reduced the flight distances of wild birds. To begin with, it was impossible to cycle past barnacle geese at a distance of 50 metres, but this is now possible without causing the geese to take flight. Thankfully, ditches prevent visits from marauding dogs in the greater part of Luneplate, which also contains the particularly valuable bird habitats.

Another serious source of disturbance is the use of the dyke defence path and the outer dyke by drivers as a shortcut to Bremerhaven. In addition to the noise and exhaust gas fumes caused by these illegal car journeys, Luneplate additionally suffers from illegal waste dumping and other disruptive activities (e.g. loud music), all of which are sources of disturbance for the natural environment that is protected on this site. Other anthropogenic disruptions include low-flying helicopters and aircraft, which regularly cause large numbers of birds to take flight. The closure of neighbouring Luneort airport has significantly minimised this problem.

In addition to the notice boards, visitors to the area are also informed about the need to keep dogs on a lead. Excursions, information boards and observation towers play a very important role for raising visitor awareness of the beauty, but also the fragility of nature on Luneplate and the resulting duty to show consideration.



Notice stating that dogs must be kept on the lead on Luneplate

Honey from Luneplate

Over the last few decades, the bee population has decreased significantly all over the world. This phenomenon is closely linked to the loss of biodiversity.

More than 80 % of our native useful and wild plant species depend on pollination by bees. Without bees, the crops of not only most of our useful plants (such as grain, fruit and vegetables), but also forage plants for meat and dairy production would be reduced to just 10 – 20 % of the present volumes. To help counteract this negative trend within its own sphere of influence, bremenports resolved to hire and install beehives from BeeRent.

In addition to two beehives in the grounds of Ernst-Reuter-Platz school (Link Commitment to local projects), a further beehive was also installed on Luneplate in June 2018. Each of these three beehives provides housing for a colony of around 30,000 bees. Experienced beekeepers look after the hives all year round and provide us with the outcome, i.e. our own honey.

The beehive on Luneplate is located at the information pavilion, where there is also a notice board with information about the different species of bees and their lives.



Bee information board on Luneplate

One topic – 3 questions for Lutz Achilles, biologist/ornithologist

1. You have been cooperating with bremenports for several years now. In which area do you work?

I studied biology and went on to specialise in ornithology. I first came to this region in 1992 as an intern, working for a landscape planning firm which was responsible for planning the compensatory mitigation sites for Container Terminal III (CT III). After that, I worked for a firm of consultants which had been set up specifically to monitor the success of these compensatory mitigation sites. As from 1994, my job as biologist was to record the numbers of breeding and migrating birds on these sites. The planning process for CT 4 began in 2004 and the creation of further compensatory mitigation sites as from 2008, beginning with the Alte Weser, a former tributary of the River Weser, the grassland area and the tidal polder. I was involved in both the planning process and monitoring the success of the projects.

Monitoring the success involved primarily examining the vegetation and avifauna (i.e. the total number of bird species occurring in a given region), as well as amphibians, fish and invertebrates (e.g. insects, but also the fauna occurring in the mud flats: crustaceans, gastropods and worms).

Since 2014, I have worked as a freelance consultant as part of the naturRaum team of freelancers and still enjoy performing these tasks. It is simply wonderful to see how these sites have evolved over a quarter of a century, from 1995 until today. Luneplate is a fantastic success for the bremenports staff and for me, too. The biodiversity resulting from the compensatory mitigation measures simply did not exist in this form before.



2. Luneplate has now officially been a compensatory mitigation site for 25 years and a nature reserve for 5 years. What effects could be observed over these years?

There have been various effects. The impact on nature has definitely been very positive – not only with regard to the plant colonies as well as breeding and migrant birds, but also in respect of the fish population, reptiles and amphibians etc. The whole of nature has developed very positively in a sustainable direction.

The responsible employees at bremenports maintain the sites very well. For example, they make sure that the ditches always remain clear, that the water balance is right and that extensive grazing is handled in the best possible way. The development of this unique natural landscape has a positive impact on Luneplate's role as a popular local recreational area. These too, are positive effects and an additional attraction for the city of Bremerhaven. Future developments could include for example offering seminars and excursions on a specific topic, or having the port bus run to Luneplate. This would raise awareness of this site and its benefits for nature. Thomas Wieland and I currently organise six excursions a year to Luneplate on behalf of bremenports to inform visitors about the flora and fauna on this site that used to be an island in the River Weser. These events have proved very popular.

3. If we look at the future in terms of the compensatory mitigation sites: What will the ideal port look like in 2030?

Firstly it is important that we continue to create sites to compensate for ground sealing resulting from construction projects both above and below ground to ensure minimum loss of natural sites. This is even more important if the construction projects impact on sites which are particularly valuable in terms of nature conservation or projects which have an adverse effect on biodiversity. There is legislation to ensure that this can be done. The quality of how the compensation projects are implemented depends, for example, on good communication between the project organisers and the supervisory authorities. Constructive cooperation with the nature conservation associations also has a positive effect on promoting near-natural development. Luneplate is a good example of this.

Secondly, I hope that the enlargement of the shipping lanes and the constant increase in the size of the vessels will be restricted by 2030 at the latest. As far as sustainable marine shipping is concerned, I would also like to see more alternative fuels, i.e. hydrogen instead of heavy oil. There are currently great efforts underway to promote hydrogen technology, especially in Bremerhaven.

Another aspect that is important for the protection of flora and fauna is to reduce waste from ships. The ports should provide sufficient disposal facilities for garbage and waste water to encourage ships to dispose of their waste at the port and not at sea.

Other relevant facts and figures about this topic are provided in our Key Performance Indicators beginning on page 120.

Other planned measures are stated in our greenports programme beginning on page 112.



Effects of maintaining the water depths

[STANDARDS: GRI 103-1, 103-2, 103-3, 304-2, 306-2 as well as PERS No. 1 and No. 6]

POLICY:

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

Reliable water depths are essential in order to guarantee 100% port availability. There are various options when it comes to avoiding and remedying insufficient water depths. Wherever possible, we endeavour to leave the sediments in the water in order to minimise the impact on nature and avoid negative effects (such as a change in the oxygen and nutrient content of the water, mobilising nutrients and contaminants from sediments, increased mortality of macro-zoobenthos and changes in the composition of fish and fauna) and to reduce conventional dredging work as much as possible.

Our 3-stage concept:



Taking samples for annual sediment testing

1. Top-up channel and flow control measures reduce dredging spoils

A top-up channel in Bremerhaven diverts low-particulate surface water from the River Weser into the harbour basins. This reduces the dredged volumes at the port areas behind the locks in Überseehafen by an estimated 150,000 m3 per annum. The “Hafenkanal” in the city of Bremen has been closed, which also reduces the dredging volume by approx. 120,000 m3 per annum.

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 has enabled us to reduce the dredged volumes both at the outer ports of Bremerhaven as well as the port areas in the city of Bremen by an estimated 600,000 m3 per annum.

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, while bremenports is responsible for eliminating any shallows (with the help of our bucket dredger). How the dredging spoils are subsequently disposed of depends primarily on the level of contamination.

In the year under review, 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.

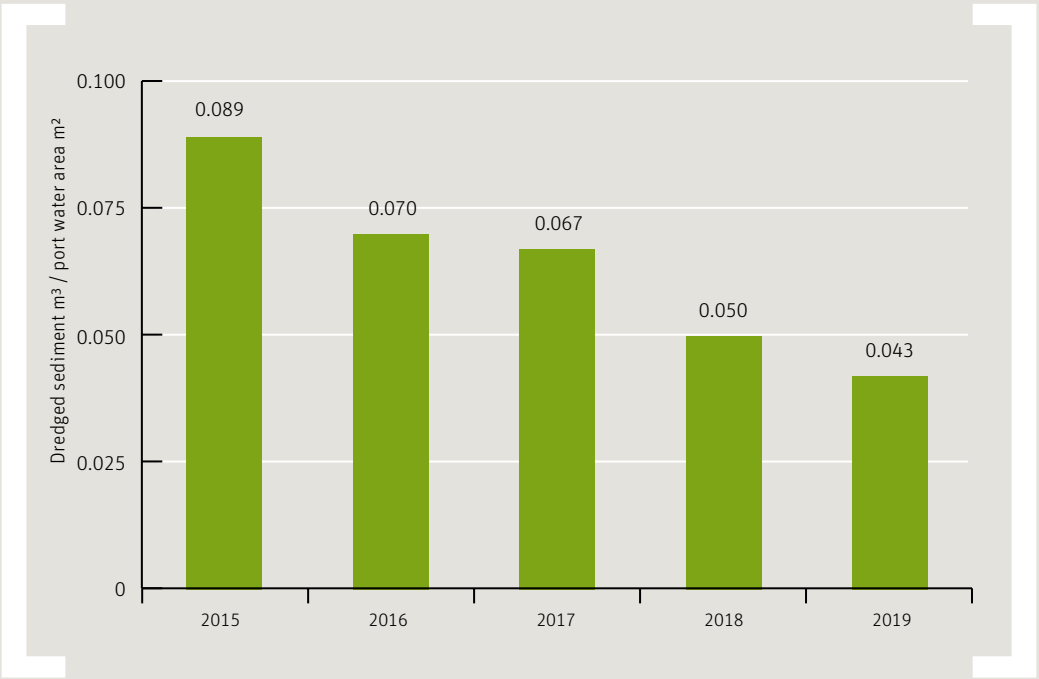
In the year under review, the samples from the port area in Bremerhaven to the north of the bascule bridge were once again within the permissible levels for returning these sediments to the water. This trend had already been observed in the preceding years. Returning the sediments back into the water could therefore once again be a possible option.

Volume of dredging spoils in relation to total port area

In recent years there has been a reduction in the total volume of dredged sediment in m^3 in Bremen and Bremerhaven (excluding the turning basin in the Weser) in relation to the total port water area in m^2 as defined in the Bremen Port Area Ordinance.

In the past, we have succeeded in reducing the volume of conventional dredging spoils thanks to the increasing use of our water injection dredgers in port areas close to the river. This is intended to add water to the fluid mud layer and thus keep the areas navigable.

The exact volumes are stated in the KPIs Environmental compatibility (side 129).



Volume of dredging spoils in relation to total port area

Treatment of dredging spoils

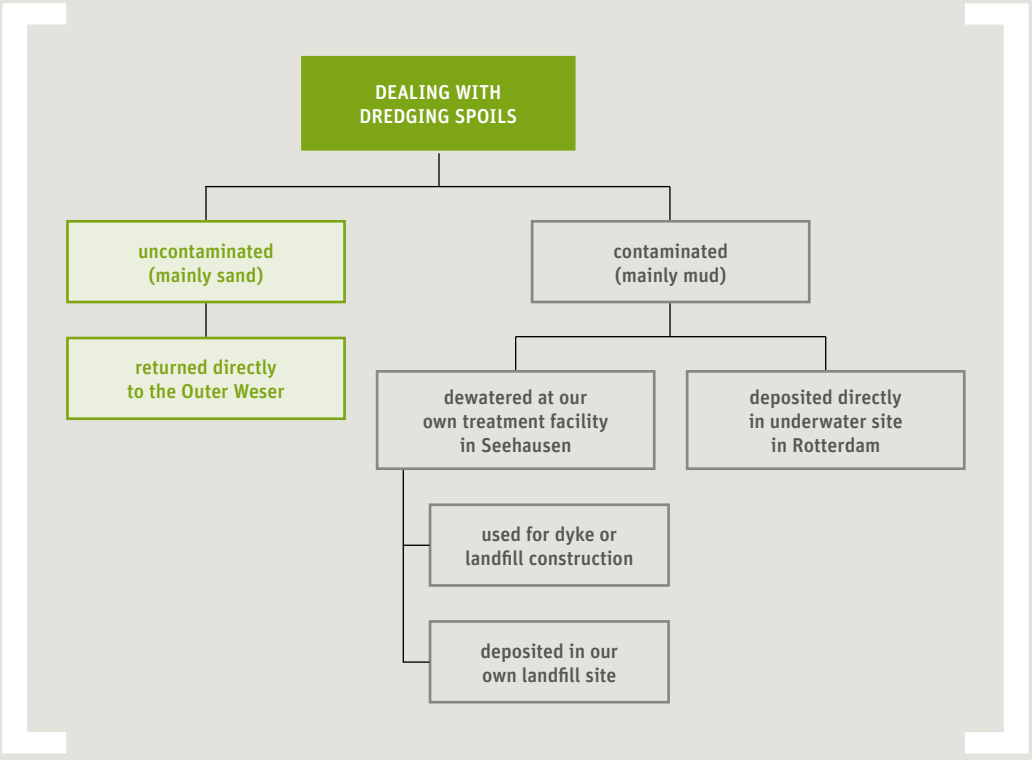
On completion of the dredging work, uncontaminated dredging spoils, especially sand, can be returned directly into the water or moved to a suitable spot. The Waterways and Shipping Administration determines which sites are suitable for reintroducing dredging spoils, in this case areas in the Outer Weser.

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

In the period under report it was unfortunately not possible to find any purchasers for external use of the dredging spoils. The material is currently being used internally as sealant in the construction of 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 reducing the contaminant concentration which would be necessary to achieve that aim.

Other relevant facts and figures about this topic are provided in our Key Performance Indicators beginning on page 120.

Other planned measures are stated in our greenports programme beginning on page 112.



Dealing with dredging spoils



9,7 %
highest share of trainees since 2015

Our attractiveness as an employer

[STANDARDS: GRI 102-8, 102-41, 103-1, 103-2, 103-3, 401-1, 401-2, 403-6, 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 tasks 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.



One of our divers at work

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 working time 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. Employees can also 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 there is also an in-house parent & child office.

The individual elements of our health management policies are based on our holistic health concept "Medical check-ups – Nutrition – Exercise". Our staff benefits from regular Health Days, nutrition training sessions, company fitness and a wide range of sports events. Baskets of fresh fruit are regularly provided at our building yard. In the course of the last audit on combining Job - Family + Health, we also agreed on further measures such as strengthening mental resilience and new work aspects which are geared to different life phases.

Fair pay and attractive perks

The collective agreements negotiated for civil service employees with the Communal Employers' Association (VKA) 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-based bonus. Staff can also purchase subsidised Job Tickets for local public transport and are entitled to reduced membership fees for the Hansefit and qualitrain network of gyms. Employees can also opt for deferred compensation, which converts part of their salary into a pension fund. These benefits are available to 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).



