

SECTORAL SUSTAINABILITY PLAN

2021



Port de Barcelona

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LETTER FROM THE PRESIDENT

During 2021, all of us who are part of the Port Community of the Port of Barcelona have continued to uphold our commitment to sustainable development, stakeholders, and the global community in order to contribute to the well-being of people.



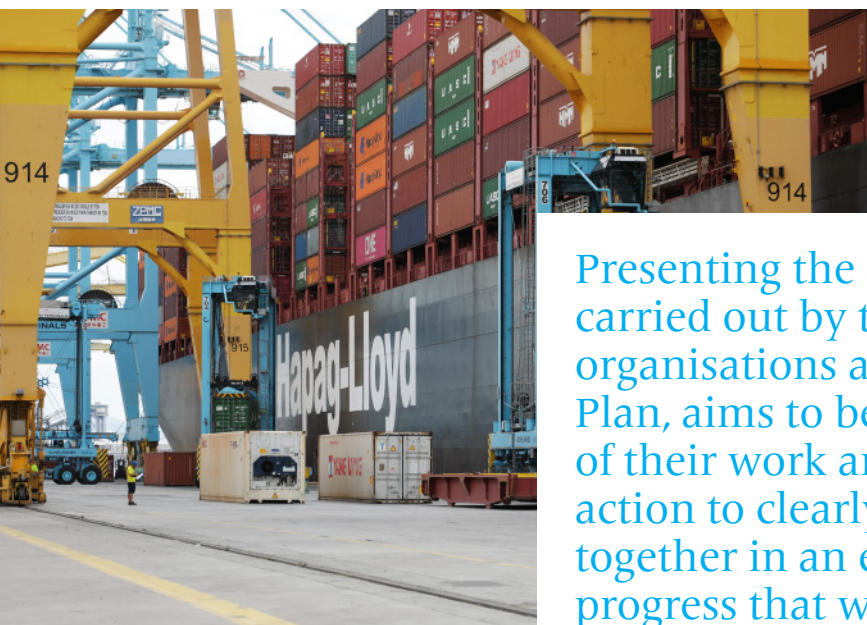
Sustainability is not only the axis around which the new Strategic Plan (2021–2025) revolves, but it is also a central objective of the way of working of almost a hundred companies and organisations that make up the Port of Barcelona's Sectoral Sustainability Plan, an innovative and pioneering plan that was launched in 2015.

Our vision is focused on the challenges facing the country and the city, as well as the world. That is the reason our actions are aligned with the Sustainable Development Goals (SDGs) of the United Nations, which we have consciously and gradually integrated into our strategy.

This year I would like to highlight the increase in the number of companies participating in the Sectoral Sustainability Plan, which rose from 43 in 2015 to 97 in 2021, and the incorporation of some of the main SDGs into their business strategy related to gender equality, climate action, decent work and economic growth.

The increase in the number of companies adhering to the Plan that have a code of ethics (71%) and anti-corruption policies (70%) is a clear demonstration of their commitment to a transparent and responsible manner of working with the desire to provide the best services and with the highest quality, to which all of us who form part of the Port Community are committed.





Presenting the actions carried out by the organisations adhering to the Plan, aims to be a recognition of their work and a call to action to clearly collaborate together in an economic progress that will only be sustainable if it is also a commitment to people and the environment.

In 2021 there has also been a growth in the number of organisations committed to gender equality policies. I would like to highlight this, as our sector has a low participation of women, in particular in positions of responsibility, and therefore there are areas where we can make a firm commitment to achieve equality quotas.

The results of the annual survey also show an increase in the number of companies adhering to the Sustainability Plan that have incorporated environmental management systems and plans. These companies have affirmed their commitment to the purchase of energy from renewable sources to reduce their environmental footprint, having been aware of the impact that port activities have on the environment and the need to minimise or prevent these effects.

I value such organisations for their commitment to social responsibility, the UN Global

Compact and the Sustainable Development Goals. They continue to generate wealth and well-being for our society while making our port more efficient and sustainable.

At the Port of Barcelona, promoters of the Sectoral Sustainability Plan will continue to work to ensure that more and more organisations in the Port Community join and commit to its values.

Damià Calvet i Valera

President of the Port of Barcelona

KEY DATA

Sectoral Sustainability Plan

97

participating organisations

7,555

workers

Commitment to good governance

62.89%

of organisations have channels for stakeholder relations

31.96%

organisations participate in external sustainability initiatives

29.90%

produce sustainability reports

Commitment to economic value

6.30%

investment in R+D+i over total investments

95.01%

of purchases of goods or services within the EU



Commitment to social value

34.85%

women in the workforce

13.73h

average training hours per person/year

98.97%

have an Occupational Risk Prevention service

Commitment to environmental value

48.42%

have environmental management systems in place

51%

invest in environmental issues

7.92%

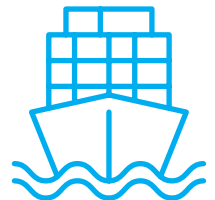
investment in environmental sustainability in relation to total investment

63

projects in environmental R+D+i

26.04%

calculate their carbon footprint







01

THE SECTORAL SUSTAINABILITY PLAN



THE SECTORAL SUSTAINABILITY PLAN



The Sectoral Sustainability Plan (SSP) is a Port of Barcelona project that aims to collect, systematise and promote sustainable practices among the organisations that make up the Port Community.

Among other functions, the Sectoral Sustainability Plan has, since 2016, included the status and progress of the main indicators that respond to the needs and expectations of the Port of Barcelona's stakeholders and presented their evolution.

The data referring to sustainability are grouped and consolidated by the set of organisations that form a part of the Sectoral Sustainability Plan. Currently, 97 companies are adhered to this Plan.

This report presents an innovative aspect in comparison to most port's sustainability reports. Usually, the main ports, report from the point of view of the Port Authority and not as a group of companies that make up the Port Community. This sectoral sustainability report combines the efforts of all the companies, organisations and administrations that make up the Port, as well as answers to a specific survey that collected sustainability data for 2021.

It should be noted that this sectoral report complements the information collected by the Port Authority of Barcelona (APB) at Port Community level, that is, by companies and organisations that make up the Port of Barcelona and specific data reported by the APB itself. This can be found on the Port Authority's website.

The Sectoral Sustainability Plan (SSP) is a project of Port of Barcelona that aims to collect, systematise and promote sustainable practices among the organisations that make up the Port Community.



Collecting the data is an effort that shows how sustainability economic, social environmental – is becoming a strategic aspect for the companies who work at the Port of Barcelona.





02

SCOPE AND CONTENT OF THE REPORT

SCOPE AND CONTENT OF THE REPORT

The Port of Barcelona's Sectoral Sustainability Plan Report 2021, summarises the data extracted from the annual questionnaire on general, economic, social and environmental aspects carried out among the 97 organisations of the Port Community that are members of the Port of Barcelona's Sectoral Sustainability Plan.

The data is presented as a sample of good practices of a set of entities and companies (identified as "organisations"), which have aligned themselves with the Port's strategic objectives and have integrated sustainability as a core aspect of their management.

This report takes into account the standards of the Global Reporting Initiative (GRI), the international benchmark organisation for sustainability reporting, and the United Nations Sustainable Development Goals (SDGs).

The corresponding applicable indicators are presented in the GRI table. Due to the fact that this report relates to several organisations and not to a single legal entity, several GRI indicators are not applicable and were therefore not reported.

The information contained herein corresponds to the financial year from 1st January to 31st December 2021, is prepared separately from the Port's Annual Report and is in GRI format. This report is annual in nature and has been published continuously since 2016.

Organisations participating in the plan

The 97 organisations that participated in the data collection (see final chapter of this report), including the APB, group together more than **7,555 workers** and represent almost **20% of the total number of organisations in the Port Community**.

In order to give a clearer and more representative picture of their impact, most of the data in this section of the report is presented in percentages rather than in absolute values.

The Port of Barcelona's Sectoral Sustainability Plan Report 2021, offers data extracted from the annual questionnaire on general, economic, social and environmental aspects carried out among the 97 organisations of the Port Community that are members of the Port of Barcelona's Sectoral Sustainability Plan.

Organisations participating in the Sector Sustainability Plan, 2015–2021

	2015	2016	2017	2018	2019	2020	2021
No. of Organisations	43	54	63	75	78	89	97
No. of employees	–	3,892	4,624	6,446	6,532	6,721	7,555
% Port Community*	8.6%	10.8%	12.6%	15%	15.6%	17.8%	19.4%

* Estimated over 500 organisations

Size of participating organisations

The Port of Barcelona is known not only for offering a wide variety of services (stevedore and port terminals, freight forwarders, customs agents, shipping agents, hauliers, administrations, among others) but also for the size of the organisations that operate in its territories.

Enterprises with less than 100 employees, which account for 79.3% (81.6% 2020) of the enterprises participating in the Plan, occupy 31.3% (33.8% 2020) of the total number of people; enterprises with more than 100 employees, which account for 20.7% (18.4% 2020) of the enterprises, occupy 68.7% (66.2% 2020) of the people.

Organisations responding to the survey, by staff volume (persons and percentage), 2021

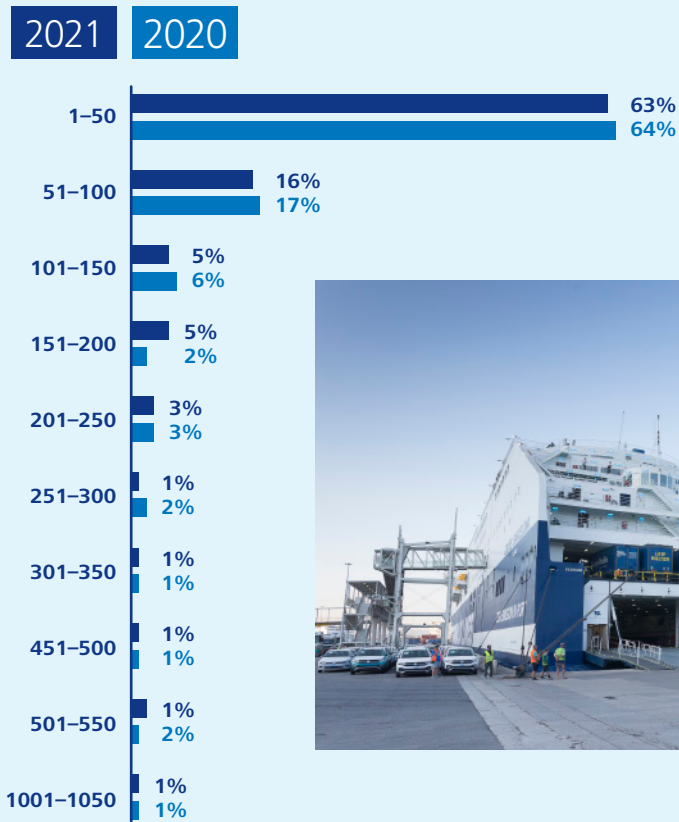
Staffing levels (no. of persons)	Total companies	% companies	Total occupancy	Occupancy rate
1–50	58	63%	1,263	16.7%
51–100	15	16.3%	1,101	14.6%
101–150	5	5.4%	581	7.7%
151–200	5	5.4%	843	11.2%
201–250	3	3.3%	676	8.9%
251–300	1	1.1%	261	3.5%
301–350	1	1.1%	312	4.1%
451–500	1	1.1%	483	6.4%
501–550	2	2.2%	1,031	13.6%
1001–1050	1	1.1%	1,004	13.3%
	92	100%	7,555	100%

* The total number of companies is 92, not 97, as 5 of them do not provide information on their workforces.

