

## PROGRAMME 2019

Topic	Goal	Measures	Timeline	Status*
<b>Governance</b>				
<b>Compliance</b>	<b>To create an organisational framework that permits compliance with the identified legal requirements</b>	Continuation of the Compliance working group	ongoing	●
		Implementation of an internal code of conduct for bremenports staff*	completed	●
		Introduction of in-depth anti-corruption training for “sensitive” areas	2018	●
		Establishment of a whistleblowing procedure	ongoing	●
		Conducting corruption risk analysis	ongoing	●
		Legislation information and update service	ongoing	●
<b>Port security &amp; risk prevention</b>	<b>To ensure no infringements of the ISPS Code</b>	Upkeep of the Statement of Compliance	ongoing	●
	<b>To improve security</b>	Recruitment of a Cyber Security Officer	2019	●
		Adaptation of workflows to comply with General Data Protection Regulation	2018	●
		Development of camera systems to improve waterside monitoring (in cooperation with the federal government)	2018	●
<b>Sustainable procurement &amp; contract award</b>	<b>To raise the share of sustainable products and services</b>	“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	●
		Development of internal guidelines which take sustainability criteria into account in purchasing	2018	●
		Ongoing development of internal purchasing guidelines for sustainable, energy-efficient procurement in accordance with the new ILO Core Labour Standards Convention. Addition of other groups of goods.	2019/2020	●
		Extension of our internal purchasing guidelines to take sustainability criteria into account in contract award procedures for construction projects, real estate, franchises and services.	2020/2021	●
		Changing our printing paper from FSC-certified virgin fibre paper to recycled paper	2019/2020	●
		Extension of our purchasing guidelines to include print products	2020	●
<b>Sustainability management</b>	<b>Ongoing development of the greenports strategy</b>	Rewording the greenports strategy	2019	●
		Evaluation of the management policies incl. establishment of the status of the greenports programme	ongoing	●
		Ongoing development of greenports cooperation projects	ongoing	●
		Drawing up a strategic concept for a climate-neutral port	2020	●
	<b>Ongoing development of sustainability controlling</b>	Fusion of sustainability management (GRI) with energy management (ISO 50001) and quality management (9001) to form an Integrated Management System (IMS)	2019	●
		Consolidation of the KPIs in the Integrated Management System	2020	●
		Automated data collection by means of appropriate software support	2018	●
	<b>To intensify our PR work and stakeholder dialogue</b>	Technical revision of the greenports website	2019	●
		Creation of a greenports information page on the intranet portal	2020	●
		Development of a concept for an online greenports guide	open	●
		Stakeholder workshop to consolidate the major sustainability topics	2019	●
		Stakeholder survey on the quality of our reporting	2022	●
	<b>To promote staff commitment to sustainability</b>	Publication of regular articles on greenports topics in intern@bremenports magazine and on the intranet	ongoing	●
		Organisation of 2 annual “Environment Days” for our trainees on the topic of “Sustainability in vocational training”	ongoing	●

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

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

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

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Topic	Goal	Measures	Timeline	Status*
<b>Staff &amp; labour practices</b>				
<b>Attractiveness as employer</b>	<b>To maintain a trainee quota of 10%</b>	Designing apprenticeships and traineeships to reflect our own requirements more accurately	ongoing	●
		Enabling trainees to work as an intern abroad	ongoing	●
	<b>To fill vacancies with staff we have trained ourselves</b>	Counteracting the lack of qualified employees in certain occupations by providing training for our own employees (e.g. ship masters, divers)	ongoing	●
		<b>To keep the rate of employees who leave the company (of their own accord) at under 5%</b>	Continuously fostering high potentials	ongoing
	Ongoing development of our corporate culture		ongoing	●
	Conducting audits on the subject of work and family		ongoing	●
	Organising a "Family Day"		ongoing, every 2 years	●
	Continuing our internal mentoring programme for on-boarding new recruits		ongoing	●
	<b>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</b>	Encouraging feedback on training courses more strongly (also for external courses)	ongoing	●
	<b>To achieve a quota of more than 95% healthy employees</b>	Organising "Health Days"	ongoing	●
		Conducting a staff survey on health and mental stress	2020/2021	●
		Expanding the promotion of health at the workplace	ongoing	●
	<b>To encourage employees to do sports and maintain a figure of at least 65 users of Hansefit gyms</b>	Taking part in the annual "Cycle to work" campaign (organised by AOK/ADFC)	ongoing	●
		Promoting sports events for employees	ongoing	●
		Offering subsidised Hansefit gym membership permanently	ongoing	●
<b>To raise the share of women at the company to 30% by 2020</b>	Updating the plan of action for women every 2 years	ongoing	●	
<b>To maintain equal pay</b>	The eg-Check project which was completed in 2014 did not reveal any discrimination against women or part-time employees; the status is to be analysed again at regular intervals	ongoing	●	
<b>To have no incidents of discrimination</b>	Offering preliminary vocational qualifications for refugees	ongoing	●	
	Improving barrier-free access	ongoing	●	
<b>Occupational health &amp; safety</b>	<b>To have zero accidents at work</b>	We implement comprehensive preventive measures to avoid occupational accidents and health hazards.	ongoing	●
		Analysing the causes of accidents	ongoing	●
		Training courses on occupational health and safety/accident prevention	ongoing	●
		Drawing up an organisational instruction for conducting risk assessments	ongoing	●

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

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