Working from home to prevent infection during the COVID 19 pandemic

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 9.7 % of the total workforce. bremenports also offers cooperative education programmes in mechatronics and civil engineering.

In summer 2020 we organised the first onboarding week for new trainees, in compliance with the applicable hygiene standards. The objective is to give the trainees an opportunity to get to know one another and find their way around the company better. During the onboarding week they visited different parts of the port and acquired an overall idea of all the different areas of bremenports’ work. As well as visiting various parts of the part together with members of staff who were familiar with the work concerned, they also completed theoretical phases involving group work and presentations. The week proved to be a complete success and we look forward to repeating it next year.

Trainee internships in other countries

All trainees at bremenports have the chance to work as intern in another country. In 2019, our trainee Julian Leuning accepted this interesting challenge and completed a four-week internship in Dublin. During the second year of his training to qualify as draughtsman, he submitted an application, together with the necessary documents, to the Erasmus programme. During the preparatory session, he received all the necessary information about his host family and the internship placement. This session was also a good opportunity to meet other interns destined for Ireland before the placement started at the end of June 2019.

For four weeks, Julian Leuning worked in a small architectural company. Outside working hours, he had plenty of time to explore and get to know the city and surrounding country. When asked about his best experience during the internship, Julian Leuning answered: “When I was on the plane on my way home, I said to myself, “What a good idea it was to do the internship. I experienced so much there and I would really have regretted it if I hadn’t seized this opportunity. Before I left for Ireland, I wasn’t quite sure if I should go abroad on my own for 4 weeks, but that worry disappeared in no time at all.”



Trainees at our workshop



Julian Leuning in Ireland

Staff development and training

During the onboarding phase, all new recruits and trainees are given a mentor from a different department to support and assist them outside their actual area of work. In addition to our numerous induction events, we also offer a guided bus tour of the ports.

In the course of structured annual staff appraisals, we discuss the scope for the individual employee's development and further training requirements. Our "Talent Compass" programme is a one year training course which encourages all interested employees to develop and expand their methodological and social skills. We tackle the shortage of skilled labour in certain occupations by training our own staff.

In 2019, we rolled out the next step in our systematic management development scheme, which involves the promotion of internal management staff. The training course comprises four basic modules plus elective modules which are adapted to meet changing requirements. This course expands on the previous training course and is aimed at improving the attendees' methodological and social skills and also includes corporate culture as a generic aspect.

In response to the Coronavirus situation and the consequent change in working conditions, we offered training courses on virtual management and virtual working for our management and nonexecutive employees.

In addition to our in-house programme for management staff, as from September 2020 we also offer in-house training for all employees. The focus will initially be on the subjects of communications and occupational health.



Trainees at Luneplate during the onboarding week

Promotion of diversity

We regard diversity as an opportunity for promoting and proactively exploiting different skills, different talents and different viewpoints and approaches. As early as November 2010, we already signed the Diversity Charter, 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 7.4 % 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.



Committed to diversity (Source: Adobe Stock photos)

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

bremenports : Betriebsrat

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.

Other relevant facts and figures about this topic are provided in our Key Performance Indicators beginning on page 120.

Other planned measures are stated in our greenports programme beginning on page 112.



Fenja Zwirlein



Hannes Lange



Lina Weckerle



Oliver Rosche

Trainees at bremenports – an inside look at the company

1. You are/were all trainees at bremenports – what year of training are you in now? Where exactly do you work? And what were your reasons for deciding to train at our company?

Fenja Zwirlein: I started to train as an office administrator in summer 2020 and joined the team in the purchasing department. In the course of my training, I have got to know various departments and teams in the administrative sector and had the chance to experience different areas of work. I already did work experience at bremenports while I was still at school and I knew the company because my father works here too. I wanted to work in an office and that was one of the reasons why I applied to bremenports.

Hannes Lange: I have been with bremenports since 2018 and am now in my 3rd year of training. I am training to qualify as an IT specialist for systems integration. My remit is IT infrastructure, which means providing day-to-day support. I assist with the installation and use of programs, am responsible for remedying faults, handle the installation of new IT software and hardware, such as monitors etc. Briefly, this means that I attend to the technology so that the other employees can do their jobs. I had known for a very long time that I wanted to work in IT, preferably on the practical side of things. One of the things I like about bremenports is that I am part of a fixed team and do not have to keep travelling all over the place as an external service provider.

Lina Weckerle: I am also in my 3rd year of training to qualify as an industrial mechanic for maintenance and repairs. My job typically includes the mechanical maintenance and repair of machinery. I am employed at the workshop in Brückenstrasse, i.e. directly inside the port. I enjoy working in what is typically seen as a male occupation. This job was the right choice for me as I have good manual skills. Of the various traineeships

I considered, this was my favourite, so I was really pleased when I was offered the contract. I feel at home in the port environment.

Oliver Rosche: I, too, have been a trainee at bremenports since 2018. This 3rd year is the final year of my training to qualify as electronics specialist for industrial engineering. My remit also involves maintenance and repair, but in my case in the electronics sector. I also work at the company premises in Brückenstrasse.
I came up with the idea of working for bremenports because I live near Bremerhaven, where everyone knows the company. Vocational training at the port sounded interesting.

2. Vocational training at bremenports also includes special project days for trainees that deal with sustainability topics at bremenports. What did you learn from these events that you can put to use in your professional and private lives?

Fenja Zwirlein: Each of the project days dealt with a different topic and gave us a good overview of the area concerned. We were given lots of ideas about how we as individuals could make changes. In my private life, for instance, I believe it is important to separate waste into the different categories. The project days refreshed many things that I already knew and stressed the importance of these topics.

Hannes Lange: The topics of environment and sustainability play a major role at the company and the project days mean that the trainees are also involved. They communicate how important these topics are to bremenports and why we act sustainably. The variety of topics means that you also take a look at other areas and learn more about the company. In my day-to-day work, for example, I don‘t hear anything about the removal of mud and silt. At the end of the event, we even sat down together to discuss how, where and what we believed could be changed and improved. We split up into small groups to consider different approaches in further detail. In the IT sector, we investigate the best ways of saving energy, which is relevant for the greenports strategy. Amongst other things, we opt for energy-saving models when purchasing new devices and make sure that they have power-saving settings. We also help to promote the digitisation of work processes in order to minimise paper consumption. Another topic we dealt with in the working groups was how we can create a paperless environment. We also learned a great deal about global warming and avoiding plastic waste. I found this useful for my practical day-to-day work as there were many aspects which directly affect my workplace. The topics of environment and sustainability were already an important aspect for my team.

Lina Weckerle: I had already given a lot of thought to the question of sustainability even before the project days. I try to live sustainably and to use as little plastic as possible. I take a fabric bag when I go shopping and use only LED lamps for lighting. As far as work at the port is concerned, we have electric cars and meanwhile use LED lighting in many areas. Although the project days addressed comparatively few topics which directly affect my own work, I still found them useful and informative.

Oliver Rosche: The project days taught us fundamental ideas about sustainability in general and at the port in particular. We use electric cars and electric cargo bikes at work. It goes without saying that we try to repair any broken devices and machinery instead of simply replacing them. The sessions on environment and sustainability refreshed and expanded what I already knew about these subjects. I definitely found it interesting to take part, but so far I have not been able to put much into practice.

3. Let's take a look at the future: What does your ideal port look like in 2030?

Fenja Zwirlein: I can imagine that less work will be performed by humans and that there will be more machines in use instead. Modernisation is necessary, e.g. at the locks. As container ships grow bigger and bigger, the locks will become too small for them. The infrastructure has to be adapted to accommodate the bigger vessels. I also believe that cruise ships will be modernised to make them more sustainable. At our company, greenports already plays a key role and that will become even more important. The company itself will change. You can already notice changes in the purchasing sector. At the moment, we still print out orders, but that is sure to become more digital in future.

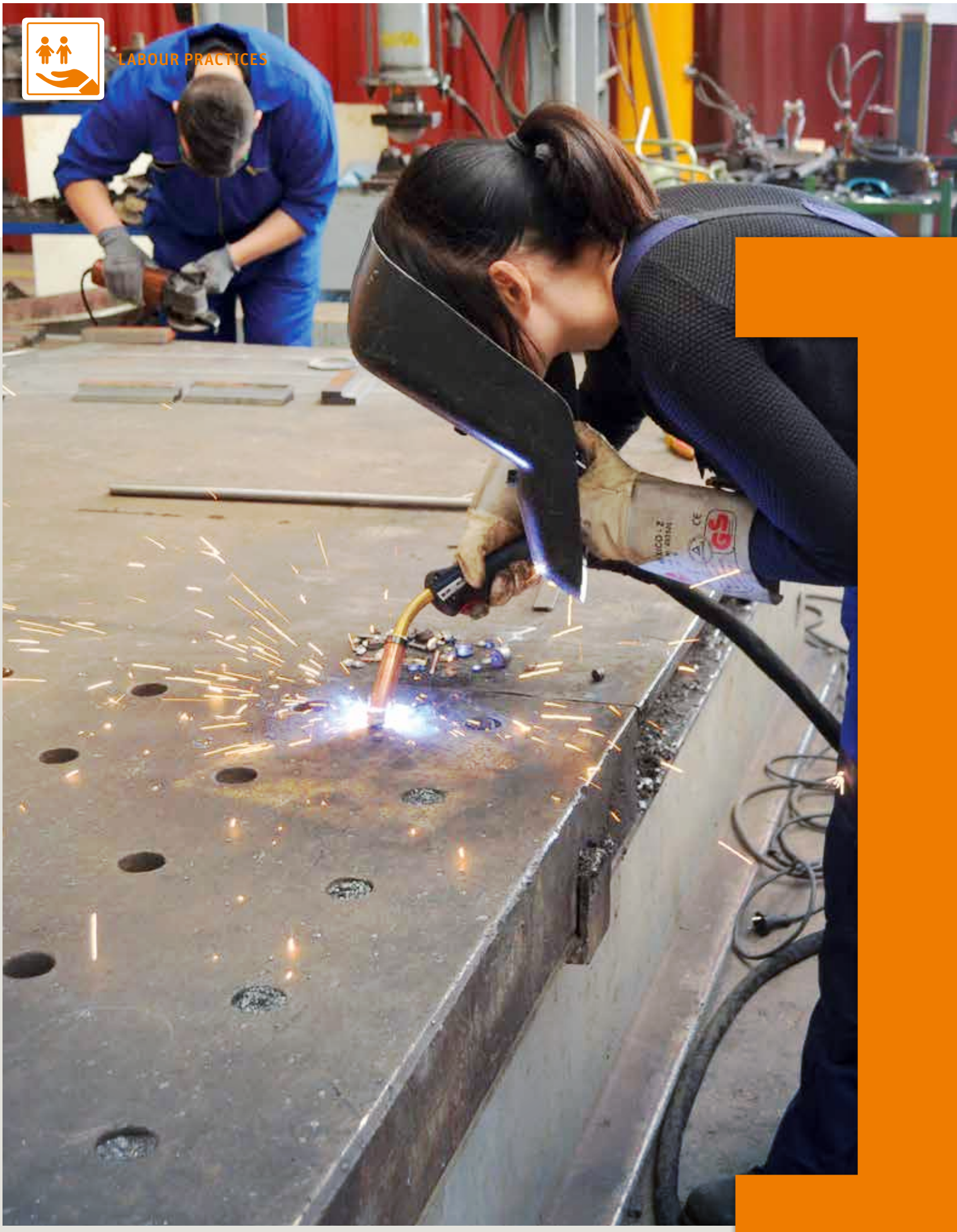
Hannes Lange: 10 years is not a long time so that I don't believe there will be so many changes by 2030. My area of work, IT, is likely to become increasingly relevant for processes within the next few years. All the processes that exist in and around the port will become digitised and automated (e.g. digital input, processing and settlement of invoices). This is already done at many companies, but things are different here at bremenports. Processes such as preparing electronic tender documents, which have to be drawn up and approved by many different people, cannot be automated in the same way as processes at other companies. That is the reason why there has been little automation to date. I also believe that vocational training as IT specialist will change and be more geared towards IT aspects. Instead of two IT specialists, one person will be able to manage several tasks centrally. He or she will be able to attend to more computers because only one large one has to be managed. The IT specialists will be given more responsibility for different users.

Lina Weckerle: It would be good if the port undergoes sustainable changes, e.g. by using shore power supply for the many cruise vessels and reducing the consumption of heavy oils. The port should also employ more skilled workers, not just temporary agency workers. But that is just wishful thinking. I will finish my training next year and hope that I will be offered a permanent contract at bremenports. However, my team is comparatively young so that there is unlikely to be much fluctuation over the next 10 years. I don't believe that vocational training for my job will undergo many changes, except perhaps as regards digitisation: for instance, we are supposed to be able to submit our vocational training report book online soon.

Oliver Rosche: Of course I hope that there will still be well paid jobs for many people in 10 years, so that it is possible to plan the future. I also believe that there is great potential in the field of renewable energy. Process automation and digitisation will also become established in our business. Documentation will be digitised, i.e. it will no longer be done on paper. However, there is not much scope for making the maintenance or repair of machinery more sustainable. Even if processes and workflows are automated, repairs will still be necessary. The bremenports survey vessel "Seeadler" has electric propulsion, which means it has more technology that is prone to faults. Just one small faulty electronic part can stop an entire engine from working. If more and more vessels with electric propulsion are added to our fleet, that means there will be more work for us. Another new field of work is trackbed lighting for the terminal railway. We are also responsible for maintaining the trackbed housing that contains the technology. The system is tested once a year and the lamps are replaced every year. This means there will be more work for us to do when the railway network is expanded.



Work at Neustädter Hafen (Photo: Langer)



Trainee with personal protective equipment

Occupational health & safety



[STANDARDS: GRI 103-1, 103-2, 103-3, 403-4, 403-9]

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 regulations. 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 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.

These specialists provide regular instruction in occupational health and safety and conduct workplace inspections as necessary. In consultation with the appointed duty holders, they compile and update risk assessments for all occupational groups and workplace categories. These assessments serve as the basis for determining the necessary technical, organisational and personal protective measures, which are then implemented by the company and regularly checked for effectiveness.

The generally binding “Operating instruction for the performance and documentation of risk assessments”, inclusive of a standard template, was introduced in 2019. Based on a survey conducted at the end of the year to ascertain the status quo and identify further requirements, the next step will be to update all existing risk assessments and perform an initial evaluation where possible.

Our fire prevention measures include regular fire drills to practise evacuation of the buildings and fire control inspections. Fire wardens have been trained and appointed for each storey of our buildings or for the individual work areas. These wardens attend regular refresher courses.

