



**BUILDING A
SMART &
SUSTAINABLE PORT**
Sustainability Report 2021



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01

INTRODUCTION



1.1 FOREWORD



**WE CONSIDER
OUR PEOPLE
OUR GREATEST
ASSETS AND OUR
HIGHEST PRIORITY.
OUR SUCCESS AS
A GLOBAL PORT
NETWORK IS ROOTED
IN THEIR TALENT AND
COMMITMENT.**



Clemence Cheng
Managing Director Europe

Hutchison Ports is proud to be at the forefront of facilitating world trade, as we carry out the secure movement of cargo through the worldwide supply chain. During these very challenging times, we have made sure that consumer products that fulfil the needs of society, most especially essential supplies, flow seamlessly through our extensive port network.

Despite the disruption caused by the global pandemic, we have remained focused on realising our sustainability agenda for our environment, our people and our business. We have competently addressed a variety of issues relating to health and safety, labour rights, diversity and inclusion, GHG emissions reduction, innovation, sustainable energy transition, procurement, compliance and community outreach. All of these efforts we have done for the benefit of our stakeholders because their satisfaction is of the utmost importance to us.

Whilst many industries and services were able to change their work practices and shift to a work from home arrangement for their employees, many of our employees selflessly remained at the frontline – moving cargo 24/7, day in, day out. We take pride in our employees around the world, both frontline equipment drivers and support staff, who have worked tirelessly to keep essential supplies flowing throughout the pandemic. Notwithstanding the



Stephen Ashworth
Managing Director South East Asia

global disruption, their uncompromising commitment empowered our ports to deliver resilient, reliable and excellent operational performance.

Throughout the pandemic, we prioritised the health and safety of our employees by providing PPE, COVID-19 detection tests and other sanitisation measures to prevent the spread of the virus. We regularly screened clinically vulnerable employees and allowed flexible working arrangements for those who could work from home. We also established wellness programmes to care for the mental health and overall well-being of our employees. As the pandemic eased, we launched the “BEWELL” campaign to further support our employees. We consider our people our greatest assets and our highest priority. Our success as a global port network is rooted in their talent and commitment.

We also recognise that our customers’ preferences are evolving. Customers now expect to receive only the highest standard of services. They prefer brands whose values on sustainability are aligned with theirs. In response, we have formed partnerships with other innovators to adopt cutting-edge “smart port” technologies, such as big data, block-chain and AI, in our daily operations. We are also progressively converting our infrastructure to non-fossil fuel alternatives to reduce GHG emissions.

In 2021, we instituted a group-wide policy to stop purchasing fossil-fuel powered internal terminal trucks by 2024. During the transition period to 2024, at least 20% of all our purchases of internal terminal trucks will be non-fossil fuel powered. Our ultimate goal is to reach a longer-term “net-zero” target, and part of that endeavour are our short- to medium-term targets to reduce carbon emissions by “30% in diesel consumption per TEU by 2030” and “20% in carbon intensity by 2030”. This is vital in our pursuit of a more sustainable business model.

Although we have made significant progress in sustainable development in the short time since our sustainability committee was established, there is a lot more we can do. We constantly challenge ourselves to explore new ways of delivering our service to fulfil the needs of society with the minimum adverse impact on our environment, our people and our business. This report conveys our intentions and aspirations, as well as our journey towards a sustainable future. We know that with the strong support of our employees and other important stakeholders, we can build a better world for the next generation.

**Together we must make it happen,
and happen fast!**

**Clemence
Cheng**

**Stephen
Ashworth**

Co-chairs
Group Sustainability Committee



OUR ENVIRONMENT

Decarbonisation Initiatives:

- Fleet Electrification
 - ✓ Policy to stop purchasing fossil-fuel powered internal terminal trucks by 2024
- Launch of PARIS API
- Net-zero Strategy
- Renewable Energy and Shore Power

% Reduction Achieved in 2021:

- **2.88%** CO₂ Intensity
- **2.96%** Diesel Consumption per TEU (litres)



OUR PEOPLE

Launched:

- BEWELL Initiative
- HR Newsletter

Diversity and Inclusivity:

- Trained 34 female crane operators
- Hutchison Ports BEST (Spain): Signed Equality Policy
- Hutchison Ports United Kingdom (HPUK):
 - ✓ All job applications eliminate biases
 - ✓ Achieved 30% of females mentoring intake



OUR BUSINESS

Smart Port Technology:

- Automation
- Digitalisation

Sustainability Policies:

- Human Rights Policy
- Modern Slavery & Human Trafficking Statement

ISO Certifications:

- ISO 14001:2015 Environmental Management System (EMS)
- ISO 5001:2015 Energy Management
- ISO 45001:2015 Occupational Health and Safety
- ISO 27001:2013 Information Security Management
- ISO 9001:2015 Quality Management Systems



2021 AWARDS

Hutchison Ports BEST (Spain) :

- Best Container Terminal in Europe

Hutchison Ports YANTIAN (China):

- Best Green Container Terminal
- Customer-Satisfied Container Terminal
- Luban Prize
- National Quality Engineering Award

Hutchison Ports HIT (Hong Kong, China) :

- Cyber Security Enterprise Excellence

Hutchison Ports FCP (Bahamas) :

- Container Port of the Year

1.2 ABOUT THIS REPORT

Hutchison Ports is publishing this Sustainability Report to reaffirm our commitment to sustainable development. This disclosure conveys to our stakeholders the strategies that we have implemented to improve our performance and reach our targets in order to create a more sustainable future for all.

The report illustrates our continuous contributions to sustainable development under our three core sustainability pillars: Our Environment, Our People & Our Business. We strive to fulfil our responsibilities beyond what is prescribed by the laws and regulations of the countries where we operate. We continuously create tangible positive outcomes by finding the most effective ways of attaining our sustainability goals. In recent years, we have shifted our focus on emerging best practices of sustainable development, such as the promotion of human rights, diversity and inclusion.

We wish to highlight the importance of engagement with our people and with the port communities that we operate within, as well as the technological changes that we are making to our terminal equipment, in the pursuit of reducing our operational emissions.



Scope & Boundary:

The report covers all 52 ports and other related services divisions that are spread across 26 countries throughout Asia, the Middle East, Africa, Europe, the Americas and Australasia.

Reporting Period:

The report covers the sustainability activities implemented from 1 January to 31 December 2021. Historical data from previous years are also included to illustrate trends and provide a basis for comparison so we can assess our progress.

Reporting Cycle:

Annually; coinciding with the Group's financial reporting

Reporting References:

- o Global Reporting Initiatives (GRI) Standards
- o United Nations Sustainable Development Goals (SDGs)

Contact and Feedback:

We welcome your feedback and suggestions; email us at: SSE@hutchisonports.com.



1.3 ABOUT US

THE WORLD'S LEADING PORT NETWORK

88M
TEU IN 2021

52 PORTS IN
26 COUNTRIES

291
OPERATIONAL BERTHS

Hutchison Ports is a global port investor, developer and operator with 52 ports comprising 291 operational berths in 26 countries. The Group operates across six continents and is the world's first terminal operator to have achieved a cumulative global throughput of 1.3 billion TEU. Hutchison Ports handles approximately 10 percent of the global containerised marine cargo trade.

Our network of ports is strategically located at key ports along the most important trade lanes in the world today. Over the last 50 years, we have built a solid foundation and put in place a strong and balanced portfolio that is evenly distributed throughout all regions, creating a portfolio that is resilient, especially in times of volatility.

We offer a comprehensive network with a vast suite of services and the strategic use of the latest technologies. These range from our proprietary terminal operating system, mobile apps, electronic payment and tracking, to port automation, remote-control crane operations. We have regional operations centres to adapt to shifting trade patterns and maximise efficiency through our global network of ports, thereby bringing flexibility and confidence to our customers.

As we move forward, we will continue to enhance our service, ensure the safety of our operations and maximise the efficiency of our ports, offering first-class services to our customers and partners.

1.3.1 Core Values



The core values adopted by Hutchison Ports revolve around the concept of UNITY, reflecting a commitment to excellence, integrity and strong partnerships. The UNITY ethos is woven throughout Hutchison Ports' sustainability strategy and guides the decision-making process when considering these actions on our three sustainability pillars: Our Environment, Our People and Our Business, because the choices we make today have the ability to shape Our Future.

1.3.2 Where We Operate

ASIA / AUSTRALASIA

Hutchison Ports has its heaviest concentration of terminals across North and South East Asia. These have developed over the years in tune with shifting manufacturing bases and growing infrastructure.

MIDDLE EAST / AFRICA

Hutchison Ports is located in a number of growing and emerging markets in the Middle East and Africa.

EUROPE

With our early and significant presence in Europe, we began to expand our portfolio within the region to operate the world's first automated terminal in the Netherlands, followed by introducing the Group's first environmentally friendly semi-automated terminal in Barcelona, Spain.

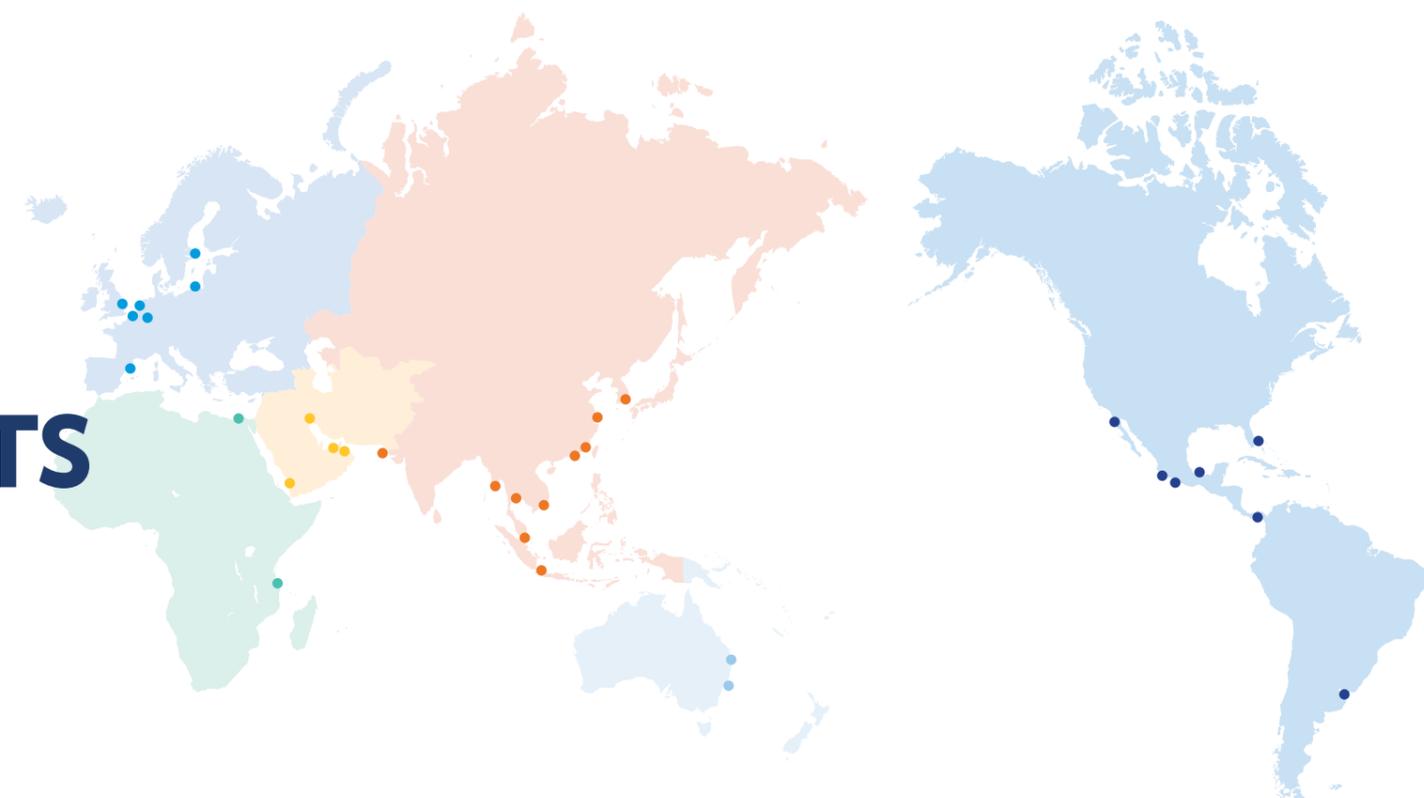
THE AMERICAS

Hutchison Ports' Americas division has its highest concentration of terminals in Mexico where it offers a wide range of diverse operations handling for a variety of cargo and vessel types.

Further information can be found at www.hutchisonports.com.

THE WORLD OF HUTCHISON PORTS

52 PORTS IN 26 COUNTRIES



EUROPE

BELGIUM

Willebroek

GERMANY

Duisburg

POLAND

Gdynia

SPAIN

Barcelona

SWEDEN

Stockholm

THE NETHERLANDS

Amsterdam¹

Moerdijk

Rotterdam

Venlo

UNITED KINGDOM

Felixstowe

Harwich

London Thamesport

MIDDLE EAST

IRAQ

Basra

OMAN

Sohar

AFRICA

EGYPT

Alexandria

El Dekheila

Abu Qir

SAUDI ARABIA

Jazan

UNITED ARAB EMIRATES

Ajman

Ras Al Khaimah

Umm Al Quwain

TANZANIA

Dar es Salaam

ASIA

MAINLAND CHINA

Huizhou

Jiangmen

Nanhai

Ningbo

Shanghai²

Shenzhen

Xiamen

HONG KONG, CHINA

Kwai Tsing

Tuen Mun

INDONESIA

Jakarta

MALAYSIA

Port Klang

MYANMAR

Thilawa

PAKISTAN

Karachi³

SOUTH KOREA

Busan

Gwangyang

THAILAND

Laem Chabang

VIETNAM

Ba Ria Vung Tau

AUSTRALASIA

AUSTRALIA

Brisbane

Sydney

THE AMERICAS

ARGENTINA

Buenos Aires

BAHAMAS

Freeport

MEXICO

Ensenada

Lazaro Cardenas

Manzanillo

Veracruz

PANAMA

Balboa

Cristobal

¹ Ruigoord & Velsen-Noord

² Mingdong & Pudong

³ West Wharf & Keamari Groyne

1.3.3 Our Technology

SMART PORT STRATEGY

Hutchison Ports stands at the forefront of technological advancement in the ports industry. Through continuous investment and countless exploration, we have developed cutting-edge solutions that contribute to greater efficiency across every aspect of our operations. We will continue to innovate and use cutting-edge technologies and equipment to upgrade our ports to stay ahead.

Hutchison Ports Thailand's Terminal D in Laem Chabang has already been crowned the world's first port to operate Remote-Controlled Quay Cranes (QCs) and automated Rubber-Tyred Gantry Cranes (RTGCs). Today, it is the first port to operate Artificial Intelligence (AI) Autonomous Trucks (ATs) in a 'true' mixed traffic mode terminal operation.

EXCELLING THROUGH EQUIPMENT INNOVATION

Hutchison Ports has always been leading the way towards the next generation of terminal operations, pushing forward with a global roll out of the many automated and innovative solutions. From the introduction of Automated Stacking Cranes (ASCs) and Automated Guided Vehicles (AGVs) in the 1990s at Hutchison Ports ECT (The Netherlands) to the recent deployment of ATs at Hutchison Ports Thailand, we have always been the leader of technological advancement in the ports industry. To stay ahead, we will continue to innovate, and use cutting-edge technologies and equipment that satisfy the needs of our customers.

“Replacing 48 diesel-powered tractor units and 17 conventional RTGs with new electrical equipment will eliminate 6,662 tonnes of CO₂ and 59.38 tonnes of NO_x emissions every year.”

“” Hutchison Ports Port of Felixstowe (United Kingdom)

LEADING IN AUTOMATION

Below are our achievements in equipment automation:

- FIRST in the world fully automated terminal running with AGV and ASC at Hutchison Ports ECT (The Netherlands) in 1993, setting the automation model for other terminal operators to adopt
- FIRST in the world RTGC operations with mixed traffic at Hutchison Ports HIT (Hong Kong, China) in 2018
- FIRST in the world fully remote-control terminal with both remote-controlled QCs and RTGCs at Thailand's Terminal D in 2018
- FIRST in the world operations with autonomous trucks under true mixed traffic mode at the same Thailand terminal in 2020

REMOTE-CONTROLLED QUAY CRANES (QCs)

Hutchison Ports has been one of the pioneers to operate quay cranes with remote-control technology since 2014. With the aid of HD cameras and advanced semi-automated control system, our staff can sit comfortably in

the office environment whilst delivering reliable quayside productivity. Occupational health and safety are greatly enhanced. With the ever-increasing vessel size, remote-controlled QCs play an important role in our stride towards sustainable development.

