



Niedersachsen
Ports

hafen⁺

Sustainability Report 2023

Facts and Figures

We Are the Ports for a
Sustainable Future.

The Company and Sustainability Management

Profile: The Company in Numbers

NP-01	Infrastructure Indicators	Unit	2021	2020	2019	2018	2017	2016
	Total Area Owned by the Company	ha	3,644.2	3,639.5	3,636.5	3,538.0	3,257.8	3,503.1
	Thereof Water Areas	ha	651.8	651.8	649.9	649.9	648.2	648.0
	Thereof Land Areas	ha	2,070.4	2,071.2	2,058.8	2,031.2	2,022.8	2,008.2
	Thereof Compensation Areas	ha	922,0	926.5	927.9	856.9	586.9	847.0
	leased out	ha	897.0	882.6	864.2	858.1	830.2	828.3
NP-02	Road Net	km	42.5	42.5	42.5	42.5	42.5	42.5
NP-03	Railroad Facilities							
	Rail Grid	km	80.8	80.3	78.7	78.7	78.7	78.7
NP-11	Ships' Calls Total	Quantity	32,651	37,715	43,274	42,143	43,003	39,705
	Number of Ocean-Going Vessels	Amount	29,540	34,598	39,796	38,537	38,905	35,822
	Number of Barges	Amount	3,111	3,117	3,478	3,606	4,098	3,883
	Quay Wall Length (cargo handling capable)	km	26	26	26	26	26	26

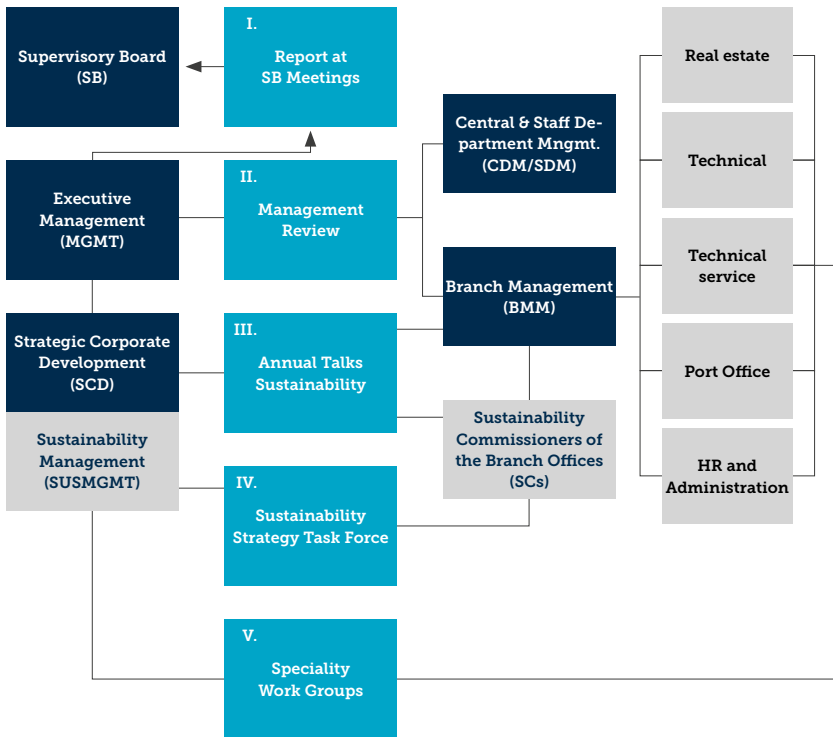
Summary of the Supervisory Board During the Reporting Period*

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Position	Name	Institution
Chairman	Dr. Bernd Althusmann	Niedersächsisches Ministerium für Wirtschaft, Arbeit, Verkehr und Digitalisierung (Niedersachsen's Ministry of Economic Affairs, Labor, Transport and Digitization)
Co-Chair	Corinna Gottschalk	Niedersächsisches Finanzministerium (Niedersachsen's Ministry of Finance)
Member	Sascha Gatena	Niedersachsen Ports GmbH & Co.
Member	Frank Doods	Niedersächsisches Ministerium für Umwelt, Energie, Bauen und Klimaschutz
Member	Uwe Jacob	Niedersächsisches Ministerium für Wirtschaft, Arbeit, Verkehr und Digitalisierung
Member	Birgit Diers	Niedersächsisches Finanzministerium
Member	Prof. Dr. Kerstin Lange	Jade Hochschule Elsfleth

*At the time of publication, the Supervisory Board had been newly assigned.

