Port de Barcelona

POSITIVE IMPACT 20 24

ANNUAL REPORT

INDEX

LETTER FROM THE PRESIDENT

The year **2024** has been a landmark one for the Port of Barcelona, which proudly hosted the **37th America's Cup of Sailing**. This event was a significant **challenge**, successfully met by both the Port and its Community, and it became the most sustainable edition to date (featuring hydrogen-powered vessels) and the most inclusive, with the first-ever regatta for women.

Throughout **2024**, the Barcelona Port Community has reaffirmed its strong commitment to **sustainable development** and **global engagement**, aiming to contribute to the well-being of people and the decarbonisation of maritime and port activities. This continued dedication is essential to advancing **sustainable practices** and fostering well-being both locally and internationally, underscoring a clear awareness of the **social and environmental responsibilities** that port activity entails.

Sustainability remains a core pillar of both the **Port of Barcelona's Fourth Strategic Plan (2021–2025)** and the **Positive Impact (PI) initiative**, which promotes voluntary actions to raise awareness and foster sustainability among companies in the Port Community -aligned with the United Nations Sustainable Development Goals-. Now in its **10th edition**, the **Positive Impact** Plan has grown from **43 founding companies** to **148** committed organisations.

Positive Impact companies demonstrate **strong governance**, with more organisations adopting structures and mechanisms that foster **ethical, participatory** and **transparent conduct**. The number of companies with a **written code of ethics** continues to grow, as does the integration of **supplier selection** processes linked to ethical commitments.
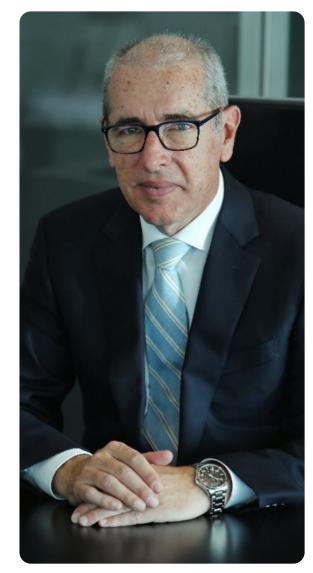
Socially, the presence of **women** in Port Community companies remains a **challenge**, though progress is evident. Over **70%** of organisations report the **absence of a gender pay gap**, a key milestone toward achieving equality. Notably, the connection between **training and employment** is strengthening, with more organisations offering opportunities to staff in training.

Environmentally, awareness of the need to decarbonise the economy continues to rise. There has been an increase in organisations with **formal climate commitments** and actions **to replace fossil fuels** -whether through cleaner service procurement or by expanding the electrification of mobility-.

The commitment to **social responsibility** and **sustainability** is generating economic value and enhancing community well-being, positioning the Port of Barcelona as a place deeply committed to people.
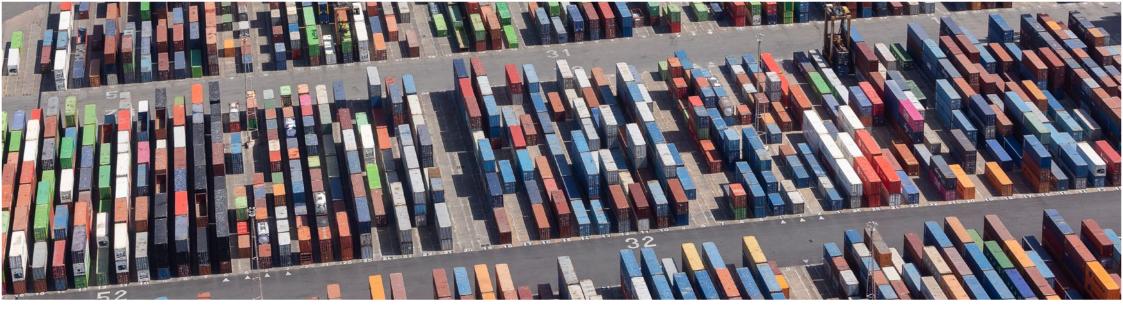
As the driving force behind the Positive Impact initiative, the Port of Barcelona remains dedicated to leaving a **positive mark on the planet, people, and the business environment** -an essential endeavour for a more sustainable future-.