93.4% of the enterprises have less than 250 employees (93.1% 2020), and employ 59.1% (57.5% 2020) of the total number of people. Enterprises with more than 250 employees (6.6%

[6.9% in 2020] of companies) employ 40.9% (42.5% in 2020) of the total number of people.

Distribution of companies by workforce 2021–2020



Sectors of activity

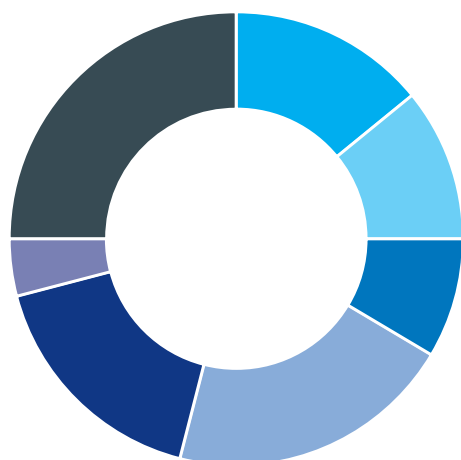
The main sectors of activity are **freight forwarder** companies (23.71%), hauliers (19.59%), port terminals and stevedore companies (16.49%) and shipping agents (12.37%).

Number of organisation in the Plan, by sector of activity*, 2021

	Stevedore Companies and Port Terminals	Shipping agent	Customs Agents	Freight	Haulier	Administration	Other
No.	16	12	10	23	19	4	29
%	16.49%	12.37%	10.31%	23.71%	19.59%	4.12%	29.90%

* There are companies that work in more than one sector, which is why the total percentage adds up to more than 100%.

Distribution of the number of organisations in the Plan, by sector of activity, 2021–2020

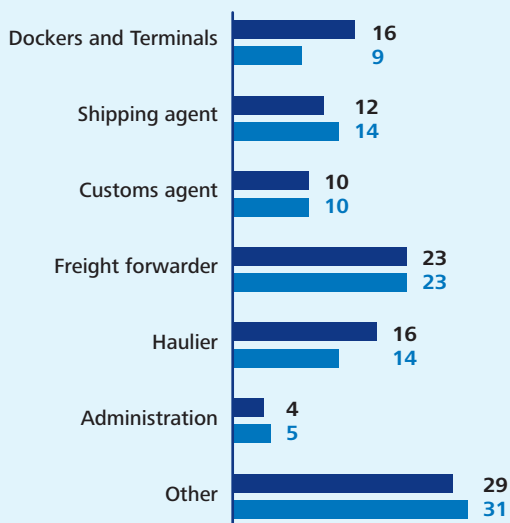


- Stevedore Companies and Port Terminals
- Shipping Agent
- Customs Agents
- Freight Forwarder Company
- Haulier
- Administration
- Other

The organisations participating in the Sectoral Sustainability Plan show the diversity of sectors in which they work. This reflects the variety and complexity of port activity, with multiple actors and fields of work.

Number of organisations in the Plan, according to sector of activity, 2021

2021 2020





03

COMMITMENT TO THE SUSTAINABLE DEVELOPMENT GOALS (SDGS)



COMMITMENT TO THE SUSTAINABLE DEVELOPMENT GOALS (SDGs)



The Plan's organisations answer – among others – specific questions on the Sustainable Development Goals (SDGs) and the UN 2030 Agenda for Sustainable Development.

The Port Community contributes actively to each of the SDGs, as its activity is diverse and involves a multitude of organisations, including companies, foundations and public administrations.

It should be noted that the Port Community is made up of approximately 500 organisations with more than 40,000 employed persons. Their direct and indirect activities have a clear impact on the 17 SDGs defined by the United Nations. Each organisation in the Port has a mission that guides its actions and the combination of the different sectors (hauliers, stevedores, customs agents, freight forwarders, shipping operators, administrations and others) means that the Port has a clearly significant and relevant economic, social and environmental impact.

In reference to the incorporation of the SDGs in the business strategy, we found that **59.79% of the organisations have incorporated some of the SDGs into their actions**. This figure has increased compared to 2020, where 52.8% of companies in the SSP incorporated SDGs.

The SDGs to which companies say they contribute the most are:



SDG 5
Gender Equality
60.34%



SDG 13
Climate Action
55.17%



SDG 3
Health and Well-being
51.72%



SDG 12
Responsible Consumption and Production
44.83%

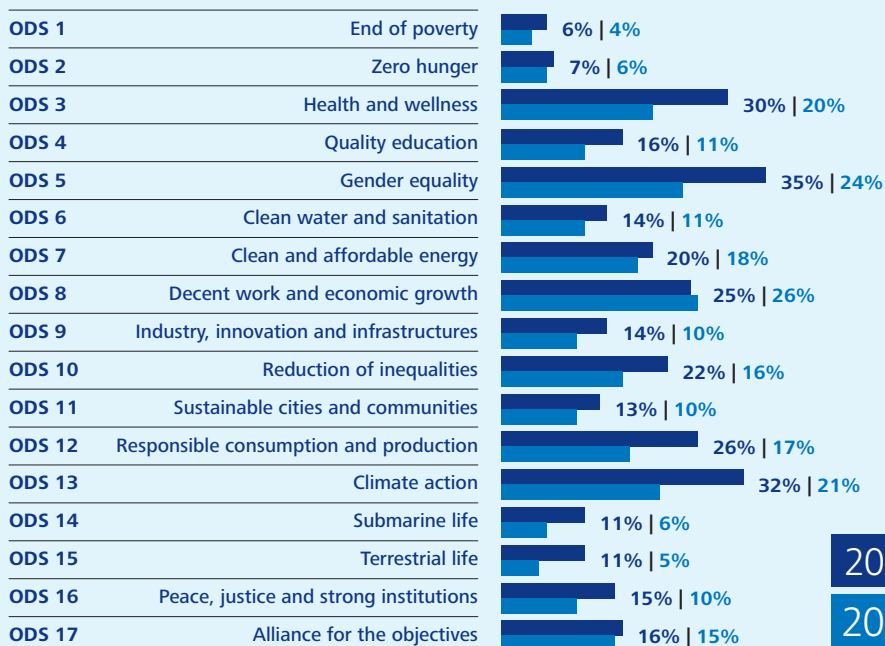


SDG 8
Decent Work and Economic Growth
43.10%

Although in 2021, there has been a considerable increase in the organisations' commitment to achieving the SDGs, the main SDGs with which they comply have not changed significantly in comparison to 2020. Decent work and economic

growth, gender equality and climate action are the main focuses of sustainable actions of the organisations adhering to the Sectoral Sustainability Plan.

Comparative contribution of the organisations in the plan to the different SDG, 2021–2020



The activity of the organisations of the Port Community clearly impacts the 17 SDGs of the 2030 Agenda. Therefore, it is important to know how their actions contribute to sustainable development, without disregarding the missions of each of the organisations that make up the Port Community.

This report brings together the different activities and actions that the organisations of the Plan carried out that contributed to the different SDGs. This list of activities, rather than being an

exhaustive list, is intended to serve as an **inspiration to the companies participating in the Plan or others that make up the Port Community**. Each organisation can become a lever for transformation and advance – individually and as a community – towards a more sustainable Port.



At the end of each section of this report, some of the initiatives and actions of the organisations adhering to the Sectoral Sustainability Plan are listed. Although some actions are cross-cutting and involve more than one SDG, the main actions are shown here, according to the SDGs with which they are most closely aligned.

This report includes some of the initiatives and actions that the adhering companies to the Sectoral Sustainability Plan have highlighted as their contribution to the SDGs.

Commitment to good governance	Commitment to economic value	Commitment to social value	Commitment to environmental value
SDG 16 Promote justice, and strong institutions SDG 17 Revitalise the global partnership for Sustainable development	SDG 9 Build resilient infrastructure, promote sustainable industrialization and foster innovation SDG 12 Ensure sustainable consumption and production patterns	SDG 1 End poverty in all its forms everywhere SDG 2 End hunger, achieve food security and improved nutrition and promote sustainable agriculture SDG 3 Ensure healthy lives and promote well-being for all, at all ages SDG 4 Ensure inclusive and quality education for all and promote lifelong learning SDG 5 Achieve gender equality and empower all women and girls SDG 8 Promote inclusive and sustainable economic growth employment, and decent work for all SDG 10 Reduce inequality within and among countries SDG 11 Make cities inclusive, safe, resilient and sustainable	SDG 6 Ensure access of water and sanitation for all SDG 7 Ensure access to affordable, reliable, sustainable and modern energy SDG 13 Take urgent action to combat climate change and its impacts SDG 14 Conserve and sustainably use oceans, seas and marine resources SDG 15 Sustainably manage forest, combat desertification, halt and reverse land degradation, halt biodiversity loss



An aerial photograph of a coastal city, likely Barcelona, showing a large harbor with a marina filled with sailboats, a city built into a hillside, and a distant view of the sea under a clear blue sky. The image is used as a background for the page.

04

COMMITMENT TO GOOD GOVERNANCE

COMMITMENT TO GOOD GOVERNANCE

The SDGs highlighted in the area of Good Governance are the following:



Promote just, peaceful and inclusive societies

- **71.13%** of the Plan's organisations with a **code of ethics or good governance** (2020, 64.04%).
- **64.95%** Plan organisations with **whistleblowing channels for ethical issues**.



Revitalise the Global Partnership for Sustainable Development

- **31.96%** of the Plan's organisations **adhering to global initiatives that promote sustainability**.
- **29.90%** of the Plan's organisations produce **sustainability reports**, up from 26.97% in 2020.
- **60.82%** (64.04%, 2020) of the Plan's organisations **participate in stakeholder activities**.

THE PRINCIPLES OF ACTION

Transparency

Public administrations and public entities are subject to legislation on transparency issues, which was expressed in the Spanish Law 19/2013 of 9 December 2013 on transparency, access to public information and good governance. This law does not affect organisations that are regulated by private law. Despite the fact that it is not mandatory, many companies are moving towards publishing their integrated sustainability reports where economic and organisational information can be found, as well as information on the different actions they carry out.

The participation of organisations adhering to the Plan is a sign of the voluntary exercise of transparency.