REMOTE-CONTROLLED RUBBER-TYRED GANTRY CRANES (RTGCs) AND RAIL-MOUNTED GANTRY CRANES (RMGCs)

Similar to remote-controlled QCs, some of our RTGCs and RMGCs can be remotely operated from a remote operation station located inside the office building.

Between 2016 and end 2017, HIT reconfigured 29 RTGCs at Container Terminal 9 North at Hong Kong's Kwai Tsing Port, significantly raising productivity by 30-40 percent and operational efficiency by 20 percent.

Making yet another big step forward, Thailand's Terminal D commenced operations in 2018. It is the world's first container terminal to operate both remote-controlled QCs and RTGCs. Thanks to the advancement of AI technology, the automation level is raised to a higher level with fully automated gantry and automatic container landing on internal tractors. Operator cabin is no longer necessary for such highly automated RTGCs.

AUTOMATED STRADDLE CARRIERS (AUTO-SCs)

The unmanned Auto-SCs which are to be deployed in Hutchison Ports Stockholm (Sweden), can stack up to three containers high and intellectually interact with the quay crane handling different types of assignments as instructed by our in-house Terminal Operating System (TOS), nGen. In addition, a fleet management system manages and monitors the Auto-SCs with optimised route planning and collision avoidance to ensure efficiency and safety. These environmentally friendly hybrid Auto-SCs offer a low CO₂ emission which complies with the Group Sustainability Committee's environmental policy and strategy towards a long-term sustainable business at Sweden.

AUTOMATED TERMINALS

ECT has been the Group's pioneer in the implementation of automated container terminals since 1993. Automated terminals use automated transfer vehicles such as AGVs, Auto-SC, or ATs to transport containers between the ship and the container stacks where ASCs take over. The Group currently operates over 260 units of ASCs in Australia, The Netherlands and Spain.

AUTONOMOUS TRUCKS (ATs)

Hutchison Ports introduced its first Autonomous Truck (AT) technology in Thailand's Terminal D and is the world's first terminal operator to achieve true mixed traffic mode terminal operations. It is equipped with advanced AI machine-learning technology and traffic environment sensing devices, and integrates well with the group's proprietary TOS, nGen. The ATs can operate round the clock with no human intervention and integrate smoothly with the remote-controlled quay cranes and automated RTGCs in the terminal. These fully-electric vehicles exemplify our efforts to support a sustainable future for the maritime sector. To learn more, scan the QR code below to read our corporate magazine OPPORTUNITY.



EXCELLING THROUGH TECHNOLOGY INNOVATION

The year 2020 will not only be remembered primarily for the global pandemic, but it will also be remembered for the critical importance of digitisation and connectivity. In every area of human activity, business or otherwise, the value of digital transformation was highly validated during the COVID-19 pandemic. Companies or any persons that have not embarked on their digital journey, have realised during the pandemic that digitalisation is the only option moving forward.

Hutchison Ports stands at the forefront of technological advancement in the ports industry. Through continuous investment and development, we possess a broad range of leading technologies shaping the industry, ranging from equipment automation, intelligent operational scheduling and digitalisation platforms to support of industry standards such as blockchains. Automation is one of our key strategies and most of technology or equipment suppliers have been taking Hutchison Ports as one of the preferred partners in co-developing innovative applications.



TERMINAL OPERATING SYSTEM (TOS) – NOW AND BEYOND

Global TOS Standardisation

Hutchison Ports has been pioneering the ports industry with the following TOS standardisation achievements:

- FIRST in the world as a global port group with the home-grown TOS (nGen) to unify and standardise operations
- FIRST in the world with TOS standardisation in 24 terminals globally and growing to have 10+ more by 2025

- FIRST in the world providing comprehensive feature suite to support the diversified business model – covering Manual/ Auto operations mode and extending to cover operations of General Cargo and Intermodal such as Rail and Barge

New Era – TOS Modernisation

Hutchison Ports keeps challenging today's legacy and trying to push the boundary with technology. Hutchison Ports has launched a TOS modernisation programme which adopts state-of-the-art technologies including Microservices, Cloud Computing, Process Automation, Data Analytic and Artificial Intelligence (AI)/ Machine Learning to strive for a better future – a productive, efficient and green Global Ports Ecosystems.

CONNECTING WITH LOGISTIC COMMUNITY VIA DIGITALISATION

It is business critical for Hutchison Ports to stay connected with the logistics community. To this end, the Group has established the following initiatives to make sure we are at the leading position in the logistics community:

Terminal Community Mobile App – ubi

The ubi Mobile App is part of our global strategy to improve hinterland connection for our ports by allowing customers to have better insight and faster access to the landside terminal processes.

The ubi functions to allow our customers a window to track and receive updates of cargoes from the waterside, yard and landside operations. The real-time PARIS API is the new addition to our Internet of Things (IOT). The real-time new generation transport planner can create optimised parameters so that customers can make informed decisions in terms of scheduling and costing. We are collaborating with our peers in the industry to produce a software application to revolutionise shipping industry processes by using blockchain technology.

Multi-modal Optimisation App - PARIS

PARIS utilises its optimisation algorithm to help shipping lines minimise the transportation among different facilities in intermodal operations. It results in not only cost-saving but also a sustainable logistics community.

Group Level Ordering Communication Platform - HPDX

Accurate and timely information exchange with shipping lines drives the efficiency of terminal operations. Hutchison Ports understands the vital importance of making the information flow to be seamless and has developed a trusted and reliable cloud-based gateway – Hutchison Port Data Exchange (HPDX) to handle information exchange to support terminals across the globe at the Group level.

Paperless Documentation Platform – Document Digitalisation

Document Digitalisation (DD) adopts AI & Machine Learning technology to transform the manual documentation handling process into an automated process. It helps improve the operations efficiency as well as deliver timely and accurate information.

REMOTE OPERATIONS MANAGEMENT FRAMEWORK

Hutchison Ports envisions that terminal operations should not be confined by physical location and terminal constraints. In an offshore manner, we can optimise our global workforce to manage operations anytime and anywhere.

SIMULATION AND EMULATION

Hutchison Ports has been using computer simulation models to support the terminals design for making right operational and investment decisions. Besides, we also have our inhouse emulation system for supporting the testing and tuning of our Terminal Operations System.

HARNESSING 5G TECHNOLOGY

With the adoption of 5G network, we are in a better position to leverage the benefits of the 'always connected' capability and cloud computing. These cutting-edge technologies will serve as the backbone for our smart port strategy for a more sustainable development into the future. Currently, we have several 5G projects being conducted within the Group such as terminals at Felixstowe, Thailand and Oman and key use cases are related with remote crane operations and autonomous vehicle.

BLOCKCHAIN FOR SUPPLY CHAIN

Hutchison Ports is one of the founding members of Global Shipping Business Network (GSBN), which provides an industry-wide secure, digital collaboration platform to benefit all parties in the global supply chain. GSBN develops innovative applications to create value to stakeholders and its unique combination of carriers and terminal operators provides a balanced perspective, generating new ideas to transform the industry by going beyond the conventional carrier-centric business model.

1.4 OUR SUSTAINABILITY APPROACH

1.4.1 Sustainability Pillars

The most frequently quoted definition of sustainable development is from the Brundtland Report which states:

“Sustainable development is development that meets the needs of the present without compromising the ability of future generations to meet their own needs.”

This quote reflects the spirit of our three sustainability pillars, namely, **OUR ENVIRONMENT, OUR PEOPLE AND OUR BUSINESS.** Our pursuit of a better quality of life is characterised by a balanced consideration of environmental, social and governance factors not only for the current generation but also for the next.



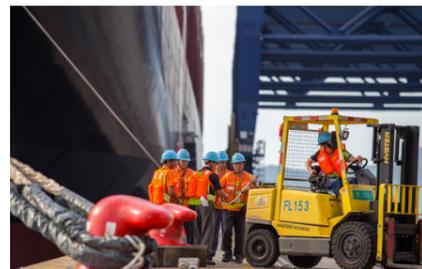
OUR ENVIRONMENT



Hutchison Ports is committed to protecting the environment. We are working to mitigate any adverse impacts caused by our operations, by adopting a strategy of reducing operational emissions and deploying the latest emissions reduction technology.



OUR PEOPLE



Our people are our strength. We are fully supportive of our colleagues' career journey and development, whilst ensuring that our teams are inclusive, diverse and representative. We also engage in activities supporting our communities.



OUR BUSINESS



Our vision is to become the preferred partner for a sustainable supply chain. Through innovation and collaborative partnership, we are building smarter, more resilient and highly-efficient terminals and workplaces.

1.4.2 Materiality Matters

Our parent company, CK Hutchison Holdings, conducted a materiality assessment for all the Group's business and all its subsidiaries. The results can be grouped together into the following categories:

Greenhouse Gas (GHG) Emission is closely related to our business, making it a highly significant theme for Hutchison Ports. As products and raw materials journey through the supply chain, it consumes a significant amount of energy. This can be mitigated by introducing sustainable strategies, to enhance our positive impacts and reducing or eliminating the negative ones.

Anti-Corruption pertains to the trust that stakeholders can give us in knowing that we will always conduct our business in the most transparent manner.

Labour Management refers to our handling of our internal and external workforce. Specifically, it pertains to how we fulfil our obligation to provide a decent, inclusive and respectful workplace where employees can attain personal and professional growth.



Occupational Health and Safety is the provision of high standards of protection for workers by improving the health and safety measures in the workplace. Risk assessment is one of the schemes by which we mitigate the hazards that may threaten our employees and contractors.

The Group's **SUSTAINABILITY PILLARS** and **MATERIALITY MATTERS** are strongly intertwined as they both represent the sustainability issues that are most important to the Group and our stakeholders. The selected subjects are consistent with the current sustainability areas that were identified by national and international conventions associated with Governance, Human Rights and Environmental Protection. To deliver our pledge of sustainable development, we have devised strategies that will preserve or protect our Pillars and materiality themes.

1.4.3 Hutchison Ports' Application Of The SDGs

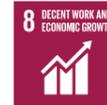


The objective of the United Nations Sustainable Development Goals (SDGs) is to create a more sustainable world by 2030. There are 17 SDGs that aim to address unfortunate global challenges, such as poverty, inequality, climate change, conservation and economic growth. We can contribute to the accomplishment of these broader goals by collaborating with different local and global stakeholders.

Hutchison Ports has aligned our sustainability strategy with the SDGs and we seek to integrate these goals into our day-to-day business. Hutchison Ports implements the SDGs through our three core sustainability pillars: Our Environment, Our People, Our Business, which in turn shape Our Future. The sustainability strategy is led by the Group Sustainability Committee (GSC), who oversee the progress in each of these three areas. As a Group, we strive to work together to demonstrate global leadership in contributing to the UN's goals.

UNSDGs GOALS		APPLICATION OF THE SDGS
OUR ENVIRONMENT		
 <p>Goal 7: Ensure access to affordable, reliable, sustainable and modern energy for all</p>	<ul style="list-style-type: none"> - Started a decarbonisation initiative and set global reduction targets for GHG emissions - Introduced sustainable innovation and technologies into terminal design and development, such as using AI in equipment automation and digitalisation platforms 	
 <p>Goal 9: Build resilient infrastructure, promote inclusive and sustainable industrialisation and foster innovation</p>	<ul style="list-style-type: none"> - Reduced reliance on public power utility by installing renewable energy sources, such as solar panels - Explored the viability of new alternative energy sources - Installed mobile shore power so that vessels can connect to shoreside electricity, which is powered by renewable energy - Made sustainable design a pre-requisite for new ventures, projects and developments 	
 <p>Goal 13: Take urgent action to combat climate change and its impacts</p>	<ul style="list-style-type: none"> - Progressively converting diesel-powered fleet to electric and/or hybrid - Adopted the Green Procurement Programme - Assessed localised climate-related risks and resilience measures - Tracked and monitored emissions - ISO 14001 (Environmental Management System) and ISO 50001 (Energy Management) certified - Aiming for net-zero emission 	
 <p>Goal 14: Conserve and sustainably use the oceans, seas and marine resources for sustainable development</p>	<ul style="list-style-type: none"> - Developed a Group Waste Management Standard (GWMS) - Implemented a zero tolerance approach against marine and land pollution - Increased training on pollution prevention and control - Promoted biodiversity in ecologically threatened areas 	
 <p>Goal 15: Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss</p>	<ul style="list-style-type: none"> - Launched measures that will improve local air quality at port sites - Organised the Go Green global tree planting campaign 	

UNSDGs GOALS		APPLICATION OF THE SDGS
OUR PEOPLE		
	Goal 3: Ensure healthy lives and promote well-being for all at all ages	<ul style="list-style-type: none"> - ISO 45001:2015 - Occupational Health and Safety certified - Exerted efforts to minimise the impacts of our port operations on the workforce and the local community - Initiated the BEWELL programme to promote physical, mental and emotional well-being initiatives in the workplace and the community
	Goal 11: Make cities and human settlements inclusive, safe, resilient and sustainable	<ul style="list-style-type: none"> - Implemented COVID-19 SOP and immunisation programme - Set qualitative and quantitative health and safety targets - Monitored air emissions in all business locations - Cooperated with government bodies in ensuring internet and operational security
	Goal 4: Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all	<ul style="list-style-type: none"> - Established a global Dock School initiative to promote education programmes in the community - Collaborated with NGOs, universities and government bodies in promoting equal opportunity and eliminating all kinds of discrimination - Boosted Group-wide employee career growth through professional training and personal development
	Goal 5: Achieve gender equality and empower all women and girls	<ul style="list-style-type: none"> - Implemented gender-neutral hiring, training and promotion practices - Improved the ratio of male/female port workers
	Goal 10: Reduce inequality within and among countries	<ul style="list-style-type: none"> - Strived for equality in workforce composition - Embraced diversity in terms of gender, origin, belief and ethnic background - Prioritised local sourcing and hiring as much as possible - Initiated Group-wide human rights policies

UNSDGs GOALS		APPLICATION OF THE SDGS
OUR BUSINESS		
	Goal 8: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all	<ul style="list-style-type: none"> - Achieved economic growth through ethical and sustainable business practices and governance - Made responsible actions to ensure adherence to ethical standards in our supply chain, particularly in working conditions and human rights - Adopted new technologies and diversification for sustainable growth and expansion
	Goal 17: Strengthen the means of implementation and revitalise the Global Partnership for Sustainable Development	<ul style="list-style-type: none"> - Partnered with our supply chain (customers, suppliers and other third parties) to realise sustainable business practices - Collaborated with third parties in joint projects to innovate and drive research and development in the ports sector - Engaged with local and international stakeholders

1.4.4 Sustainability Vision

Hutchison Ports strives to be ‘The preferred partner for a sustainable supply chain’. This vision is focused on working in collaboration with our colleagues, customers, suppliers and contractors, to engage with our supply chain. This will be achieved through a journey of commitment, leadership, and a shift in focus to ensure that our global network of business units (BUs) begin to operate beyond compliance.

1.4.5 Sustainability Strategy

Hutchison Ports believes that protecting the well-being of future generations is imperative to achieving long-term business success. Minimising the impacts of our port operations is a key strategic focus of the business and Executive Committee of Hutchison Ports.

1.4.6 Sustainability Governance

The GSC implements and oversees the progress of Hutchison Ports’ sustainability strategy across the three sustainability pillars:

Our Environment, Our People and Our Business.

Hutchison Ports has had many years of demonstrating sustainability leadership at the top. The Group formed an ESG Committee in 2017 to ensure strategic alignment on major decisions and action plans regarding sustainability matters at the senior level. In 2019, as the environmental governance structure became more robust, the Group Environmental Committee was established.

In 2020, the committee evolved to become the GSC, which will streamline the ports division’s sustainability agenda. The GSC ensures that there is knowledge sharing across the entire port network to facilitate the effective implementation of best practices worldwide. The GSC initiates the standardisation of sustainability objectives and policies. They then strategise a business plan of commitments to reshape our business with redefined expectations of sustainable business management. This expanded agenda bolstered the existing environmental programmes to include additional social and governance-related activities elements.

GROUP SUSTAINABILITY COMMITTEE

The Chairpersons: The GSC is co-chaired by two executive committee members, who are active managing directors of different global regions. The Chairpersons exercise oversight over the Group’s global sustainability approach. They assess whether our strategies are designed and implemented in keeping with the Group’s sustainability aspirations. They monitor, review and evaluate the sustainability performance against the Group’s goals and objectives.

Committee Members: The GSC consists of two workgroups: the Sustainability Workgroup and the ESG Reporting Task Force.

The Sustainability Workgroup includes members from various functions and regions. Their primary duty is to plan for the short-term target management and long-term strategic approach of Hutchison Ports. The workgroup then imparts the formed sustainability agenda to the BUs around the world and guides them in implementing the initiatives to achieve the Group’s sustainability targets and goals.

The ESG Reporting Task Force is composed of members of the Hutchison Ports Group, and their role is to track sustainability performance. They ensure that the correct data are compiled, measured and reported accurately. They also review the compliance to all adopted sustainability related standards and their processes.