JOSÉ ALBERTO CARBONELL
PRESIDENT OF THE PORT OF BARCELONA

1.
THE IMPORTANCE OF PORTS IN THE GLOBAL TRADE LOGISTICS CHAIN

Maritime transport is essential for global trade, serving as the primary channel for the international exchange of goods.

Ports are critical nodes in the global logistics chain, playing a fundamental role in the flow of international trade. Their strategic location and connectivity enable the efficient movement of goods, reduce transportation costs, and contribute to the global economy. In this context, the Port of Barcelona continues to position itself as a key logistics hub, offering high levels of service, technological innovation, and sustainable infrastructure.

Situated along strategic coastlines with access to major shipping routes, ports act as natural gateways for international trade. They are therefore crucial to facilitating global commerce and integrating national economies into the international market.

> **Ports**: A key element in the global **logistics** chain

Beyond their role as transfer points, ports provide essential infrastructure and services for the handling, storage, and transhipment of cargo between various modes of transport. This function speeds up the transfer of goods between ships, trains and trucks, optimising logistics flows and reducing transit times.

Moreover, ports serve as strategic consolidation and distribution hubs within the global supply chain. Concentrating high volumes of cargo in a single location enables the consolidation of shipments from diverse suppliers and destinations, reducing costs and improving logistics efficiency.

Recent global disruptions -such as the COVID-19 pandemic and armed conflicts- have underscored the critical importance of ports and maritime transport in maintaining the resilience of global supply chains.

2.
BARCELONA'S INTERDEPENDENCE WITH ITS PORT

The Port of Barcelona and the city share a close and interdependent relationship that has developed over centuries. Since ancient times, Barcelona has been a maritime and commercial city, with its port playing a central role in the city's economic, social, and cultural development.

On one hand, Barcelona has gained international relevance thanks to its port, which has historically served as a key economic engine and a vital link to international trade and global maritime transport networks.

On the other hand, the Port of Barcelona owes much of its importance to the city itself. Barcelona's strategic location and its land-based infrastructure facilitate the efficient distribution of goods and ensure strong connectivity to both domestic and international markets. This interaction has transformed the city into a first-rate logistics and commercial hub, generating employment, attracting investment, and supporting economic diversification.

This symbiotic relationship between the city and its port is essential for the growth and prosperity of both, extending beyond the metropolitan area to regions such as Navarre and Madrid.

The strategic location of the Port of Barcelona has long made it a hub for the movement of goods, people and ideas between Europe and the wider world. Beyond its economic influence, the port has left a lasting imprint on Barcelona's urban fabric and identity. It has shaped the city's architecture, culture, and way of life. Historic port areas such as the Barri Gòtic, Port Vell, and Barri del Port stand as living testimony to this deep-rooted connection between the city and its port.

Today, the Port of Barcelona remains a vital economic driver for the city and the wider region. In addition to its logistics and freight-handling functions, the port has also become a prominent tourist and cultural destination. Waterfront promenades, former port facilities repurposed for cultural events, and newly developed commercial and leisure areas around the port clearly illustrate how it continues to support the city's growth and vibrancy.
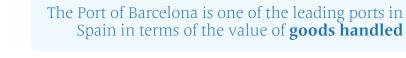
> Barcelona is significant because of its port, and the port thrives because of Barcelona

> Port and City:
> Historically, the **Port of Barcelona** has been a **key hub** for **maritime trade** in the western Mediterranean
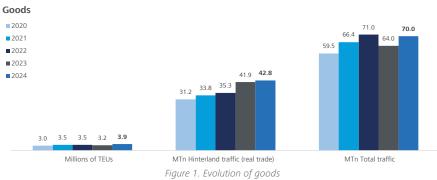
3.
THE POSITIVE IMPACT OF THE PORT

Another key strength of the Port lies in its operational efficiency and connectivity to international maritime routes. For companies involved in importing or exporting goods, the port is a fundamental part of their logistics chain, and their competitiveness often depends, in part, on the Port of Barcelona's performance.