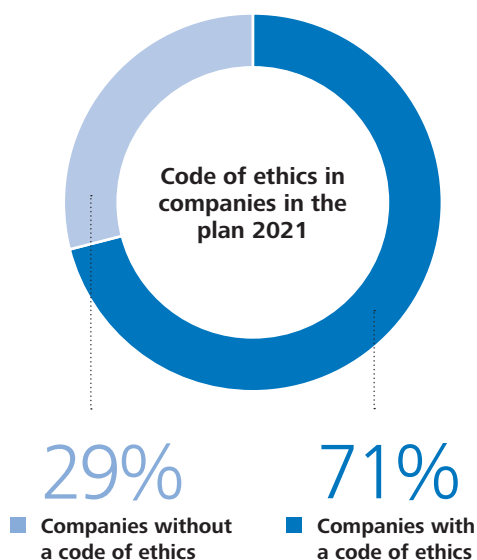


Ethics and integrity

Regarding the organisations in the Sectoral Sustainability Plan, **71.13%** have a **code of ethics or good governance**, a higher figure than in 2020 (64.04%).

62.89% have **formal channels for consultation on ethical issues** (56.18% in 2020); **64.95%** (65.17% in 2020) have **internal channels for dealing with complaints on ethical issues** and **7.2%** of organisations report having received complaints on ethical issues.

70.10% have **anti-corruption policies and/or procedures** in place. This figure is slightly higher than last year when these were 69.77%.



Sustainability initiatives

31.96% (35.96% 2020) of the organisations in the Sectoral Sustainability Plan (SSP) **are part of external sustainability initiatives**. Most of them participate in more than one.

Most companies in the Plan adhere to the **Global Compact**, one of initiatives where most companies are present, with **51.61%** of those reporting

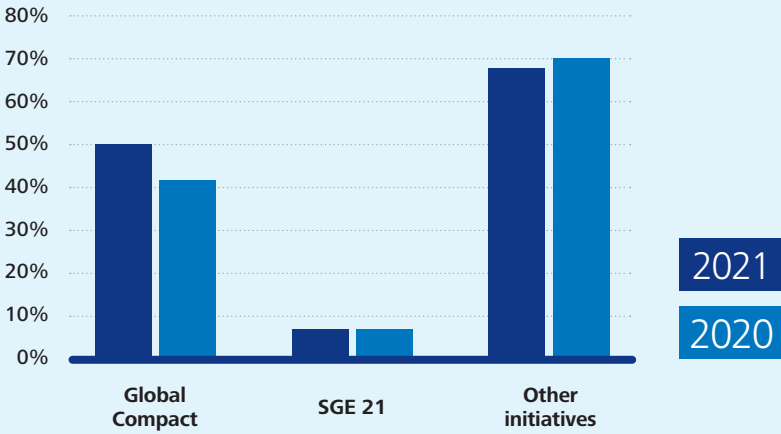
that they are part of external initiatives (16.49% of the total number of SSP).

It should be noted that all the organisations that responded to the survey adhere to the Sectoral Sustainability Plan, which can be construed as a sign of their commitment and efforts in sustainability issues.

Commitment of SSP organisations to sustainability initiatives, 2016–2021

	2016	2017	2018	2019	2020	2021
Global Compact	45.8%	58.7%	41.9%	32%	40.6%	51.61%
SGE 21	8.3%	38.0%	18.6%	13.2%	6.2%	6.45%
Other initiatives	62.5%	65.7%	72.0%	75.5%	69.0%	67.74%

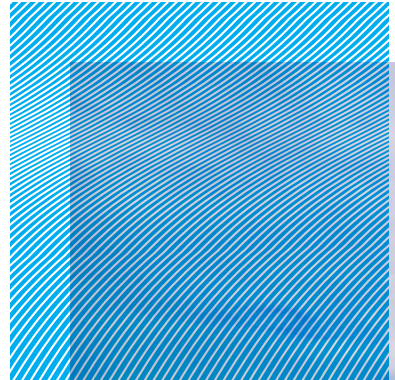
SSP partnerships for sustainability initiatives, 2021–2020



Sustainability reports

The Port of Barcelona continues to focus its report on sustainability criteria. Of the organisations in the Plan, **29.90% draw up sustainability reports**. This figure is higher than that of the previous year, which was 26.97%. **58.62%** (60.87% 2020) of the companies that prepare sustainability reports do so according to the **Global Reporting Initiative Standards**.

It should be noted that, although they do not produce other sustainability-related reports, participation in the survey on which the data in the Plan is based is a sign of commitment to responsibility and sustainability.



STAKEHOLDER RELATIONS

Customer service

80.41% (80.46%, 2020) of the organisations in the Sectoral Sustainability Plan have **assessed their customer satisfaction during 2021**. The main mechanisms for finding out the degree of customer satisfaction have been surveys, follow-ups in personal visits and/or business meetings.

None of the Plan's organisations reported having received complaints related to financial issues. This is an improvement from last year, where 5 such complaints were received, which is very positive for the SSP organisations.

Likewise, during this financial year, no organisation adhering to the Sectoral Sustainability Plan has received complaints related to the privacy of its customers' personal data, a figure equivalent to that of last year.



Communication channels of the organisations in the Sector Sustainability Plan with stakeholders, reported in 2021

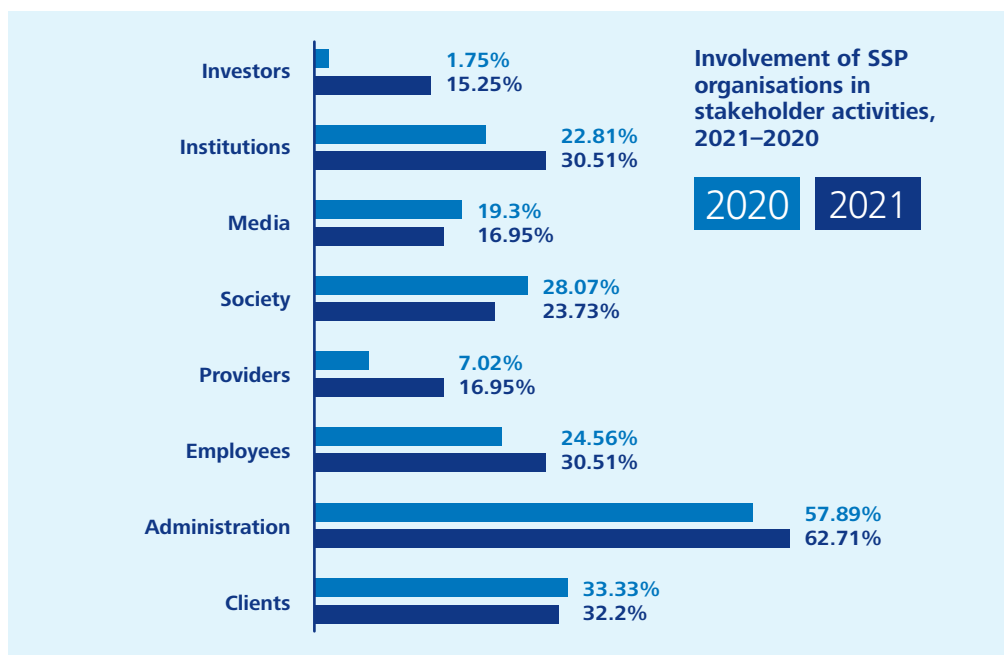
Stakeholders	Communication channels
Clients	Face-to-face meetings
	Commercial communications
	Customer Service (SACO)
	Customer management (telephone, mail, web and social networks)
	Business events with customers
Administrations	Board of Directors
	Face-to-face meetings
	Corporate website
	Governing Board
	Board of Directors
Employees	Face-to-face communications
	Telephone, mail, intranet and web contact
	Works Council
Suppliers	Supplier management
	Face-to-face meetings
	Telephone, mail and web contact
Society	Telephone, mail and web contact
	Media
	Events and conferences
Media	Conferences, workshops and events
	Interviews
	Press conferences
Institutions	Partnership agreements
	Attendance at events
	Sector and professional associations
Investors	Face-to-face meetings
	Telephone, mail and web contact
	Board of Directors

Dialogue and stakeholder engagement

The percentage of organisations in the Sustainability Plan that have **communication channels with their stakeholders** is **62.89%** of the total. This figure is in line with that of the previous year, which was 62.92%.

In addition, **60.82%** of the organisations in the Sectoral Sustainability Plan (SSP) **took part in activities organised by their stakeholders in 2021**, a similar figure to the previous year, which was 64.04%. The main group of interaction has been the Administration (62.71%, 2021 vs. 57.89%, 2020), followed by customers (32.20%, 2021 vs. 33.33%, 2020), institutions (30.51%, 2021 vs. 22.81%, 2020) and employees (30.51%, 2021 vs. 24.56%, 2020).





SDGs and good governance

The following are some of the initiatives carried out by the organisations that are members of the Plan and contribute to the specific achievement of the SDGs that adheres to good governance.

List of actions highlighted in the SDGs related to good governance, 2021

Stakeholders	Communication channels
 Promote just, peaceful and inclusive societies	Implementation of Code of Ethics and Codes of Conduct and internal awareness-raising on ethical actions. Creation of the Compliance Committee. Implementation of anti-bribery and anti-corruption policies. Adherence to the United Nations Global Compact. Project in Morocco AEXCID/Moroccan Administration. Promotion and participation in working groups.
 Revitalise the global partnership for sustainable development	Collaboration and membership of organisations and groups of companies: Comport, EcoPort and Zero Plastic. Partnership with the supply chain: customers, suppliers and other third parties to realise sustainable business practices and participation in joint projects to innovate and conduct research in the port sector. Collaboration with the Free Trade Zone Consortium and FEIQUE. Alliance between companies to produce industrializable field vents for the fight against COVID-19.





05

COMMITMENT
TO ECONOMIC
VALUE

COMMITMENT TO ECONOMIC VALUE

The SDGs highlighted in the Economic Value area are as follows:



Build resilient infrastructure, promote sustainable industrialisation and foster innovation

- **6.30%** (8.38% 2020) investment in R+D+i over total of the Plan's organisations.
- **4.33 million euros** in grants received for projects by the Plan's organisations. Last year this amount was 4.4 million euros.



Ensure sustainable consumption and production patterns

- **95.01%** (96.62% 2020) purchases of products or services from the Plan's organisations within the European Union.

Investments in R+D+i

In 2021, the weight of **investments in R+D+i** of the organisations in the Sectoral Sustainability Plan averaged **6.30%** of the total investment. The previous year this figure was 8.38%. Despite the slight decrease, it is still an important percentage that shows the commitment of the organisations to remain competitive.

Financial aid received

Within the framework of the SSP, **18.56%** (22.47% 2020) of organisations have received **financial aid from the Spanish State or the European Union**. The total amount of aid received in 2021 was **8.5 million Euros**. A much smaller amount than in 2020, which was 20 million Euros. It should be noted that 11.8 million of the previous year's 20 million were received by a single company, which skewed the total results considerably.