Sustainability Management at NPorts



I. Report During SB Meetings

Involved Parties: SB, MGMT

Frequency: annually

Tasks: Progress Monitoring and Reporting of the MGMT to the SB

II. Management Review

Involved Parties: MDIR, CA MGR, SA MGR, BM

Frequency: annually

Tasks: Verification of Corporate and Sustainability Goals and Suggestions for Improvement for Their Implementation

III. Annual Talks Sustainability

Involved Parties: SU/NHM, NLL, NHB

Frequency: annually

Tasks: Planning for the Implementation of the Sustainability Goals and Drafting of the General Annual Planning

IV. Task Force Sustainability Strategy

Involved Parties: SU/NHM, NHB

Frequency: Twice a Year

Tasks: Verification of the Goals, Exchange, and Recommendations for Management Review

V. Specialty Work Groups

Involved Parties: SU/NHM, Departments

Frequency: From 2 to 4 times a year

Tasks: Exchange of Experiences and Development of Sustainability Measures

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NPorts' Role in the Stakeholder Dialog

Interest Group	Integration	Most Important Topics and Concerns
Customers	Customer Talks/Dialog, Fairs & Exhibitions, Events Collaboration Projects, Customer Surveys	Reliability & Legal Conformity, Integrity, Service Quality, Modern & Affordable Infrastructure That Includes Hinterland Connections, Sustainability, New Commercial Settlements, Port Expansion, Port Tariffs, Services, Safety
Employees	Comprehensive Frequent Communication, Social Intranet, Further Education Database, Worker's Council Meetings with Management, Staff Meetings, Black Boards, Meetings, Occupational Safety Meetings, Corporate Culture, Employee Talks	Reconcilability of Job and Family (Work/Life Balance), Equality and Equal Treatment, Safe Work Place, Work Security, Further Development Opportunities
State of Niedersachsen	Supervisory Board Meetings, Expert Talks	Financing, Contract- & Legal-Conform Action Risk Management, Forward-Looking Planning, Regular Reporting, Port Expansion
Partners	Regular Partner Meetings, Network Meetings, Cooperation Projects	Knowledge Exchange, Goal-Oriented Work, Advancing of Mutual Ideas
Authorities	Project Work, Approval Planning	Active Information (Stakeholders), Contributions and Contacts for Specialty Issues
The Public	Sustainability Management, The Media, Events	Regular, Transparent Information as Needed, Acting in a Legally-Compliant Manner, Reducing the Burden on the Environment
Politics	Shareholder Agreement, Implementation of the Sustainability Strategy	Sustainability, Securing the Necessary Jobs
Stakeholder Representations	Project-Related Dialog	Providing Information
Competitors (Other Market Players)	Expert Discussions on Various Levels, Joint Projects	Hinterland Connection, Legal Questions & Legislation, Environmental, Planning, and Public Procurement Procedures
Environmental Associations	Events, Conferences, Projects, Joint Projects, Consulting Regarding Environmental Protection	Sustainability Performance, Environmental Focuses, Environmental Protection, Emissions Within the Port, Light Pollution, Alternative Fuels, etc.

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Employee Parameters

Staff Parameters by Various Categories

HR Figures*	2021	2020	2019	2018	2017	2016
All Employees	682	700	686	706	709	702
Female	155	153	146	145	142	144
Male	527	547	540	561	567	558
Permanent Employees**	619	633				
Women	141	143				
Men	478	470				
Fixed-Term Employees***	63	67	70	76	76	74
Women	14	10				
Men	49	57				
Tenure-Tracked	24	25	25	29	28	31
Full-Time Employees	609	630	621	646	650	643
Women	96	96				
Men	513	534				
Part-Time/Other Work Models	73	70	65	60	59	59
Women	59	57				
Men	14	13				
Apprentices (incl. Student in dual work/study program)	53	54	56	56	54	49
Apprentice Ratio	7.8	7.7			7.6	6.9

*Calculations based on headcount at year's end; no employment with non-guaranteed hours

**Permanent employees

***Non-permanent employees and apprentice/internship employees

New Hires and Fluctuations

	2021		2019	
	Quantity	Share*	Quantity	Share
Total New Hires	51	7.5 %	77	11.0 %
Thereof female**	14	2.1 %	19	2.7 %
Thereof male	37	5.4 %	58	8.3 %
Thereof 35 Years of Age and Younger	37	5.4 %	56	8.0 %
Thereof 36 to 55 Years of Age	14	2.1 %	19	2.7 %
Thereof 56 Years of Age and Older	0	0	2	0.3 %
Thereof Apprentices	16	2.3 %	21	3.0 %
Total Fluctuation	49	7.8 %	36	5.6 %
Thereof female	10	1.6 %	9	1.4 %
Thereof male	29	4.6 %	27	4.2 %
Thereof 35 Years of Age and Younger	19	3.0 %	14	2.2 %
Thereof 36 to 55 Years of Age	12	1.9 %	7	1.1 %
Thereof 56 Years of Age and Older	18	2.9 %	15	2.3 %