> The Port of Barcelona is one of the leading ports in Spain in terms of the value of **goods handled**

Goods
- 2020
- 2021
- 2022
- 2023
- 2024

Figure 1. Evolution of goods

Passengers
- Number of passengers (millions)
- Year-on-Year passenger growth
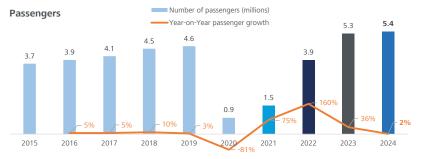
Figure 2. Passenger evolution

3,90	**Million TEUs** (Unit equivalent to a 20-foot ISO container - 6.10 m)
42,80	**Million tonnes of hinterland traffic (actual commercial traffic)**
70,00	**Million tonnes of total traffic**
24%	**Share of the State's total maritime trade**
5,40	**Annual number of passengers (in millions)**
2%	**Year-on-year growth in passenger numbers compared to the previous year**
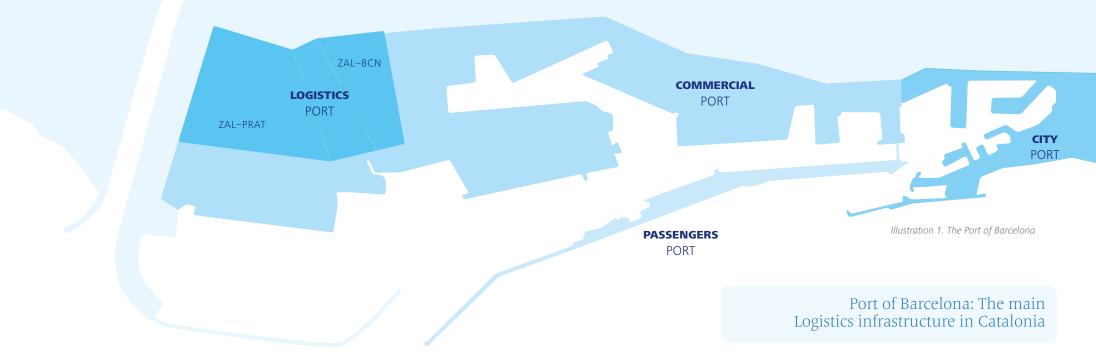
These figures highlight the Port of Barcelona's significance not only locally but also in the broader landscape of global trade and logistics.

> Port activity: vital for the city and the country

OTHER POSITIVE EFFECTS OF PORT ACTIVITY

Port operations are central to the economy, both at the local and national levels, as ports act as essential gateways for international trade. This role supports economic growth and generates employment across a range of sectors, including port operations, logistics, administration, and transport.

In addition, ports help attract investment and stimulate regional economic development, contributing to the prosperity of both the city of Barcelona and the wider Spanish economy.

ZAL–BCN

LOGISTICS
PORT

ZAL–PRAT

COMMERCIAL
PORT

CITY
PORT

PASSENGERS
PORT

Illustration 1. The Port of Barcelona

Port of Barcelona: The main
Logistics infrastructure in Catalonia

4.
THE PORT AND THE PORT COMMUNITY

A port is a convergence point for various modes of transport -maritime, road and rail- enabling the efficient movement of goods between regions across the globe. To make this modal exchange of goods and passengers possible, appropriate infrastructure and the coordination of multiple actors are essential.

In a broader sense, a port is much more than just a transport facility. It is a strategic hub for global trade and logistics, playing a key role in the integration of international supply chains. Beyond their function as entry and exit points for global commerce, ports contribute to maritime safety, environmental management, tourism, and regional economic development.

4.1
THE INFRASTRUCTURE

The Port of Barcelona is Catalonia's main logistics infrastructure , spanning 1,112.2 ha with a combined quay and berth length of 23.183 km.

To meet the diverse needs of cargo and passenger flows, the Port of Barcelona is structured around specific areas tailored to the characteristics of each port activity:

• The **City** Port: Integrated with the city, open to public and cultural use.

• The **Passenger** Port: Dedicated to cruise ships, ferries, and general passenger traffic.

• The **Commercial** Port: Specialised in handling containers, vehicles, and both liquid and solid bulk cargo.

• The **Logistics** Port: Focused on logistics operations such as *consolidation* (combining multiple shipments into one) and *deconsolidation* (the reverse process) of goods.