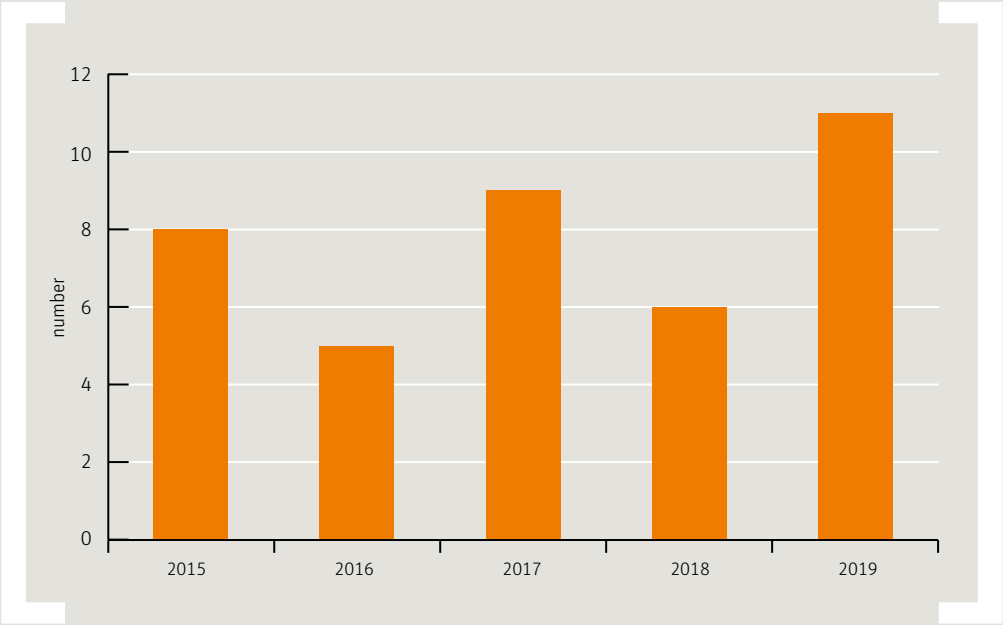
To ensure that effective first aid is available at the company, we regularly train a sufficient number of first aiders and subsequently provide the necessary refresher courses. Automatic external defibrillators (AED) are available at five operating locations with a particularly high headcount and on board two of our service vessels. Our first aiders receive additional training in the use of these AEDs. The appointed equipment officers check that the AEDs are in good working order and are responsible for punctual replacement of any components with an expiration date. The AEDs undergo regular safety inspections by a specialist company.

Safety officers have been appointed at all operating locations to advise and assist the management and workforce with the implementation of occupational health and safety measures.

Occupational Health and Safety Committee

The Occupational Health and Safety Committee (ASA) comprises 14 members of staff and provides a platform for co-determination and participation. It meets at quarterly intervals to discuss health and safety issues and accident prevention. The various members of the ASA Committee represent 100 % of our company employees, who have the opportunity to raise their concerns or file any complaints 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, provided by Performa Nord (mandatory, optional and elective health care). 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.



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

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 if more than one company is involved in the performance of a contract.

Other relevant facts and figures about this topic are provided in our Key Performance Indicators beginning on page 120.

Other planned measures are stated in our greenports programme beginning on page 112.



Cleaning the glass on the Sail City building



View of the container terminal from Weddewarden

Impact
on the population



[STANDARDS: GRI 103-1, 103-2, 103-3, 305-7, 413-1, 413-2 as well as PERS 10]

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 consequences and social aspects. 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 regular port operations on the regional population was held in 2014. The public workshop that was planned for 2018 to revalidate the main sustainability topics was postponed until 2020. However, it was not possible to hold the workshop owing to the restrictions imposed by the Corona-virus pandemic, so that we decided to conduct an online survey amongst our stakeholders. This stakeholder dialogue will be activated in January 2021 and 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 the period under review:

Impact of 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 from the population with regard to these restrictions. Additional protection in the form of waterside monitoring was implemented in November 2020 at the request of and in consultation with the security authorities.

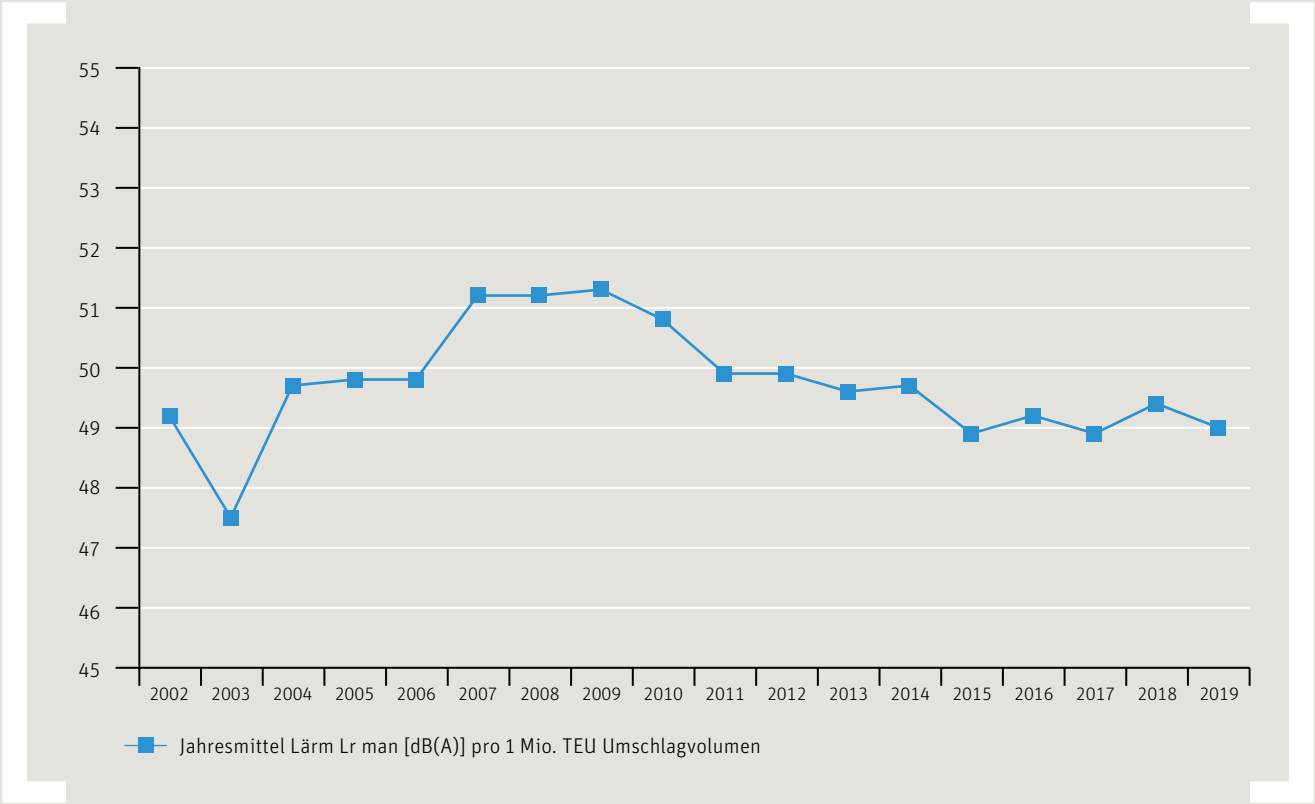
Erlebnis Bremerhaven GmbH offers various opportunities for local residents and tourists to access the port site, such as guided tours on the port bus. On the annual Logistics Day, various business enterprises at the ports in Bremen and Bremerhaven open their doors to the general public. bremenports also takes part and offers a number of special activities. The public has access to various spectator areas such as the container observation platform (Erlebnis Bremerhaven GmbH) and the visitors' terrace at Columbus Cruise Center Bremerhaven when cruise ships are in port. Many public streets in Bremen afford good views of the ports and the activities there, e.g. Industriehäfen from Kap-Horn-Strasse, Holz- und Fabrikenhafen from Fabrikenufer and Neustädter Hafen from Lankenauer Höft. Guided tours of Luneplate compensatory mitigation site are available at regular intervals and have proved popular with the public.

bremenports noticeboard at the container observation platform

Impact caused by noise emissions

Noise emissions result from terminal operations, cargo handling, goods and passengers traffic and from the other business activities at the ports. Complaints from some individual residents near the ports in Bremen were last reported in 2018. According to the Trade and Industry Inspectorate in Bremen, the population appears to be increasingly sensitive to this kind of environmental pollution.

Diverse noise mitigation measures have been implemented at the Container Terminal in Bremerhaven. The number of complaints about noise received on our designated hotline for portside residents in Weddewarden has gradually decreased to practically nil since the beginning of 2013. The noise map for the seaport of Bremerhaven was last updated in 2018 and will next be updated in 2023 after the prescribed 5-year interval.



Trend for noise emissions at Bremerhaven Container Terminal 2002 – 2019

The diagram on page 93 shows the trend for noise emissions at Bremerhaven Container Terminal.

Noise pollution is essentially the responsibility of the terminal operators, the land and waterside transport companies and the public authorities. bremenports supports 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 endeavour to find solutions which reduce noise.



Noise monitoring station in Weddewarden

Impacts of water pollution

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

The combustion of fossil fuels and the discharge of particles into the water, the use of substances containing oil, contaminants and/or pesticides (such as lubricants or antifouling paints), illegal waste dumping, the discharge of domestic waste water or cooling water, illegal underwater cleaning of ship hulls and propeller polishing, as well as the discharge of scrubber waste water are all potential sources of pollution. Treatment of the individual categories of waste water from ships is dealt with in the chapter Sustainable marine shipping. The effects of the spread of non-native species on biodiversity are described in the chapter Sustainable marine shipping.

Residue from PFOS (perfluorooctane sulfonates), which are contained for example in fire-fighting foam, is another target of criticism. 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 and for granting permission to use the water and discharge substances into the water. As a rule, however, the bodies of water inside the port are manmade and there are no consequently no applicable water quality standards, particularly in the brackish water zone in Bremerhaven, to serve as guidelines for the responsible parties. Nevertheless, the port waters affect the quality of adjacent and directly connected water systems.

Compliance with these regulations is not only the responsibility of shipping, but also of the shipyards and the manufacturing industry. Bremen's Port Authority is responsible for monitoring shipping. To date, no examination of the water quality has been carried out. However, the sediments which are to be removed from the port in the course of maintaining the water depths are tested for contaminants.

Impacts of traffic

The carriage of freight by rail and truck and the ensuing side effects such as congestion, lack of parking spaces and emissions place a noticeable strain on the population in Bremerhaven and Bremen. The traffic takes place on approved and designated traffic infrastructure. The cities of Bremen and Bremerhaven are responsible for planning and designing their own traffic infrastructure. The port is both source and destination of land and sea traffic. bremenports is only responsible for planning and designing the traffic infrastructure inside the port.

The current impact remains high. 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. There are also various initiatives in the individual municipalities along the Bremerhaven-Bremen railway line, which lobby for overpasses or tunnels instead of level railway crossings. This is intended to reduce delays caused from waiting at level crossings and to increase traffic safety. There are also demands for a third track, which would enable better organisation of parallel passenger and freight traffic and thus help to reduce delays in rail passenger traffic.

Capacity planning is an ongoing part of the port development process. 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, while better steering of truck hinterland traffic is intended to reduce urban environmental pollution in Bremerhaven.



Trucks waiting at a site on the terminal

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. Some individual complaints from residents were published as readers' letters in the press. In addition to the emissions generated by container ships and other ocean-going vessels, cruise ships in particular are the focus of public attention in Bremerhaven. Bremen's Department of the Environment therefore conducted a special measuring programme for cruise vessels at Kaiserschleuse lock at Bremerhaven's Überseehafen in 2019.

The measured levels led to the conclusion that there is no evidence of any significant influence of cruise vessels on air quality in Bremerhaven outside the port area with regard to the annual average values for the pollutants particulate matter PM10, particulate matter PM 2.5 and nitrogen dioxide.

Other official stations for monitoring ambient air quality in the port vicinity prove compliance with the prescribed limits for ambient air quality. 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 in Bremen und Bremerhaven caused by the emissions of port operations. The number and relative share of ships with an Environmental Ship Index calling at the ports of Bremen, which therefore generate lower emissions than the technically permitted maximum, continue to increase.

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 are also pushing ahead with the provision of more shore power supply facilities, which are eligible for public funding, and further reducing the emissions by our own fleet of service vessels. The preparation of an expert opinion for the systematic air monitoring of air pollutants in the port areas is part of our greenports programme.