*In relation to the total number of employees; calculated by headcount

**According to our employee's statements, none is diverse.

Diversity at NPorts

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Diversity Indicators	Unit	2021	2020	2019	2018	2017	2016
Listed by Gender*							
Female Employees**	Per Cent	22.7	21.8	21.3	20.5	20.0	20.5
Male Employees**	Per Cent	77.3	78.2	78.7	79.5	80.0	79.5
Job Areas							
Technical/Nautical Professions	Quantity	189	200	188	192	195	181
Business/Commercial Professions	Quantity	178	171	159	162	164	163
Industrial Professions	Quantity	315	329	339	352	350	356
Management Positions***	Quantity	63	59	58	61	58	56
Listing of Employees by Age Groups							
Employees 35 Years of Age and Younger	Quantity	172	179	169	182	183	175
Employees Between Age 36 and 55	Quantity	294	311	324	329	332	331
Employees 56 Years of Age and Older	Quantity	153	151	135	134	138	140
Diversity Among Executives							
Female Executives	Quantity	17	15	14	13	11	12
Male Executives	Quantity	46	44	44	48	47	44
Executives 35 Years of Age and Younger	Quantity	5	4	3	3	2	1
Executives Between Age 36 and 55	Quantity	33	34	36	38	36	37
Executives 56 Years of Age and Older	Quantity	25	21	19	20	20	18
Women's Quota							
Women's Quota Overall***	Per Cent	20.0	19.2	18.8	18.1	17.5	20.5
Women's Quota Executives***	Per Cent	15.2	14.5	13.0	12.7	11.9	21.4
Women's Quota Supervisory Board	Per Cent	42.9	42.9	42.9	42.9	33.3	33.3
Ratio of Severely Disabled							
Ratio of Severely Disabled	Per Cent	8.5	7.7	7.9	8.6	8.2	7.8

*According to our employee's statements, none is diverse.

**Calculated by head count

***Considered in the calculation: Branch Managements, Central Divisional Management & Staff Department Management (Management Level 2), Departmental Management (Management Level 3) Team Management (Management Level 4); Without Managing Director(s)

****Calculated by Full-Time Units

Employment Relation

GRI
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	Unit	2021	2020	2019	2018	2017	2016
Employees in Collective Labor Agreements	Quantity	658	675	661	677	681	671
Share of the Total Number of Employees	Per Cent	96.5	96.4	96.4	95.9	96.1	95.6

Parental Leave

GRI
401-3

Promoting Parental Leave	Unit	2021	2020	2019	2018	2017	2016
Total	Quantity	24	16	15	21	18	17
Female	Quantity	8	10	8	11	11	8
Male	Quantity	16	6	7	10	7	9

GRI 404-1

Apprenticeship and Internship

	Unit	2021	2020	2019	2018	2017	2016
Apprentices (incl. Student in dual work/study program)	Number	53	54	56	56	54	49
Ratio of Apprentices	Per Cent	7.8	7.7	8.2	7.9	7.6	6.9

GRI 403-9

Accident Statistics

	Unit	2021	2020	2019	2018	2017	2016
Number of Injured							
Reported Work Accidents	Number	41	49	40	35	39	28
Reportable Work Accidents	Number	31	27	25	24	28	42

GRI 403-4

Occupational Safety and Health Protection

	Unit	2021	2020	2019	2018	2017	2016
Employees in Committees							
In Occupational Safety Committees	Number	49	49	49	49	48	48
In Health Committees	Number	7	7	7	7	7	7

GRI 403-4

Committees for Occupational Safety/Health	Competences and Executive Power	Frequency of the Meetings and Seats/Chair
Central Occupational Safety Committee (ASA)	<ul style="list-style-type: none"> › Discussion of Superordinate Topics, Definition of New and Evaluation of Existing Measures › Analysis Accident Report 	<ul style="list-style-type: none"> › Rotation: Once a Year › Participants: Safety Committees, Safety Commissioners, Company Physician, BMs, Head of HR and Admin, Workers Council, Disability Representation, and Equality Commissioner(s) › Chairman/Chairwoman: MGD/IR
Occupational Safety Committees in the Branches	<ul style="list-style-type: none"> › Discussion of Decentralized, Branch-Specific Topics and Issues. Definition of New and Evaluation of Existing Measures › Workplace Inspections › Accident Analyses 	<ul style="list-style-type: none"> › Rotation: Three Times a Year › Participants: Safety Commissioners at the Branches, Safety Committees, Company Physician, Workers' Council, Representative(s) for the severely disabled › Chairman/Chairwoman: BM, at Headquarters: CA MGR, PA
ask Force Corporate Occupational Health Management (AK Health)	<ul style="list-style-type: none"> › Recommendations and Concepts for Health-Promoting Behavior › Contact for the Topic of Health at the Branches › Quarterly Reports to Management › Suggestion/Co-Determination for the Guiding Theme of the Year 	<ul style="list-style-type: none"> › Rotation: Every Two Months › Participants: Six Colleagues (m/f) From All Sites are Represented, Reps. From the Partnering Health Insurance › Chairman/Chairwoman: Dept.M PA WHV