Public aid received by organisations under the Sustainability Plan (in Euros)

	2021	2020
R+D+i	4.335.976,17	1.698.359
For infrastructure	624.887,11	2.315.000
For other types of projects	3.596.383,19	16.064.966
TOTAL	8.557.246,47	20.078.325

If we take this into account on a fractional basis, we can see that the aid received for R+D+I is, on the whole, much higher than previously. On the other hand, aid for infrastructures has decreased. Finally, aid for other types of projects was also lower. However, as previously mentioned, last year one single company was awarded 11.8 mil-

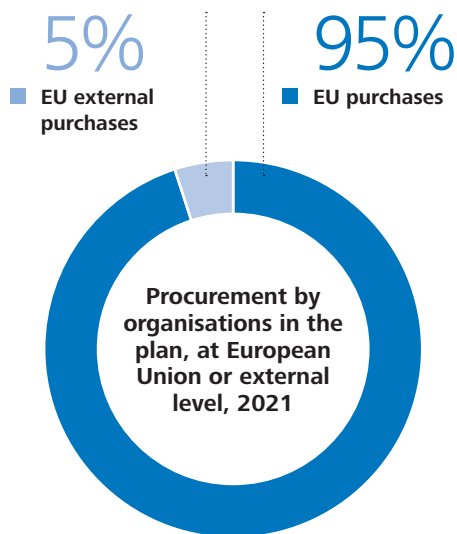
lion euros in aid, which made last year's figure so different from this year's. If this figure was extracted from last year's calculation, the aid from one year to the next would be very similar (8M).



Purchasing practices and procurement of services

The share of local purchasing by companies within the European Union is an important factor in boosting an area's economy and preserving EU relations.

Of the total purchases of goods or contracts made by Plan organisations, **95.01% were services or products from EU companies**. This figure is down 1.61 points from the previous year, when it was 96.62%, possibly due to the post-pandemic revival of international trade.

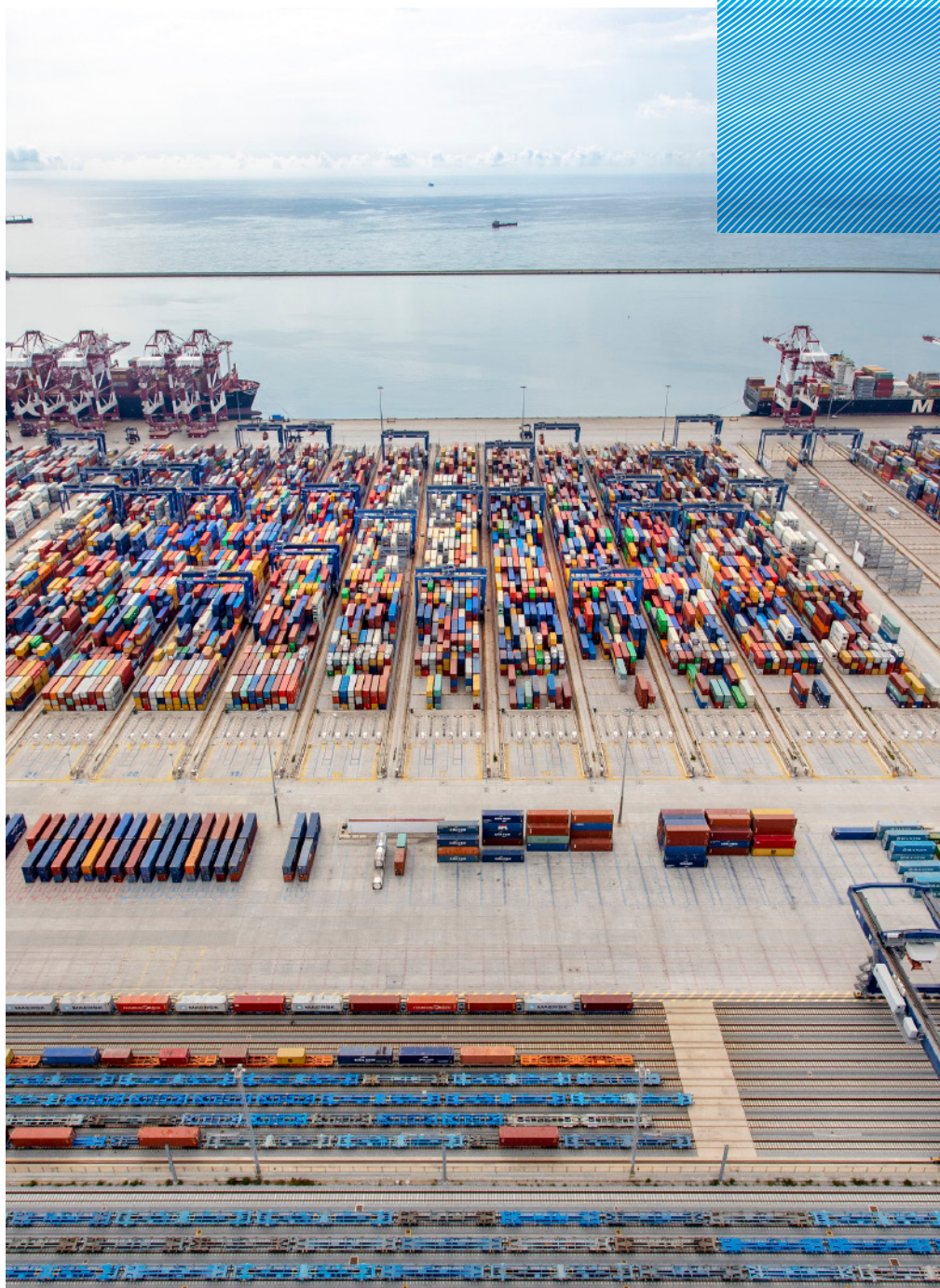


SDGs and economic value

The following is a summary of some of the initiatives carried out by the organisations that are members of the Plan and contribute to the specific achievement of the SDGs related to economic aspects.

List of outstanding actions of the SDGs related to economic value, 2021

Stakeholders	Communication channels
 Build resilient infrastructure, promote sustainable industrialisation and foster innovation	Execution of its own projects and participation in European digitalisation, innovation and sustainable development projects. Collaboration with port authorities for the implementation of technological improvements in transport. Incorporation of climate resilience into terminal developments and redesigns. Application of an aerothermal system to replace diesel heaters. Upgrading of the mooring craft fleet and water cleaning vessels. Expansion of the 3D printing 3D Factory Incubator. Agreement with Correos and Barcelona City Council to promote the technology centre in the Correos building.
 Ensure sustainable consumption and production patterns	Promotion of waste recycling, consumption reduction and wastewater reduction. Manufacture of recyclable products. Renewal of vehicle fleets and incorporation of electric trucks. Reduction of plastics (delivery of reusable bottles, biodegradable cups) and reduction of paper (digitalisation of procedures, control of printers). Supply of fair-trade coffee. Promotion of recycling, waste reduction and reuse of resources. Making agreements with transport suppliers to reduce emissions and enhance mobility with the use of LNG. Auditing the performance of suppliers. Procurement considering the sustainability dimension. Sustainability Management System based on the requirements of the Global Sustainable Tourism Council (GSTC). Use of more sustainable alternative materials in the protection of surfaces and circularisation of recurring waste such as polyethylene and polypropylene plastics. Adhesion to OCS (Operation Clean Sweep) reducing plastic leaks. Spaces for the correct segregation of waste for recycling. Training to recycle correctly, reduce consumption and learn about the circular economy. Implementation of a lift management system to reduce consumption and time. Installation of a timer for the lighting and taps in the washbasins, and upgrading the lighting systems from halogen to LED.







06

COMMITMENT TO SOCIAL VALUE

COMMITMENT TO SOCIAL VALUE

The SDGs highlighted in the Social Value are as follows:



Ensure healthy lives and promote well-being for all at all ages

- 98.97% (92.77%, 2020) of Plan organisations have an **Occupational Risk Prevention system**.

- 43.75% (46.34%, 2020) of Plan organisations conduct **satisfaction and work climate surveys**.

- 79.17% of the companies in the Plan have an **External Occupational Risk Prevention Service**, 12.50% are Joint and 8.33% have their own.



Ensure inclusive, equitable and quality education and promote lifelong learning opportunities for all people

- 13.73 hours (12.76 hours, 2020) on average per year in training per employee.

- 34.38% (30%, 2020) of the Plan's organisations have a **training commission**.

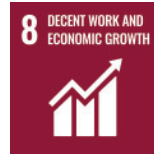


Achieve gender equality and empower all women and girls

- 34.85% (29.22%, 2020) of **women on staff** in Plan organisations.

- 59.38% (48.24%, 2020) of Plan organisations have **equality plans**.

- 64.58% (61.18%, 2020) of Plan organisations have **Protocols against harassment**.



Promote inclusive and sustainable economic growth, employment and decent work for all

- 92.50% (92.08%, 2020) of contracts of Plan organisations are **permanent**.

- 89.36% (91.19%, 2020) of contracts are **full-time**.

- 1.03% (0.92%, 2020) of people working in Plan organisations have some kind of **disability** and 0.07% (0.05%, 2020) are at risk of social exclusion.