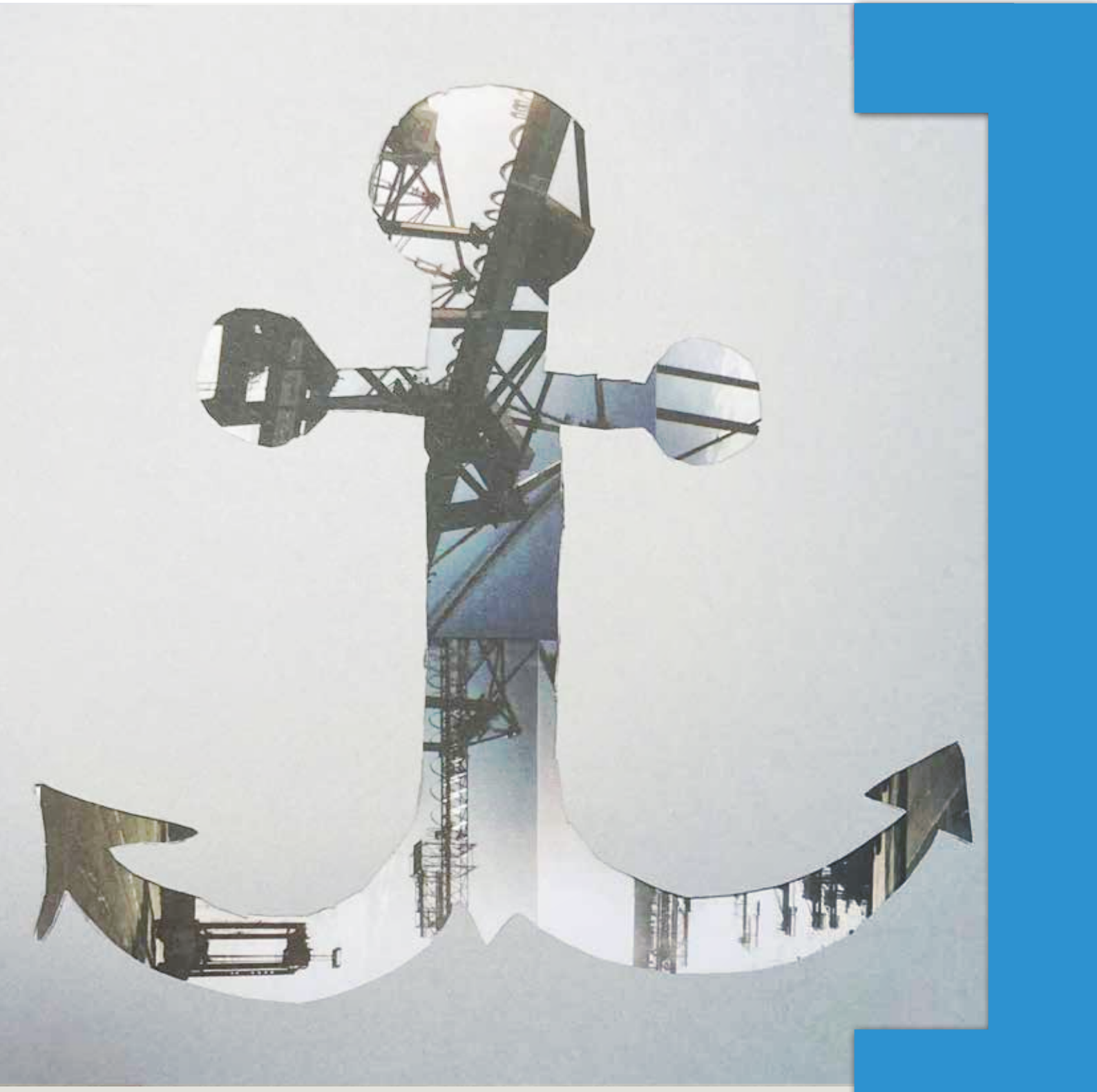
We have agreed with other port locations that regulatory measures are required (e.g. ban on the use of heavy fuel oil by shipping, integration of the environmental costs in the price of fuel or imposing stricter standards on engines: Tier III instead of Tier II), so that the polluters (shipping companies) 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.

Other relevant facts and figures about this topic are provided in our Key Performance Indicators beginning on page 120.

Other planned measures are stated in our greenports programme beginning on page 112.



Checking the data from the air monitoring station at “Hansastrasse”



Maritime calendar page

Commitment to local projects



Our cooperation with ERNST!

For years, bremenports has cooperated closely with Ernst-Reuter-Platz School ("ERNST!") in Bremerhaven's Lehe district. The project entitled "The port comes to Lehe" is our contribution to bringing about positive changes in 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 initiated or put into practice. One of the core principles of our cooperation with ERNST! is continuity, which means we do not perform sporadic individual activities, but follow a structured approach. The bremenports management team and representatives of the school hold regular meetings twice a year. The minutes are taken by the school management and document the support that the school needs and what activities can be performed. There were 2 reasons why we chose ERNST! as the school we wished to support:

- because of the location: the school is situated close to the ports in the Lehe district
- owing to the social background of the pupils: the percentage of families on social security in Lehe is comparatively high.

bremenports helps the school to achieve its policy of offering manual projects to encourage pupils to start learning again and feel part of a team. Activities such as the conversion of a disused container into a bicycle repair shop play a key role. Meeting up at the workshop in Brückenstrasse every Friday for six months helps the youngsters in many respects. bremenports hopes that "The port comes to Lehe" will make a small but useful contribution towards promoting structural change in this district.

Beehives in the school grounds

In our 2017/2018 Sustainability Report, we described the installation of various beehives, including one on the roof of Ernst-Reuter-Platz School and one in the rented school garden. 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. The beehives are therefore part of a hands-on teaching experience. Companies such as Bee-Rent help to ensure the survival of bees by leasing bee colonies for a certain period of time at a given location. Experienced beekeepers look after the bees all year round, from installation of the hives and collection of the honey right through to hibernation.

For the pupils at Ernst-Reuter-Platz School, this was another opportunity to acquire practical experience. They also market the honey that is produced in the school grounds and sell it at the school market stall in front of the building. The annual yield is around 20 kg (10 kilos per beehive). Another highlight: the market stalls were built by the pupils themselves and sell not only honey, but also home-made jam as well as soups and stews cooked by the pupils in the school kitchen.

News about the bicycle repair container set up in 2018

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 disused steel container 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 container has been actively used since then and has even been given a brand identity, featuring the two partners, ERNST! and bremenports. For the pupils, this is visible proof of cooperation in practice and shows that each and every one of them can make a contribution. The container is open during school hours and provides a sheltered space where the children and young adolescents can learn new skills. Moreover, it shows them that everyday objects can be repaired and need not simply be thrown away – a lesson that they will bear in mind in their future lives.



Beehive on the school roof



Branding on the bicycle container

Benches for the school grounds

Another visible success of this cooperation can be found on the ground floor of the school building. Two octagonal benches in the entrance area provide seating during school breaks or while people are waiting. They were built by the youngsters together with bremenports staff at the workshop in Brückenstrasse and then installed in the school as a joint project. Working with wood calls for different skills and both the pupils and the bremenports staff really enjoyed making these benches.

All in the same boat

Since 2018, in addition to these creative activities, there has been another regular event in which pupils of ERNST! can join forces with bremenports trainees: after a joint training session, the pupils and trainees entered a team for the dragon boat race in Bremerhaven. It is not a question of being first over the finishing line, but more about enjoying this shared activity. Doing sports together promotes solidarity and motivates the participants time and again.

2nd calendar – this successful event was repeated

In spring 2020, pupils of ERNST! again designed a calendar. This year's version featured edited photos of the port that were taken during a joint trip with the port bus. The photos of the port motifs were merged with photos of buildings and places of interest in the Lehe district, depending on the creativity of the pupil concerned, and some fantastic collages were produced.

The special thing about this calendar is the date on which it begins: contrary to conventional versions, the calendar begins in August 2020, to tie in with the start of SAIL Bremerhaven, which had to be postponed until August 2021 owing to Covid. The 500 calendars that had already been printed, originally intended as giveaways and part of other events, were distributed to the pupils of ERNST!, members of the port business etc. in summer 2020. The calendar now serves as an ideal daily reminder of the postponed event and creates a maritime flair until the next SAIL.



Benches on the ground floor of the school



Our joint team for the Bremerhaven dragon boat race



One topic – three questions for Nicole Wind, Principal of Ernst-Reuter-Platz School (ERNST!)

1. The cooperation between Ernst-Reuter-Platz School and bremenports was launched in 2016. How did this cooperation come about and what is special about it?

The cooperation evolved a few years ago as a result of chance meetings and shared interests. For many years, members of the ERNST! teaching staff and of bremenports management had been privately involved in providing cultural amenities for children and young adults, for instance at Atelier Goethe45. That was how the school staff and bremenports first came into contact with each other.

The cooperation began with smaller events for the pupils, such as a guided tour of Luneplate under the supervision of bremenports staff. The pupils were divided into small groups and had the chance to get to know the fauna and flora on the site. They took photographs or drew the water buffalo and these works were then exhibited to the public.

The working title "The port comes to Lehe" is still in use and refers not only to activities with pupils, but also with the teaching staff at ERNST! school. In August 2017, for example, bremenports employees organised a cycle run for the school staff in which they explored the port together.

I find it easy to sum up the cooperation to date: no matter how creative, unconventional or even apparently impossible the idea may seem, my colleagues and I can approach the management of bremenports with it. They are willing to listen to every suggestion and every suggestion has a chance of being put into practice, regardless of the resources that are required.

For 12 years now, ERNST! has invited a blacksmith to attend school several times a year. This is a project that bremenports welcomes with open arms. The children get to know various forging techniques and can create their own works of art on the school playground under the supervision of experienced blacksmiths. These works are then sold at a market which the pupils organise themselves or exhibited in various parts of the town and on the school grounds.

2. What feedback have you received from the pupils over the last 4 – 5 years? To what extent has this practical cooperation changed the pupils?

Practical experience helps the pupils to recognise their own strong points and also motivates them to apply themselves to school work. Every child, every young adult has his or her own set of individual, different talents. These skills may not always be in demand in classroom lessons, but they can become apparent and be encouraged during such hands-on projects. The adults who design the projects act as role models. External teaching staff in particular, who spend time with the pupils outside the day-to-day school environment, can have a positive influence and build up the pupils' self-confidence.

This success is actually quantifiable: since we launched these practical events, the percentage of pupils who had signed up for vocational training after leaving school rose from 0 to 27 %. After completing three periods of work experience during secondary school and taking part in practical projects, the pupils find the transition from school to the working world easier and a more natural step. Most of the remaining 73 % go on to further education, such as local vocational colleges or other secondary schools where they can obtain university entrance qualifications.

3. If we look at the future: In terms of social commitment, what will the ideal port look like in 2030?

The range of pupils at ERNST! is highly diverse: they have different levels of education, come from different backgrounds, family structures etc. Many of these pupils will probably never leave Bremerhaven. It is important to approach these children and young adults on their own personal level. Our joint aim is to enable them to live a responsible life, where they are capable of assuming responsibility not only for themselves, but also for their families and for society in general. The best way to do so is to give them a secure job, preferably in this area.

At the start of their school career the pupils have no idea of the wealth of opportunities that are available at the port. Showing them the occupations that are in demand at the ports and the skills that are needed for these occupations is an integral part of most of the individual projects. The pupils see themselves as part of society and get to know the different jobs that are available at the ports. This helps to counteract the present lack of skilled workers and, in the best-case scenario, gets the families off state benefits and moves them from the fringes into the middle of society.

Other relevant facts and figures about this topic are provided in our Key Performance Indicators beginning on page 120.

Other planned measures are stated in our greenports programme beginning on page 112.



Our cooperation with ERNST! school – we make our mark

GRI-INDEX

GRI Standard	Disclosure	Page reference	External assurance
GRI 101: Foundation			
GRI 102: General Disclosures			
	102 -1 Name of the organization	About this report: 15	
	102 -2 Activities, brands, products, and services	The bremenports business model: 9–13	
	102 -3 Location of headquarters	Imprint: 140	
	102 -4 Location of operations	The bremenports business model: 9–13	
	102 -5 Ownership and legal form	Organisation of the ports of Bremen: 7–8	
	102 -6 Markets served	The bremenports business model: 9–13	
	102 -7 Scale of the organization	The bremenports business model: 9–13	
	102 -8 Information on employees and other workers	Attractiveness as employer: 77–85, KPIs Labour practices: 130–132	Audited by TÜV Nord
	102 -9 Supply chain	Sustainable procurement & contract award: 33–35, KPIs Economic performance: 120–121	
	102 -10 Significant changes to the organisation and its supply chain	The bremenports business model: 9–13, Sustainable procurement & contract award: 33–35	
	102 -11 Precautionary principle or approach	Adaptation to climate change: 47–49, Sustainability strategy & management: 21–25	
	102 -12 External initiatives	Sustainability strategy & management: 21–25	
	102 -13 Membership of associations	Interest groups: 111	
	102 -14 Statement from senior decision-maker	Foreword: 5	
	102 -16 Values, principles, standards, and norms of behavior	Compliance: 27–29	
	102 -18 Governance structure	The bremenports business model: 9–13, Sustainability strategy & management: 21–25	
	102 -40 List of stakeholder groups	List of stakeholders: 134–135, Sustainability strategy & management: 21–25	
	102 -41 Collective bargaining agreements	Attractiveness as employer: 77–85, KPIs Labour practices: 130–132	Audited by TÜV Nord
	102 -42 Identifying and selecting stakeholders	Sustainability report 2014, pages 18-19, Sustainability strategy & management: 21–25	
	102 -43 Approach to stakeholder engagement	Sustainability report 2014, pages 18-19, Sustainability strategy & management: 21–25	

GRI-INDEX

GRI Standard	Disclosure	Page reference	External assurance
	102 -44 Key topics and concerns raised	Sustainability strategy & management: 21–25	
	102 -45 Entities included in the consolidated financial statements	About this report: 15	
	102 -46 Defining report content and topic boundaries	Sustainability strategy & management: 21–25	
	102 -47 List of material topics	Unsere Nachhaltigkeitsthemen: 14	
	102 -48 Restatements of information	About this report: 15	
	102 -49 Changes in reporting	About this report: 15	
	102 -50 Reporting period	About this report: 15	
	102 -51 Date of most recent report	About this report: 15	
	102 -52 Reporting cycle	About this report: 15	
	102 -53 Contact point for questions regarding the report	Imprint: 140	
	102 -54 Claims of reporting in accordance with the GRI Standards	About this report: 15	
	102 -55 GRI content index	GRI content index: 104 – 109	
	102 -56 External assurance	About this report: 15, External audit: 138 – 139	
Material topics			
Sustainability strategy & management			
GRI 103: Management approach	103 -1 Explanation of the material topic and its boundary	Sustainability strategy & management: 21–25	
	103 -2 The management approach and its components	Sustainability strategy & management: 21–25	
	103 -3 Evaluation of the management approach	Sustainability strategy & management: 21–25	
Compliance			
GRI 103: Management approach	103 -1 Explanation of the material topic and its boundary	Compliance: 27–29	
	103 -2 The management approach and its components	Compliance: 27–29	
	103 -3 Evaluation of the management approach	Compliance: 27–29	