Energy Consumption and CO₂-Emissions

Energy Consumption* at NPorts During the Course of the Year

Scope GHG Emissions	Energy Consumer	Utilized Fuels	Energy Consumption in kWh 2021	Energy Consumption in kWh 2020	Energy Consumption in kWh 2019	Energy Consumption in kWh 2018	Change in Per Cent vs. 2019 **	Change in Per Cent vs. 2017 **
Scope 1	Fuels	Natural Gas	5,428,931	4,747,077	5,179,878	5,537,332	5 %	-2 %
		Light Fuel Oil	513,514	550,169	353,094	551,454	45 %	-7 %
		Liquefied Gas	237,343	158,578	169,317	195,585	40 %	21 %
	Vehicle Fleet/ Equipment	Diesel Fuel	1,323,039	1,394,010	1,235,080	1,306,428	7 %	1 %
		Gasoline	25,034	58,271	86,531	68,708	-71 %	-64 %
		CNG	32,587	58,901	83,634	107,479	-61 %	-70 %
	Cargo Handling Equipment	Diesel Fuel	918,737	1,936,453	1,592,623	1,610,771	-42 %	-43 %
		Ships (1973)	Ships' Diesel	4,685,264	4,733,231	4,766,069	5,611,835	-2 %
			Gasoline	2,197	41,753	104,607	1,122	-98 %
	Scope 2	Electricity Consumers	Electricity (traditional)	162,342	218,012	674,597	895,455	-76 %
Electricity (Eco Power)			5,249,067	5,232,295	4,947,041	6,052,365	6 %	-13 %
Energy Consumption Scope 1			13,166,646	13,678,443	13,570,833	14,990,714	-3 %	-12 %
Energy Consumption Scope 2			5,411,409	5,450,307	5,621,638	6,947,820	-4 %	-22 %
Overall Energy Consumption			18,578,055	19,128,750	19,192,471	21,938,534	-3 %	-15 %

*Values for 2019 and 2017 vs. previous reports were adjusted due to improved data situation

**Reference Values from 2021

CO₂-Emissions* During the Course of the Year

Scope GHG-Emissions	Energy Consumers	Utilized Fuels	CO ₂ -Emission Factor 2021*	Emissions in CO ₂ e 2021	Emissions in CO ₂ e 2020	Emissions in CO ₂ e 2019	Emissions in CO ₂ e 2018	Change in Per Cent vs, 2019	Change in Per Cent vs, 2017	
Scope 1	Fuels	Natural Gas	0,25	1,357	1,187	1,295	1,384	5 %	-2 %	
		Light Fuel Oil	0,32	164	176	113	176	45 %	-7 %	
		Liquefied Gas	0,28	66	44	47	55	40 %	21 %	
	Vehicle Fleet/ Equipment	Diesel	0,3	397	418	371	392	7 %	1 %	
		Gasoline	0,32	8	19	28	22	-71 %	-64 %	
		CNG	0,25	8	15	21	27	-61 %	-70 %	
	Cargo Handling	Diesel	0,3	276	581	478	483	-42 %	-43 %	
		Ships	Ships' Diesel	0,3	1,406	1,420	1,430	1,684	-2 %	-17 %
			Gasoline	0,32	1	13	33	0	-98 %	96 %
	Scope 2	Electricity Consumers	Electricity (traditional)	0,42	68	82	385	510	-82 %	-87 %
Electricity (Eco Power)			0	0	0	0	0	0 %	0 %	
CO₂-Emissions Scope I				3,683	3,873	3,816	4,223	-3 %	-13 %	
CO₂-Emissions Scope 2				68	82	385	510	-82 %	-87 %	
Total Emissions CO₂				3,751	3,955	4,200	4,734	-11 %	-21 %	

*Values for 2019 and 2017 vs. previous reports were adjusted due to improved data situation

**in kg CO₂/kWhGRI
306-3

Total Waste Volume and Waste Separation Ratio 2021

2021	Separation Rate (in %)	Wastes Containing Hazardous Materials (t)	Other, Non-Commingled Waste (t)	Construction Waste (t)	Organic Waste (t)	Commingled Waste (t)
Brake	94.04	77.13	23.85	74.90	4.25	136.19
Cuxhaven	61.48	26.91	7.92	83.09	8.66	144.39
Emden	99.00	4,988.85	6,676.63	442.81	0.00	77.39
Norden	61.87	4.08	3.8	59.68	7.52	38.29
Wilhelmshaven	67.41	30.16	0.00	5.37	0.00	17.18
Oldenburg	0	0.00	0.00	0.00	0.00	0.00
Total NPorts	96.92	5,127.13	6,712.2	665.85	20.43	413.44