The Sustainability Workgroup and the ESG Reporting Task Force are both headed by the Director for Safety, Security and Environment, who in turn reports to the GSC chairpersons as to the status of the Group’s sustainability performance.



Functions and Responsibilities of GSC

- Decide the targets for group sustainability performance.
- Commit to monitoring and continuously improving the specified sustainability performance indicators.
- Commit to accurately reporting the sustainability performance at global, regional and local levels.
- Plan and deploy resources for global sustainability development, promotion and communication.
- Give direction to local BUs to plan and deploy resources to achieve the sustainability management targets set.
- Provide a co-ordinated means of industry involvement and dissemination of information including the best practices.
- Take a proactive role in providing industry advice and guidance, including those requests from our stakeholders.

02

OUR ENVIRONMENT

As products move along the supply chain, each link adds value and at the same time contributes to climate change and environmental degradation by generating GHG emissions. It is our duty as the world's leading port network to identify the activities in our supply chain that exacerbate climate change and to address them accordingly.

Being the world's leading port network also positions us to be the champion of environmental protection. We must assume the role of pacesetter in creating policies and taking actions that advances sustainability in addressing the prevailing ecological challenges.



World's leading port network = Environmental leadership

2021 ENVIRONMENTAL DATA HIGHLIGHTS

% Reduction Achieved in 2021:

-2.88%
CO₂ Intensity

-2.96%
Diesel Consumption per TEU (litres)

Original Target in 2020:

2021 to 2023, target 1% reduction for each of the 3 years in total CO_{2e}/TEU

Revised Targets in 2021:

- 30% in diesel consumption per TEU by 2030
- 20% in carbon intensity by 2030

The past and continuing environmental programmes have demonstrated progress and achievements, and in light of this, we have decided to take bolder actions moving forward.

INITIATIVE HIGHLIGHTS

The Net-zero Strategy

Climate Change Risk Assessment

Launch of PARIS ONE

Electrification & Renewable Energy

17 Certified BUs:
ISO 14001:2015

Hutchison Ports YANTIAN (China) wins "Best Green Container Terminal"



2.1 ENVIRONMENTAL MANAGEMENT STRUCTURE

THREE ROUTES STRATEGIC IMPLEMENTATION

EVERYONE IS INVOLVED!



CULTURAL SHIFT

THE GROUP SUSTAINABILITY COMMITTEE
Lead the programme

The GSC, formerly the Group Environment Committee, was formed in 2019 and is co-chaired by two of our Executive Committee members, Clemence Cheng & Stephen Ashworth. The committee works to deliver an annual business plan of initiatives, covering the focused aspects of the Group's environmental, social and governance initiatives and reporting as part of our sustainable programme delivery.

THE GROUP SUSTAINABILITY WORKGROUP
Action the environmental roadmap

The GSC is supported by the Sustainability Workgroup, which is represented by environmental co-ordinators from our six operational regions.

BU ENVIRONMENTAL FOCAL POINTS
Drive and influence daily change

At BU level, each port has a nominated individual that represents that BU on environmental matters, acting as an information conduit for the sustainability programme, GSC and Sustainability Workgroup. The Environmental Focal Point takes an active role in implementing the environmental toolkit at each BU and is responsible for encouraging the adoption of environmental awareness in day-to-day activities.

2.2 CLIMATE CHANGE AND DECARBONISATION

“Climate change is one of the greatest challenges of our time and Hutchison Ports is committed to playing its part by minimising the impact of port operations on the environment. Promoting a culture of technological innovation and adoption of alternative fuels is a key strand of our strategy. This investment takes us another step nearer to our goal.”

“” Clemence Cheng, Hutchison Ports Europe Division

ENVIRONMENTAL GOALS AND SDGs MAPPING



Take action on climate change

- Contribute to helping the world achieve the goal set out in the 2015 Paris Agreement – to limit global warming to well below 2, preferably to 1.5 degrees Celsius, compared to pre-industrial levels.
- Manage the physical and transition risks of climate change, and seize the opportunities presented as the low carbon transition continues.
- Encourage and embrace scientific and technological innovation to accelerate reductions in the carbon footprints of the Group’s businesses.

Our materiality assessment revealed that both the Group and our stakeholders deemed climate change as a material theme. It is featured prominently in our Pillars, SDGs and Environmental Policy, highlighting its significance.

Our commitments towards environmental sustainability are based on three interlinked keystones:



2.2.1 Taking Action On Climate Change

Climate change is strongly correlated with supply chain operations. Each supply chain link is subjected to risks and opportunities due to climate change in the form of extreme events and other phenomena such as flooding and hurricanes.

Our port network is spread globally. In some locations, climate change poses a serious risk to our operations. Thus, we have taken actions that will mitigate global warming with our Environmental Policy as a strategic roadmap.

Our Environmental Policy outlines the following:

Take Action on Climate Change

- Address climate risks as part of our risk management process.
- Set long-term targets to reduce CO₂ emission.
- Incorporate climate change considerations in business strategies.
- Establish procedures and processes and make use of the opportunities.
- Reduce GHG, ozone depleting substances and air pollutants in our operations.
- Increase the use of renewable energy, innovative and energy efficient technology.

2.2.2 Climate Change Risk Assessment Project

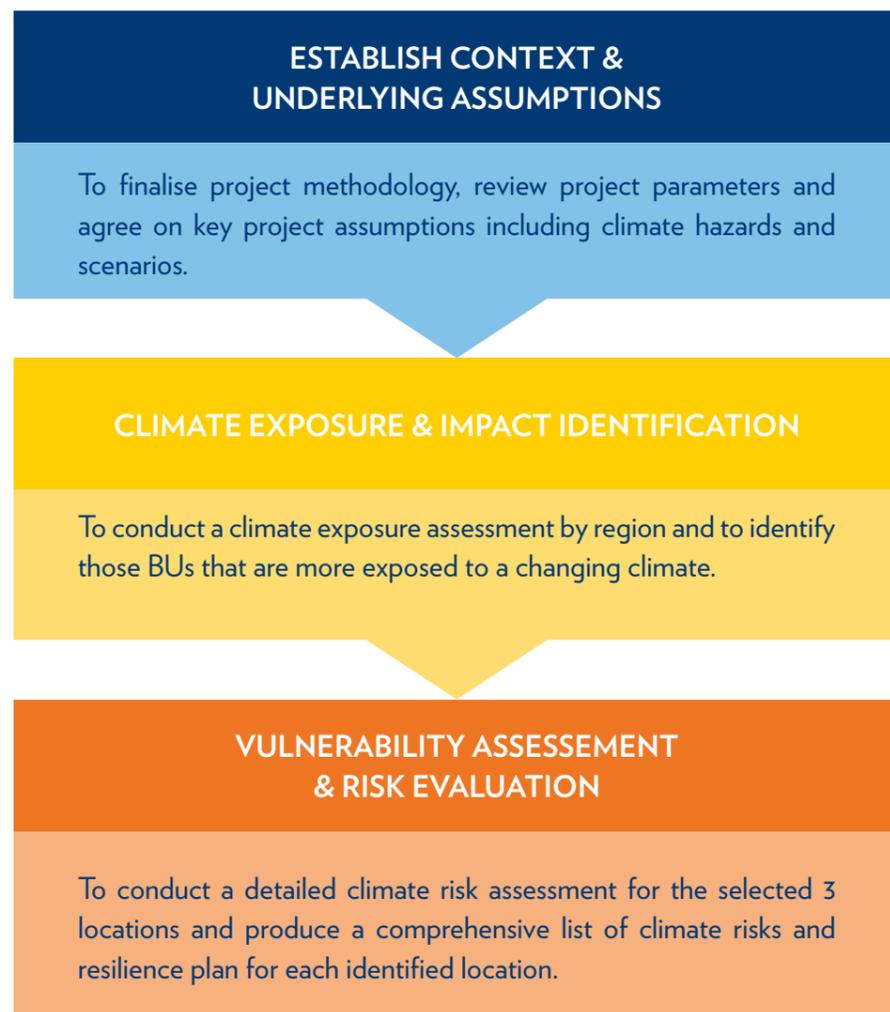
WHY STUDY CLIMATE CHANGE RISK

Climate change and its risks are raising global concerns. Hutchison Ports recognises that a changing climate poses potential risk directly or indirectly to the business of our global network of ports.

WHAT AND HOW

In September 2021, we engaged a consultant to assess the climate-related risks of Hutchison Ports.

The table summarises the objectives and outcomes of each phase of the programme.

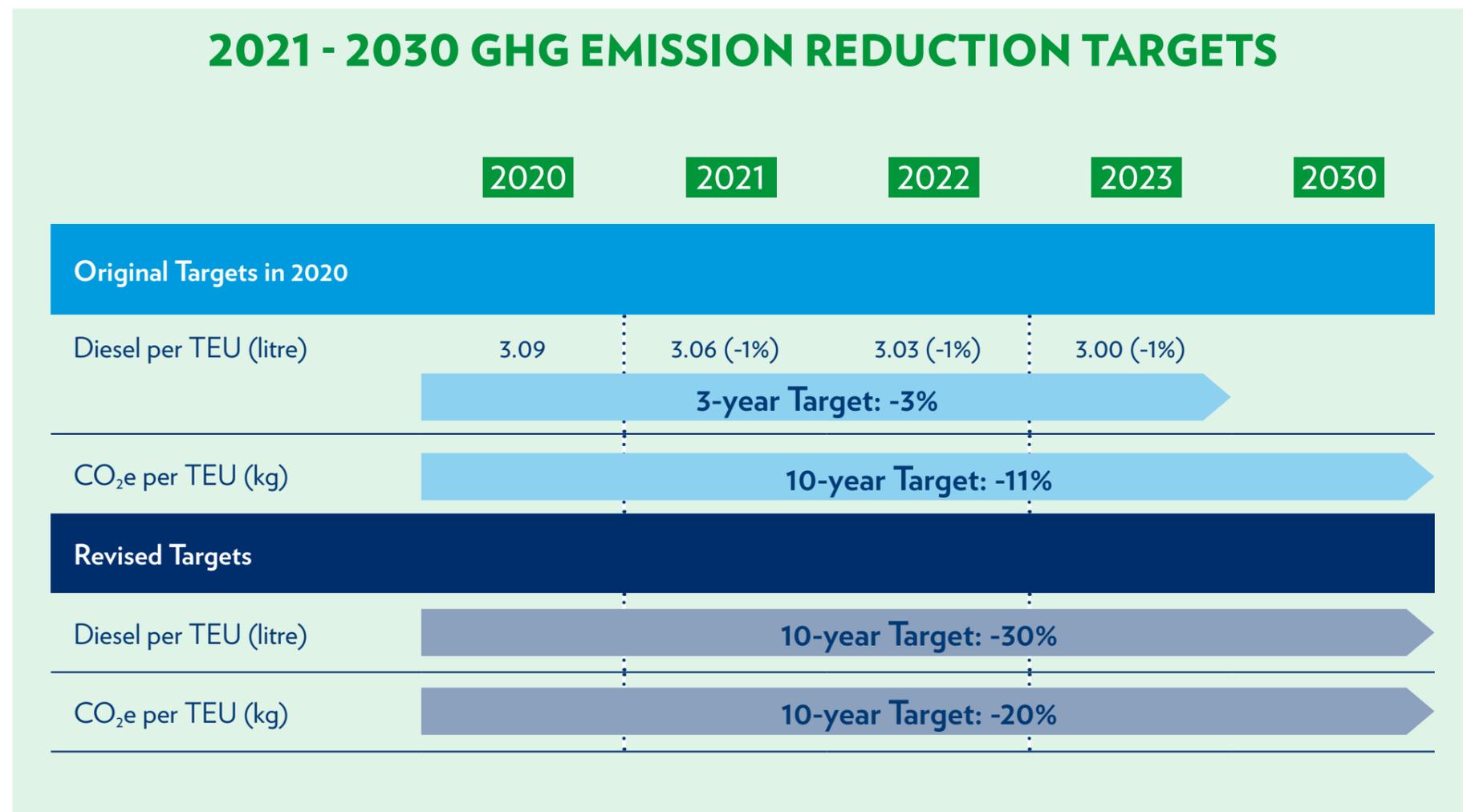


2.2.3 Targets and Strategies

In 2021, Hutchison Ports updated its GHG emissions reductions targets to:

- Reduce diesel consumption per Twenty-foot Equivalent Unit (TEU) by 30% by 2030 versus a 2020 baseline.
- Reduce GHG emissions intensity (kgCO₂e per TEU) by 20% by 2030, versus the 2020 baseline.

The Group reinforces its commitment to set an even more aggressive target and take bolder actions to reduce GHG emissions. Whilst the nearer term target falls short of the guidance by the IPCC of needing to halve GHG emissions by 2030, Hutchison Ports is confident of a net-zero future. In the short-term, a relatively immature renewable energy supply chain and green equipment availability in various geographic locations to enable full-scale conversion does remain a barrier to large scale decarbonisation. Whilst significant progress has been made, further leaps in technology are required, as well as a consideration to lead-times and depreciation cycles. Additionally, there is further work to do to review scope 2 opportunities, particularly in the sourcing of renewable electricity, which may enable further acceleration of decarbonisation. Hutchison Ports is currently working with a third-party sustainability expert to review its GHG emissions reductions opportunities in the short- and medium-term as well as further develop its long-term net-zero transition strategy.



The Net-zero Strategy

Net-zero refers to the reduction of GHG emissions caused by human actions to as close to zero as possible by balancing the remaining emissions with an equivalent amount of carbon removal from the atmosphere. Though net-zero carbon is the main task because CO₂ is the most dominant GHG, the net-zero campaign also includes methane and nitrous oxide emissions.

In aspiring towards net-zero, Hutchison Ports has drawn on the expertise of a third-party consultant to analyse the progress, plans, strengths and challenges of each BU of our network in order to determine how we can move closer to net-zero.

CASE STUDY HUTCHISON PORTS ECT (THE NETHERLANDS)

Target: Zero Emission Terminal by 2035

ECT took the step in 2021 to commit to having zero emission terminals by 2035. Crucial to this ambition is the achievement of converting 100% of its fossil-fuel based equipment from diesel to electric as well as leveraging digital and automated technologies.

Through continuous investment, collaboration with suppliers and especially the combination of advanced knowledge and technology, Hutchison Ports ECT Delta (The Netherlands) is still leading the way today in Europe. Other meaningful initiatives to help ECT Delta achieve net-zero will include: refurbishing terminal buildings to be more energy efficient, facilitating Onshore Power and investigating the potential use of hydrogen for electricity.



“Failing to plan, is planning to fail! If we do not commit ourselves to ambitious targets, demanded by our environment (governments, customers, future generations, etc.) we will lose our position as a leading company and eventually our license to operate.”

“Een goed begin is het halve werk. Overheden, klanten, onze medewerkers, toekomstige generaties vragen een steeds grotere inspanning van ons. Als wij onze doelen niet ambitieus genoeg maken, dreigen we onze positie als toonaangevend bedrijf te verliezen. En daarmee op termijn mogelijk zelf onze license to operate.”

“” Henk-Jan Bax, Hutchison Ports ECT (The Netherlands)

Actualising our Target

Every area of our business and operational activities plays an essential role in achieving our target. We have comprehensively analysed our risks and opportunities to identify the areas where we can make improvements and, if possible, eliminate entirely our environmental impact. Some strategies we have implemented to reach our environmental targets are: electrification, reducing reliance on fossil fuel, shifting towards automation, developing technologies and innovations, collaborations, and behavioural change.

2.2.4 Climate Change Considerations in Business Strategies

A silver lining of climate change is that addressing these issues can also present opportunities. One such example is Hutchison Ports BEST (Spain), which was awarded the “Best Container Terminal in Europe” by Asia Cargo News (AFLAS) in 2021 in recognition of its dedication and excellence in terminal efficiency and sustainability.

“We are very proud to receive this award which reaffirms the value of the service we generate each day. This encourages us to continue working, with the same humility and passion as always, to becoming the greenest option in the Mediterranean.”

“Estamos muy orgullosos de recibir este premio que reafirma el valor del servicio que generamos cada día. Esto nos anima a seguir trabajando, con la misma humildad y pasión de siempre, para convertirnos en la opción más verde del Mediterráneo.”