GRI-INDEX

GRI Standard	Disclosure	Page reference	External assurance
GRI 205: Anti-corruption	205 -1 Operations assessed for risks related to corruption	KPIs Economic performance: 120–121, Compliance: 27–29	Audited by TÜV Nord
	205 -2 Communication and training about anti-corruption policies and procedures	KPIs Economic performance: 120–121, Compliance: 27–29	Audited by TÜV Nord
	205 -3 Confirmed incidents of corruption and actions taken	KPIs Economic performance: 120–121, Compliance: 27–29	Audited by TÜV Nord
GRI 419: Socioeconomic compliance	419 -1 Non-compliance with laws and regulations in the social and economic area	KPIs Economic performance: 120–121, Compliance: 27–29	Audited by TÜV Nord
Port security, cyber security & risk prevention			
GRI 103: Management approach	103 -1 Explanation of the material topic and its boundary	Port security, cyber security & risk prevention: 31–32	
	103 -2 The management approach and its components	Port security, cyber security & risk prevention: 31–32	
	103 -3 Evaluation of the management approach	Port security, cyber security & risk prevention: 31–32	
Sustainable procurement & contract award			
GRI 103: Management approach	103 -1 Explanation of the material topic and its boundary	Sustainable procurement & contract award: 33–35	
	103 -2 The management approach and its components	Sustainable procurement & contract award: 33–35	
	103 -3 Evaluation of the management approach	Sustainable procurement & contract award: 33–35	
Market presence			
GRI 103: Management approach	103 -1 Explanation of the material topic and its boundary	Market presence: 37–45	
	103 -2 The management approach and its components	Market presence: 37–45	
	103 -3 Evaluation of the management approach	Market presence: 37–45	
GRI 203: Indirect economic impacts	203 -1 Infrastructure investments and services supported	Market presence: 37–45	Audited by TÜV Nord
	203 -2 Significant indirect economic impacts	KPIs Economic performance: 122–124, Market presence: 37–45	Audited by TÜV Nord
Adaptation to climate change			
GRI 103: Management approach	103 -1 Explanation of the material topic and its boundary	Adaptation to climate change: 47–49	
	103 -2 The management approach and its components	Adaptation to climate change: 47–49	
	103 -3 Evaluation of the management approach	Adaptation to climate change: 47–49	

GRI-INDEX

GRI Standard	Disclosure	Page reference	External assurance
GRI 201: Economic performance	201 -2 Financial implications and other risks and opportunities due to climate change	Adaptation to climate change 47–49	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: 51–55	
	103 -2 The management approach and its components	Energy management & Climate protection: 51–55	
	103 -3 Evaluation of the management approach	Energy management & Climate protection: 51–55	
GRI 302: Energy	302 -1 Energy consumption within the organisation	KPIs Environmental compatibility: 125–129, Energy management & Climate protection: 51–55	Audited by TÜV Nord
	302 -4 Reduction of energy consumption	Energy management & Climate protection: 51–55	Audited by TÜV Nord
GRI 305: Emissions	305 -1 Direct (Scope 1) GHG emissions	KPIs Environmental compatibility: 125–129, Energy management & Climate protection: 51–55	Audited by TÜV Nord
	305 -2 Energy indirect (Scope 2) GHG emissions	KPIs Environmental compatibility: 125–129, Energy management & Climate protection: 51–55	Audited by TÜV Nord
	305 -3 Other indirect (Scope 3) GHG emissions	KPIs Environmental compatibility: 125–129, Energy management & Climate protection: 51–55	Audited by TÜV Nord
	305 -5 Reduction of GHG emissions	KPIs Environmental compatibility: 125–129, Energy management & Climate protection: 51–55	Audited by TÜV Nord
Sustainable marine shipping			
GRI 103: Management approach	103 -1 Explanation of the material topic and its boundary	Sustainable marine shipping: 57–61	
	103 -2 The management approach and its components	Sustainable marine shipping: 57–61	
	103 -3 Evaluation of the management approach	Sustainable marine shipping: 57–61	
Sustainable fleet			
GRI 103: Management approach	103 -1 Explanation of the material topic and its boundary	Sustainable fleet: 63–65	
	103 -2 The management approach and its components	Sustainable fleet: 63–65	
	103 -3 Evaluation of the management approach	Sustainable fleet: 63–65	

GRI-INDEX

GRI Standard	Disclosure	Page reference	External assurance
Maintaining biodiversity			
GRI 103: Management approach	103 -1 Explanation of the material topic and its boundary	Maintaining biodiversity: 67–71	
	103 -2 The management approach and its components	Maintaining biodiversity: 67–71	
	103 -3 Evaluation of the management approach	Maintaining biodiversity: 67–71	
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	KPIs Environmental compatibility: 125–129, Maintaining biodiversity: 67–71	Audited by TÜV Nord
	304-2 Significant impacts of activities, products and services	Maintaining biodiversity: 67–71, Effects of maintaining the water depths: 73–75, Market presence 37–45, Sustainable marine shipping: 57–61	Audited by TÜV Nord
	304 -3 Habitats protected or restored	KPIs Environmental compatibility: 125–129, Maintaining biodiversity: 67–71	Audited by TÜV Nord
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: 73–75	
	103 -2 The management approach and its components	Effects of maintaining the water depths: 73–75	
	103 -3 Evaluation of the management approach	Effects of maintaining the water depths: 73–75	
GRI 306: Effluents and waste	306 -2 Waste by type and disposal method	KPIs Environmental compatibility: 125–129, Effects of maintaining the water depths: 73–75	Audited by TÜV Nord
Attractiveness as employer			
GRI 103: Management approach	103 -1 Explanation of the material topic and its boundary	Attractiveness as employer: 77–85	
	103 -2 The management approach and its components	Attractiveness as employer: 77–85	
	103 -3 Evaluation of the management approach	Attractiveness as employer: 77–85	
GRI 401: Employment	401 -1 New employee hires and employee turnover	KPIs Labour practices: 130–132, Attractiveness as employer: 77–85	Audited by TÜV Nord
	401 -2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Attractiveness as employer: 77–85	Audited by TÜV Nord

GRI-INDEX

GRI Standard	Disclosure	Page reference	External assurance
GRI 403: Occupational health and safety	403 -6 Promotion of worker health	Attractiveness as employer: 77–85	Audited by TÜV Nord
GRI 404: Training and education	404 -1 Average hours of training per year per employee	KPIs Labour practices: 130–132, Attractiveness as employer: 77–85	Audited by TÜV Nord
GRI 405: Diversity and equal opportunity	405 -1 Diversity of governance bodies and employees	KPIs Labour practices: 130–132, Attractiveness as employer: 77–85	Audited by TÜV Nord
GRI 406: Non-discrimination	406 -1 Incidents of discrimination and corrective actions taken	Attractiveness as employer: 77–85	Audited by TÜV Nord
Occupational health & safety			
GRI 103: Management approach	103 -1 Explanation of the material topic and its boundary	Occupational health & safety: 87–89	
	103 -2 The management approach and its components	Occupational health & safety: 87–89	
	103 -3 Evaluation of the management approach	Occupational health & safety: 87–89	
GRI 403: Occupational health and safety	403 -4 Worker participation, consultation, and communication on occupational health and safety	Occupational health & safety: 87–89, KPIs Labour practices: 130–132	Audited by TÜV Nord
	403 -9 Work-related injuries - For all employees - For all workers who are not employees but whose work and/or workplace is controlled by the organization (e.g. trainees)	Occupational health & safety: 87–89, KPIs Labour practices: 130–132	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: 91–97	
	103 -2 The management approach and its components	Impact on the population: 91–97	
	103 -3 Evaluation of the management approach	Impact on the population: 91–97	
GRI 305: Emissions	305-7 Nitrogen oxides (NO_X), sulfur oxides (SO_X), and other significant air emissions	KPIs Social: 133, Impact on the population: 91–97	Audited by TÜV Nord
GRI 413: Local Communities	413 -1 Operations with local community engagement, impact assessments, and development programs	Impact on the population: 91–97	Audited by TÜV Nord
	413-2 Operations with significant actual and potential negative impacts on local communities	KPIs Social: 133, Impact on the population: 91–97	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.

We included the SDGs in our Sustainability Report for the first time last year. Each of our sustainability topics addresses specific SDGs, which are indicated in the individual chapters. What each of these individual goals involves is shown in the overview of our sustainability topics, on the individual pages dealing with these topics and, as from this year, also in our greenports programme.

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 carbon-neutral port (e.g. carbon-neutral port infrastructure).

PROGRAMME 2020

Topic	Goals	Measures	Timeline	Status
Governance				
SUSTAINABILITY STRATEGY & MANAGEMENT	**Ongoing development of the greenports strategy**	Rewording the greenports strategy	2019	completed
		Ongoing development of greenports cooperation projects	ongoing	ongoing
		Presentation of a strategic concept for a carbon-neutral port	2020	completed
	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	completed
		Consolidation of the KPIs in the Integrated Management System	2020	completed
		Review of reporting activities on the basis of a benchmark study	2021	in progress
	To intensify our PR work and the stakeholder dialogue	Designing the greenports website to meet professional requirements	2021	in progress
		Creation of a greenports information page on the intranet portal	2020	completed
		Assisting marketing department with social media activities	ongoing	ongoing
		Stakeholder workshop to consolidate the major sustainability topics	2020	in progress
	To promote staff commitment to sustainability	Publication of regular articles on greenports topics in the intern@bremenports magazine and on the intranet	ongoing	ongoing
		Organisation of two annual "Environment Days" for our trainees on the topic of "Sustainability in vocational training"	ongoing	cancelled because of Covid 19
		Staff survey on commuter behaviour	2021	in progress
		Launch staff competition to promote cycling	2021	planned
COMPLIANCE	**To create an organisational framework that permits compliance with the identified legal requirements**	Continuation of the Compliance working group	ongoing	ongoing
		Adjustment of the anonymous procedure for reporting suspicions in accordance with German transposition of the EU Whistleblower Directive	2021	in progress
		Conducting corruption risk analyses at 5-year intervals	2023	planned
		Management of the legislation information and update service	ongoing	ongoing
PORT SECURITY, CYBER SECURITY & RISK PREVENTION	**To ensure no infringements of the ISPS Code**	Upkeep of the Statement of Compliance	ongoing	ongoing
	To improve security	Development of camera systems to improve waterside monitoring (in cooperation with the federal government)	2018 – 2020	in progress
		Additional measures for waterside monitoring at Überseehafen	2020	in progress
		Extending port GIS	2021	planned
		"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	completed
	Establishment and ongoing development of cybersecurity topics	Supporting the "SecProPort - protecting ports from cyberattacks", which is intended to develop a resilient security architecture for the alliance of port communications systems	2021	in progress
SUSTAINABLE PROCUREMENT & CONTRACT AWARD	**To raise the share of sustainable products and services**	Since 2018: binding internal guidelines which take sustainability criteria into account in procurement and contract award	ongoing	ongoing
		Extension of internal purchasing guidelines to include additional sustainability criteria.	ongoing	ongoing
		"Future-oriented company fleet" guidelines introduced in 2018 now include specifications for the target propulsion technologies	fortlaufend	fortlaufend

*Status: December 2020

PROGRAMME 2020

Topic	Goals	Measures	Timeline	Status
ECONOMIC PERFORMANCE				
MARKET PRESENCE	**To maintain local value added and jobs**	Implementation of Port Development Concept 2020/25	2025	in progress
		Update Port Development Concept at 5-year intervals	2022	planned
		Analysis of the value added and employment effects induced by operations at the ports of Bremen at 5-year intervals	2021	planned
		Adaptation of quayside infrastructure to accommodate the mega-vessels currently in operation	ongoing	planned
		Adaptation of water depths at Container Terminal I for the mega-vessels currently in operation	2020	planned
		Promotion of projects for the digitisation of marine shipping	ongoing	ongoing
	To develop structures for port, shipping and hinterland traffic in line with requirements	Conducting a port hinterland study to enable better assessment of capacity requirements for hinterland traffic	2020	completed
		Master plan for terminal railway at Fischereihafen	2020	planned
		Optimisation of incoming truck management	ongoing	ongoing
		"Synchrolog" R&D project for digitisation of the supply chain is intended to harmonise IT-aided slot management systems at the German North Sea ports	2020	completed
		"Tide to Use" R&D project for optimised time and (energy efficient) management of locks for inland shipping	2021	in progress
		"binntelligent" R&D project to optimise inland shipping processes by developing an app (communication tool between inland ports and seaports, water and land transport modes).	2021	in progress
		IW-net R&D project for the digitisation of inland shipping	2023	planned
		Optimisation and automation of the terminal railway	2020/2021	in progress
		Electrification and refurbishment of Speckenbüttel station	open	planned
		Equipping inland shipping berths with shore power supply (where appropriate)	ongoing	ongoing
		Compulsory use of shore power facilities by inland shipping in Bremen	2020	planned
		Creating eight permanent shore power supply stations for ocean-going vessels	2023	planned
		Investigating powerpack solutions for onshore power supply as part of the promotion of LNG and hydrogen (mobile onshore power supply facilities)	ongoing	ongoing
		Automatic (paperless) billing system for pilotage	2020	planned
		Upgrading the Middle Weser for high-powered barges	2023	in progress
	To analyse and exploit opportunities	Investigation and discussion of the topic of "mega-vessels" together with our stakeholders	ongoing	ongoing
		Limiting growth of future ship generations	ongoing	ongoing
		Organising port cooperation projects for the benefit of the ports of Bremen	ongoing	ongoing
		Promotion and use of hydrogen options	ongoing	ongoing
		Study on port development in Bremen and Bremerhaven in respect of the anticipated establishment of a hydrogen industry	2021	planned
		Development and promotion of carbon-neutral transport chains	ongoing	ongoing

*Status: December 2020

PROGRAMME 2020

Topic	Goals	Measures	Timeline	Status
Economic performance				
Adaptation to climate change	**Implementation of port development, port construction and compensation measures adapted in response to 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	planned
		Preparing an assessment of the financial risks of climate change	open	planned
		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	planned
		"Port Klima" project for the development of education and training modules on the topic of adaptation to climate change at the ports	2021	in progress
		Participation in the "BREsilient" project for the development of transport chains which are resilient to climate change	2020	completed

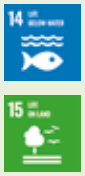
*Status: December 2020

PROGRAMME 2020

Topic	Goals	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.**	Individual measures to raise energy efficiency in accordance with our energy management master plan.	ongoing	ongoing
		Introduction and modification of "Interwatt" software as analytical tool	2018 - 2021	in progress
		Changeover of fossil energy sources to renewable energy	ongoing	ongoing
	To make the entire port infrastructure in Bremen/ Bremerhaven climate-neutral by 2023	**Scope 1 and 2 measures**		
		Monitoring emission reductions resulting from "Future-oriented company fleet" guidelines	ongoing	ongoing
		Updating the "Future-oriented company fleet" guidelines to state new targets for 2022 -2025	2021	planned
		Replacement of fossil fuel energy sources by renewable energy, such as hydrogen, biofuels, synthetic fuels, heat pumps etc.	ongoing	ongoing
		Raising our own renewable energy production	ongoing	ongoing
		Development of a district concept for the integration of renewable energy sources in the energy supply scheme and to promote integrated energy management as part of the "SHARC" R&D project	2020	extended until mid-2021
		Raising funds for follow-up projects for Überseehafen as a carbon-neutral port district	2020/ 2021	in progress
		Definition of the specifications for the procurement of vessels based on environmentally friendly criteria	2021	planned
		Scope 3 measures		
		Drawing up a mobility concept for traffic resulting from company operations	2021	in progress
		Recording emissions of staff commuter traffic	2020	will be completed in 2021