NP-27

Total Waste Volume and Separation Rates During the Course of the Year

	Unit	2021	2020	2019	2018	2017
Total NPorts	Metric Tons	8,484	7,495	6,784	2,669	1,553
Separation Rates	Per Cent	96.92	96.68	97.15	83.8	82.0



















Anti-Corruption








Anti-Corruption Measures	Unit	2021	2020	2019	2018	2017	2016
Information of the Employees	Quantity	All	All	All	All	All	All
Business Areas Considered Vulnerable to Corruption	Quantity	55 of 100	47 of 95	47 of 95	47 of 95	44 of 95	44 of 95

External Initiatives, Associations, and Lobbies

Initiatives	Purpose
Work Groups	
Energy Hub Wilhelmshaven 2.0	Initiative for the Concentration of Local Activities for Energy Sustainability
Arbeitsgemeinschaft Niedersächsische Seehäfen	Stakeholder Lobby of the Port Economy
Roundtable Maritime Waste	Strategies and Measures for the Reduction of Waste in the Oceans
Wadden Sea Ports	Exchange for Sustainability Measures Between the Wadden Sea Ports
Arbeitsgruppe Synopse	Coordination of Maritime Survey of the Federal and State Authorities
Maritimer Strategierat Weser-Ems	Stakeholder Association for the Strengthening of the Maritime Economy in the Region
Arbeitsgruppe Deutsche Bucht	Information and Interest Exchange for the port companies in Hamburg, Bremen and Niedersachsen
Arbeitskreis ElbeSeaports	Information and interest exchange of the port companies at the Lower Elbe Ports of Brunsbüttel, Glückstadt, Hamburg, Stade, and Cuxhaven
e4PORTS Netzwerk	Focus network of the German seaports for Energy Transition topics
Sustainable shipping and harbours at the Wadden Sea Initiative	Concentrating the stakeholder perspectives for the conservation of the Wadden Sea
Arbeitskreis #ZukunftWeser	Stakeholder association for the positive adjustment of navigable fairways of the Outer and Lower Weser River, and to support its implementation
Maritime Cooperation Partners	
MARIKO GmbH	Network Company of maritime science and economy
Maritimes Cluster Norddeutschland e. V.	Maritime Network Northern Germany
Seaports of Niedersachsen	Port Marketing Company
OFFIS e. V.	Research Institute for maritime transport
Fraunhofer-Center für Maritime Logistik und Dienstleistungen CML	Research Institute for maritime logistics and services

Memberships	
ÖKOPROFIT Energie Ostfriesland	Cooperation project between communities and the public economy with the objective of lowering the operating costs while saving the natural resources
Cluster für RessourcenKompetenz e. V.	Network of companies in North-West Germany for the coordination of innovative and future-compatible activities
Wirtschaftsverband Weser e. V.	Regional stakeholder lobby in the Weser area
WPCI/ESI (Environmental Ship Index)	ESI-Rebates as an Incentive for eco-friendly maritime shipping
Ems-Achse (River Ems Axis)	Stakeholder association for strengthening the economic region Ems axis
Hafenwirtschaftsgemeinschaft Cuxhaven e. V.	Stakeholder representation of the local maritime economy
VBW Verein für europäische Binnenschifffahrt und Wasserstraßen (European Barge and Waterways Assoc.)	Promoting the Multi-Modal Transport System Waterways/Ship/Port
Wilhelmshavener Hafenwirtschaftsvereinigung e. V.	Stakeholder representation of local maritime businesses
Ender Hafenförderungsgesellschaft e. V.	Stakeholder representation of local maritime businesses
HTG e. V. Hafentechnische Gesellschaft	Intellectual exchange regarding all scientific and practical technical and business issues around port construction, port operation, the planning of waterways
MARITIME LNG PLATTFORM	Promotion of LNG as an alternative fuel
VDV (Verband Deutscher Verkehrsunternehmen)	Stakeholder representation of public transportation and the rail transport sector
Offshore NETzwerk Norddeich	Stakeholder representation of local companies in the offshore industry
IHK (Chamber of Commerce and Industry)	Stakeholder representation of businesses
Nautischer Verein zu Emden e. V.	Promotion of the public interest in maritime affairs, nautical issues, and shipping
Deutsche Seemannsmission e. V.	Promotion of the public interest in maritime affairs, nautical issues, maritime shipping, and related professional training & education, and, in particular, the increase of safety for human lives at sea
ESPO (European Sea Ports Organisation)	Stakeholder representation of European Seaports (Member on our behalf is the Ministry of Economics).