**Make cities inclusive,
safe, resilient and
sustainable**

- **16.67%** (16.7%, 2020) of the Plan organisations **have mobility plans.**
- **76.29%** (67.42%, 2020) of the organisations in the Sector Sustainability Plan **belong to sectoral associations, thus fostering the different professional fabrics.**



HUMAN CAPITAL: THE PEOPLE STRATEGY

Employment type within the framework of the Sustainability Plan

Within the Port Community, the organisations in the SSP place value on human capital and try to orientate their personnel policies towards sustainability. These are some of the characteristics of the typical workforce of these organisations:

92.50% (92.08%, 2020) of staff have **permanent employment contracts**, slightly higher than the 92.08% recorded in 2020, which shows the commitment to stable employment. This is reinforced by the fact that **89.36% of contracts are full-time.**

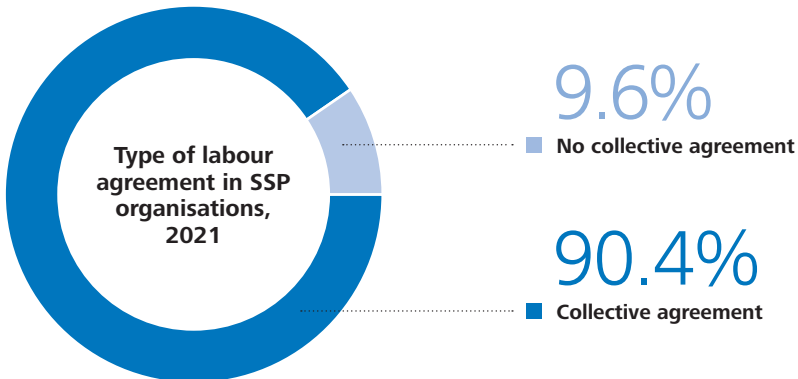
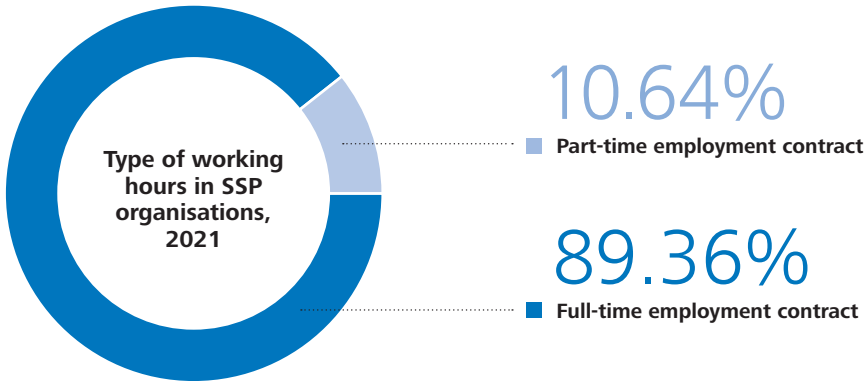
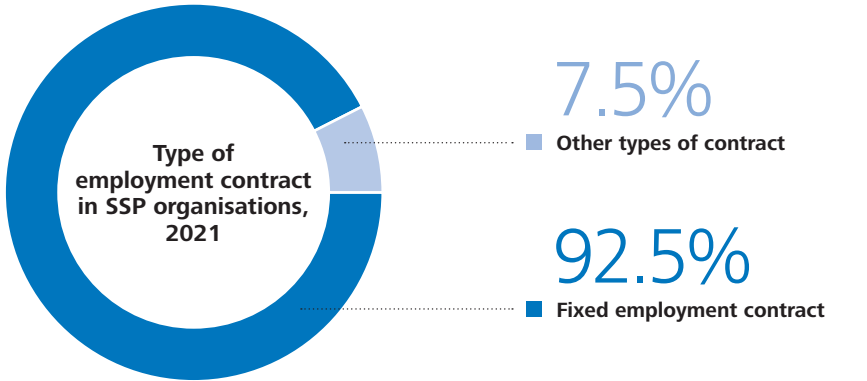
90.40% of the workforce is covered by **collective bargaining agreements**, a figure that has increased compared to 2020 when it was 83.99%. More staff has been recruited externally, as outsourcing was 3.62% compared to 2.41% in 2020.

For the type of function performed within the organisation, almost half of the staff was engaged in operational functions 39.50% (45.90%, 2020), while middle management accounts for 14.56% (13.32%, 2020) and senior management for 5.97% (6.18%, 2020) of the total.

The number of employees has increased by 12.41% compared to 2020.

Type of employment contract in SSP organisations, 2017–2021

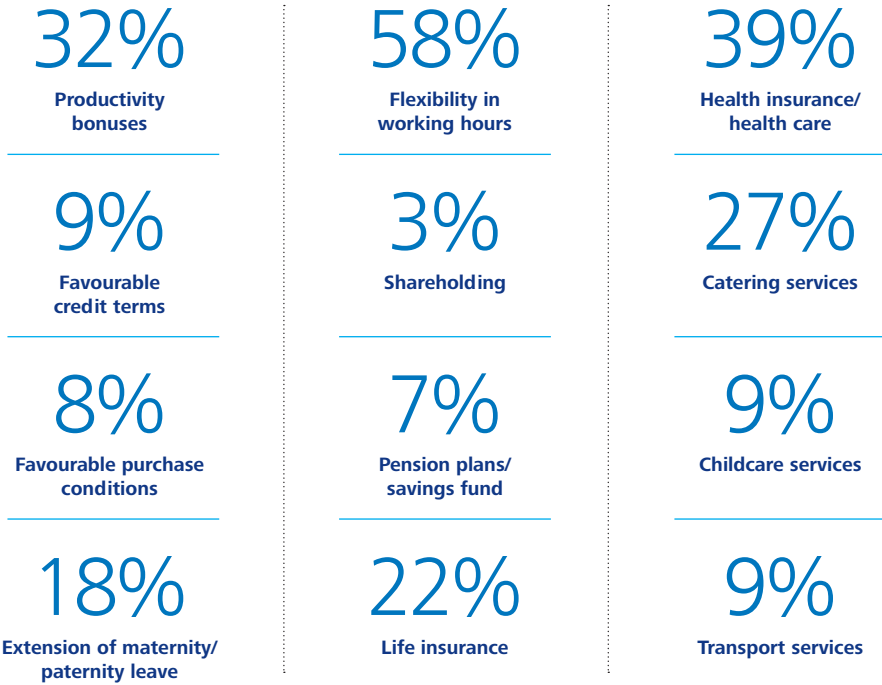
	2017	2018	2019	2020	2021
Permanent employment contract	85.1%	80.3%	90.6%	92.%	92.5%
Full-time employment contract	87.7%	76.9%	93.2%	91.2%	89.4%
Staff in collective bargaining agreement	93.6%	91.4%	86.9%	83.9%	90.4%



In terms of social benefits, **79.17%** of SSP companies offered multiple benefits to their employees.

The organisations that offered such benefits, and the breakdown of their types, are as follows:

6



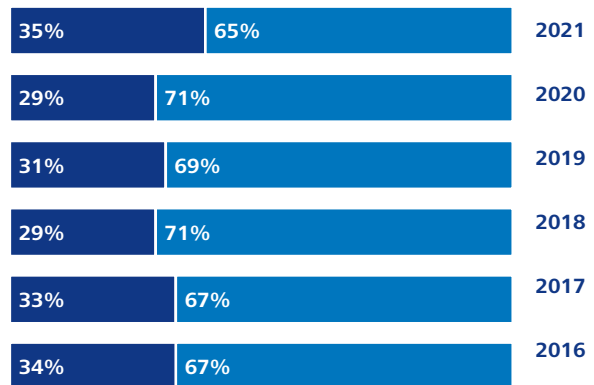
Workforce composition by gender

In terms of gender, most companies have a clear predominance of men. In 2021, **women represented 34.85%**, which is still a positive figure compared to the 30.52% of women in the workforce in 2020.

■ Women
■ Men



Workforce distribution by gender, 2016–2021



DIVERSITY AND EQUAL OPPORTUNITIES

Equality plans

Companies with more than 250 employees are subject to Article 45 of Organic Law 3/2007, of 22 March 2007. This law established that companies are obliged to respect equal treatment and opportunities in the workplace.

Equality plans are also available and applied by **59.38%** of the organisations that are part of the Plan, compared to a lower 48.24% that were surveyed in 2020. It should be noted that only 6% (6%, 2020) of the organisations in the Plan have a workforce of more than 250 people and

are legally obligated to do so. Therefore, the vast majority takes up and implements this challenge on a voluntary basis.

On the other hand, **64.58%** of the participating organisations have a **protocol against harassment**. This figure is higher than the previous year when it was 61.18%. These percentages, which are increasing year after year, show the commitment of the organisations to this issue.

Prevention of discrimination

On average, **1.03%** (0.92%, 2020) of the staff of Plan organisations have **some type of disability**. It should be noted that this ratio includes **63%** (64%, 2020) of companies with less than 50 employees (which are required by law to have a minimum number of staff with disabilities). At the same time, it also includes some organisations working in the port Community that are special work centers (CET), in which a large part of the professionals are people with disabilities.

Plan organisations have also recorded on average **0.07%** (0.05% 2020) of **people at risk of social exclusion** out of the total workforce.

Comparative percentage of people with disabilities and people at risk of social exclusion, 2021–2020

	2021	2020
Staff with disabilities	1.03%	0.92%
Staff at risk of social exclusion	0.07%	0.05%

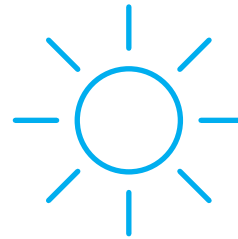
Of the organisations adhering to the Plan, an important contribution made by the **CARES Foundation** must be highlighted. During 2021, it had an average staff of 488 people: of the 359 CARES professionals, 78.2% were people with disabilities, while of the 129 CODEC employees, 63.5% were people at risk of exclusion. Regarding integration into the ordinary labour market, during 2021 a total of 32 professionals from CARES and CODEC joined ordinary companies after their passage through these two entities.

WORKPLACE ENVIRONMENT

Among the Plan's organisations, **43.75%** have carried out satisfaction and work climate **surveys**, slightly lower than the 46.34% in the previous year.

With regard to complaints about non-compliance with labour regulations, 66.67% (64.29%, 2020) of the Plan's organisations have established channels to control it. The enforcement depended on the type of organisation, which ranged from the works council itself, the personnel or trade union delegate, the human resources department or a specific space on the corporate intranet. The SSP organisations had a total of 9 (9, 2020) complaints about labour regulations and all 9 were resolved through

formal mechanisms. This is a significant increase compared to last year, when 9 were also received but only 3 were resolved through formal mechanisms.

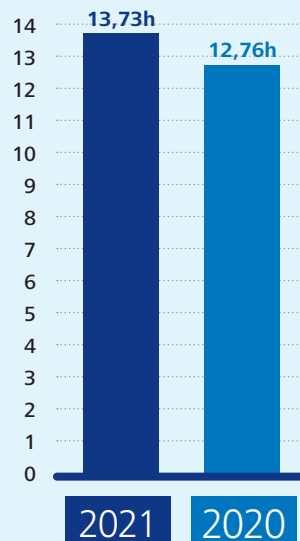


TRAINING AND EDUCATION

Internal training

34.38% (30.00%, 2020) of the organisations in the Plan **have a company-employee training commission** to cover their own training needs, with an annual average of **13.73 hours** (12.76 hours, 2020) **per employee**.

Average number of training hours per employee, 2021–2020



Vocational education

Vocational education becomes an ally of the Plan's organisations, as it is a way of having people trained to carry out functions and tasks that are necessary in day-to-day operations.

About **vocational training**, 41% of the organisations in the Plan responded to this section. 33% of the organisations in the Plan have people on their staff with a vocational training qualification. The following data also stood out:

- A total of 840 people were employed in this modality.
- Of these 840 people, 93% have a permanent contract.
- The average salary of people with a Vocational Training qualification working in companies of the Port Community, was 29,648€ per year.

In reference to dual vocational training, 10% of the organisations in the Plan incorporated professionals in this modality, adding up to a total of 38 students. The main specialities/qualifications were:

- International Trade
- Foreign Trade
- International Trade and Transport
- Work Integration
- Administration
- Logistics
- Customs and Operational

It should be noted that around 62.70% of dual vocational training students end up being hired by the organisations participating in the programmes.