4.2
THE ACTORS INVOLVED IN THE PORT OF BARCELONA

Due to its complexity, the Port of Barcelona does not operate in isolation. It relies on the inter-action of a wide range of **public and private organisations** that provide essential services. This collaborative ecosystem is known as the Port Community comprising approximately **500 organisations** and **40,000 workers**.

Managing an international logistics operation requires close coordination among all actors to ensure efficiency and effectiveness. These stakeholders operate locally and globally, supporting the port's functionality.

> Smooth operations depend on collaboration among the following actors

- **Importer**
  Responsible for bringing goods, such as Colombian coffee, to Barcelona by sea. Works with freight forwarders to choose optimal shipping options based on frequency and cost.

- **Shipping Companies**
  Own the vessels that transport goods between origin and destination ports.

- **Shipping Agents**
  Represent shipping lines at the port and manage services for the vessel, cargo, and crew.

- **Border Inspection Services**
  They carry out health and safety checks to ensure the quality of the goods.

- **Customs**
  It regulates the passage of goods and people through the port, applies customs fees and ensures safety.

- **Customs Brokers**
  They facilitate customs formalities, acting as intermediaries between the owners of the goods and customs.

- **Harbour Master's Office**
  Oversees vessel entry and exit and ensures safe navigation conditions.

- **Pilots, tugboats and moorings services**
  Provide assistance during berthing and departure operations.

- **Provisioning, Waste, and Fuel Suppliers**
  Provide ships with food, fuel, and waste collection services.

- **Port terminals and stevedoring operators**
  Handle cargo within the port under concessions granted by the Port Authority.

HOW DOES COFFEE GET TO BARCELONA?

OPERATORS AND ADMINISTRATIONS – INTERNATIONAL TRADE

Port of Barcelona

Process within the Port

COLOMBIA
EXPORTER

SPAIN
IMPORTER

COFFEE

CARRIER

TERMINAL A
PORT OF BARRANQUILLA

CARRIER

COFFEE

TERMINAL B
PORT OF BARCELONA

Port de Barcelona

NAVIGATION

Process within the Port

Puerto of Barranquilla

SERVICES TO MERCHANDISE
· Freight forwarder
· Shipping agents
· Customs agents

· Stevedore
· Port terminals

CONTROL BODY ON THE BORDER
· External health
· Animal health
· Plant health
· SOIVRE
· Customs agency

OTHER ADMINISTRATIONS
· Port Authority
· Maritime captaincy

SERVICES

Port services
· Practical, tugboats and moorings

Services on the ship and auxiliaries
· Removal of waste from the ship – Marpol
· Fuel supply – bunquering
· Provision of food and other provisioners
· Repairmen, cleaning

Illustration 2. How coffee arrives in Barcelona

4.3
THE PORT COMMUNITY OF BARCELONA

The various actors present at the Port make up what is known as the **Port Community**. This environment consists of both public and private companies working together to create an **eco-system that enables the Port to operate efficiently**. It is a complex and dynamic network that coordinates all the necessary aspects for the proper development of its operations. Today, it comprises around 500 companies, generating approximately 40,000 direct jobs and 238,000 indirect jobs.

40.000
PROFESSIONALS

500
ORGANISATIONS

4.4
BCN PORT INNOVATION FOUNDATION

Barcelona Port Innovation is a private foundation promoted by the Port of Barcelona in collaboration with *Aggity* and *Ackcent*. Its goal is to attract talent and transform the maritime-port sector into a smart innovation hub, guided by knowledge, technology, and a strong commitment to social and environmental responsibility — all in line with the principles of the blue economy.

Click for more information on Barcelona Port Innovation .

4.5
THE PORT AUTHORITY OF BARCELONA

The **Port Authority of Barcelona (APB)** plays a key role within the Port Community. As a public entity, it is responsible for the **management, administration, and oversight of port services, maritime signalling**, and all **activities** requiring **authorisation or concession** within the port grounds. Its main **functions** are:

• **Planning, building, and managing** port infrastructure.

• **Coordination of port services** to ensure their efficiency and quality, including both in-house and concessioned services, as well as the coordination of all operations within the port area.

• **Management of safety and the environment** within the port territory and in services provided by third parties.

• **General promotion** of the Port and the services offered by the Port Community.