GRI Standard	GRI	PERS	Page	Reference in the Report or Explanation
GRI 2 General Details (2021)	GRI 2-1 Organization Profile		7	Our Company
GRI 2 General Details (2021)	GRI 2-2 Entities that are Part of the Sustainability Reporting of the Organization		-	There are no Subsidiaries
GRI 2 General Details (2021)	GRI 2-3 Reporting Period, Reporting Frequency, and Point of Contact		56/57	About this Report
GRI 2 General Details (2021)	GRI 2-6 Activities, Value Chain, and Other Business Relations		7/8/10/38	Our Company; Our Value Chain; Our Impact Today and Tomorrow; Customers and Customer Relations
GRI 2 General Details (2021)	GRI 2-7 Employees		46	Appendix: Employee Parameters
GRI 2 General Details (2021)	GRI 2-9 Management Structure and Composition		8/11/44 45	Our Corporate Structure; Sustainability Organization at NPorts; Appendix: Sustainability Management at NPorts and Composition of the Supervisory Board
GRI 2 General Details (2021)	GRI 2-10 Nomination and Election of the Highest Controlling Body		8	Our Corporate Structure
GRI 2 General Details (2021)	GRI 2-11 Chair of the Highest Controlling Body		8/44	The Chair of the Supervisory Board is not Simultaneously an Executive
GRI 2 General Details (2021)	GRI 2-13 Delegation of the Responsibility for the Management of the Effects		11/31/45	Sustainability Organization at NPorts; Appendix: Sustainability Management at NPorts
GRI 2 General Details (2021)	GRI 2-16 Conveyance of Critical Concerns		8	Our Corporate Structure
GRI 2 General Details (2021)	GRI 2-19 Remuneration Policy		8/28	Our Corporate Structure; Equality & Equal Treatment
GRI 2 General Details (2021)	GRI 2-22 Application Statement for the Strategy for Sustainable Development		4/11	Foreword
GRI 2 General Details (2021)	GRI 2-25 Procedures for the Removal of Negative Effects		31/41	Anti-Corruption and Compliance
GRI 2 General Details (2021)	GRI 2-26 Procedure for Obtaining Advice and Reporting of Concerns		42	Anti-Corruption and Compliance
GRI 2 General Details (2021)	GRI 2-27 Compliance with Laws and Regulations		41	No Known Infractions
GRI 2 General Details (2021)	GRI 2-28 Membership in Associations and Interest Groups		51	Appendix: External Initiatives, Associations, and Lobbies
GRI 2 General Details (2021)	GRI 2-29 Approach for the Integration of Stakeholders		13/38/45	Stakeholder Groups and Stakeholder Dialog; Quality and Customer Satisfaction; Appendix: NPorts' Role in the Stakeholder Dialog
GRI 2 General Details (2021)	GRI 2-30 Collective Labor Agreements		47	Equality and Equal Treatment; Appendix: Employment Relations
GRI 3 Material Topics (2021)	GRI 3-3 Management of Material Topics		16/19/23 24/25/31 41	Energy, Climate Protection, and Air Pollutants Staff Development; Occupational Safety & Health Preservation; Healthy Environment; Anti-Corruption & Compliance
GRI 201 Economic Performances (2016)	GRI 201-1 Directly Generated and Distributed Economic Value		37	Business Performance
GRI 203 Indirect economic impacts (2016)	GRI 203-1 Infrastructure Investments and Supported Services		40	Infrastructure Investments
GRI 203 Indirect economic impacts (2016)	GRI 203-2 Material Indirect Economic Effects		39/40	Employment Effects; Infrastructure Investments
GRI 204 Procurement Practices (2016)	GRI 204-1 Share of Expenditures for Local Suppliers		35	Sustainable Procurement
GRI 205 Combating Corruption (2016)	GRI 205-1 Sites that were examined for Corruption risks		41/42/51	Anti-Corruption and Compliance; Corruption Vulnerability Atlas, Sensitization; Appendix: Anti-Corruption
GRI 205 Combating Corruption (2016)	GRI 205-2 Communication and Training for Policies and Procedures to Combat Corruption		41/42/51	Anti-Corruption and Compliance; Appendix: Anti-Corruption
GRI 205 Combating Corruption (2016)	GRI 205-3 Confirmed incidents of corruption and actions taken		42	No Known Incidents
GRI 206 Anti-Competitive Conduct (2016)	GRI 206-1 Legal Proceedings Due to Anti-Competitive Conduct, Formation of Cartels & Monopolies		42	No Known Incidents
GRI 302 Energy (2016)	GRI 302-1 Energy Consumption Within the Organization		16/17/19	Good Climate: Energy Consumption, Renewable Energies; Appendix: Energy Consumption at NPorts During the Course of the Year
GRI 302 Energy (2016)	GRI 302-3 Energy Intensity		18	Good Climate: Energy Consumption
GRI 302 Energy (2016)	GRI 302-4 Reduction of Energy Consumption		16/17/19	Good Climate: Energy Consumption, Energy Efficiency, Energy Consumption at NPorts During the Course of the Year
GRI 303 Water and Waste Water (2018)	GRI 303-1 Water as a Jointly Used Resource		33	Water and Sediment Management
GRI 304 Biodiversity (2016)	GRI 304-1 Own, Leased, and Rented Operation Sites Situated in or Next to Protected Areas and Areas With a High Diversity Value That are Outside of Protected Areas		19/32	Sustainable Management of Eco Systems
GRI 304 Biodiversity (2016)	GRI 304-2 Material Effects From Activities, Products, and Services on the Bio-Diversity		32	Sustainable Management of Eco Systems