Hosting trainees is a way of showing commitment to students who are training in different disciplines. 15% of the organisations in the Plan host students from vocational training cycles. That is 45 students who have been able to get to know new professional realities. Of these, 37% end up joining the company at the end of their internships.

The profiles of the trainees come from the following disciplines:

- Logistic Operators
- Specialised administrative staff
- Electrical and mechanical maintenance workers

HEALTH AND SAFETY AT WORK

Prevention of occupational hazards

Almost all the organisations, **98.97%** (92.77%, 2020) have an **Occupational Risk Prevention Service**, either their own one (8.33%), an external one (79.17%) or a joint one (12.50%), and 61.46% (54.12%, 2020) of the organisations have a certified service.

Occupational accidents

During the 2021 financial year, 57.29% of the organisations that are part of the Sectoral Sustainability Plan had no accidents. This figure is slightly higher than the 55.06% recorded in 2020. The total number of accidents has increased significantly, with 264 cases compared to 222 the previous year.

Of the 42.71% (44.94%, 2020) of the organisations that recorded accidents, 49.62% (58.11%, 2020) were mainly within the company, 23.86% (19.37%, 2020) were *in itinere* and the remaining 26.52% (22.52%, 2020) were within the port premises.



Percentage of accidents according to the place where they occurred

	2021	2020
<i>In itinere</i>	23.86%	19.37%
In the port area	26.52%	22.52%
Within the company	49.62%	58.11%

Mobility plans

16.67% (16.7%, 2020) of the Plan's organisations have **mobility plans** for their workforces, an initiative that minimises accidents at work, facilitates access to the workplace and helps to protect the environment.

With reference to accidents at work:

- Accident frequency rate (no. of accidents with sick leave per million hours worked): 19.78
- Accident severity rate (no. of working days/work loss – per thousand hours worked): 0.42

RELATIONAL CAPITAL

76.29% (67.42%, 2020) of the organisations in the Sectoral Sustainability Plan **belong to different sectoral associations, thus fostering the different professional social fabrics.**

These are the most common among organisations:

ACPET

Associació Catalana de Ports Esportius i Turístics

ANARE

Asociación Nacional de Remolcadores de España

ANESCO

Asociación Nacional de Empresas Estibadoras y Consignatarias de Buques

Asociación de Agentes Consignatarios de Buques de Barcelona

ATEIA

Asociación de Transitarios Internacionales de Barcelona

COACAB

Colegio Oficial de Agentes y Comisionistas de Aduanas

Efficiency network

ESPO

The European Sea Ports Organisation

FETEIA

Federación de Transitarios, Organización para la Logística, el Transporte y la Representación Aduanera

IAPH

International Association for Ports and Harbours

IATA

International Air Transport Association

International Christian Maritime Association

PIMEC

Patronal Catalana per a petita i mitjana empresa

PROPELLER CLUB

Asociación de Directivos y Empresarios Logísticos (Castellón, Valencia, Barcelona)

WCA

World Cargo Alliance

SOCIAL ACTION

Sponsorships and donations

In 2021, **27.94%** of the organisations in the Plan reported having made **sponsorships and/or donations in the social and/or educational fields**. This figure is lower than in 2020, which was 38.82%, totalling 2,940,452.88 euros (4,672,142 euros in 2020). It is worth highlighting the relevant contribution of one of the SSP companies in 2020, which made an important

and extraordinary economic contribution due to the health crisis.

Some of the SSP companies also highlighted in-kind donations, such as donations of food and other necessities to the Food Banc.

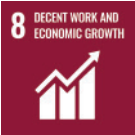
SDGS AND SOCIAL VALUE

Some of the initiatives carried out by the organisations that are members of the Plan contribute to the specific achievement of the SDGs related to social aspects and the improvement of people's quality of life.

List of outstanding actions related to social commitment, 2021

Stakeholders	Communication channels
 End poverty in all its forms everywhere	Solidarity container of the Port Community, for the benefit of the Food Bank. Toy collection campaign with the Red Cross. Agreements with social entities and non-profit organisations (NPOs) that work with people at risk of social exclusion. Collaboration with Médecins Sans Frontières in the Christmas Campaign.
 End hunger, achieve food security and improve nutrition and promote sustainable agriculture	Participation in the campaign to collect food and other basic products for people in disadvantaged situations (solidarity container). Collaboration with the Spanish Federation of Food Banks (FESBAL) in food collection campaigns. Implementation of applications that prevent food waste in restaurants. Training on how to reduce food waste. Collaboration with an organisation that supports homeless people and other vulnerable groups, in which more than 3,000 breakfasts were given during 2021 and time was shared with the people served.
 Ensure healthy lives and promote well-being for all at all ages	Reducing the accident rate by increasing the number of staff in the safety department and internal training. Promotion of health care and wellbeing initiatives in the workplace and the promotion of sporting and healthy activities for workers. Creation of a Well-being model that ensures psychosocial well-being by defining objectives, programmes and personalised studies. Endorsement of the Luxembourg Declaration for Workers' Health.
 Ensure inclusive, quality education for all and promote lifelong learning	Promotion of education at the Escola Europea – Intermodal Transport with training activities and the Forma't al Port programme. Contribution to the training of future professionals in logistics and the social sector by offering vocational training students work experience in our facilities. Agreements to promote dual vocational training. Collaboration with research projects with universities and research centres. Implementation of a training platform for all employees, collaboration with schools and sector associations. Language exchanges with native teachers.

List of outstanding actions related to social commitment, 2021

Stakeholders	Communication channels
 Achieve gender equality and empower all women and girls	Performance of the Equitest (with positive result). Participation in conferences on women as seafaring professionals. Carrying out diagnosis and Plans for equal opportunities for Women and Men. Promotion of projects to identify and promote female talent. Promoting diversity through the presence of young girls and women in STEM disciplines. Establishment of the Women's Council and strategy to promote parity. Promotion of work-life balance through flexible start and finish times, intensive summer working hours and a monthly holiday for the birthday.
 Promote inclusive and sustainable economic growth, employment and decent work for all	Plan for personal development and internal promotion. Supporting seafarers and fishermen in their labour demands. Creating working environments that enable creative solutions for a more sustainable future. Training at different levels for students and professionals in the sector with the aim of ensuring better access to the labour market. Labour market integration of people with disabilities or at risk of social exclusion. Acting responsibly to ensure ethical standards in the supply chain are met, such as working conditions and human rights and auditing supplier performance. Creation of the BNEW event of the reactivation of Barcelona's economy. Acceleration of start-ups to strengthen the productive fabric.
 Reduce inequality within and among countries	Implementation of the Equal Opportunities Plan Project in Morocco for the training and recruitment of vocational training students. Labour market integration of people with disabilities and/or at risk of exclusion. Collaboration with entities that fight against social inequalities and organisation of specific support workshops for NGOs. Commitment to donations and volunteering in the cities where we operate.
 Make cities inclusive, safe, resilient and sustainable	Promotion of public transport. Training students in aspects related to environmental sustainability. Promotion and participation in the Go Green campaign. Creation of sustainability advice through newsletters. Parking for bicycles and electric scooters. Creation of parking spaces with electric charging facilities. Collaboration with electric vehicle rental companies. Waste collection days. LEED GOLD certification.







07

COMMITMENT TO ENVIRONMENTAL VALUE

COMMITMENT TO ENVIRONMENTAL VALUE

The SDGs highlighted in the Environmental Value are as follows:



Actions for the sanitation of the Port's waters

- 30 km of collectors and 16 pumping stations for port water treatment.
- Control of water and sediment quality, with the collaboration of 3 CSIC laboratories that guarantee the precision and accuracy of the results.



Ensure access to affordable, reliable, sustainable and modern energy

- 26.04% (18.29%, 2020) of companies measuring carbon footprint.



Urgent action to combat climate change and its effects

- 48.42% (47.06%, 2020) Plan organisations certified in environmental management systems.
- 5.40% (4.00%, 2020) listed sustainability expenditure as a proportion of total expenditure.



Conserve and sustainably use the oceans, seas and marine resources

- Daily collection and removal of floating debris from the waters (365 days a year for more than 2 decades).
- The Port and several companies have strict monitoring and control measures in place for operations that may pose a risk to water quality.

ENVIRONMENTAL MANAGEMENT: SUSTAINABILITY STRATEGY

Environmental management system

48.42% of the participating organisations have **certified environmental management systems**, slightly higher than in 2020, which was 47.06%. During 2021, no company participating in the SSP has received any complaints related to environmental issues and, therefore, there has been no need for their resolution through formal mechanisms.

14 out of 97 companies (14%) assess their Sustainability Index using a *rating* or standardised system (Ecovadis, RightSupply, others...).

Legislation

14 out of the 97 companies (15%) participating in the SSP 2021 survey confirm that they are subject to Law 11/2018 and present their non-financial information statements together with their annual accounts.

Environmental spending and investment

In turn, 62.50% (56.34%, 2020) of the organisations in the Sector Sustainability Plan have declared having **sustainability expenditures**. These expenditures represent 5.40% (4.00%, 2020) of the total expenditures for the year. In this sense, the percentage of expenditure on environmental sustainability has increased in comparison to the previous year, which was 4.00%, but is still considerably lower than the figure for 2019 (9.8%).

In terms of environment-related **investments**, **51.39%** (50.00%, 2020) of the Plan organisations have made, and represented on average

7.92% (5.92%, 2020) of the total investments made.

37.35% (36.84%, 2020) of the organisations participating in the Plan have developed some **R+D+i projects** and, among these companies, a total of 63 (72, 2020) R+D+I and environmental projects have been developed.

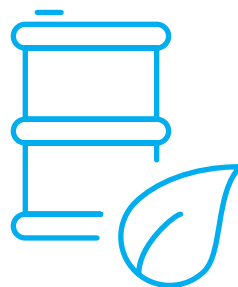
Many companies are involved in their own projects that contribute to improving the environment.



These are some of the projects being carried out:

Projects and actions developed to improve the environment

Gestión de procesos	Recursos y residuos	I+D+i	Inversión
Project for the development of IT improvement projects.	Recycling project of plastic, paper, bricks to produce furniture for boats. Three terraces have been built on three boats.	Water projects.	Electric vehicles: change of fleet and installation of charging points.
Projects for utilisation, connection, migration, improvement programmes and the creation of a new department.	Waste management and energy efficiency.	Solar panel projects.	Photovoltaic panels for self-consumption and chargers for electric vehicles.
Information on the sustainability of services for customers.	Sustainable gardening (xerogardening).	LNG engine refitting project (on 6 ships).	High-capacity trucks, charging points for electric vehicles.
Implementation of a new ERP.	Improving waste management.	Awareness-raising project for emission control (6 ships).	Aerothermal energy, photovoltaic panels, aquatic drones, waste circularity.
Automation of the carbon footprint calculation, digitisation.	Recycling of plastic materials project.	Hydrogen testing.	HV power supply system for ships (HVSC 6.6kV).
Digitisation of environmental metrics and energy efficiency.	Materials reuse project	MARPOL oil recovery project.	MV mooring electrification (6.6 KV).
Digitisation of company processes.	Air conditioning and lighting, electronic archive analysis.	Project for the development of a safe, efficient and integrated logistics chain for the supply of LNG.	
	Waste, suppliers according to environmental criteria.		