“” Guillermo Belcastro, Hutchison Ports BEST (Spain)

CASE STUDY HUTCHISON PORTS BEST

Automated Technology and Electrified equipment :

'Improved the original terminal metrics by over 50%'

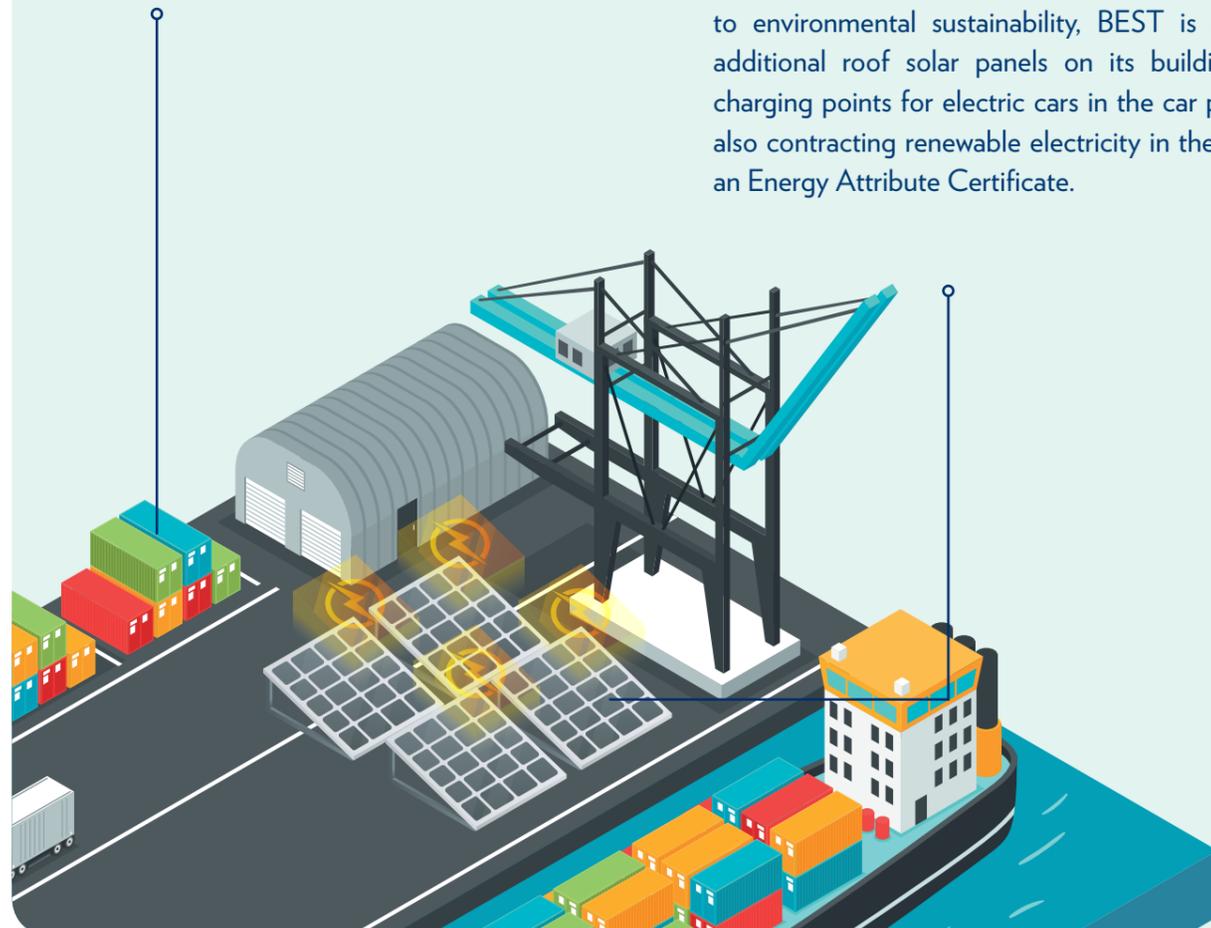
Enhanced productivity and reduced carbon footprint have improved the original terminal metrics by over 50% through the utilisation of automated technology and electrified equipment. Electrification has become the procurement standard. Our electrified equipment includes berth, yard and rail equipment. To date, we have installed the largest network of electrical connection points for refrigerated containers (more than 2,500 points), which is also a vital element of our emission reduction.

Solar Energy and Shore Power :

'Reducing CO₂ emissions by 50% by 2030'

BEST is working with the Barcelona Port Authority to install the first electrified quay in Southern Europe for connecting container vessels in the terminal by 2023. When this is completed, unloading port vessel calls can connect to shoreside electricity powered by renewable energy with 100% renewable certification instead of burning fossil fuels. The project, which requires an investment of 5.8 million Euros, will enable us to reduce CO₂ emissions by 50% by 2030 and become a carbon neutral port by 2050.

As further demonstration of its strong commitment to environmental sustainability, BEST is installing additional roof solar panels on its buildings and charging points for electric cars in the car park. It is also contracting renewable electricity in the form of an Energy Attribute Certificate.



COMPARISON WITH A MANUAL TERMINAL

Carbon Footprint	CO ₂ Direct Emissions (Diesel)	CO ₂ Indirect Emissions (Electricity)
Manual terminal	84%	16%
BEST terminal	46%	0%



BEST saves almost a 50% of direct emissions compared to conventional terminals.

BEST has contracted electricity with 100% renewable origin certification from January 2022.

BEST reduces its carbon footprint by 54%

Hinterland Connectivity :

'Saved an estimated 37,614 tons of CO₂ emissions'

Another key part of BEST's vision is to connect the port to the rest of Europe by leveraging train lines and initiating developments in the hinterland to transform it into a gateway to the European market. It has an eight-track railway facility and the largest on-dock railway terminal in the Mediterranean, connecting it to traffic going to and coming from Southern Europe. In 2021, rail movements that passed through BEST saved an estimated 37,614 tons of CO₂ emissions. Today, rail traffic at BEST has increased significantly from 3% to 21% of the full import and export container traffic.

Synergy, the logistics operator of Hutchison Ports, has consolidated its intermodal service between BEST and the southwest of France. This move has resulted in decreased carbon emissions, and customers can benefit from up to 11 days of savings in transit time with the new services through the Port of Barcelona. Synergy's increased rail offer has saved 13,000 tons of CO₂ emissions in 2021.



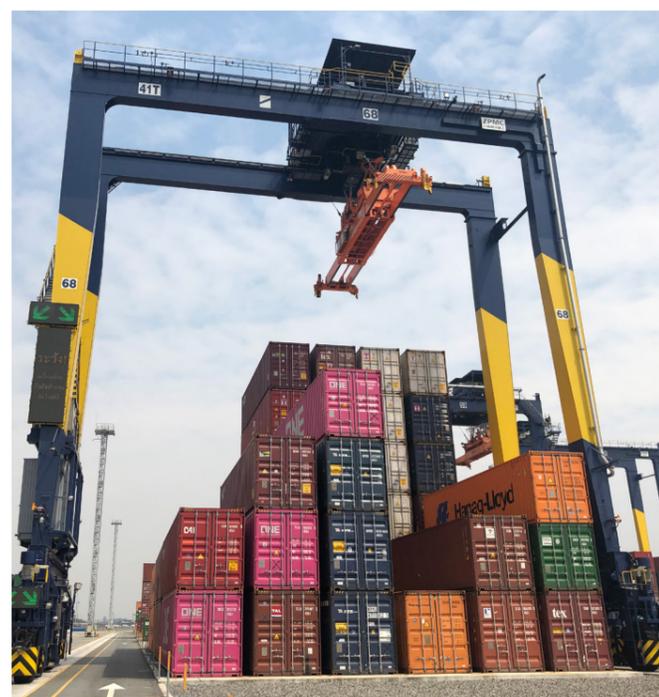
Hinterland Connectivity Map

2.2.5 Reduce Emissions and Increase Renewable Energy and Efficiency

Consistent with the Group Sustainability Committee’s policy and strategy towards a long-term sustainable business, we have exerted concentrated efforts to reduce GHG and other ozone-depleting emissions. The mitigation strategies that made a difference are: fleet management and renewable energy. The former is the gradual phasing out of conventional diesel fleet replaced by electric trucks and hybrid, and the latter is the utilisation of renewable energy.

Rubber-Tyred Gantry Cranes (RTGCs)

RTGCs are the major yard equipment. We have been able to convert a significant portion of our RTGCs from diesel driven to either electric or hybrid ones, and will continue this trend in coming years.



Eco-Friendly Autonomous Truck (ATs)

ATs are environmentally friendly as they are powered by an electric motor. Their low emissions and noise pollution make them beneficial to the environment and the health of the yard personnel. Today, a fleet of six autonomous trucks are performing daily yard marshalling and regular vessel operation tasks at Hutchison Ports Thailand’s Terminal D in Laem Chabang Port. We have plans to introduce electric autonomous trucks to other terminals in coming years.



Electrification of terminals trucks

We have made a commitment to phase out diesel-powered terminal trucks into either electric or hydrogen powered trucks. Hutchison Ports Port of Felixstowe (United Kingdom) has ordered 48 electric trucks and 17 remote control electric RTGCs.

Straddle Carriers (SCs)

The Group is progressively phasing out diesel powered straddle carriers and replacing them with hybrid models. These environmentally friendly hybrid SCs offer low CO₂ emission. Currently, the Group has 226 diesel-powered SCs and 30 hybrid ones.

Shore Power ‘Direct-emission free’

Shore power allows shipping lines to connect to landside electricity rather than burning fossil fuels in port, reducing direct carbon footprints and improving air quality. The learnings and realised benefits resulting from this project have been shared across our entire port network to facilitate the installation of additional shore power connections in other locations.

Renewable Energy ‘Reduce reliance on fossil fuels’

Hutchison Ports has progressively been using renewable energy at all ports to minimise the reliance on fossil fuels and reduce CO₂ emission. The installation of solar panels has been the most popular renewable energy source because of the availability of technology.

Hutchison Ports KICT (Pakistan) has installed a regenerative power absorption system (RPAS) so that

power generated through crane operations can be re-used. Although the cranes use energy when lifting containers, they actually generate energy whilst lowering containers (up to 70% of energy used for lifting is regenerated).

We have also recently explored the viability of green and blue hydrogen. At present, the application of hydrogen fuel cells to power port equipment is at the prototype stage. Port of Felixstowe is currently looking into the use of hydrogen powered port equipment and is involved in one of the projects selected to receive support from the Clean Maritime Demonstration Competition. The project is to develop a feasibility study into the potential for Freeport East to become both a net-zero port and a net-zero energy hub for third parties and the surrounding region.

In 2021, 696.35 MWh of renewable energy was generated in all our ports. In 2022 we are expanding the number of solar panels to a total energy generation of 124.43 MWh.



2.3 PROTECTING NATURAL RESOURCES

Overexploitation of natural resources is a major threat to the availability and fair distribution of resources, which in turn affects the livelihoods and well-being of people. Natural resources make up a dense web of symbiotic relationships, indicating that the allocation of resources hugely influences biodiversity and the way we interact with the environment.

Our commitment to the conservation and protection of natural resources is embedded in our Environmental Policy. We accomplish this through waste and biodiversity protection.

The waste hierarchy has five steps arranged in descending order based on their environmental outcome. The objective is to retain resources at the highest possible level to eliminate the need for landfill disposal.

We work with our colleagues, tenants, hauliers and vessels to find ways of reducing the amount of waste generated, repurposing materials when possible, and diverting waste from landfills through recovery and recycling. Recyclable non-hazardous and hazardous materials, including waste oil, scrap metal, waste wood and lead acid batteries, are segregated, stored and collected by licensed companies.

2.3.1 Waste Management

Waste Management Standard

The Waste Management Standard (GWMS) is the waste management protocol within the Hutchison Ports. Its goal is to establish a consistent approach in waste management within Hutchison Ports, and it applies to all BUs worldwide. It ensures that all port waste is stored, transferred, and disposed of correctly, safely, and according to relevant local environmental legislation. The BUs must train the relevant personnel on the proper handling of the generated waste.

Waste Hierarchy Principle

Our Waste Hierarchy scheme was implemented to reduce the waste sent to landfill. All BUs must comply with the principle.



Waste Compliance Monitoring and Audit

The waste data are collected and monitored through Environmental Information System (EIS) and reviewed at regular intervals. If BUs do not observe improvements in waste reduction or if they identify reporting anomalies, then they can make adjustments in a timely manner.

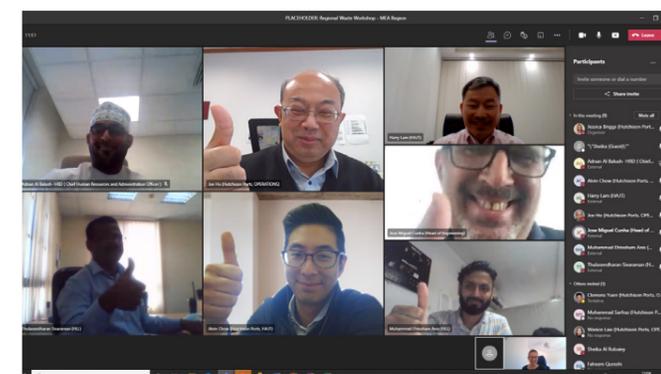
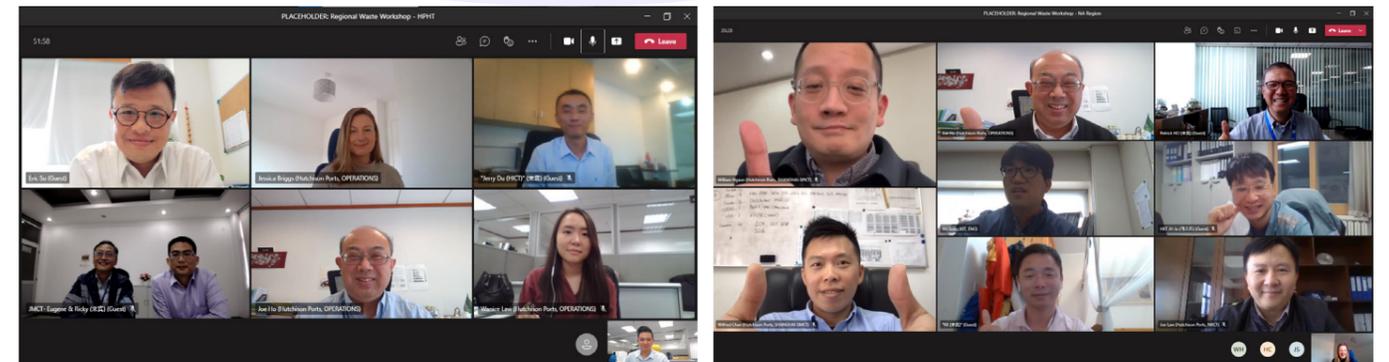
We also conduct periodic audits on waste documentation and site storage inspections, including spot check inspections. Additionally, certifications, compliance paperwork and final waste destinations are annually reviewed and audited.

Regional Waste Management Workshop

The Group's Safety, Security & Environment (SSE) hosted an online regional waste workshop session in April 2021 to introduce the waste reduction programme. It was attended by 62 participants from 40 BUs. The participants learned about the three-year group-wide reduction programme that aims to achieve the following two key objectives:

> INCREASE THE RECYCLING RATE

< REDUCE THE GENERATED NON-HAZARDOUS WASTE



Online regional waste workshop session with Hutchison Ports Trust (top left), Hutchison Ports North Asia (top right) and Hutchison Ports Middle East (bottom)

2.4 BIODIVERSITY

2.4.1 Prevention Of Illegal Wildlife Trade

Hutchison Ports believes that all organisations working in cargo movement must counter the illegal trade of animal and plant species. The exploitation of endangered animals and plants, their parts or derived products is a major problem that has wide-ranging and long-lasting effects and must therefore be stopped.

Hutchison Ports is a signatory of the Buckingham Palace Declaration, a commitment to take substantive steps to remove opportunities for wildlife trafficking by focusing on information sharing and secure reporting to law-enforcement authorities. With this Declaration, Hutchison Ports joins 119 other organisations as a member of the United for Wildlife Transport Taskforce. This includes most of the major players in the global cargo industry.



2.4.2 Wildlife Protection

The loss of some species disrupts the complex interactions between mutually dependent organisms, destabilising the world's ecosystems. In this light, some BUs have initiated programmes to protect wildlife.

Animal Relocation:



Working with local wildlife groups, Hutchison Ports LCT (Mexico) runs animal relocation and protection programmes. Wild animals that find their way in the immediate vicinity of the terminal are relocated in similar environments. Every year, endangered turtle species visit the ports' local areas to lay their eggs on Michoacán's beaches. The eggs are carefully re-sited to protect them from predators until the eggs hatch before being released back into the sea.

Migrant Birds:



In partnership with Suffolk Wildlife Trust, Hutchison Ports Port of Felixstowe (United Kingdom) gave protection to a pair of Peregrine Falcons. The pair, which are afforded UK legal protection status, have called the port home for the last eight years, returning each spring to lay eggs in the dedicated nesting trays provided by the port. The port carefully manages operations around the pair during the nesting season, limiting container storage and footfall in the immediate vicinity of the nest.



03

OUR PEOPLE

At Hutchison Ports, we consider Our People the foundation for building a sustainable and successful business. Our people comprise one of our sustainability pillars: the Group's internal and external employees, vendors and suppliers, customers and communities where we operate. We believe that we can deliver the best products and services only by engaging with our people to foster a productive and healthy organisational culture.