GRI Standard	GRI	PERS	Page	Reference in the Report or Explanation
GRI 304 Biodiversity (2016)	GRI 304-3 Protected or Re-Naturalized Biotopes		32	Sustainable Management of Eco Systems
GRI 305 Emissions (2016)	GRI 305-1 Direct GHG-Emissions (Scope 1)		19	Climate Protection and Air Pollutants; Appendix: CO ₂ -Emissions During the Course of the Year
GRI 305 Emissions (2016)	GRI 305-2 Indirect, Energy-Driven GHG Emissions (Scope 2)		19	Climate Protection and Air Pollutants; Appendix: CO ₂ -Emissions During the Course of the Year
GRI 305 Emissions (2016)	GRI 305-4 Intensity of the GHG Emissions		19	Climate Protection and Air
GRI 305 Emissions (2016)	GRI 305-5 Reduction of the GHG Emissions		19/21	Climate Protection and Air
GRI 306 Waste (2020)	GRI 306-1 Generated Waste and Material Waste-Related Effects		33/35	Waste Management
GRI 306 Waste (2020)	GRI 306-2 Management of Material Waste-Related Effects		33	Waste Management
GRI 306 Waste (2020)	GRI 306-3 Generated Waste		34/50	Waste management; Annex: Total waste generation and waste separation rate 2021, Total waste generation and separation rates over the year
GRI 308 Environmental Assessment of the Suppliers (2016)	GRI 308-1 New Suppliers that were audited according to Environmental Criteria		35	Sustainable Procurement
GRI 401 Employment (2016)	GRI 401-1 New Hires and Employee and Fluctuation		24/46	Appendix: New Hires and Fluctuations
GRI 401 Employment (2016)	GRI 401-2 Corporate Benefits Only Offered to Full-Time Employees, But Not to Temp Workers or Part-Time Employees		23/24/27	Employment Relations and Employer's Welfare
GRI 401 Employment (2016)	GRI 401-3 Parental Leave		27/47	Employment Relations and Employer's Welfare: Reconcilability of Job and Family (Work/Life Balance); Appendix: Parental Leave
GRI 403 Occupational Safety and Health Preservation (2018)	GRI 403-1 Management System for Occupational Safety and Health Preservation		25/26	Occupational Safety and Health Protection: Occupational Safety, Corporate Health Management (BGM)
GRI 403 Occupational Safety and Health Preservation (2018)	GRI 403-2 Identification of Dangers, Risk Assessment, and Investigation of Incidents		25	Occupational Safety and Health Preservation: Occupational Safety
GRI 403 Occupational Safety and Health Preservation (2018)	GRI 403-3 Occupational Medical Services		25/26	Occupational Safety and Health Preservation: Occupational Safety
GRI 403 Occupational Safety and Health Preservation (2018)	GRI 403-4 Involvement of Employees, Consulting and Communication for Occupational Safety and Health Preservation		26/29/48	Management (BGM); Leadership and Dialog; Appendix: Occupational Safety and Health Preservation, Exclusions for Occupational Safety/Health
GRI 403 Occupational Safety and Health Preservation (2018)	GRI 403-5 Employee Training on Occupational Safety and Health Preservation		25	Occupational Safety and Health Preservation: Occupational Safety
GRI 403 Occupational Safety and Health Preservation (2018)	GRI 403-6 Promotion of Employees' Health		26	Occupational Safety and Health Preservation: Occupational Health Management (OHM)
GRI 403 Occupational Safety and Health Preservation (2018)	GRI 403-9 Work-Related Injuries		26/48	Occupational Safety and Health Protection: Occupational Safety; Appendix: Accident Statistics; No Further Work-Related Injuries Known
GRI 403 Occupational Safety and Health Preservation (2018)	GRI 403-10 Work-Related Diseases		26	Occupational Safety and Health Protection: Occupational Safety; No Work-Related Diseases Known
GRI 404 Training and Further Education (2016)	GRI 404-1 Average Number of Hours for Training and Further Education for Each Year and Employee		48	Safe Employment: Development of Competencies and Further Education; Appendix: Apprenticeship and Internship
GRI 404 Training and Further Education (2016)	GRI 404-2 Programs for the Improvement of the Competencies of the Employees and for Interim Assistance		19/26	Safe Employment: Staff Development, Competence Development and Further Education; Occupational Safety and Health Preservation: Occupational Health Management (OHM)
GRI 404 Training and Further Education (2016)	GRI 404-3 Percentage of Employees Receiving a Regular Assessment of Their Performance and Their Professional Development		29	Leadership and Dialog
GRI 405 Diversity and Equal Opportunity (2016)	GRI 405-1 Diversity in Control Bodies and Among Employees		28/47	Employment Relations and Employer's Welfare Equality and Equal Treatment; Appendix: Diversity at NPorts
GRI 406 Non-Discrimination (2016)	GRI 406-1 Incidents of Discrimination and Counter Measures Taken		28	No Incidents of Discrimination Known
GRI 407 Right to Assemble and Collective Bargaining (2016)	GRI 407-1 Sites and Suppliers, Where the Right to Assemble and Collective Bargaining May be at Risk		-	No Known Threats
GRI 414 Social Assessment of the Suppliers (2016)	GRI 414-1 New Suppliers Verified by Social Criteria		35	Sustainable Procurement