*Status: December 2020

PROGRAMME 2020

Topic	Goals	Measures	Timeline	Status
Environmental compatibility				
Maintaining biodiversity 	**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	ongoing
	To keep natural habitat sites functioning	Ensuring the functionality of these sites.	ongoing	ongoing
	To ensure availability of compensatory mitigation sites	Consolidation of existing compensatory mitigation sites at Luneplate and Drepte lowland as part of our forthcoming obligations.	ongoing	ongoing
		Development and maintenance of the Drepte lowland compensation pool (30 hectares of grassland, reedbeds, watercourses). Keeping undeveloped sites available for forthcoming construction projects.	ongoing	under development
		Ongoing preparation and development of Untere Lune compensation pool (25 hectares of riparian zones, upgrading this watercourse which has a total of 8 sections. Keeping undeveloped sites available for forthcoming construction projects.	ongoing	partly under development
		Preparation and development of the compensation pool at the River Billerbeck (water development measures of watercourse and floodplain on a 53-hectare site). Keeping undeveloped sites available for forthcoming construction projects.	ongoing	structural preparation
		Development of the compensation pool at the Upper Drepte/Brockmannsmühlen (0.05 hectare site: construction of a new bypass = ecological passage, large-scale upgrading effects in the hydrographic network). Keeping undeveloped sites available for forthcoming construction projects.	ongoing	structural preparation
	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	ongoing
	To make use of partnerships	Continuing to foster and uphold the partnership with Lower Saxony Wadden Sea National Park Authority. Draft plans are currently being drawn up for an approx. 900 hectare site on the Wursten coast; these measures involve creating tidal influence, designing near-natural watercourses and upgrading the transition from mudflats, coastal marsh and heathland in line with nature conservation criteria.	ongoing	ongoing
		Foster and develop partnership with the nature conservation foundation of Cuxhaven rural district: develop a large-scale compensatory mitigation concept for the Geeste lowland / Ringstedt lake. A framework plan has been drawn up for an approx. 550 hectare site. The necessary land purchases will be coordinated in consultation with the nature conservation foundation.	ongoing	ongoing
		Foster and develop partnership with Stiftung Rohrniederung (Bremerhaven). This foundation is responsible for the protected landscape of the Rohr lowlands; an agreement has recently been reached on the use of grassland sites in the Rohr lowlands; the necessary upkeep and development plans are to be drawn up as a cooperative project.	ongoing	ongoing
		Upkeep of Luneplate Naturerleben Natura 2000 project in cooperation with the Senator for Climate Protection, the Environment, Mobility, Urban Development and Housing (e.g. observation platform and hide for the general public)	ongoing	ongoing

*Status: December 2020

PROGRAMME 2020

Topic	Goals	Measures	Timeline	Status
Environmental compatibility				
Sustainable marine shipping	**Measures aimed at reducing emissions by marine shipping**			
	To record ship emissions at the ports of Bremen	Calculation of ship emissions for the year 2019 for the emission model of the ports of Bremen	2021	in progress
	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	ongoing
		Presentation of "greenports award" to the ocean-going vessel with the lowest emissions and the owner of the most environmentally friendly fleet	ongoing	ongoing
	To promote the use of low-emission fuels / propulsion systems	Promoting the use of LNG and other low-emission environmentally friendly fuels	ongoing	ongoing
		Reviewing our participation in the Emission Free Shipping Association (EFSA)	2020	in progress
	To minimise the negative impact caused by underwater coatings containing pesticides used by marine shipping	Conducting tests to obtain further findings on the water quality, sediment quality and the impact on flora and fauna	ongoing	ongoing
		Participation in Bremen's working group on underwater cleaning	ongoing	ongoing
		Introducing regulations on dealing with waste water from ships and underwater cleaning of vessel hulls at the port	2021	in progress
Sustainable fleet	**Measures to improve the environmental performance of our own fleet**			
	To optimise the environmental performance of our own fleet	Definition of specifications for eco-friendly fleet operation (lubricants, antifouling, fuels)	2021	planned
	To reduce emissions and fuel consumption by our own fleet	Testing the scope for use of GTL (Gas-to-Liquid) by our own hopper barge	2019 / 2020	completed
		Investigate whether the use of GTL should be recommended	2020	completed in 2021
		Hopper barge with LNG diesel-electric drive	open	planned
	To use pesticide-free underwater coatings for our own fleet	Test applications for innovative antifouling solutions	ongoing	ongoing
		Applying a self-cleaning silicone film to Möwe service vessel	2020	completed
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 using water injection dredgers, topping up port with low-sediment water)	ongoing	ongoing
	To increase the share of relocated sediments if possible	Monitoring the contaminant content of sediments to identify external contamination sources and develop proposals for addressing these sources	ongoing	ongoing
		Endeavouring to recycle as much treated dredged material as possible to preserve expensive landfill capacities	ongoing	ongoing
	To reduce the negative impact of maintaining the water depths on biodiversity	Reviewing our own sediment management to reduce the impact on European protected sites/protected species	ongoing	ongoing

*Status: December 2020

PROGRAMME 2020

Topic	Goals	Measures	Timeline	Status
Labour practices				
Attractiveness as employer	**To maintain a trainee quota of 10%**	Designing apprenticeships and traineeships to reflect our own requirements more accurately	ongoing	ongoing
		Enabling trainees to work as an intern abroad	ongoing	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	ongoing
	To keep the rate of employees who leave the company (of their own accord) at under 5 %	Continuously fostering high potentials	ongoing	ongoing
		Ongoing development of our corporate culture	ongoing	ongoing
		Conducting audits on the subject of work and family	ongoing	ongoing
		Organising a "Family Day"	ongoing, every 2 years	ongoing
		Continuing our internal mentoring programme for on-boarding new recruits	ongoing	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	ongoing
	To achieve a quota of more than 95% healthy employees	Organising "Health Days"	ongoing	ongoing
		Conducting a staff survey on health and mental stress	2020	completed
		Expanding the promotion of health at the workplace	ongoing	ongoing
	To encourage employees to do sports and maintain a figure of at least 100 users of company gyms	Taking part in the annual “Cycle to work” campaign (organised by AOK/ADFC)	ongoing	ongoing
		Promoting sports events for employees	ongoing	ongoing
		Offering subsidised Hansefit and Qualitrain gym memberships permanently	ongoing	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	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 Pay Transparency Act has been in force since 2018.	ongoing	ongoing
	To have no incidents of discriminations	Offering entry qualification schemes for vocational training	ongoing	ongoing
		Employee representatives were appointed in accordance with the General Equal Opportunities Act	ongoing	ongoing
		Ensuring barrier-free access	ongoing	ongoing
Occupational health& safety	**To keep our staff healthy**	Preventive medical check-ups pursuant to Ordinance on Preventive Medical Health (examination by our in-house doctor)	ongoing	ongoing
	To have zero accidents at work	Analysing the causes of accidents	ongoing (on a case-by-case basis)	ongoing
		Instructing staff in health and safety matters in general and for specific tasks	ongoing	ongoing
		Drawing up an organisational instruction for the performance and documentation of risk assessments	2020	completed
		Updating and completing risk assessments	ongoing	ongoing

*Status: December 2020

PROGRAMME 2020

Topic	Goals	Measures	Timeline	Status
Social				
Impact on the population	**To reduce negative impact on the population**	Providing ongoing support for terminal operators / trade and industry inspectorate in the dialogue with local residents on the subject of noise at Neustädter Häfen	ongoing	ongoing
		Expertise for systematic air monitoring of the emission of air pollutants and, if appropriate, installation of effective measuring stations	2021	in progress
		Helping to improve traffic management and control by introducing effective measures.	ongoing	ongoing
		Establishing a company-wide complaints management system	2021	planned
	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 more aware of the importance of barrier-free access	2020	planned
		Encouraging the general public to experience the port e.g. by offering bus tours of the port, of Bremerhaven cruise terminal or the container observation platform	ongoing	ongoing
		Developing a concept for an online greenports guide	open	not yet decided
		Conducting activities to enable visitors to experience nature on our compensatory mitigation sites	ongoing	ongoing
		Analysing cycle track structures at the port (assessment of status quo with regard to safety, traffic flows, user friendliness)	2020 / 2021	in progress
	To make a contribution towards the development of the deprived urban area Bremerhaven-Lehe near the ports	Supporting organisers of cultural activities	ongoing	ongoing
		Cooperation with "Ernst Reuter Platz" school	ongoing	ongoing

*Status: December 2020

SUSTAINABILITY STRATEGY & MANAGEMENT

Indicator	External assessment	Item	Unit	2019	2018	2017	2016	2015
PSI 1		**Environmental protection expenditure**						
		Expenditure on preventive environmental protection [1]	EUR	483,118	333,665	428,766	416,385	361,000
		of which expenditure on environmental training	EUR	13,763	9,134	5,400	4,000	2,000
		of which expenditure on environmental and sustainability management	EUR	428,014	291,343	374,762	373,000	313,000
		of which additional expenditure for the procurement of alternative propulsion systems	EUR	11,313	3,160	4,102	3,800	5,000
		of which investments in research & development	EUR	50,039	30,028	44,502	35,585	41,000
		Expenditure on dealing with environmental problems	EUR	2,636,823	2,596,088	5,484,040	3,863,188	8,025,060
		of which expenditure on the treatment and disposal of contaminated dredging spoils [2]	EUR	2,036,742	1,968,077	4,982,473	3,467,000	7,656,000
		of which expenditure on the treatment and disposal of other waste [3]	EUR	65,784	119,844	110,690	105,000	68,000
		of which expenditure on the maintenance of port compensatory mitigation sites [4]	EUR	517,796	490,517	374,846	283,000	297,000
		of which expenditure on the compensation of greenhouse gas emissions	EUR	16,500	17,650	16,031	8,188	4,060

[1] The costs of liability insurance which could potentially be claimed for environmental damage are not taken into account. The figures were subsequently adjusted.
[2] Sedimentation processes and quantities in the ports vary owing to diverse natural and highly dynamic effects; this accounts for the substantial fluctuations in costs.
[3] Waste occurring in the course of port construction and maintenance work is not yet included in this item.
[4] 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	2019		2018		2017		2016		2015	
GRI 205-1	TÜV NORD	Business units that were assessed for corruption risks	per cent	0 [1]		100		0		0		0	
GRI 205-2	TÜV NORD	**Anti-corruption training**											
		Number of staff that have received the Anti-Corruption Code of Conduct [2]	per cent	100		100		100		-		-	
		Jobs at risk of corruption [3]	number	191		191		191		no data available		no data available	
		Number of trained staff with management responsibility	number | per cent	27	14.1	18	38	5	13.0	1	2.4	3	6.4
		Number of trained staff without management responsibility	number | per cent	44	23.0	8	2	104	32.2	19	5.7	6	1.9
		Number of trained supervisory board members	number | per cent	3	27.3	0	0	2	16.7	0	0	5	100
GRI 205-3	TÜV NORD	Confirmed cases of corruption	number	0		0		0		3 [4]		0	
GRI 419-1	TÜV NORD	Significant penalties owing to non-compliance with laws and statutory regulations	number	none		none		none		none		none	
PSI 19		Notifiable infringements of data protection legislation [5]	number	0		-		-		-		-	

[1] The last assessment of the risk of corruption at the business units was conducted in 2018, the next is planned for 2023.
[2] In 2017 all employees received the newly drawn up Code of Conduct, each new recruit receives a copy of the Code of Conduct as part of the onboarding folder.
[3] Training is provided primarily for all employees who are identified by the risk assessment as at risk of corruption. The percentages are therefore stated in relation to the number of jobs which are classified as at risk of corruption. The 2017/2018 risk assessment identified 191 jobs as being at risk of corruption.
[4] The three cases in question were not confirmed.
[5] The new indicator PSI 19 was added in 2019.

SUSTAINABLE PROCUREMENT & CONTRACT AWARD

Indicator	External assessment	Item	Unit	2019	2018	2017	2016	2015
GRI 102-9		**Supplier management**						
		Expenditure on goods	EUR	3,803,620	5,761,408	6,738,019	2,606,069	2,083,000
		Expenditure on services	EUR	56,755,912	59,372,497	41,868,221	82,029,427	90,108,000
PSI 1		Additional expenditure on the procurement of alternative propulsion systems	EUR	11,313	3,160	4,102	3,800	5,000
PSI 18		**Electric vehicles**						
		Cars in company fleet	number	83	81	80	80	80
		of which hybrid	number	3	0	0	0	0
		of which electric	number	8	4	3	2	2
		Electric bikes	number	7	5	4	4	4

MARKET PRESENCE

Indicator	External assessment	Item	Unit	2019	2018	2017	2016	2015
PSI 2		**Trend in the size of vessels at the ports of Bremen**						
		Number of vessels calling at the ports	number	6,650	7,517	7,683	7,887	7,881
		Gross tonnage throughput	number	220,503	245,692	250,921	241,517	229,609
		Ø Vessel size in GT/vessel	GT	33,158	32,685	32,659	30,622	29,135
PSI 3		**Nautical accessibility of Bremerhaven**						
		Non-tidal (Panmax)	metres	12.8				
		Tidal	metres	14.5				
		Length of estuary trip	km	58.0				
PSI 4		**Draughts of vessels calling at Bremerhaven**						
		≤ 10,50	number	4,327	5,160	5,426	5,671	5,244
		> 10,50 to < 12,50	number	735	757	714	756	904
		> 12,50 to < 13,50	number	124	133	88	42	70
		≥ 13,50	number	53	48	57	56	19
PSI 5		**Nautical accessibility of Bremen**						
		Non-tidal	metres	7.6				
		Tidal, inbound	metres	10.7				
		Tidal, outbound	metres	10.4				
		Length of estuary trip	km	121.0				
PSI 6		**Draughts of vessels calling at Bremen**						
		≤ 6,60	number	975	972	945	916	898
		> 6,60 to < 7,60	number	157	150	165	132	147
		> 7,60 to < 8,60	number	56	53	48	79	71
		> 8,60 to < 9,60	number	58	58	76	63	92
		> 9,60 to < 10,35	number	79	111	92	92	86
		≥ 10,35	number	86	75	72	80	80