RENEWABLE ENERGIES

On average, companies purchase 32% of their energy from renewable sources. Between the companies that answered this question, they generate/produce a total of 10,394,945.00 kWh of renewable energy.

At the same time, it can be seen how many of the investments made by the companies participating in the Plan are related to the generation of electricity for self-consumption or the use of clean energies.

Electrifying wharves

The Port of Barcelona has approved an investment of more than 110 million euros until 2030 to electrify wharves and avoid the use of auxiliary engines that generate emissions during the stay of ships in the Port in the so-called Nexigen project.

The electrical connection of ships to OPS (*on-shore power supply*) wharves, with an estimated power requirement of 78 MW, which will come from the 220kV high voltage network, is estimated to lead to a reduction of 60,000 tonnes of carbon dioxide (CO₂) and 1,264 tonnes of nitrogen oxide (NO_x). This decarbonisation represents 22% of the annual pollutant emissions of port activity and brings the Port closer to the objective of achieving emission neutrality by 2050.

The 4th Strategic Plan sets the objective of electrifying 50% of the container and ro-ro quays by 2025: by 2023 it is planned to be able to supply electricity to container ships at the BEST terminal and by 2024 to Transmed ferries.

ENVIRONMENTAL COMPLIANCE AND CONTROL

Carbon footprint

26.04% (18.29%, 2020) of companies measure their carbon footprint. There is an increase of organisations becoming aware of the need to calculate their carbon footprint.

Direct

Of the companies measuring the carbon output, 24.00% (26.67%, 2020) measure direct emissions (gases emitted by the producer itself).

Indirect

Companies measuring indirect emissions (gases emitted by the producer of the energy produced) total 500,521.05 CO₂e (28%). Compared to the previous year's figure of 238,819.89 CO₂e (20.00%, 2020), the figure has increased. The reason for this increase is that this year companies have responded to the question that had not responded last year and are incorporating high data.

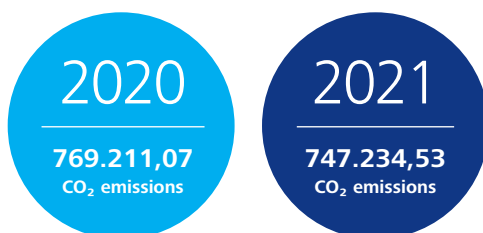
Other indirect emissions

The total "other indirect emissions" (attributable to products and services purchased by the organisation that would have generated emissions during their own production) this year was 7,463.87 CO₂e (64%) which, compared to 56.86 CO₂e (60%), has increased significantly. This increase is due to the fact that this year there are new companies that represent a large percentage of the total.



The total emitted by the companies that have provided their data, 747,234.53 CO₂ e, has been similar to last year's figure of 769,211.07 CO₂ e.

Total declared emissions (CO₂e)



Emission offsets

4% of the SSP companies use emission offsetting systems resulting in a total of 5412 tCO₂ eq. The tonnes offset would be equivalent to 0.72% of total emissions.

It should be noted that only four companies answered affirmatively to this question and only two companies specified the number of compensated tonnes.

Waste disposal

The Port Authority of Barcelona (APB) is responsible for removing and managing all types of waste generated in the Port of Barcelona's own and common areas – excluding offices and spaces occupied in the WTC East building – including waste from bars and restaurants within the port precinct, as well as waste from road cleaning, from its own warehouses and workshops, and from occasional or shock cleaning. The concessions and installations that operate in the port area manage their own waste.

The APB practises selective collection and in 2021 managed a total of 1,055 tonnes of waste, internal or external, 99% of which was non-hazardous.

Of the organisations that are part of the SSP, the following stand out:

- On average, companies dispose of 31.35% of their waste in landfill.
- Companies dispose of an average of 11.27% of their waste by incineration.
- On average, 39.96% of companies send their waste for recovery.

Impact on the surroundings and the environment

Besides the Port of Barcelona's general actions led by the APB that have been described throughout this report – such as the promotion of the Plan–, the organisations that are part of it, have also carried out or participated in initiatives to minimise their environmental impact.

By 2021, none of the organisations in the Plan reported having received any complaints about non-compliance with environmental regulations compared to last year where 2 incidents were reported.

Initiatives related to the optimisation and care of resources

Aware that natural resources are limited, and that there is a need to reduce and optimise their use, organisations are undertaking several initiatives. Some of these are highlighted below:

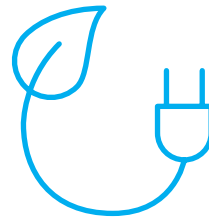
- **Portic:** an e-commerce platform for all agents in the Barcelona Port Community. Through Portic, all the operators involved, whether public or private, can exchange documents and access information easily. This makes it easier for logistics operations to be carried out efficiently, quickly, securely, transparently, cost-effectively and with a clear reduction paper usage.
- **Paperless:** a commitment to completely eliminate physical paper files, including business cards. This initiative not only allows a significant reduction of paper and toner, but also accelerates the digitisation of the company and enables greater operational control with the development of a digital dossier.
- **Replacement of the capture filter blowing systems of the unloaders of Torre Marina I and Torre Marina II:** replacement of the existing blowing system (motor + blower) for a new blower box system that has no associated electrical consumption. Note that there will be an increase in the electrical consumption of the main compressor. Reduction of the level of CO emissions by 9.29 t/year.
- **Creation of the Go Green, Go One team** for the coordination of specific CSR and sustainability projects. In addition to training and raising employee awareness of sustainability issues, it is responsible for the environmental care activities carried out, such as beach and mountain clean-ups, reforestation activities, recycling and donations.

Energy efficiency initiatives

Making changes to the lighting and replacing the plant's roads with LED lamps, obtaining certifications such as *LEED platinum* for a new warehouse, prioritising suppliers and local purchases or installing biogas plants to have 100% renewable energy, are just some of the actions that the organisations in the Sectoral Sustainability Plan are carrying out to increase energy efficiency.

The survey highlighted high levels of action taken to reduce the environmental impact of organisations:

- **Acquisition of a mobile transformer to connect a network of large yachts** and the enabling the reduction of diesel generators. This was done in conjunction with the certification of renewable origin for all energy supplied in the shipyard, considerably reducing the level of emissions derived from the living quarters of this type of yachts which were previously not suitable for grid connection.
- **Construction of reefer racks in the storage blocks**, reducing the connection of reefers to diesel generators and switching them to electricity.



Initiatives related to sustainable mobility

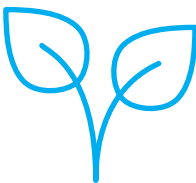
The organisations themselves, as shown in the different initiatives presented in this report, apply a multitude of actions to reduce energy consumption or take care of natural resources. Furthermore, the figure of companies is key, not only as agents that implement improvements, but also in the promotion of more sustainable consumption and the use habits among their stakeholders.

Promoting electric vehicles among the staff themselves, installing a free dual charging point for employees is one way to reduce CO2 emissions. Choosing suppliers that use environmentally friendly transport is another way to continue working towards more sustainable mobility.

Other actions to be highlighted, in this case related to natural gas as a fuel, are:

- Participation in European projects to promote natural gas as a fuel for mobility, with the aim of developing services to enable the supply of natural gas to ships and trucks.
- Purchasing of two new LNG-fuelled ships and re-fitting engines of five ships, reducing costs, emissions and moving towards working with 100% renewable energy.
- Announcing the year of the electric vehicle, as the backbone for promoting new forms of energy for mobility and adapting terminals for electric vehicles.

SDGS AND ENVIRONMENTAL VALUE



Below, we can see some initiatives carried out by the organisations that are adhered to the Plan, in reference to environmental issues. These actions contribute to the specific achievement of the SDGs related to environmental sustainability. The long list of actions shows that the companies adhered to the Sectoral Sustainability Plan are aware of the importance of caring for the environment, acting to minimise negative impacts and enhancing positive impacts.

List of outstanding actions related to environmental commitment, 2021

Stakeholders	Communication channels
 Ensure access to water and sanitation for all	Reduction of water consumption (tunnel with 95% recirculated water).
	Installation of filtered water sources and minimisation of irrigation water consumption.
	Commitment to zero plastics in the sea and specific actions for the clean-up of the Port's waters.
	Application of vacuum sanitation system.
	DHW heated by solar panels.
	Periodic water monitoring and actions to improve groundwater quality.



Ensure access to affordable, secure, sustainable and modern energy

Promotion of clean energy sources, of renewable origin, through contracting with energy marketing companies from 100% renewable sources.

Investment in natural gas as a mobility fuel (LNG).

Acquisition of fleets of electric vehicles.

Total electrification of the docks with green energy supply and photovoltaic panels.

Support to research projects, to promote the installation and use of Offshore Power Supply structures, to supply ships with electricity.

Renewable energy production through solar panels.

Study of alternative fuels and measures to reduce all consumption.

Implementation of the Memorandum of Cooperation (MoC) with the Maritime Port Authority of Singapore (MPA) to establish a maritime decarbonisation fund, a centre to be set up jointly in Singapore with five other industry leaders, to support research and technology development projects.

Modification of the travel policy, with low emission recommendations.

Replacement of diesel carts with electric carts.

Planning the installation of photovoltaic panels and alliance with TMB to create a hydrogen plant in the Zona Franca.



Take urgent action to combat climate change and its impacts

Calculation of carbon footprint and actions to reduce it

Reduction of petrol and diesel consumption and evolution in alternative fuels. Refurbishment of facilities to optimize water and energy consumption.

Vehicle hybridisation and purchase of dual vehicles, gas-diesel.

Installation of photovoltaic panels.

Collaboration in Blue Carbon offset projects.

Waste collection by staff in the Collserola Park in collaboration with the Park's managers, on the occasion of World Clean Up Day.

Staff training to raise awareness and understanding of climate change.

Installation of a waste compactor to reduce the waste manager's travel time.

Route optimisation of transport services and training in efficient driving.

Definition of emission reduction targets in support of the International Maritime Organisation (IMO).

Workshops on the protection of the seas, oceans, and the marine ecosystem. Actions to preserve the seabed.

Use of sustainable and environmentally friendly products for cleaning equipment.

Promotion of joint waste collection in the Free Trade Zone.



Conserve and sustainably use the oceans, seas and marine resources

Promotion of biodiversity activities in collaboration with universities and NPOs.

Use of biodegradable cleaning products and utensils.

Development of a project to improve water quality with Mediterranean mussels.

Minimising and addressing the impacts of ocean acidification through scientific cooperation.