The Following Corporate-Specific Details of NPorts Relate to Indicators That Go Beyond the GRI Standard.

NP-01	Size of the Areas	7/44	Our Company; Appendix:
NP-02	Road Net	44	Appendix
NP-03	Railroad Facilities	7/44	Our Company; Appendix:
NP-04	Quay Wall Length	7	Our Company
NP-11	Ships' Calls (With Cargo Handling)	37/44	Strong Region: Economic Performance; Appendix
NP-12	Cargo Handling	37	Our Company; Appendix:
NP-13	Passenger Transports	37	Our Company; Appendix:
NP-21	Implemented Environmental Projects	32	Sustainable Management of Eco Systems
NP-22	Use of Renewable Energies	19	Good Climate: Renewable Energies
NP-23	Number of Ships' Calls, Where a ESI Rebate Was Given	20	Good Climate: Indirect Emissions
NP-24	Dredging Measures	33	Healthy Environment: Sustainable Management of Eco Systems
NP-25	Number of Deployed LED/LEP Light Sources	13/19	Sustainability at NPorts; Good Climate: Direct Emissions
NP-26	Ships' Wastes Pursuant to MARPOL	32	Healthy Environment: Ships' Waste
NP-27	Waste Separation Rate for Own Waste	34/35/50	Healthy Environment: Waste Management; Appendix
NP-29	Trained Energy Scouts	19	Good Climate: Direct Emissions

Glossary

CNG (Compressed Natural Gas)	Compressed Natural Gas as Fuel
DIN EN (Deutsches Institut für Normung – Europäische Norm)	European Standard of the German Institute for Standardization
ECA (Emission-Controlled Area)	Special Zones for Maritime Shipping With Special Environmental Regulations for Emissions and for the Disposal of Waste and Gray Water
EcoPorts	Environmental Initiative of European Ports; Since 2011 Integrated in ESPO
Energy Star	US American Environmental Symbol for Energy-Saving Appliances, Construction Materials, Public/ Commercial Buildings or Tenant Dwellings
ESI (Environmental Ship Index)	Environmental Certificate for Ships by WPCI
ESPO (European Sea Ports Organisation)	Network Organization of European Ports
EuroPriSe (European Privacy Seal)	German Certificate for the Private Industry for Privacy-Compliant IT Products and IT-Based Services
FSC (Forest Stewardship Council)	System for the Certification of the Sustainable Forestry
GRI (Global Reporting Initiative)	International Framework for Sustainable Reporting
GtL (Gas to Liquids)	Process for the Production of Synthetic Fuels from Natural Gas
ISO (Internationale Organisation für Normung)	International Association of Standardization Organizations for the Development of International Standards
LNG (Liquefied Natural Gas)	Liquefied Natural Gas as Fuel
MARPOL (Marine Pollution)	International Convention for the Prevention of Pollution From Ships
PEFC (Programme for the Endorsement of Forest Certification Schemes)	International Certification System for Sustainable Forestry
PERS (Port Environmental Review System)	International Environmental Management System for Ports, Influenced by ISO 14001
PV (Photovoltaik)	Conversion of Light Energy Into Electric Energy With the Help of Solar Cells
SECA (Sulphur Emission Control Area)	Special Zones of Maritime Shipping With Special Environmental Regulations for the Emission of Sulfur and Sulphur Oxides
UNESCO (United Nations Educational, Scientific and Cultural Organization)	United Nation Organization for Education, Science, and Culture
SDGs (Sustainable Development Goals)	17 Global Goals for Sustainable Development by the United Nations Within the Scope of the Agenda 2030
GHG-Emissions (Green House Gas Emissions)	As per Greenhouse Gas Protocol (GHG Protocol) Differentiation Between Direct (Scope 1), Indirect (Scope 2), and Additional Indirect Emissions (Scope 3)
WASH2Emden	Project Regarding Hydrogen Applications at the Seaport of Emden
WPCI (World Ports Climate Initiative)	International Climate Protection Initiative of Leading Ports for the Reduction of Emissions

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