We recognise our responsibility to develop our people's skills, instil a sense of strong leadership, create an environment that embraces diversity, equality and inclusion, and cultivate a safe and healthy workplace.



3.1 OUR EMPLOYEES

Preferred Employer

We have positioned ourselves as a leader in the port industry because we nurture and employ the best talents. As a central component of our Pillars, our employees' interests are rated with a high significance in our materiality themes. We are a preferred employer because we ensure that our employees are empowered to achieve their professional and personal goals.

3.1.1 Learning And Development

At Hutchison Ports, it is our key priority to embolden our colleagues through training and personal development to boost their talent for current and future challenges. We foster a positive working relationship with our employees because their contributions are fundamental to cultivating a committed and motivated workforce. To ensure the welfare of our employees, we implement fair working practices, provide competitive remuneration and employee benefits, offer learning and development opportunities, and prioritise their well-being.

HR Forward

Internally, the HR community strives to foster a strong and collaborative HR atmosphere that can better support business growth. Our contribution to this endeavour is our new platform named **HR Forward**. Through this initiative, we intend to become more business savvy by sharing success stories and practical plans. Most importantly, we can use this opportunity to connect with fellow HR colleagues around the world. Within three (3) series of virtual get-togethers, we have improved our knowledge on 10 business topics. With a total of 200 participants joining our meetups, who all contributed to the fruitful experience.

Regional Development Programme (RDP)

The third and fourth cohorts have emerged from our flagship **Regional Development Programme (RDP)** for middle management leaders. They consist of a multidisciplinary and multicultural group from Asia Pacific, Europe, Latin America and Middle East, making the RDP a truly global programme. The revamped virtual learning approach is ideal for participants who can enhance their knowledge and skills through bite-size leadership practices and real business project presentations, where they can demonstrate their innovation and holistic business application to cross-regional heads.

Learning Methodologies



To build on the programme's success and promote sustainable development, the **RDP Alumni** was established for RDP graduates who wish to continue their development and expand their network. They are engaged in wider business issues through self-directed learning, exchanging ideas with global colleagues, gaining best practices from market leaders, and driving business outcomes.



For our emerging talented professionals, we are excited to launch the brand-new **MyPORT** global programme. MyPORT empowers our next generation of leaders to take ownership of their careers by building leadership capabilities and developing collectively with their global counterparts. A total of 26 participants from different regions across our global network completed three modules of virtual sessions and accomplished actionable assignments to further consolidate their learning. They were well supported by their supervisors and business sponsors who provided dedicated coaching and guidance along the way. Upon graduation, the participants displayed significantly enhanced leadership competencies and noticeable advancement in performance and stakeholder relationships as evaluated by their management.

3.1.2 Diversity And Inclusion (D&I)

We practise fairness in our pursuit of technology, innovation and digitalisation. Using remote control technology, we can now address gender balance by recruiting more female equipment drivers. We have positively impacted our D&I capacity building programmes, which empower women to assume "gendered roles" and penetrate a traditionally male-dominated field.

In all our ports, we promote equal opportunity and enact policies and actions that encourage diversity and inclusion. Our workplace condemns any form of discrimination or harassment based on race, colour, national or social origin, ethnicity, religion, age, disability, sex, sexual orientation, gender identification, expression, political opinion, or any other status as protected by applicable laws.

Female Crane Operators

All our network countries successfully embraced our campaign to encourage, train and hire female crane operators. Hutchison Ports KICT (Pakistan) licensed its country's first female management engineering trainees to operate remote-controlled ship-to-shore (STS) gantry cranes. To date, we are proud to have trained 34 female crane operators in our global network.



Female Crane Operators, Hutchison Ports Thailand



Internal Truck Drivers, Hutchison Ports United Kingdom

“We are glad that there is no gender discrimination in Hutchison Ports. It makes us grow up in the career path. Give a learning opportunity, provide opportunities for female staff to perform the same duties as men.”

Annjana Mevut, Hutchison Ports Thailand



Hutchison Ports United Kingdom (HPUK), namely, Hutchison Ports Port of Felixstowe, Hutchison Ports Harwich International and Hutchison Ports London Thamesport, lead our initiative to improve gender diversity. In 2018, Maritime UK established a Women in Maritime taskforce to promote gender equality in the maritime sector. In response, HPUK implemented initiatives to promote Women in Maritime which resulted in them being awarded the Women in Maritime Charter status in 2020, making it the first major UK port to gain such recognition. The Women in Maritime taskforce was expanded in 2020 to become the Diversity in Maritime programme, which addresses issues of fairness, equality and inclusivity within the maritime sector.

In line with the expansion of the Diversity in Maritime programme, HPUK broadened their strategy to expand their inclusive practices to encompass ethnicity, nationality, age, LGBTQ+ and disability.

Additionally, to further inspire all women in the workplace, HPUK’s internal Women’s Network conducted networking events to discuss the topics of Resilience, Modelling Gender Equality, Speaking Out and Career Development.

In 2019, HPUK established a five-year plan to improve gender balance and set the following target:

To have a workforce that is more representative of the local demographics within which it resides, with an inclusive and supportive culture; and to provide a wide range of career opportunities accessible to anyone of any background.

Hutchison Ports UK Diversity and Inclusivity Achievements and Targets			
2019	2020	2021	Future Plans
Established a five-year plan to improve gender balance	Gained the Women in Maritime Charter status	Increased membership of internal Women’s Network by 24% from 2020	Build internal talent programme across HPUK to build a diverse talent pipeline
Updated maternity and paternity policies to provide enhanced support to new parents	Introduced group and individual coaching sessions for senior female leaders	Launched new Equality and Diversity policy to all employees and rolled out Equality and Diversity e-Learning for all managers in Port Band 05 and above	Update existing policies and implement new policies to improve the support available to employees
Increased the number of vacancies advertised externally	Expanded the five-year plan to include diversity and inclusivity	Anonymised all job applications to eliminate biases in the selection process	Launch new Diversity and Inclusion committee in 2022 to drive diversity agenda
Improved accessibility to the main office building to be suitable for wheelchair users	Achieved 50% of females mentoring intake	Achieved 30% of females mentoring intake	50% females in future mentoring intakes

In collaboration with our customer to highlight their diversity programme, Maersk’s rainbow containers arrived at Hutchison Ports Port of Felixstowe (United Kingdom) on their world tour. Employees of Maersk and the port signed the containers in solidarity, supporting inclusion and diversity before the containers continued their world tour.

Hutchison Ports BEST (Spain) has signed the Equality Policy with employee representatives. With this policy in place, we are looking forward to the BEST D&I initiatives on recruitment, induction, promotion, inclusive language and others.



3.1.3 HR Quarterly Newsletter

The first edition of the HR Newsletter was finally published in December 2021. This newsletter serves to enhance communication across all BUs, highlight local achievements and leverage initiative planning in order to collectively drive the global implementation of our initiatives for one of our three core sustainability pillars – Our People.

The first newsletter is a collaborative work of the global BU HR network, and it showcases success stories, insights and anecdotes about the well-being, engagement and D&I of our employees.



“Global HR Quarterly Newsletter aims to enhance cross-BU communications and leverage people initiative planning in order to collectively drive the global implementation of one of our three core sustainability pillars in Hutchison Ports – Our People.”

Julia Ho, Hutchison Ports Corporate Centre (Hong Kong, China)

3.1.4 Remuneration And Benefits

The Group provides remuneration and benefits packages that are considered competitive in the ports industry. We continue to review and improve our packages as the Group grows and develops to continue to attract talents and enhance our employee retention rates. We go beyond government-mandated statutory compensation and benefit requirements.



Children Scholarship Hutchison Ports COSCO-HIT Terminals (Hong Kong, China)



2021 Scholarship Award for Children of Employees, Hutchison Ports HIT (Hong Kong, China)

Hutchison Ports benefits extend to the immediate family members of our employees. The children of employees who excel in their education are eligible to receive scholarships to pursue tertiary education. The Group’s COVID-19 vaccination programme covers the employees’ immediate family members, especially in the countries and jurisdictions that fall behind in vaccination rates.

3.1.5 Global BEWELL Campaign

At Hutchison Ports, we enable our employees to be their best selves and do their best work, foster their sense of belonging, and build employee wellness and engagement. We launched a comprehensive Global BEWELL campaign to protect their emotional and physical well-being. This support system is especially relevant during the ongoing pandemic, which has brought tremendous challenges, including uncertainty, social restrictions, personal loss and economic hardship.

Global BEWELL was a great success across our international network thanks to the support of all BUs and O&MD Human Resources. A multitude of well-being, mental, spiritual and emotional activities were organised. The campaign has been shared on our internal HR portal. BU HRs can also use this page as a one-stop shop for collaboration and communication resources to enhance the implementation of the BEWELL initiatives across our international network.



BEWELL PROGRAMMES

1 Step Challenge

Hutchison Ports FCP & FHC (Bahamas) step challenge

2 Engagement

Hutchison Ports Gdynia (Poland) goes by the PERMA model components of human well-being

3 Women's Day

Hutchison Ports Ajman (UAE) celebrated the International Women's Day

Hutchison Ports HIT Acupressure workshop

「自我穴位減壓工作坊」講座

✓ 壓力、情緒對身體臟腑的影響
 ✓ 中醫五行學說
 ✓ 呼吸練習
 ✓ 穴位治療包括：
 頭痛、失眠、情緒低落、食欲不振、頸肩痠痛等

日期：2021年7月20日(星期二)
 時間：12:30-13:30
 地點：3座5樓員工休息室
 名額：30名(先到先得)
 對象：HIT及HPH辦公室員工

截止報名日期：2021年7月2日

參加者獲禮品一份

報名方法：
 按上方報名連結或透過PORTable (職業安全及健康)報名

主辦：企業(辦公室員工)安全及健康委員會



Sports and Recreational Activities

Sports activities are an excellent way of promoting the employees' wellness whilst encouraging friendly competition. They are physically beneficial to the individual and improve the camaraderie and teamwork amongst colleagues, enabling them to form better harmony with one another.

Hutchison Ports Gdynia (Poland) has founded and sponsored a cycling team that is successful in winning local and national competitions. The main port building was designed to encourage employees to cycle for their health. An annual event has been organised to encourage employees to get out of their cars and cycle to work.

Hutchison Ports Gwangyang (South Korea) has resumed its in-house sports club activities, which had been suspended due to the pandemic. The port has hiking, bowling and soccer clubs. The news of reopening excited members to brush up on their skills, polish their gears and resume training.



Cycling Team of Hutchison Ports Gdynia (Poland)



Hiking Sports Club, Hutchison Ports Gwangyang (South Korea)

The employees of Hutchison Ports Tanzania (Africa) have exerted concentrated efforts to set up health activities, such as daily after-work aerobics sessions. They have also formed jogging, netball and football clubs.

The latest COVID-19 guidelines have finally allowed the Hutchison Ports Busan (South Korea) Sports and Recreational Committee (SRC) to restart all activities. The SRC consists of 12 sports teams.



Sports and Recreational Committee, Hutchison Ports Busan (South Korea)

“Integrating sporting activities in our workplace is essential to foster a wholesome workforce through fun and interactive activities.”

Monique Coakley, Hutchison Ports FCP (Bahamas)

Social and Cultural Gatherings

Employees value the celebration of personal and professional milestones. It makes them feel that their work is acknowledged and that cultural diversity is respected. Such appreciation can be expressed through gifts of cake, decorations, and congratulatory messages.

Our international network comprises a diversified group of people, and we honour their diversity by commemorating cultural and religious activities.



Chinese New Year Video Greeting, Hutchison Ports Logistics (Hong Kong, China)

Before the pandemic, Hutchison Ports employees from Mainland China and Hong Kong traditionally made an exodus to their hometowns to honour their parents during Chinese New Year. Every year, it is the one occasion that the employees and their families prepare for and look forward to the most. However, the imposed lockdown prevented border crossing. To keep the spirit of the Chinese New Year alive, the employees greeted one another by sending videograms.

At Hutchison Ports SITV (Vietnam) Lunar New Year was celebrated by holding the yearly traditional rice cake competition amongst departments. All the cakes made for the competition were cooked and served at a staff lunch gathering before the lunar year ended.



Lunar New Year Rice Cake making competition, Hutchison Ports SITV (Vietnam)

In Thailand, the 3rd wave COVID-19 restrictions were lifted around the Loy Krathong festival. Loy Krathong is an annual Thai festival celebrated throughout the country. Employees of Hutchison Ports Thailand organised the thanksgiving celebration to the Goddess of Water. Traditional decorated baskets were floated on the main building’s water pool.

There is a multitude of ways to make employees feel valued. At Hutchison Ports PPC (Panama), a special day is highlighted every month on the calendar to celebrate operations and admin staff whose birthdays fall in the same month. The event is marked with cakes and birthday songs.



Loy Krathong Festival, Hutchison Ports Thailand

At Hutchison Ports Sydney (Australia), the corporate staff celebrated Easter by playing the guessing game “How many Easter eggs are in the jar?”. The winners were announced during a corporate morning tea. Traditional Easter eggs goodies, such as hot cross buns and chocolates, were served.

Health Awareness

Our BUs are constantly finding ways to instil healthy habits in our employees so that they are always fit and happy to work.

Let’s Get Physical was the theme of Hutchison Ports FCP and Hutchison Ports FHC wellness initiative for 2021 to emphasise the need for physical activity in keeping healthy. The campaign kicked off with a weight loss competition called **Wasting Away**. The 1st place female winner lost 45.8 lbs, whereas the 1st place male winner lost 41 lbs.

The weight loss competition was previously announced via email, e-monitors, and WhatsApp to all team members. All participants received reminders about healthy practices and the final weigh-in day. Winners shared tips on dieting and exercise at the end of the competition to motivate the rest to consider a healthier lifestyle.



Easter Celebration, Hutchison Ports Sydney (Australia)



Wasting Away Challenge Winners, Hutchison Ports FCP and Hutchison Ports FHC

Under the same initiative, a **Step Challenge Competition** was organised Hutchison Ports FCP and Hutchison Ports FHC. By the end of this popular and fierce competition, FCP team members walked a total of 36,763,263 steps, and FHC team members walked a total of 17,062,738 steps for the year. The participants used the Virgin Pulse app to check their progress and view their competitors’ lead.

Special events such as Mother’s Day, Father’s Day and Bahamian Independence Day were used as opportunities to encourage healthy eating habits by holding **Healthy Food Cook Off** competitions. All employees received reminder emails to attend and support the teams. The winners were declared Iron Chefs, and they shared tips on healthy food preparation and recipes at the end of the competition.

At Hutchison Ports FCP and Hutchison Ports FHC, Inspirational T-Shirt Days were occasionally observed to spread positivity and awareness for various causes. On these days, employees wear t-shirts printed with statements about their favourite cause. The t-shirt with “Aspire to Inspire before you Expire” was definitely a head turner. Gift certificates were raffled to participating members.



Step Challenge Competition Winners, Hutchison Ports FHC



Healthy Food Cook Off Competitions, Hutchison Ports FCP and FCH (Bahamas)



Inspirational T-Shirt Days, Hutchison Ports FCP and Hutchison Ports FHC

Wellness Online

The pandemic has forced many employers to pivot to online platforms. We understand that even though our employees are working from home, they are still subject to heightening stressors due to the pandemic, suggesting that it has never been more important to take care of their well-being. Thus, Group O&MD organised e-Learnings to dive deep into happiness enablement, physical and emotional well-being, building confidence, stress management and mindfulness techniques. Additionally, each of our BUs have carried out their online wellness initiatives. Employees can attend health webinars on a variety of topics, such as mental health, chronic illness, financial health, and COVID-19 induced anxiety. They may speak with licensed coaches and therapists, or they can access self-guided programmes.

Our first global event consisted of three webinar classes, to which 303 employees from 30 BUs were enrolled. We have accumulated several digital programmes. At HPUK, more than 2,700 welfare calls were provided to employees. At PPC virtual sessions were held about Anxiety Management and School for Parents. At FCP and FHC, qualified professionals delivered presentations throughout the year.

3.1.6 Occupational Health And Safety

Consistent with our goal of long-term sustainable growth for our business, we always make sure that our terminals and port facilities are safe environments for all internal employees and external users. Each BU sets its own qualitative and quantitative health and safety targets appropriate to the hazards and risks of its operational activities, most particularly regarding injuries at the workplace.