4.6
THE GOVERNING COUNCIL

To coordinate the actions of the diverse stakeholders within the Port, the **Governing Council** was created. Though not a legal entity, it represents a collaborative platform between the Port Authority and all public and private organisations that make up the Port Community. Its aim is to guide the port's **future development** and serve as a governance mechanism.

Coordination within the Port Community is achieved through various initiatives, primarily via **Working Groups**. These groups bring together stakeholders with shared objectives to address sector-specific challenges and propose solutions. They **foster collective decision-making** and ongoing development within the port.
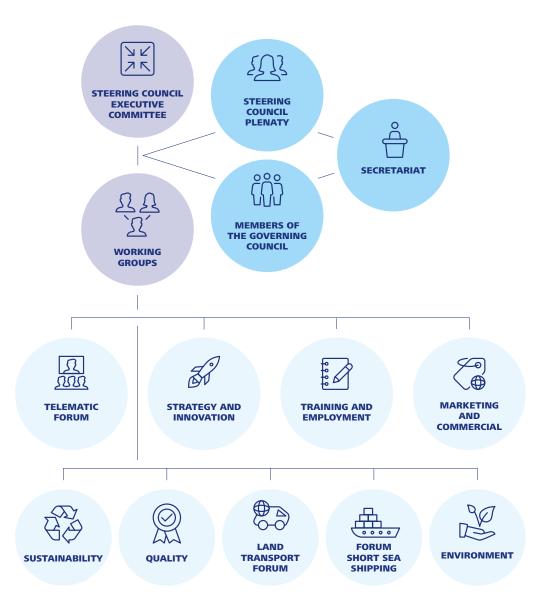
Illustration 3. Organizational structure
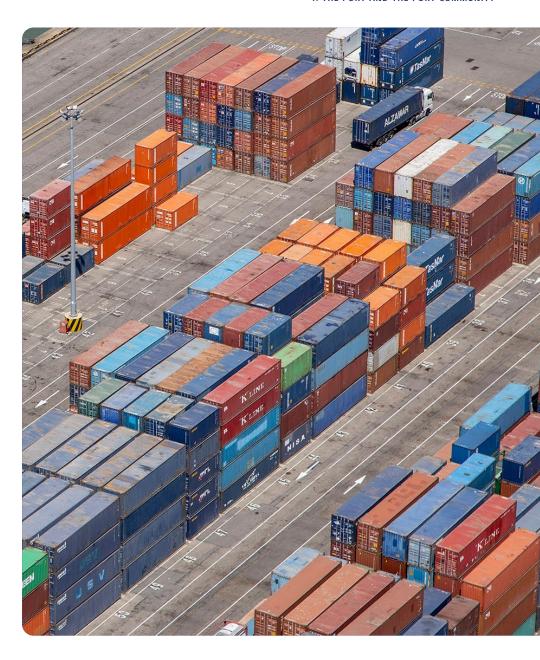
4.7
WORKING GROUPS

The Working Groups are coordinated by the Institutional Relations Department. Each group has a chair (from the Port Community) and a coordinator (from the Port Authority). They function as forums for debate, innovation and project development, with outcomes presented to the Governing Council for validation and, if appropriate, approval.

The various Working Groups of the Council specialise in specific areas. The groups directly related to social and environmental sustainability are as follows:

- **Training and Employment Working Group**: Aligns **training** with the employment needs of Port Community companies, with a focus on European and global standards.

- **Sustainability Working Group**: Through the **Positive Impact** project, this group promotes sustainability in governance, environmental, social and economic areas. It also **monitors emerging sustainability challenges**.

- **Environment Working Group**: Shares best practices in environmental management within the port and promotes **unified strategies** across stakeholders, integrating innovation and sustainability.

- **Security Working Group**. Works to enhance social responsibility and reduce occupational and environmental risks in line with the Port's CSR goals.

This collaborative structure helps foster a more efficient, responsible, and sustainable port ecosystem.

5.
SUSTAINABILITY:
THE KEY TO OUR FUTURE

Sustainability, understood as the ability to meet the needs of the present without compromising those of the future, is essential to ensuring the success and long-term viability of our port. Without adopting sustainable practices, we face environmental, social and economic challenges that could put at risk the planet, our society, and the port's ability to operate efficiently and generate sustained profits.