MARKET PRESENCE

Indicator	External assessment	Item	Unit	2019		2018		2017		2016		2015	
PSI 7		**Ocean freight throughput / passengers at the ports of Bremen**		inbound	outbound	inbound	outbound	inbound	outbound	inbound	outbound	inbound	outbound
		General cargo	1,000 t	26,457	33,819	28,320	37,491	28,135	36,558	28,930	36,605	28,044	35,934
		Bulk cargo	1,000 t	8,563	585	8,103	457	8,970	520	9,334	302	9,014	418
		Containers	1,000 TEU	2,336	2,520	2,550	2,898	2,581	2,928	2,648	2,887	2,595	2,883
		Automobiles	units	743,412	1,422,970	676,620	1,532,535	675,103	1,628,792	609,503	1,458,408	566,578	1,688,351
		Passengers	number	136,367	110,628	132,108	106,105	99,520	66,090	51,334	47,196	34,805	30,952
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	21,176	12,642	21,287	13,517	20,680	14,843	22,299	15,278	21,742	13,842
		Asia	Share in 1,000 t	7,438	9,493	7,591	8,883	7,888	8,421	7,648	9,382	7,540	10,123
		America	Share in 1,000 t	4,882	9,758	5,968	12,460	7,196	11,551	6,529	10,467	6,927	10,173
		Africa	Share in 1,000 t	1,398	2,209	1,379	1,941	1,285	1,862	1,437	1,518	820	1,889
		Oceania	Share in 1,000 t	6	185	20	225	3	206	34	4	19	151
		Non-included countries	Share in 1,000 t	120	117	178	922	53	195	317	259	no data collected	
PSI 9		**Modal split in container hinterland traffic, Bremerhaven**											
		Container traffic	1,000 TEU	4,850		5,441		5,497		5,530		5,464	
		of which transhipment share	1,000 TEU | %	2,622	54	2,864	53	3,032	55	3,185	58	3,140	57
		of which hinterland share	1,000 TEU | %	2,228	46	2,577	47	2,465	45	2,345	42	2,324	43
		of which road	1,000 TEU | %	1,101	49	1,301	51	1,261	51	1,185	51	1,155	50
		of which rail	1,000 TEU | %	1,061	48	1,196	46	1,134	46	1,093	47	1,078	46
		of which barge	1,000 TEU | %	67	3	80	3	70	3	62	3	90	4

MARKET PRESENCE

Indicator	External assessment	Item	Unit	2019	2018	2017	2016	2015
PSI 10		**Top 4 ranking within the northwest range for container traffic** [1]						
		Rotterdam	million TEU	14.8	14.5	13.7	12.4	12.2
		Antwerp	million TEU	11.9	11.1	10.4	8.9	9.6
		Hamburg	million TEU	9.3	8.7	8.8	10.0	8.8
		Bremerhaven	million TEU	4.8	5.4	5.5	5.5	5.5
PSI 11		**Top 4 ranking of European ports with automobile throughput**						
		Zeebrugge	million units	3,0	2,8	2,8	2,8	2,4
		Bremerhaven	million units	2,2	2,2	2,3	2,1	2,3
		Emden	million units	1,4	1,4	1,5	1,3	1,4
		Antwerp	million units	1,2	1,3	1,2	1,2	1,3
PSI 13 [2]		**Shore power supply**						
		Number of shore power connections for inland shipping	number	21	21	21	21	20

[1] Source: Data provided on the websites of the relevant ports.
[2] The new indicator **PSI 13** was added in 2019.

Indicator	External assessment	Item	Unit	2015	2010
GRI 203-2	TÜV NORD	**Indirect economic effects of the ports of Bremen** [3]			
		Port-dependent jobs	number	77,250	75,700
		of which jobs dependent directly on the ports	number	59,350	58,300
		> of which in the maritime transport business	number	33,050	32,500
		> of which 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 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
		> of which share of industry directly dependent on the ports	per cent	19.8	20.3
		> share of industry indirectly dependent on the ports	per cent	5.3	5.4

[3] 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). The survey takes place every 5 years and is planned for winter 2020/2021.

ENERGY MANAGEMENT & CLIMATE PROTECTION

Indicator	External assessment	Item	Unit	2019	2018	2017	2016	2015
GRI 302-1	TÜV NORD	**Direct energy consumption**						
		Petrol	MWh	125	49	35	38	46
		Diesel	MWh	5,558	5,945	6,051	6,665	7,411
		Heating oil	MWh	645	1,009	1,187	934	1,463
		Propane	MWh	175	162	166	172	169
		Natural gas	MWh	1,649	1,922	1,750	1,432	1,335
		GTL (gas to liquid)	MWh	209	0	0	0	0
		Total direct energy consumption	MWh	8,361	9,088	9,189	9,241	10,424
		Indirect energy consumption						
		Electricity	MWh	7,768	8,194	6,955	7,115	6,968
		of which electricity mix	MWh | per cent	1,031 | 13	1,146 | 14	54 | 1	68 | 1	70 | 1
		of which renewable	MWh | per cent	6,737 | 87	7,048 | 86	6,901 | 99	7,047 | 99	6,898 | 99
		District heating	MWh	555	550	553	535	440
		Total indirect energy consumption	MWh	8,323	8,744	7,508	7,650	7,408
		Total energy consumption	MWh	16,684	17,832	16,697	16,891	17,832
GRI 305-1 GRI 305-2 GRI 305-3	TÜV NORD	**Total GHG emissions**	t CO_2 e	2,445	2,703	2,377	2,421	2,699
		of which Scope 1	t CO_2 e	1,956	2,242	2,257	2,302	2,583
		of which Scope 2 Market based [1]	t CO_2 e	416	369	17	19	26
		of which Scope 2 Location based [2]	t CO_2 e	3,114	3,884	3,380	3,750	3,728
		of which Scope 3 [3]	t CO_2 e	73	92	103	100	90
GRI 305-5	TÜV NORD	**Renewable energy sources & offsetting GHG emissions**						
		Avoided GHG emissions due to the purchase of electricity from renewable sources	t CO_2	2,698	3,515	3,363	3,741	3,702
		Avoided GHG emissions due to electricity generation (photovoltaic system) [4]	t CO_2	14 [4]	19	19	19	19
		Avoided GHG emissions relating to company fleet (diesel and petrol compared with reference year 2015)	t CO_2	11	no data available	no data available	no data available	no data available
		Emissions offset due to the purchase of climate certificates [5]	t CO_2	660	706	341	356	203
PERS No. 5	Lloyds Register	Degree of use of green power for port infrastructure & management	per cent	87	86 [6]	99	99	99

[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.

[4] The data for 2015 - 2019 was subsequently adjusted owing to an improvement in the available data. The reduction in the avoided GHG emissions resulting from the generation of electricity with our own photovoltaic systems is due to the reduction in the emission figures for the German average electricity mix.

[5] All non-avoidable emissions (company fleet, heat generation, business travel) are offset for bremenports every year. Since 2016, all non-avoidable emissions by the company fleet have also been offset for the Special Asset Ports. Since 2018, emissions from non-renewable energy have also been offset. Since 2019, all non-avoidable emissions (heat generation, plant operation) have also been offset for the Special Asset Fischereihafen (Waterside).

[6] The reduction since 2018 is attributable to an increase in the technical plant with conventional power generation.

SUSTAINABLE MARINE SHIPPING

Indicator	External assessment	Item	Unit	2019	2018	2017	2016	2015
PERS No. 7	Lloyds Register	**Environmental Ship Index**						
		Ships with an ESI score calling at Bremerhaven [1]	per cent	49	44	43	35	30
		Ships with an ESI score calling at Bremen [1]	per cent	21	21	20	12	17
PSI 12		**greenports award**						
		Vessel		Freighter "OLYMPIC ORION"	Car carrier "M/V AUTO ENERGY"	Container ship "MSC Anzu"	Product / chemicals tanker "Bit Oakland"	Car carrier "Morning Lisa"
		Owner		Evergreen Line	TERNTANK Reederi A/S	Yang Ming Transport Coop.	Tarbit Shipping AB	EUKOR Car Carriers

[1] The calculation is based on the data from the latest „Facts & Figures“ and on bremenports‘ list of vessels for the year concerned. The data has only been calculated separately for the ports of Bremerhaven and Bremen since 2017. Until then, the data was collected for the ports of Bremen as a whole (subsequently calculated in 2020).

MAINTAINING BIODIVERSITY

Indicator	External assessment	Item	Unit	2019		2018		2017		2016		2015	
GRI 304-3	TÜV NORD	**Port compensatory mitigation sites**											
		Protected or safe habitats created by bremenports	hectares	1,213		1,214		1,203		1,203		1,189	
		of which port compensatory mitigation sites which are still in the targeted development phase	hectares	554		567		658		658		644	
		of which port compensatory mitigation sites which have passed into the maintenance phase after successful development	hectares	659		647		545		545		545	
		Status of port compensatory mitigation sites											
		Number of sites	number	54		54		51		51		48	
		of which fully functioning	hectares | per cent	901	74%	901	74%	901	75%	865	72%	864	73%
		of which functioning well	hectares | per cent	204	17%	200	16%	194	16%	225	19%	301	25%
		of which functioning	hectares | per cent	81	7%	86	7%	82	7%	91	8%	23	2%
		of which functioning conditionally	hectares | per cent	27	2%	27	2%	26	2%	22	2%	1	0%
		of which functioning to a very limited extent	hectares | per cent	0	0%	0	0%	0	0%	0	0%	0	0%
PERS No. 11	Lloyds Register	**Habitat-Index** [1]	Prozent	36.79		36.56		36.41		34.68		34.32	

[1] Habitat sites which are the responsibility of the ports of Bremen / total port area. 290 hectares of the total 1503.4 hectares of compensatory mitigation sites of the ports of Bremen are sites which are the responsibility of FBG over which bremenports has no influence. Minor corrections have been made for the years 2015 – 2108 owing to an adjustment of the calculation method.

MAINTAINING BIODIVERSITY

Indicator	External assessment	Protected area	Adjacent port areas	Type of habitat	Relevance for protected species
GRI 304-1	TÜV NORD	**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 grassland, ditches, ponds and shrubs	Migratory fish (shad, river and sea lamprey), waterfowl and waders, meadow and reedbed birds, plant species found in brackish reedbeds and salt marshes
		Lower Saxony Wadden Sea National Park Bird Sanctuary [DE2210-401]; Flora-Fauna-Habitat [DE2306-301]; UNESCO World Heritage Site	Überseehafen, Bremerhaven	mostly: estuarine [see above], vegetation-free mud, sand and mixed flats, Atlantic salt meadows	Breeding ground and partial habitat for a particularly high number of rare bird species; migratory route for sea lampreys; habitat for porpoises and seals
		Weserportsee nature reserve	Überseehafen, Bremerhaven	Different types of 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, migratory area for river and sea lamprey
		Niedervieland bird sanctuary [DE2918-401]	Dredged material treatment site, Bremen - Seehausen	Large extensively farmed wet grassland area with ditches, alluvial forest, reedbeds, large and small ponds	Breeding area for blue-throat, marsh harriers, short eared owl, spotted crake, corncrake, stork; habitat for visitors such as wood sandpiper, golden plover, ruff, hen harrier, smew, Bewick's swan
		Flood polder nature reserve	Neustädter Hafen, Bremen and dredged material treatment site, Bremen - Seehausen	Floodplain area with sporadically flooded wet grassland, alluvial forest, reedbeds, 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

EFFECTS OF MAINTAINING THE WATER DEPTHS

Indicator	External assessment	Item	Unit	2019		2018		2017		2016		2015	
GRI 306-2	TÜV NORD	**Dredged sand in the year under review, hopper volume (wet)**	m³	89,472		96,951		158,145		131,729		171,020	
		of which relocated	per cent	100		100		100		99.6		100	
		of which directly recycled	per cent	0		0		0		0,4		0	
		of which landfilled	per cent	0		0		0		0		0	
		Dredged mud in the year under review, hopper volume (wet)	m³	145,699		181,061		214,466		282,045		321,539	
		of which relocated	per cent	13.2		18.9		17.4		15.68		14.4	
		of which directly recycled	per cent	0		0		0		0		0	
		of which deposited on the dewatering fields for treatment	per cent	88.7		81.1		30.2		58.9		59.6	
		of which directly landfilled	per cent	0		0		52.4		25.5		26.1	
		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	147,204	100	190,780	100	109,815	100	223,532	100	172,482	100
		of which intended for recycling [2]	m³ | per cent	90,530	61.5	118,754	65.9	81,930	74.6	112,816	50.5	114,632	66.5
		of which landfilled	m³ | per cent	56,674	38.5	72,026	37.8	27,885	25.4	110,716	49.5	57,850	33.5
PERS No. 1	Lloyds Register	**Total volume of dredging spoils in relation to port water area** [3]	m³/m²	0.043		0.050		0.067		0.075		0.089	
PERS No. 6	Lloyds Register	**Landfilled dredging spoils share of dredged mud**	per cent	x [4]		52.5		86.1 [5]		35.4		60.5	

[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.
[4] The total volume of dredging spoils at the dewatering fields in Seehausen for 2019 was not yet known at the end of 2020.
[5] The key figure was corrected later.