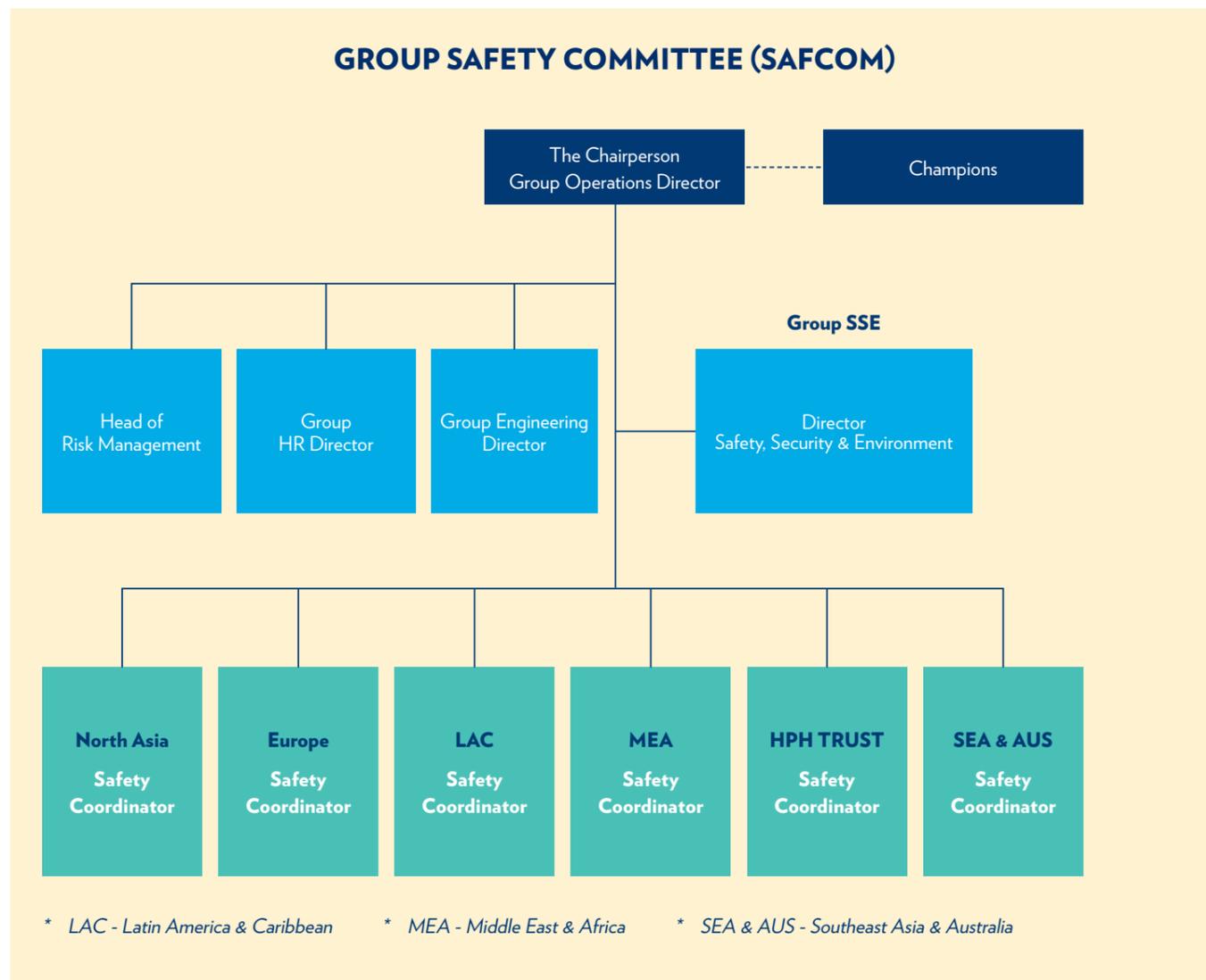
Safety Policy

As stated in the Group’s Safety Policy, Hutchison Ports is committed to the following:

- Comply with pertinent Occupational Health and Safety (OHS) laws, rules and regulations, and adopt best practices
- Maintain a safe working environment
- Conduct regular assessments, audit and performance monitoring
- Adopt preventive measures to eliminate hazards and health and safety risks
- Engage with all stakeholders and allocate adequate resources to implement the Policy

Safety Governance

The Hutchison Ports Group Safety Committee (SAFCOM) was given the responsibility to promote occupational health and safety in the workplace, develop action plans and ensure that tools and guidance are in place to manage risk. Their primary duty is to ensure that risk managed adequately and that all actions are consistent with international labour standards, each country’s laws and regulations, and the Group Health & Safety Policy and the published SAFCOM guidance.



The SAFCOM is championed by two executive committee (EXCO) members, who sets the trajectory for the Group’s OHS management strategy.

The Chairperson, Key Functional Heads, the Secretariat (Group Safety Security & Environment) and six Regional Coordinators are the key figures tasked with disseminating the decisions and recommendations made by the SAFCOM to their respective regions.

Each BU has its own Safety Committee, which reports the Health & Safety (H&S) status of their BU to the Regional Coordinators. Local OHS teams are the ones responsible for identifying and mitigating immediate risk and hazards, delivery of appropriate training and briefings, compliance with local legislation and meeting the stakeholders’ expectations.

Global Minimum Safety Standards (GMSS)

The H&S management system of all BUs must incorporate the GMSS. The standards are reviewed and revised periodically to incorporate new practices and address any arising risk areas. All BUs have established their own internal H&S guidelines and systems that are tailored to their specific location and business activities. They must also consider the local practices as well as the laws and regulations of the country or jurisdiction where they are operating.

To further improve the health and safety of our employees, consistently meet stakeholders’ expectations and address various aspects of H&S management, we have adopted the ISO 45001:2015, Occupational Health and Safety Management System. In 2021, 17 BUs achieved this international certification.

Stakeholder Collaborations on Occupational Health and Safety

Shore Tension dynamic mooring system:
The Port of Veracruz currently transports 1.12 million TEU a year, making it the third busiest container port in Mexico. Its target is to handle more than five million TEU by 2030, and its fruition largely depends on critical health and safety risk assessments. Hutchison Ports ICAVE (Mexico) supported a study on dynamic mooring, specifically the proposed deployment of the Shore Tension dynamic mooring system. This work analysed various conditions of terminal risk, hydrodynamics, weather and climate. Once deployed, the system will reduce the risk of snapped mooring lines and thus improve terminal safety.

Bilateral Agreement with the National Customs Authority of Panama:

The bilateral agreement signed between PPC and the National Customs Authority of Panama is for the installation of non-intrusive equipment (scanners) for the Ports of Balboa and Cristobal, incorporating world-class technology for the inspection of containers to provide “safe ports”, thus allowing the authorities to carry out their operations safely and efficiently.

Maritime Safety Week:

During the Maritime Safety Week, Hutchison Ports Port of Felixstowe (United Kingdom) shared its practices on Port Skills, and Safety (PSS), an opportunity for the ports sector to collectively exchange best practices and insights to reduce the risks posed on workers on container ships.

Smart Bollard:

The world’s first Smart Bollard was developed by the Port of Rotterdam (PoR) and was installed on the quay at Hutchison Ports ECT Delta (The Netherlands) terminal in January 2021. The Smart Bollard was developed in partnership with Straatman BV as part of PoR’s efforts to increase the safety at berth and gain more knowledge about moored vessels.



Health & Safety Training and Awareness

We have recently emphasised the safety responsibilities of senior management, as demonstrated by our introduction of the first-ever safety programme for this group during 2021. The programme started with the BU Heads and will roll out to the rest of the senior management teams in 2022. The aim is to reinforce the accountability and leadership responsibilities of the BU Heads to help improve the safety performance of their BU Heads.



NEBOSH Certificate Training, Hutchison Ports FCP and FHC, (Bahamas)

Health And Safety Leadership Training

The Group Safety Committee (SAFCOM) and Group Human Resources collaborated to launch the Safety-Focused Programme for BU Heads. The online safety training and live workshops are expected to further align and strengthen our BU Heads. Forty team members of FCP and FHC participated in NEBOSH Certificate Training in Health and Safety Leadership Excellence and Introduction to Incident Investigation.

Joint Occupational Health and Safety Initiative

Supported by the Labour Department of the HKSAR Government, Hutchison Ports HIT, COSCO-HIT Terminals, Asia Container Terminals and Hutchison Ports Hutchison Logistics (Hong Kong, China) joined hands to promote driving safety at their terminals. The activities included game booths, exhibition, tractor checking and the launch of a tailor-made stretching exercise for tractor drivers developed by Hong Kong Polytechnic University.



Safety Initiative with Hong Kong Polytechnic University



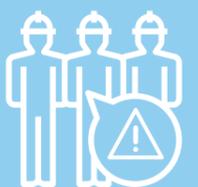
Emergency Drill

Emergency Drills

In an effort to demonstrate awareness and preparedness, each BU is expected to conduct emergency exercises. Huizhou Port Industrial Corporation conducted a fire drill at one of its oil terminals, where a total of 60 colleagues including General Manager and Operations Managers were involved. The objective was to give Huizhou Port Industrial Corporation colleagues the opportunity to practice how to handle fire caused by oil leakage during vessel discharging. Nanhai International Container Terminals Safety Committee organised a typhoon emergency drill for staff members from Operations, Engineering and Safety departments. This exercise was mainly focused on testing all necessary quay-side preventive measures right before typhoon season.

Safety Regulations

Foshan Special Inspection Institute (FSII) and Nanhai Special Municipal Supervision Bureau (NSMSB) have jointly conducted a safety inspection for 30+ forklifts at Nanhai International Container Terminals recently. The terminal is the first company in the Nanhai area to receive this inspection under the new regulations, and all vehicles have successfully passed the examination.



COVID-19 RESPONSE

We immediately responded to the challenge of the pandemic and took actions to support the well-being of our employees and stakeholders. The Group has adopted infection prevention and control strategies based on a comprehensive COVID-19 hazard and risk assessment and established a COVID-19 Standard Operating Procedures (COVID-SOP). The assessment is focused on occupational exposure in the workplace. Employees and workplaces are assessed on various metrics relating to exposure risks, such as the type of work being performed, the potential for prolonged or short interaction with people, and contamination of the work environment. All workers, regardless of specific exposure risks, must adhere to regulations of the country of their operation and the following guidelines to avoid COVID-19 transmission and slow the spread of the virus.



- Protocols for screening workers before entry into the workplace including health declarations and temperature testing
- Wearing of face coverings at all times
- Social distancing and avoid unnecessary physical contacts
- Staying at home if unwell
- Working at home for back-office staff
- Good hygiene and sanitiser use
- Enhanced cleaning of plant, equipment and workplaces
- Suspension of sports and social activities
- Video conferencing instead of in-person meetings
- Regular antigen tests for employees



“I believe our organisation acted in a very responsible way, placing our employee welfare first. Significant resources were deployed to reduce the risk of infection within the terminal premises, and support and information networks were created to assist, as much as possible, to employees that fell ill from covid.”

“Hutchison Ports actuó de una manera muy responsable. No se escatimaron recursos para implementar medidas que ayudaran a prevenir los contagios y, dentro de lo posible, se brindó soporte a los trabajadores que enfermaron.”

“ ” Germán V. González, Hutchison Ports México

COVID-19 Intervention with Stakeholders

The protection of our employees is synonymous to the protection of their families. Huizhou Port Industrial Corporation and Hutchison Ports KICT (Pakistan) have extended their COVID-19 prevention programmes to the employees’ families. At Jakarta International Container Terminal, webinars about maintaining healthy house interiors were conducted for employees and their families. Workplace visitation was implemented at Hutchison Port Thailand under close consultation with the Provincial Public Health Office. Hutchison Ports Thailand, Hutchison Ports Harwich International, Hutchison Ports London Thamesport and Hutchison Ports Port of Felixstowe (United Kingdom) successfully carried out a vaccination drive to make sure that all employees are vaccinated.

Hutchison Ports SITV (Vietnam), in collaboration with the local country trade union, launched the One Route – Two Destinations initiative. The objective of this programme is to arrange accommodations for employees who cannot work at home due to the nature of their job.

COVID-19 Vaccination Drives

In collaboration with the Panamanian Ministry of Health, PPC carried out several COVID-19 vaccination days in the ports of Balboa and Cristobal to vaccinate about 4,000 people, including PPC employees, outsourced services, contractors and authorities received the first dose of the Pfizer-BioNTech vaccine, thus ensuring the flow of cargo and maintaining commerce across the region through both ports. Additionally, PPC is also a co-sponsor of the Panamanian Telethon flagship project’s COVID-19 Drive-through Vaccination. The Centre serves about 2,000 people daily. This project is a joint effort between the private sector and Active 20-30 Club to vaccinate as many people as fast as possible without getting out of their cars.



3.2 OUR COMMUNITY



Investing in our communities is part of our business model because we believe that their long-term economic, environmental and social position is critical to our operations. Our goal is to become the preferred community partner at every port of our international network. In every community, we exert great efforts to minimise negative environmental impacts whilst increasing the economic and social benefits to the locals.

The spirit of volunteerism is something we are passionate about, and encourage our employees to play a positive and active role in the area where they live and work. In view of the varying COVID-19 restrictions of different countries, safe and flexible volunteering arrangements are performed according to their local situations.

3.2.1 Education Programmes

Dock School



Kariel Stuart, Scholarship recipient, Hutchison Ports FCP (Bahamas)

One of our Ports division's longest standing endeavours is the Dock School Programme, wherein each of our ports across the globe partners with at least one local school to provide scholarships, equipment and other educational initiatives.

Hutchison Ports FCP and Hutchison Ports FHC's (Bahamas) scholarship student, Kariel Stuart, represented The Bahamas at the United Nations Climate Change Conference in Glasgow, Scotland. The Conference focused on sustainability and accelerating a better future through innovations in greener and smarter technology. Stuart is currently studying Environmental Management at the University of Florida.

Hutchison Ports Sohar (Oman) hosted a familiarisation visit for college students. The visit included a tour of the state-of-the-art remote-control operations centre. Meanwhile, Hutchison Ports Pakistan staff donated computer and hygiene products and participated in Corporate Social Responsibility (CSR) activities at SOS Children's Villages, an orphanage where children are provided a living place, education and job-training.

Another goal of the Dock School Programme is to attract potential employees and build a future pipeline of talents. Hutchison Ports HIT (Hong Kong, China) continued its "Start Your Journey @ Port Programme," which offers local university students a series of learning opportunities. The programme aims to encourage students to consider a career in the logistics industry through seminars, placements, scholarships and terminal visits. During the 7th HIT Scholarship Award Presentation Ceremony, Institute of Vocational Education's engineering students were recognised for their achievement.

3.2.2 Go Green

Go Green is part of Hutchison Ports global environmental initiative, and tree planting is the centrepiece of this programme. We collaborate with community organisations who lend their expertise and rely on our employees and partners to volunteer to plant the trees.



Hutchison Ports Ajman (UAE)



Hutchison Ports Corporate Centre & HPH Trust Hong Kong (Hong Kong, China)



Hutchison Ports BEST (Spain)



Hutchison Ports YANTIAN (China)

"We decided to partner with a reliable organisation like WWF Pakistan to not only plant but also to take care of mangrove saplings for a sustainable environmental impact."



Andy Tsoi, Hutchison Ports Middle East and Africa Division

Hutchison Ports FCP (Bahamas)

Partnered with employee volunteers to plant two royal poinciana trees and two mahogany trees in a designated green space at its terminal.

Hutchison Ports Stockholm (Sweden)

Planted its first tree in front of the Norvik terminal.

Hutchison Ports Ajman (UAE)

In collaboration with the Department of Ports and Customs, 28 volunteers have planted more than 440 trees at the terminal.

Hutchison Ports Pakistan

Collaborated with the World Wildlife Fund – Pakistan (WWF-P) to plant 500,000 mangrove saplings over the next five years. The programme was inaugurated by planting 150 mangrove saplings and 350 seeds of two native tree species at Sonmiani Beach.

Huizhou Port Industrial Corporation (China)

Partnered with 125 employee volunteers to plant 76 trees such as tabebuia chrysantha, mango and green plum, etc at the terminal.

Jiangmen International Container Terminals (China)

4 volunteers planted 6 white jade orchid trees.

Hutchison Ports YANTIAN (China)

61 employee volunteers planted 1,500 trees near Yantian International building.

Hutchison Ports TILH, TNG, TIMSA, EIT/ECV, ICAVE and LCT/LCMT (Mexico)

700 staff and volunteers have participated the activities in various areas and a total of 1,013 trees were planted.

Hutchison Ports BEST (Spain)

Planted 120 trees at the biodiversity area 8km from the terminal.

Hutchison Ports Thailand

Staff participated in the “Plant from home” activity and 845 trees were planted.

Hutchison Ports SITV (Vietnam)

75 employee volunteers planted 55 timber trees in front of the terminals.

HPH Trust Hong Kong (Hong Kong, China)

In collaboration with the Environmental Association, 52 employee and their families volunteers planted 165 trees at Sai Kung (西貢).