Reducing the speed of ships on certain service routes to reduce noise pollution and the risk of maritime impact on animals in coastal areas.

Follow-up to the 'Microbiome' initiative for the bio-stimulation of 'groundwater microbes combating organochlorine contamination'.



Sustainable manage forests, combat desertification, halt and reverse land degradation, halt biodiversity loss.

Use of resources that promote sustainable management of forests and ecosystems and participation in conservation and reforestation projects.

Implementation of biodiversity conservation measures and promotion of terrestrial biodiversity campaigns.

Visits to maritime centres that guarantee the proper treatment of animals.

"Think green" initiative for the beautification and naturalisation of the Zona Franca.

Accession to the World Ports Climate Action Plan (WPCAP).

Adherence to the Voluntary Agreements to reduce greenhouse gas (GHG) emissions.





08

SECTORAL SUSTAINABILITY PLAN: A DEMONSTRATION OF THE COMMITMENT TO SUSTAINABILITY

SECTORAL SUSTAINABILITY PLAN: A DEMONSTRATION OF THE COMMITMENT TO SUSTAINABILITY

Sustainability is a long way down the road. There are many aspects of an organisation's activity that have an impact – not always positive – on the economy, people and the environment. Being aware of these impacts is the first step towards a sustainable future.

The aim of this report is to recognise the sustainability efforts of the companies adhering to the Plan and to serve as an inspiration for other organisations.

Some of the data reported and their evolution are shown below. Although there are some figures that have receded, it can be said that **sustainability is present in the strategies of the companies in the Plan, which paves the way for future improvement of the results of their activity and their impact.**

Increasing the number of participating organisations and their commitment to the SDGs

- There have been **97** participating organisations in 2021.
- Organisational membership of the SSP has increased from **43 to 97** since its inception in 2015.
- **59.79%** of the organisations have incorporated some of the SDGs into their business strategy, mainly SDG 5 Gender Equality, SDG 13 Action for Climate, SDG Health and Wellbeing and SDG 8 Decent Work and economic growth.



Increased commitment to good governance

- The number of organisations with a **Code of Ethics** has increased (**71.13%**).
- **70.10%** have policies in place to fight corruption.
- The number of companies adhering to the **United Nations Global Compact** has increased (**51.61%** of companies adhering to external initiatives).
- The number of organisations producing **sustainability reports** has increased (**29.90%**).
- The number of organisations **belonging to associations and organisations** has increased (**76.29%**).
- The number of organisations collaborating in different projects or activities with its stakeholders has increased.

Increased commitment to economic value

- Organisations are committed to purchasing estates from EU countries (**95% of purchases become from the EU**).
- Contributions to non-profit organisations have increased.

Increased commitment to social value

- The commitment to **fixed contracts** is maintained (**92.5%**).
- The percentage of **employees covered by Collective Bargaining Agreements** has increased (**90.4%** of covered employees).
- The number of **Occupational Risk Prevention** services has increased (**98.97%**).
- There is a slight increase in the number of **employees with disabilities** (1.03%) and at social risk (0.07%).
- There is a slight increase in occupational accidents, which may be due to increased activity in 2021 compared to 2020.
- The **number of training hours** has increased, with an average of **13.73 hours** per employee.
- A clear commitment to equal opportunities, with **59.38%** of organisations having an **Equality Plan** and a **protocol on harassment in the workplace** (65%).
- The number of **women in the workforce** (34.85%) has increased.

Increased commitment to environmental value

- In general, increases in consumption were observed, due to a higher number of participating organisations.
- Increase in the number of organisations committed to Environmental Management Systems.
- Purchase of energy from renewable sources.
- Increase in the number of organisations **investing in environmental sustainability** (51.39%) and in the **percentage of their investments** (7.92%).
- Increase in the number of organisations **measuring their environmental footprint** (26.04%).



TABLE OF GRI INDICATORS

Content	GRI	Indicator
Staffing and remuneration	102-8	Information on employees and other employees
	102-12	External Initiatives
	102-13	Membership of associations
Scope of the report	102-14	Statement by senior executive decision-makers
Ethics and integrity	102-16	Values, principles, standards and norms of conduct
	102-17	Organisations with a code of ethics or good governance and channels for consultation or complaints on ethical issues
	102-21	Stakeholder consultation on economic, environmental and social issues
	102-40	List of interest groups
	102-41	Collective bargaining agreements
	102-43	Stakeholder Engagement
	102-44	Key issues and concerns mentioned
	102-46	Definition of report content and coverage
	102-50	Reporting period
	102-51	Date of last report
	102-52	Reporting cycle
	102-53	Contact point for enquiries about the report
	102-54	Reporting statement based on GRI Standards
	102-55	GRI Table of Contents
	103-1	Explanation of the material topic and its coverage
Economic	201-1	Direct economic value generated and distributed
	201-4	Financial assistance received
	203-1	Investments in infrastructure and support services
	204-1	Proportion of expenditure on local suppliers
	205-2	Communication and training on anti-corruption policies and procedures
	205-3	Confirmed cases of corruption and measures taken

Content	GRI	Indicator
Environmental	305-1	Indirect GHG emissions from energy generation (Scope 2)
	305-2	Indirect GHG emissions from energy generation (Scope 2)
	305-3	Other indirect GHG emissions (scope 3)
	306-2	Waste by type and method of disposal
	306-3	Waste generated
	307-1	Non-compliance with environmental legislation and regulations
Employment	401-1	New employees hires and employee turnover
	401-2	Benefits for employed full-time workers that are not given to employed part-time or temporary workers
	401-3	Parental leave
	403-2	Type of accidents and rates of occupational diseases and days lost. Absenteeism and deaths due to accidents at work or occupational diseases.
	403-3	Occupational health services
	403-9	Injuries due to accidents at work
	404-1	Average number of training hours per year per employee
	404-2	Programmes for the improvement of the skills and employment of workers
	405-1	Diversity in governing bodies and staff
	413-1	Operations with local community participation, impact assessments and development programmes
	418-1	Complaints regarding breaches of customer privacy
	419-1	Non-compliance with laws and regulations in the social and economic sphere

ORGANISATIONS PARTICIPATING 2021



A.PÉREZ Y CIA. S.L.



ADUANAS ALIE S.A.



ADUANAS LLOBET S.L.



ADUANAS PUJOL RUBIÓ



AGENCIA FERNANDEZ DE SOLA S.L.



ALFIL LOGISTICS



ALMARIN, EQUIPOS Y SERVICIOS
PORTUARIOS, S.L.



APM TERMINALS BARCELONA



APOSTOLAT DEL MAR
'STELLA MARIS'



AROLA ADUANAS
Y CONSIGNACIONES, S.L.



ATEC



ATEIA OLTRA



AUTOMOCIONES PORTUARIAS S.L.



Port de Barcelona

AUTORITAT PORTUÀRIA
DE BARCELONA



AUTOTERMINAL, SA



BALEÀRIA



BARCELONA CRUISE TERMINAL



CAPTANÍA MARÍTIMA
EN BARCELONA



CARREGA I TRANSPORT DE
CONTENIDORS, S.L.



CEDASA ADUANAS S.L.



CEMESA AMARRES
BARCELONA S.A.



CENTRO INTERMODAL DE LOGÍSTICA, S.A., S.M.E.



CHROBINSON



CMA CGM IBERICA SAU



COMA Y RIBAS S.L.



COSCO SHIPPING LINES (SPAIN), S.A.



COSMOPARTNER, S.A.



CREUERS DEL PORT DE BARCELONA S.A.



DCS ASTA LOGISTIK, S.L.



DECAL ESPAÑA, S.A.



DECATHLON



DUAMAR TRANSITOS Y ADUANASA SAU



ECOLOGICA IBERICA Y MEDITERRANEA, S.A. (ECOIMSA)



EGARDIMO, S.L



EL CONSORCI DE LA ZONA FRANCA DE BARCELONA



ELITE SPAIN LOGISTIC, S.L.



ENAGAS TRANSPORTE SAU



ERGRANSA

ERGRANSA



ESCOLA EUROPEA DE SHORT SEA SHIPPING, AEIE



ESTELA SHIPPING BARCELONA S.L.



ESTIBARNA CPE



EUROCOMBI 2003 SA.



EVOLUTION YACHT AGENTS



EWALS CARGO CARE, S.A.



FERCAM TRANSPORTES, S.A.



FUNDACIÓ CARES



GALINDO SCCL



GRIMALDI TERMINAL



HEMISPHERE COATING SERVICES S.L.



HIJO JOSE MARÍA MASQUES S.A.



HUTCHISON PORTS BEST



IFS INTERNATIONAL FORWARDING S.L.



INFE PROYECTOS S.L.



INTERCRUISES



LEOPROEX



LIBERTY CARGO, S.L.



LOGISBER FORWARDING S.L.



MARINA PORT VELL S.A.U



MARÍTIMA DEL MEDITERRÁNEO, S.A.U.



MASQUES SERVICIOS LOGÍSTICOS Y ADUANEROS S.L



MB92



MEROIL S.A.



MOSE SERVEIS D'ENGINYERIA SLPU



MPG TRANSITOS SAU



MOLENBERGNATIE ESPAÑA, S.L.



MULTILINK



NAUTIEL SERVICE S.L



NOATUM LOGISTICS SPAIN, S.A.U.



OCEAN NETWORK EXPRESS



OCIDENAVE ESPAÑA, S.L.



SETRAM



TRANSMAR LOGISTICA CTC S.L.



OPERINTER BARCELONA S.A.



TERMINAL PORTNOU



TRANSPORTES CARLOS
HERRERA BOADA, S.L.



OSGON, S.L.



TERMINALES PORTUARIAS S.L.



TRANSPORTES CID CAMARASA, S.L.



PORTCEMEN S.A



TERMINALES QUIMICOS, S.A.



TRANSPORTES PORTUARIOS, S.A.



QUIMIDROGA



TPS-TRADEBE PORT SERVICES



TRANSPORTES RICARDO
MARTÍNEZ S.A.



RELISA, RECEPTORA DE LÍQUIDOS
S.A. (RELISA)



TRANSCOMA CRUISE & TRAVEL,
S.L.U.



TRANSPORTES Y CONSIGNACIONES
MARÍTIMAS, S.A.U.



REMOLCADORES DE BARCELONA,
S.A.



TRANSCOMA GLOBAL LOGISTICS,
S.A.



TVS SCS INTERNATIONAL FREIGHT
(SPAIN), S.L.U.



SAR REMOLCADORES, S.L.U.



TRANSCOMA SHIPPING, S.L.



UNISERVICE 98 S.L.



SERVICIOS RECIBE TM2, S.A



TRANSJUNIOR S.L.



WORLD TRADE CENTER

Data collection and consolidation of information:
Technical Office for Sustainability – Autoritat Portuària de Barcelona

Data for 2021:
Barcelona Port Authority (APB)
Organisations adhering to the Port of Barcelona's Sector Sustainability Plan
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