ATTRACTIVENESS AS AN EMPLOYER

Indicator	External assessment	Item	unit	2019			2018			2017			2016			2015		
				Σ	w	m	Σ	w	m	Σ	w	m	Σ	w	m	Σ	w	m
GRI 102-8	TÜV NORD	Total workforce	number	393	114	279	390	110	280	385	105	280	374	101	273	370	94	276
		Full und part time																
		full time	number	334	68	266	330	64	266	327	59	268	322	61	261	320	56	264
		part time	number	59	46	13	60	46	14	58	46	12	52	40	12	50	38	12
		Employment contracts																
		permanent	number	378	106	272	380	103	277	367	95	272	360	94	266	360	91	269
		fixed term	number	15	8	7	10	7	3	18	10	8	14	7	7	10	3	7
		leased employees	number	0	0	0	0	0	0	0	0	0	1	0	1	2	0	2
		Area of work																
		> technical	number	148	42	106	149	42	107	148	41	107	144	39	105	140	35	105
		> commercial	number	103	63	40	100	60	40	98	58	40	94	56	38	91	54	37
		> industrial	number	142	9	133	141	8	133	139	6	133	136	6	130	139	5	134
GRI 102-41	TÜV NORD	**Employees covered by collective agreements** [1]	number	379	110	269	376	106	270	370	100	270	357	96	261	349	89	260
GRI 401-1	TÜV NORD	**Staff fluctuation**																
		Total new recruits	number	36	11	25	29	12	17	34	11	23	36	12	24	26	10	16
		of which ≤ 35 years	number	18	4	14	16	9	7	21	6	15	20	9	11	16	7	9
		of which 36–55 years	number	17	7	10	13	3	10	11	4	7	16	3	13	10	3	7
		of which ≥ 55 years	number	1	0	1	0	0	0	2	1	1	0	0	0	0	0	0
		Recruitment share	per cent	+9.2	+9.6	+5.0	+7.4	+10.9	+6.1	+8.8	+10.5	+8.2	+9.6	+11.9	+8.8	+7.0	+10.6	+5.8
		Total number of departures (initiated by the employee)	number	9	2	7	6	4	2	4	2	2	6	1	5	9	2	7
		of which ≤ 35 years	number	1	0	1	6	4	2	3	1	2	1	0	1	5	0	5
		of which 36–55 years	number	5	1	4	0	0	0	1	1	0	5	1	4	4	2	2
		of which ≥ 55 years	number	3	1	2	0	0	0	0	0	0	0	0	0	0	0	0
		Departure share [2]	per cent	-2.3	-1.8	-2.5	-1.5	-3.6	-0.7	-1.0	-2.1	-0.7	-1.6	-0.99	-1.8	–2.4	–2.1	–2.5
		Total number of departures (for other reasons)	number	24	5	19	24	7	17	23	7	16	25	4	21	21	5	16
		Fluctuation rate [3]	per cent	-8.4	-6.1	-9.3	-7.7	-10.0	-6.8	-7.0	-8.6	-6.4	-8.2	-5.0	-9.5	–8.1	–7.4	–8.3

[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

ATTRACTIVENESS AS AN EMPLOYER

Indicator	External assessment	Item	unit	2019			2018			2017			2016			2015		
				Σ	w	m	Σ	w	m	Σ	w	m	Σ	w	m	Σ	w	m
GRI 404-1	TÜV NORD	**Further training**																
		Average number of further training hours per employee [1]	h	29	28	30	23	23	23	27	23	29	17	21	15	18	21	17
		Average number of further training hours per employee without management responsibility	h	27	25	27	20	20	21	23	21	24	14	18	13	15	19	14
		Average number of further training hours per employee with management responsibility	h	47	53	45	39	51	36	56	47	59	34	48	30	39	39	39
		Vocational training																
		Trainee quota	per cent	9.7			9.2			8.6			9.1			10.2		
GRI 405-1	TÜV NORD	**Age structure / gender of total workforce**																
		≤ 35 years	number	84	33	51	74	30	44	68	26	42	58	25	33	46	21	25
		36–55 years	number	210	67	143	204	64	140	211	64	147	203	59	144	201	56	145
		≥ 55 years	number	99	14	85	112	16	96	106	15	91	113	17	96	123	17	106
		Share of women	per cent	29.0			28.2			27.3			27			25.4		
		Age structure / gender of executives																
		≤ 35 years	number	1	0	1	1	0	1	0	0	0	2	2	0	2	2	0
		36–55 years	number	38	10	28	36	9	27	37	10	27	31	6	25	34	6	28
		≥ 55 years	number	15	1	14	10	1	9	9	0	9	9	1	8	11	0	11
		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	2	1	1	4	1	3	4	1	3	5	1	4
		≥ 55 years	number	7	0	7	7	0	7	5	0	5	6	0	6	5	0	5
		Supervisory board																
		Members of the supervisory board	number	12	4	7	12	2	10	12	2	10	12	2	10	–	–	–
		Share of women on supervisory board	per cent	33.3			16.7			16.7			16.7			–		
		Employees with a disability	number	29	6	23	32	4	28	31	4	27	34 [2]	4	30	33	4	29
		Share of disabled employees	per cent	7.4			8.2			8.1			9.1			8.9		

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

OCCUPATIONAL HEALTH AND SAFETY

Indicator	External assessment	Item	unit	2019	2018	2017	2016	2015
GRI 403-4	TÜV NORD	**Staff participation, consultation and communication on occupational health and safety**						
		Employees represented by Occupational Health and Safety Committee (ASA)	per cent	100	100	100	100	100
GRI 403-9	TÜV NORD	**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	11	6	9	5	8
		Lost working days owing to accidents	number	316	112	241	107	103
		Lost time injury rate (LTIR) [2]	quotient	20.2	11.1	16.8	9.5	15.2
		Lost days rate (LDR) [3]	per cent	0.35	0.12	0.26	0.12	0.12
		Illness rate						
		Reported occupational diseases	number	0	0	0	0	0
		Lost days due to illness	number	7,852	7,721	8,101	7,481	6,546
		Absentee rate (AR) [4]	per cent	8.7	8.4	8.9	8.5	7.3

[1] The nature of these injuries referred to bruises, sprains, fractures, stab wounds, burns, whiplash.
[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	2019	2018	2017	2016	2015
GRI 413-2 PERS No. 3	TÜV NORD – Lloyds Register	**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	49.0	49.4	48.9	49.2	48.9
GRI 305-7 PERS No. 10	Lloyds Register	**Ambient air quality in the port environment (annual average pollutant concentration)**	Ambient air quality limits for health protection [1]						
		Bremerhaven, Hansastraße							
		NO_2 immissions	200 µg/m³ (hourly average)	µg/m³	20	19	20	21	22
		SO_2 immissions	350 µg/m³ (hourly average)	µg/m³	1	2	2	2	2
		PM_{10} immissions	50 µg/m³ (daily average)	µg/m³	17	18	17	17	19
		$PM_{2,5}$ immissions	25 µg/m³ (annual average)	µg/m³	11	12	12	12	10
		Bremen, Hasenbüren							
		NO_2 immissions	200 µg/m³ (hourly average)	µg/m³	14	16	14	16	15
		SO_2 immissions	350 µg/m³ (hourly average)	µg/m³	2	3	1	1	2
		PM_{10} immissions	50 µg/m³ (daily average)	µg/m³	18	20	19	20	19
		$PM_{2,5}$ immissions	25 µg/m³ (annual average)	µg/m³	11	13	12	11	11

[1] Taken from the website of the Federal Ministry of Justice and Consumer protection: http://www.gesetze-im-internet.de/bimschv_39/index.html

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	



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	

GLOSSAR

Term	Explanation
AED	Automated external defibrillators
AGG	Equal Opportunities Act
App	Application software
ASA	Occupational Health and Safety Committee
BetrVG	Works Constitution Act
binntelligent	R&D project (Intelligent Information Systems for Process Optimisation and Automation at Inland Ports)
BLG	Bremer Lagerhaus Gesellschaft
BMWI	Federal Ministry for Economic Affairs and Energy
BPW	Business and Professional Women Germany – Club Bremen
BremKernV	Bremen Core Labour Standards Ordinance
BREsilient	R&D project (Climate-resilient future city Bremen)
CCCB	Columbus Cruise Center Bremerhaven
CO 2	Carbon dioxide
COVID -19	Coronavirus disease 2019
CT	Container terminal
db(A)	Unit of measurement of the sound pressure level according to frequency weighting curve A (international standard)
DIN	Standard defined by the German Standards Institute
e-vehicle	Electric vehicle
EN	European standard
EntgTranspG	Pay Transparency Act
Equal Pay Day	International campaign day for equal pay for men and women
ERNST!	Ernst-Reuter-Platz school in Bremerhaven
ESI	Environmental Ship Index
FSC	Forest Stewardship Council
R&D projects	Research and development projects
GRI Standards	Standards for preparing a sustainability report in accordance with the Global Reporting Initiative
GtL	Gas-to-liquid

Term	Explanation
h	Hour
Note on the port area	290 hectares of the total of 1503.4 hectares of the compensatory mitigation sites of the ports of Bremen are sites which are the responsibility of FBG over which bremenports has no influence
haneg	Hanseatische Naturentwicklung GmbH
HBH	Bremen Port Authority (Hansestadt Bremisches Hafenamt)
IMS	Integrated management system
ISL	Institute of Shipping and Logistics
ISO	International Organisation for Standardization
ISPS Code	International Ship and Port Facility Security Code
ITF	International Transport Workers' Federation
k	One thousand times the unit of measurement
kg	Kilogram
kWh	Kilowatt hours
LED	Light-emitting diode
LNG	Liquefied natural gas
LOCO percentage	Local content percentage: states the share of goods that remains inside the metropolitan region of the port concerned, rather than continuing their journey as seaport hinterland traffic. A high LOCO percentage can be an indication of high regional gross economic value.
Modal split	Distribution of the transport volumes amongst the different transport modes or means of transport
NABU	Nature conservation organisation Naturschutzbund Deutschland e. V.
PEFC	Programme for the Endorsement of Forest Certification Schemes
PERS	Port Environmental Review System
PFOS	Perfluorooctane sulfonic acids
PFSO	Port Facility Security Officer
PM 10, PM 2.5	Particulate matter: particles which pass the size-selection ing air inlet of a measuring device with a collection efficiency of 50 per cent for particles with an aerodynamic diameter of 10 (PM10) or 2.5 (PM2,5) micrometres (µm).



Term	Explanation
PortKLIMA	R&D project (development and pilot phase implementation of education and training modules on the topic of adaptation to climate change in the planning, construction and operation of seaports in Germany)
PSI	Port Specific Indicator
RoRo	Roll on-roll off
Sail Bremerhaven	Tall ships parade in Bremerhaven
CO2 Scope 1,2,3	Scope of carbon emissions in categories 1,2,3
Sekt-VO	Utilities Contract Regulations (part of German contract award law which stipulates the award of public contracts in connection with activities relating to drinking water, energy supply or transport)
SHARC	R&D project (Smart Harbour Application Concept for the Integration of Renewable Energies)
Synchrolog	R&D project (technology-based service system for the synchronisation of transhipment and transport processes in intermodal logistics chains)
t	Tons
TEU	1 TEU = 1 Twenty Feet Equivalent Unit
tide2use	R&D project (intelligent pump and lock management at the port)
TtVG	Bremen Collective Bargaining and Public Procurement Act
TU	Technical university
TVöD	Collective agreements negotiated for civil service employees with the Communal Employers' Association
VKA	Communal Employers' Association
VOL/A	Procurement and Contract Procedures for Supplies and Industrial Services
VOL/B	Procurement and Contract Procedures for Construction Contracts

Independent Assurance Statement of bremenports' Sustainabilty Report 2020

To: Management of bremenports GmbH & Co. KG

Scope of engagement and criteria

bremenports GmbH & Co. KG (hereinafter referred to as "bremenports") has commissioned TÜV NORD CERT GmbH to provide independent third-party assurance on selected sustainability performance information of its Sustainability Report 2020 (hereinafter referred to as "the Report"), the special asset "Port" and the special asset "Fishing Port" (Waterside) for the calendar year 2019.

The assurance covered the Report's adherence to the requirements of the Global Reporting Initiative Standards (GRI, Core option) as well as to the principles of inclusivity, materiality, responsiveness and impact (AA1000 AccountAbility Principles) in accordance with AA1000 v3 with Type 2 moderate level of assurance.

Responsibility

bremenports is sole responsible for preparing and presenting the Report and any statements related.

TÜV NORD CERT GmbH is responsible for providing an independent assessment of the completeness and accuracy of the Report in accordance with AA1000AS v3 and the criteria of the GRI Standards.

Methodology

The assurance engagement covers a wide range of activities, including:

- Verifying data collection and aggregation process regarding accuracy, appropriateness, sources of error and limitations
- Conducting interviews during the performance audit in Bremerhaven and Bremen in order to ensure that the data required for the engagement was complete and in place to support compliance with the requirements of GRI and AA1000
- Assessment of the methodology and results of stakeholder- and materiality-analysis to identify report content

Independence and competencies

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

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.

Limitations and exclusions

The scope of this assurance covers information related to sustainability in the Report. The assurance engagement does not cover any financial statements and information not related to the reporting period as well as supplier specific information.

Adherence to AA1000 AccountAbility principles

Inclusivity

bremenports' carries out stakeholder engagement processes on a regular basis to find out about their expectations and concerns as well as to enable their participation in the development and design of the sustainability reporting.

In 2019, a network meeting was held together with Niedersachsenports, the meeting will be held twice a year on selected topics.

Materiality

bremenports has introduced processes to determine the relevant sustainability issues and challenges from its own perspective and from the perspective of the stakeholders. The most relevant topics and challenges are part of the sustainability strategy (greenports strategy) and thus have an impact of the assessments, decisions, actions and performance of bremenports.

Responsiveness

bremenports has set up communication channels for its stakeholders and reacts to concerns by bringing in interested parties and developing its own sustainability strategy.

Impact

bremenports has established processes to acknowledge, understand, measure, manage and evaluate its impacts on the environment and stakeholders, and has disclosed the impacts in the Report.

Adherence to GRI Standards

General disclosures and the following topic-specific disclosures have been provided in accordance with the GRI Standard (Core option): 102-8, 102-41; 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, 403-6, 403-4, 403-9, 404-1, 405-1, 406-1, 413-1, 413-2, 419-1.

Conclusions

Based on our independent assurance engagement, nothing came to our attention that causes us to suspect the reliability and quality of the general and additional disclosures of the Report have not been prepared in accordance with the GRI Standards and the AccountAbility Principles.

Recommendations

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

TÜV NORD CERT GmbH

Essen, 12. July 2021

_____

Büsran Grünenwald, Lead Auditor

TÜV NORD CERT GmbH
Langemarckstr. 20
45141 Essen

AA1000
Licensed Report
000-148/V3-EERT3

IMPRINT

PUBLISHED BY
bremenports GmbH & Co. KG

CONTACTS
Press Spokesman
Holger Bruns
holger.bruns@bremenports.de

Director Environment
and Sustainability Management
Uwe von Bargen
uwe.von.bargen@bremenports.de

Sustainability Management
Alexandra Groth von Wahl
Meike Döscher-Mehrtens
greenports@bremenports.de

PLANNING &
PROJECT MANAGEMENT
Alexandra Groth von Wahl ,
Meike Döscher-Mehrtens

DESIGN & LAYOUT
GuS Kommunikation GmbH

TRANSLATION
Elizabeth Rülander

PRODUCTION
This report has been printed on 100% recycled paper, certified with the german ecolabel Blue Angel.

The CO_2 emissions created in connection with the printing have been offset

Druckerzeugnis
www.natureOffice.com/DE-275-KMBGDK9
klimaneutral
durch CO2-Ausgleich

Bremerhaven, July 2021

www.greenports.de/en