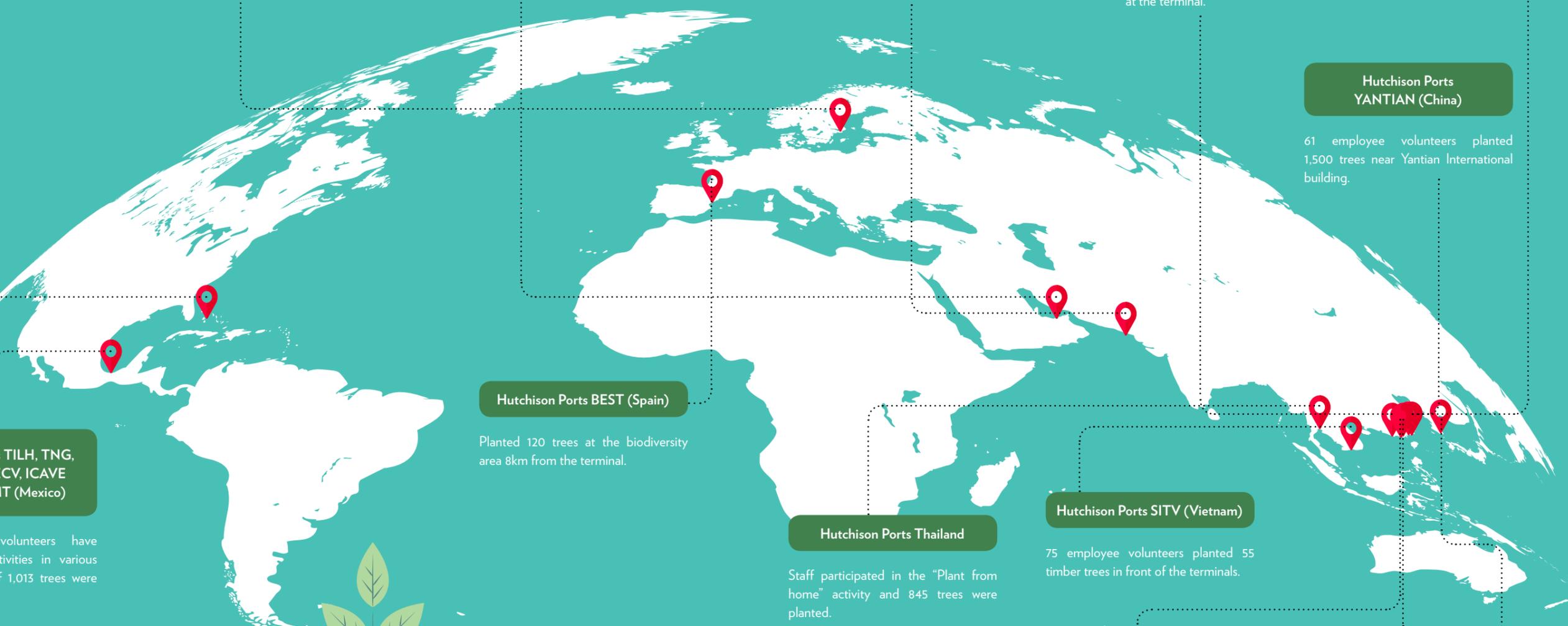
Hutchison Ports Gwangyang (South Korea)

20 trees were planted at the park within the port area.

Nanhai International Container Terminals (China)

6 volunteers and 1 tree planted at the port area.

2021 Go Green Tree Planting

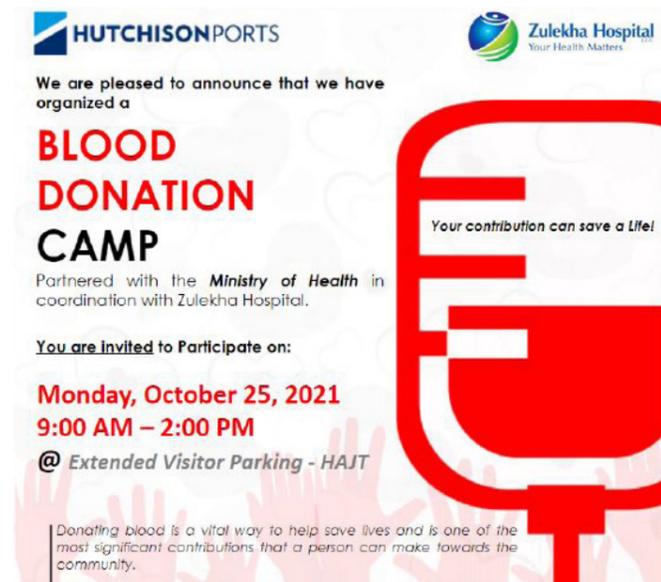


Clean-Up Initiative

The employees from FHC and members of the Royal Bahamas Defence Force embarked on a beach clean-up project as part of the 2021 Go Green initiative. Thirty 55-gallon bags of trash were collected on a two-mile stretch of the beach. Meanwhile, down under, in Sydney, our employees participated in Clean Up Australia Day, where wastes were collected at surrounding bushland and beach areas within the Port Botany precinct. The event was a huge success as over 20 bags were filled with accumulated wastes.

3.2.3 Community BEWELL Campaign

We undertake a wide range of philanthropic efforts as well as community initiatives that cater to the needs and benefits of the communities where we operate.



Blood Donation Camp, Hutchison Ports Ajman (UAE)

In collaboration with the Ministry of Health and Zulekha Hospital, Hutchison Ports Ajman (UAE) conducted the Blood Donation Camp, where 47 individuals participated. The drive successfully collected 23 litres of blood for the hospital blood bank.

At PPC, we started supporting local children’s luncheons close to each terminal. Through this initiative, our collaborators are able to connect with children, share their work experiences, and talk about the importance of education and hard work – all of these whilst engaging in fun activities together.

Hutchison Ports Gdynia (Poland) donated a feeding pump, personal protective equipment and hygiene materials to Bursztynowa Przystań. Meanwhile, the jogging club of Hutchison Ports Tanzania takes part in charity marathon challenges, such as the Kilimanjaro International Marathon and the Cancer Awareness Marathon. Hutchison Ports Tanzania participates in the yearly sports competition organised by the Tanzania Sports Authority amongst all the ports within the region.



COMMUNITY HEALTH AND SAFETY

We ensure that our business operations do not harm the health and safety of the communities where we operate. The health and safety of every community is important because we value the desire of each individual to live and work in a safe and protected environment. We are proactive in managing potential risks and promoting wellness across our global network. We consider this not only our duty but also our moral responsibility. We collaborate with Civic Society Organisations (CSOs) as well as national and local regulatory bodies. We abide by all the national laws and regulations in maintaining the health and safety of the communities.

To stem the spread of COVID-19, all of our ports consult with the Provincial Public Health Office for specific advice to minimise infected cases and close contact at the workplace. Hutchison Ports Port of Felixstowe has requested the health authorities to visit their facility from time to time to close the gaps that our health officers might have missed.

3.2.4 Human Rights

Many of the SDGs correspond to human rights obligations. As a company with a global presence, our Policy is guided by international human rights principles encompassed in the Universal Declaration of Human Rights, including those contained in the International Bill of Human Rights and the International Labour Organisation’s 1998 Declaration on Fundamental Principles and Rights at Work. In addition, the Group also respects the international human rights principles under the United Nations Guiding Principles on Business and Human Rights.

We also declare a zero tolerance for modern slavery and human trafficking. We attest that there is no slavery or human trafficking in any part of our business or in its supply chains.



3.3 SUSTAINABLE PARTNERSHIPS

We hold our suppliers to the highest standards of business conduct and integrity. Our goal is to make a positive impact by encouraging our business partners and suppliers to improve their sustainability standards and practices.

3.3.1 Supplier Policies

As a multinational company operating in numerous jurisdictions, we deal with suppliers from many countries. Thus, we have to establish standard policies, vetting procedures and training to ensure that our supply chain understands their responsibilities towards the environment, society and good governance

Our business partners and suppliers must adhere to our Code of Ethics, Anti-Fraud and Bribery Policy and the Supplier Code of Conduct (Code). The Code serves as a guide to our supply chain and works in tandem with our Human Rights Policy and the Modern Slavery and Human Trafficking Statement. These policies guarantee that all our business transactions are conducted in a fair, unbiased, and transparent manner.

In 2020, the Group's SOP was updated to incorporate the Safety Management of Contractors to address H&S gaps that were identified in the previous audit and inspections. Learning modules for the new SOP are conducted online and in person as applicable.

3.3.2 Supplier Training

To implement an effective and efficient Health Safety and Environmental management, the Group has created customised training programmes for contractors based on their work scope and responsibility. This commitment consists of induction and ongoing training such as refreshers and reminder sessions.

Hutchinson Ports PPC (Panama) held the "Partnership 2021 Workshop" with its main supplier of labor and equipment, Serviestiba, S.A. The workshop's objective was to align and generate a teamwork-based action plan of continuous improvement to provide the highest quality of service to PPC's customers. Meanwhile, SMCT, together with the contractors, launched the 20th National Work Safety Month. The theme for 2021 is to 'Reinforce Safety Accountability & Advocate Safety Development'.

3.3.3 Local Sourcing

Our network is resolute in prioritising local economic development, however, the large equipment that we use are not mass-produced, so we have to collaborate with suppliers to develop and enhance the equipment at our terminals.

We make an effort to locally source as much as possible to benefit the local suppliers and vendors. A procurement information tab on our network's local websites announces the services and products for tender. General purchasing terms and conditions, the scope of work, registration process and vendor registration flow can be downloaded on the website. The contact information of the purchasing department is also disclosed for the convenience of prospective local business partners.



Partnership 2021 Workshop, Hutchinson Ports PPC (Panama)

3.4 CUSTOMERS

THE WORLD'S LEADING PORT NETWORK

HIGHLIGHTS

Our concentrated efforts in becoming a global leader in the ports industry have been recognised by our peers and industry leaders, as evidenced by the several awards that have been accorded to Hutchison Ports. Hutchison Ports HIT received the Cyber Security Enterprise Excellence Award for promoting cyber security and applying exemplary practices and high standards in cyber security preparedness. Hutchison Ports BEST (Spain) was named the 'Best Container Terminal in Europe'.

Hutchison Ports YANTIAN (China) won the Luban Prize which is one of China's highest accolades for civil engineering and construction, and it also won the National Quality Engineering Award which is a cross-industry national quality award in engineering and construction projects. Hutchison Ports FCP copped the prestigious Container Port of the Year Award presented by the Caribbean Shipping Association (CSA).

The Preferred Port of Choice

Best Container Terminal in Europe, Hutchison Ports BEST (Spain)



Hutchison Ports is the world's leading port network, and integral to maintaining this status is positioning ourselves as the preferred port of choice. We have established a balanced portfolio of ports which are spread across a global network of locations, thereby offering flexible options to our customers and enabling them to make adjustments efficiently depending on shifting trade patterns.

Container Port of the Year Award, Hutchison Ports FCP (Bahamas)



Cyber Security Enterprise Excellence Award, Hutchison Ports HIT (Hong Kong, China)



Hutchison Ports YANTIAN (China)

- Customer-Satisfied Container Terminal
- Luban Prize
- National Quality Engineering Award



3.4.1 Customer Service Portals

Customer portals have become more of a requirement and less of an accessory in today's digital world. Our smart network strategy offers cutting edge services that feature complete transaction visibility. Our platforms can tailor the available content based on the information needed by the customers and can be easily scaled up alongside their business growth.

Our customers can interact directly with our systems and request updated information without contacting a support specialist.

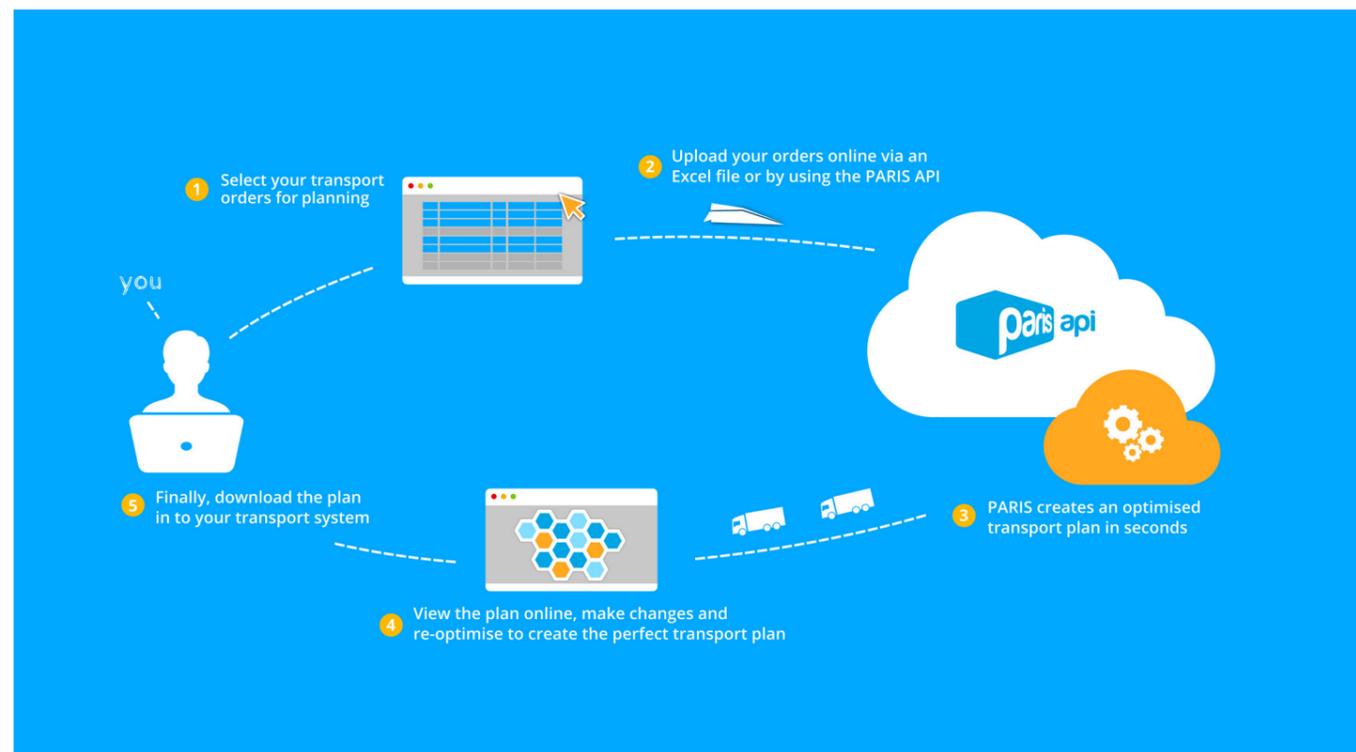
PARIS API 'Optimised Transport Planning'

Logistical scheduling and costing are influenced by a myriad of both predictable and unforeseen factors, such

as weather conditions, marine and inland traffic, cargo space availability, as well as a country's local regulations and political issues. Delayed deliveries of raw materials not only incur significant costs but also affect the whole supply chain of our customers.

With Hutchison Ports Paris API (Optimal Transport Planning), the initial mapping out and any consequent re-working of a plan can be completed in seconds. The API creates optimised parameters in real time so that our customers can make informed decisions. The API's mapping tool can identify the most efficient routing for the right type of vehicle by displaying accurate distances and transit times.

By using the API, our customers can automate their processes and reduce operational costs, resulting in lower overall costs to manufacture and deliver goods. The API also assures transparency in all customer transactions.



Ubi 'The Whole Port in Your Pocket'

Ubi is our proprietary customer-facing app that integrates our waterside, yard and landside operations, so our customers can receive the latest information and updates on their smartphones and other devices 24/7.

"Ubi allows users to see exactly when things happen,"

Customers can track their goods from pickup to delivery. Once a container number is on our database, UBI will tell the user the estimated time of arrival (ETA) of the vessel, if the vessel has arrived, if the container has landed, if it is released and good to go, and if it has left the port. It will even tell exactly what time the container went out of the port gates. The app also provides information on rail services for each day – what trains are due, and when they are due to arrive and leave, so users tracking a container will know exactly when the train carrying that container left the port.

THE BLOCKCHAIN SOLUTION

The International Maritime Organisation (IMO) is driving digital connectivity and standardisation in the shipping sector by adopting new technologies and digitalisation.

In this light, a shareholders' agreement was signed by nine industry-leading ocean carriers and terminal operators, to establish the Global Shipping Business Network (GSBN), the world's first independent, not-for-profit technology consortium. Empowered by its unique combination of carriers and terminal operators, GSBN offers a modern and balanced perspective that can transform the industry through ideas that go beyond the conventional carrier-centric business model. In 2021, the consortium rolled out its first blockchain-enabled application.

We are always on the lookout for new strategies and we expect that this blockchain solution is a step in the right direction and particularly timely given the intense demand and pressure on supply chain due to the pandemic.

04

OUR BUSINESS



At Hutchison Ports, we uphold high governance standards and ethical values at all times and in all aspects of our business.

4.1 OUR POLICIES

At Hutchison Ports, policies and procedures are set in place to establish the rules of conduct within our organisation. The responsibilities and expectations of the Group to our People and vice versa are comprehensively outlined. Our policies play an important role in influencing systems development, organisational change, and individual behaviour to promote improvements.

Corporate Governance Policies are augmented by Sustainability Policies, to assure that all aspects of our operations are managed sustainably and aligned globally, and cope with different laws and practices in countries and jurisdictions. The governance and sustainability policies are integrated to help us keep a balance of good social, environmental and economic values. It supports the Group's efforts to develop control mechanisms and to increase satisfaction amongst our shareholders and other stakeholders. All policies and governance follow the requirements of our parent company CK Hutchison. These are made available in various languages to all ports, and all employees are required to declare compliance.

Governance Policies

Code of Conduct

Anti-Bribery and Anti-Corruption Policy

Personal Data Governance

Information Security Policy

Business Continuity Management Policy

Whistleblowing Policy



Sustainability Policies

Sustainability Policy

Environmental Policy

Safety Policy

Human Rights Policy

Modern Slavery & Human Trafficking Statement

Supplier Code of Conduct

Health and Work Environment Policy

To find out more on Governance Policies, please visit https://www.ckh.com.hk/en/about/cg_policies.php

To find out more on Sustainability Policies, please visit https://www.ckh.com.hk/en/esg/esg_policies.php

4.1.1 Policy Training Sessions

Various training programmes are conducted to ensure that all policies are understood. New recruits undergo training sessions, and all employees attend regular refresher courses, as new amendments are added to the policies and new laws and regulations are introduced in countries where we operate. To ensure that all key personnel are familiar with the relevant policies, managers and supervisors from all BUs and departments are required to take part in special training sessions. Additionally, all ports also provide an e-learning platform for employees. The policies are accessible on the intranet and disseminated as necessary to all levels in the organisation and all relevant stakeholders.

4.1.2 Compliance, Ethics and Transparency

Global compliance to our policies is of crucial importance to Hutchison Ports as we are a business that operates across borders. We manage compliance by enacting processes and procedures that meet all pertinent global standards as well as rules and regulations. Our compliance defines how our local and international networks operate responsibly to shape and protect our business and reputation.

All Hutchison Ports employees, business partners and community members must adhere to the Group's governance and sustainability policies, including the Anti-Fraud and Anti-Bribery (AFAB) Policy, the Code of Conduct, and other policies and guidelines as mentioned above. In addition, our business partners, supplier and vendors have to confirm their adherence to our Supplier Code of Conduct, and are actively encouraged to adopt these standards.

The Whistle Blowing Policy provides a platform where our stakeholders can anonymously raise concerns about possible breaches of policies and other questionable practices without fear of reprisal or retaliation.

4.1.3 Business Continuity Policy

The Group has established the Business Continuity Policy (BCP). In the face of adversity, the Policy is aimed to ensure that all our BUs are prepared to resume and continue their business operations when impacted by natural or unnatural disasters. Under the BCP, each BU must form a Business Continuity Management to act promptly in the event of various kinds of emergencies.

4.2 SUSTAINABILITY RISK MANAGEMENT

As part of enterprise risk management, the Group adopts a top-down and bottom-up approach in managing sustainability risks. We formally identify and assess sustainability risks and the control procedures that are in place. In 2020, climate change was given additional focus during the risk assessment process and highlighted as a greater priority going forward.

4.3 INTERNATIONAL STANDARDS

Hutchison Ports remains diligently accredited to the International Standards Organisation (ISO). Our ISO management systems are integrated into the business’s daily operations and are fully supported at the highest levels of the organisation.

List of ISO Certified BUs	
ISO Standards	Number ISO Certified BUs
ISO 14001:2015 Environmental Management System (EMS)	17
ISO 5001:2015 Energy Management	2
ISO 45001:2015 Occupational Health and Safety	12
ISO 27001:2013 Information Security Management	2
ISO 9001:2015 Quality Management Systems	17



ISO 45001:2018 Occupational Health and Safety



ISO 9001:2015 Quality Management Systems



ISO 14001:2015 Environmental Management System (EMS)

4.4 SECURITY MEASURES

The security of our terminals against various risks is of paramount importance to us. We consider it to be one of our primary responsibilities to ensure the fast and safe movement of cargoes through our networks. We have acquired the necessary certifications for our security system in compliance with international standards. The ISO 27001 certification security management system (ISMS) enabled our organisations to strengthen further and manage the security of assets such as financial information, intellectual property, employee details or information entrusted by third parties.

Customs-Trade Partnership Against Terrorism (C-TPAT)

Hutchison Ports is a fully certified and validated member of the Customs-Trade Partnership Against Terrorism (C-TPAT).

C-TPAT is a US government-business initiative introduced after 9/11 to strengthen supply chain and border security. Shipments from C-TPAT members move more quickly and smoothly across US borders and undergo fewer inspections.

In 2009, the US Customs and Border Protection (CBP) invited Hutchison Ports to become a global member of C-TPAT. All our BUs are certified with a single C-TPAT Status Verification Interface Number (SVI), which can be



obtained from the Hutchison Ports Security Committee (SECOM) and its Standards and Guidelines Team of Regional Security Coordinators.

Certified ISPS Code Compliant

The ISPS Code was formalised by the IMO as a comprehensive set of measures to enhance the security of ships and port facilities. It is an international framework through which ships and port facilities must operate to detect and deter international terrorism. We gained certification for compliance in June 2004.

Cyber Security and Data Protection



The Cyber Security Enterprise Excellence Award, Hutchison Ports HIT (Hong Kong, China)

Hutchison Ports HIT (Hong Kong, China) was awarded the Cyber Security Enterprise Excellence Award in recognition of our cyber security efforts.

As technology grows, cyber-attacks also become more sophisticated. Attackers are using an ever-expanding tool kit of tactics aimed at exploiting vulnerabilities. Recent events in the shipping sector have demonstrated that cyber security breaches pose catastrophic risks to the security of our information, IT systems and operations. Hence, cyber security is one of our high priority business risks.

Cyber Security Working Group

At Hutchison Ports, we have implemented a cyber security risk management scheme to mitigate risks and attacks. We have invested resources to set up infrastructures for protecting our network and data. Our systems have adopted the latest international standards and frameworks to ensure their effectiveness and the Group's compliance with all pertinent laws.

Led by the top management, our Cyber Security Working Group includes technical specialists and representatives from the Internal Audit and Group Information Services Department. It oversees the management of cyber security risks and defences to ensure that all implemented schemes and policies are effective, coherent, and well-coordinated.

Today, there is understandably, increasing pressure to regulate privacy issues. International laws and regulations on the handling of personal information are expanding and becoming more complex. As such, we expect the potential risks related to data collection and use to intensify. Thus, we have pre-emptively implemented stringent security measures to protect personal data and adhere to the data protection and privacy laws and regulations of the countries and jurisdictions where we operate.



05

OUR FUTURE



Our corporate strategy is shaped by our projection and outlook for the future of the maritime sector. Changes in public opinion and in legislative requirements have presented many opportunities that we can explore.

“We demonstrate the most possible path for the existing terminals to migrate into automated mode in the future.”



ST Pak, Hutchison Ports Corporate Centre

5.1 OUR VISION OF THE FUTURE

The global trade system is only expected to expand with the improvement of the standard of living of a growing global population. Such a scenario will definitely push the demand for the international transport of goods in subsequent years.

Hutchison Ports is addressing the increasing threats and impacts of climate change by harnessing technological advances. We are already in the process of transitioning our ports to alternative fuels to realise a maritime supply chain that leaves a lower carbon footprint.



5.1.1 Our Environment

Hutchison Ports has set environmental targets which we plan to achieve by 2023: reduced total greenhouse gas emissions, reduced terminal waste, and reduced methane emissions. In some terminals, we are aiming for zero emissions.

Geared Towards the Future

To reach these environmental targets, we have allocated Group-wide investments on research and development, terminal infrastructure, renewable energy and stakeholder collaboration. Each BU will be part of this endeavour and will be required to submit an action plan for their contributions to the yearly cumulative reduction.

Hutchison Ports ECT (The Netherlands) aims to service the majority of ships visiting quays with mobile shore power.



The Port of Rotterdam projects to supply 90% of the vessels visiting public quays in urban areas with shore power by 2030.



As part of the Port of Barcelona’s goal to reduce fossil fuel consumption by 50% by 2030, Hutchison Ports BEST (Spain) is working with the Port Authority to install six mobile shore connection points, which will begin construction in 2023.



We have recently explored the viability of hydrogen fuel cells to power port equipment. The Port of Felixstowe, with support from the Clean Maritime Demonstration Competition, is currently investigating the issues that need to be overcome in using hydrogen-powered port equipment.



All internal tractors purchased starting from 2024 must be zero-emission vehicles, and the existing diesel-powered fleet will be converted to electric or hybrid counterparts whenever possible. As part of our equipment modernisation initiatives, modular Straddle Carriers and Multi Trailer Trucks (MTTs) were purchased at Hutchison Ports ECT Delta (The Netherlands). Modular AGVs have also been ordered. The advantage of modular types is they allow switching to a different energy source at a later time.



In 2022, we will install an additional 124.42 MWh of solar panels.



5.1.2 Our People

Taking care of our people means looking after the health and safety of our stakeholders, developing their skills, getting involved in research projects, hiring more women into the workplace, enhancing diversity and inclusivity, and being involved in local projects.

THE FUTURE IS FOR OUR PEOPLE



As a push for inclusivity, Hutchison Ports Port of Felixstowe (United Kingdom) pledges to have a workforce that is more representative of the local demographics by 2024.

In November 2021, Hutchison Ports BEST (Spain) signed the Equality Policy with the employees' representatives to prevent discrimination in all management processes.

Hutchison Ports Pakistan has signed an agreement to plant 500,000 mangrove saplings within five years.



The enhanced Dock School Programme has been adopted across the entire Group.



The Global Shipping Business Network (GSBN) will provide a secure, digital collaboration platform for the benefit of all parties in the global supply chain.

In 2022, we have planned two virtual summits for all employees across regions, and the theme focus will be on Sustainability under our Global Connect learning platform.

Set qualitative and quantitative Occupational Health and Safety targets and encourage more BUs to achieve Zero LTI.

5.1.3 Our Business

The Hutchison Ports' Group Sustainability Committee (GSC) has identified six focus areas in the Sustainability Programme. Each focus area is endorsed by a committee member to make sure that senior management exhibits accountability in the implementation and delivery of the initiatives in each area.



The role of the GSC is to create an action roadmap of initiatives and targets in the six focus areas under our three pillars: Our Environment, Our People, Our Business. These targets and initiatives will be communicated to all our BUs worldwide to extend our sustainability goals at a more ambitious pace.

To evaluate whether sustainable development is consistently adopted in all our Pillars, BUs will be required to submit regular progress reports to the project team. The project team will assess their progress against the agreed upon milestones and report their findings to the GSC. The GSC will conduct a year-end analysis to determine whether targets are met and the best practices are applied. Learnings will be incorporated in the next year's programme.

Our Vision for the Future

Our vision for the future is economic growth that is achieved through ethical and sustainable business practices, working in harmony with local communities, and making responsible actions. We will ensure that human rights are respected and proper working conditions are adhered to throughout the supply chain.

5.2 OUR COMMITMENT

To remain successful and sustainable in the long-term, we are committed to strive beyond compliance and make improvements to our business that are driven by aspirational strategy and targets.

As we move forward our sustainability journey, we look forward to sharing our learnings and progress with our partners. To find out more, please visit <https://hutchisonports.com/sustainability/about-sustainability/> accessible via the QR code shown below.



APPENDIX

DATA AND PERFORMANCE INDICATORS

ENVIRONMENTAL DATA

Data Type	Unit	2019 ¹	2020 ¹	2021
CO ₂ Intensity	kg CO ₂ e/ TEU	14.51	13.56	13.17
Energy Intensity	GJ/TEU	0.181	0.179	0.176
Total Energy Use	GJ	6,392,161	5,827,967	6,228,722 ²
Diesel Use	Litre	111,946,356	100,329,206	105,827,220 ²
Electricity Use ³	kWh	552,760,204	521,222,666	573,570,825 ²
SCOPE 1 CO ₂ e	tonne CO ₂ e	302,525	271,245	290,126
SCOPE 2 CO ₂ e	tonne CO ₂ e	210,796	170,205	176,006

¹ This year, the methodology used for calculating the environmental KPIs has been fine-tuned to integrate a more accurate dataset, including primary data, if available. This is the main reason for the restatement for 2019 and 2020 data.

² The significant increase in 2021 energy usage (including diesel & electricity) is mainly due to the resumption of normal business after the 2020 pandemic. However, our concerned efforts are able to maintain a downwards trend for our intensity-based KPIs, which take business handled into consideration.

³ "Electricity Use" only considers electricity purchased from external parties and does not include self-generated electricity.

How We Define Our Emissions

DIRECT EMISSIONS, known as 'Scope 1' emissions, are greenhouse gas (GHG) emissions from sources that are owned or controlled by the company. These include on-site fossil fuel combustion from equipment operation and in-house power generation in our terminals. Some of our terminal equipment and vehicles also burn fossil fuels, mostly diesel, which produce gases such as carbon dioxide (CO₂), which is then classified as a direct emission.

INDIRECT EMISSIONS, known as 'Scope 2' emissions, are GHG emissions associated with the purchase of electricity, steam, heat, or cooling. Although scope 2 emissions physically occur at the facility where the energy is generated, or the process takes place, they are still accounted for within our GHG inventory because they are a result of the Group's energy use.

EMPLOYEE DATA

Health And Safety Indicators

Period		2019	2020	2021
Number of work-related fatalities	Full-time employees	1	0	1
Number of work-related fatalities	Part-time employees	0	0	0
Number of work-related fatalities	Non-Employees*	3	1	2
Number of lost days due to work injury (employees)	Overall	7,212	5,880	5,992

*Note: Examples of non-employees include contractors / sub-contractors / service-providers.

Above updates allow us to report KPIs in alignment with CKHH ESG requirements.

Employee Trainings for Full-time Employees		2019	2020	2021
Percentage of employees who received training	Overall	68.59%	44.80%	53.54%
Percentage of employees who received training (By Gender) (No. of Trained Employee / Total No. of Trained Employee)	Male	90.49%	87.68%	88.67%
	Female	9.51%	12.32%	11.33%
Percentage of employees who received training (By Gender) (No. of Trained Employee / Total No. of Employee)	Male	68.97%	43.85%	52.81%
	Female	65.18%	53.00%	60.11%
Percentage of employees who received training (By Employee Category) (No. of Trained Employee / Total No. of Trained Employee)	Manager Grade	2.32%	3.67%	3.47%
	General Staff	97.68%	96.33%	96.53%
Percentage of employees who received training (By Employee Category) (No. of Trained Employee / Total No. of Employee)	Manager Grade	41.82%	40.59%	49.03%
	General Staff	69.64%	44.98%	53.72%
Average Training Hours - Hrs (By Gender)	Male	16.67	11.15	13.46
	Female	13.92	8.88	13.50
Average Training Hours - Hrs (By Employee Category)	Manager Grade	10.35	7.77	10.74
	General Staff	16.63	11.05	13.57

D&I Indicators

Period	Total Workforce	Workforce By Employment Type		Workforce Gender Composition for Full-time Employees	
		Full-time	Part-time	Male	Female
2019	20,059	17,081	2,978	15,448	1,633
2020	18,477	15,763	2,714	14,164	1,599
2021	18,308	15,180	3,128	13,670	1,510

Number of Employees by Geographical Location for Full-time Employees			
Period	2019	2020	2021
Hong Kong	294	293	277
Mainland China	31	30	27
Europe	4,766	4,765	4,837
Asia, Australia & Others	11,990	10,675	10,039

*Turnover Rate for Full-time Employees				
Period		2019	2020	2021
Overall		6.53%	5.49%	7.08%
By Gender	Male	6.00%	5.16%	6.92%
	Female	11.56%	8.48%	8.49%
By Age Group	<30	10.59%	7.01%	12.08%
	30-49	5.51%	4.37%	5.95%
	50>	6.86%	7.66%	7.50%
By Geographical Location	Hong Kong	18.56%	14.65%	21.05%
	Mainland China	15.63%	6.56%	10.53%
	Europe	6.16%	4.97%	5.89%
	Asia, Australia & Others	6.37%	5.46%	7.23%

Note: Turnover rate refers to full-time employees only, which is calculated based on the employee departure during the year, divided by the total number of employees as at 31 December of each year.

Remarks: The formula for Turnover Rate is $[\text{No. of Full Time Leaver for the year}] / (([\text{No. of Full Time Active Employee for the year}] + [\text{No. of Full Time Active Employee for the year - 1}]) / 2)$

Employee Category for Full-time Employees (By Gender)	Male (Number/%)	Female (Number/%)
2021		
General Staff	13,216 (90.42%) (96.68%)	1,400 (9.58%) (92.72%)
Manager Grade & Above	454 (80.5%) (3.32%)	110 (19.5%) (7.28%)

TOGETHER, WE CAN MAKE IT HAPPEN



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SOCIAL

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