The **pillars of sustainability** are based on the **three ESG** (Environmental, Social and Governance) **areas**.

> All human activity generates **impacts** on the **natural environment**, **society** and the **economy**, with both positive and negative effects

As a port, our **primary role is to facilitate trade and connect regions on a global scale**. This responsibility is part of our identity, and we cannot renounce it. However, we can transform the way we fulfil this role to ensure alignment with the principles of environmental, social and governance sustainability.

For this reason, we will continue to improve our operations to reduce negative impacts and promote sustainable development in all our areas of influence.

> Being a Sustainable Port means finding the **balance** between our role as **facilitators of international trade** and our **impact** on the **environment** and **people**

We will continue to be a port, but we will do so in a way that drives a more sustainable future for all.

6.
POSITIVE IMPACT: 10 YEARS DRIVING SUSTAINABILITY

The Port Community of Barcelona's commitment to sustainability is channelled through the **Sectoral Sustainability Plan (PSS)**, an initiative created in 2014 within the Governing Council's Sustainability Working Group. This plan represents a significant step towards social, environmental and economic responsibility.

In 2023, the PSS evolved into the **Positive Impact Plan Port of Barcelona (PI)**, consolidating a **shared purpose** to create **distributed value** among all actors in the Port Community.

This plan reflects a collective awareness of the importance of operating **sustainably** and constantly assessing the impact of port activity. The aim is to ensure that operations are not only efficient but also **environmentally friendly and socially responsible**.

Through the measurement and regular monitoring of progress, the Port Community demonstrates its **commitment** to sustainability and establishes a framework to **continuously evaluate and improve** its performance, working towards a more sustainable future for the **Port of Barcelona** and its surroundings.

> From the Sectoral Sustainability Plan (2015)
> to Positive Impact (2024)

> An active commitment
> with sustainability

The process of collecting data through an **annual survey** allows us to understand the state and evolution of sustainability within the Port Community. The **sustainability report**, based on this data, offers a **transparent and comprehensive view** of the impact and progress in sustainability.

The evolution towards **Positive Impact** is a step forward, turning the plan into a set of **concrete actions** in three key areas: **environment, social impact and good governance**. These **voluntary actions** reflect an **active and tangible** commitment, with visible results benefiting both the Port Community and its immediate environment.
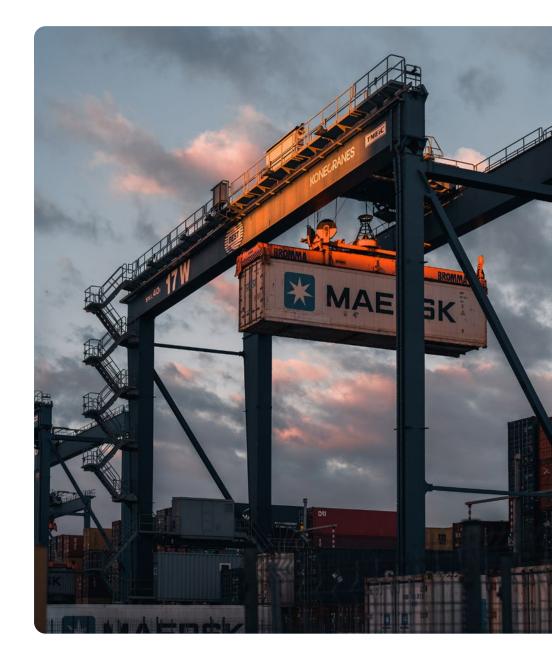
Positive Impact:
commitment to
a fairer world

This transformation towards a more active and visible commitment highlights the importance of **collaboration** between all actors involved in international trade. The Port Community of Barcelona takes on the challenge of minimising the negative impacts of its activity and **leaving a positive footprint** on both people and the environment.

The sustainability report reflects the joint effort of **all the companies, organisations and administrations** that form part of the Port Community. This collaborative approach, initiated in 2015, has consolidated an **innovative and comprehensive model** that leads the way towards more sustainable port management.

Being **pioneers** in sustainability reinforces the position of the Port Community of Barcelona as a **benchmark** in the implementation of sustainable practices in the port sector.

Taking care of people is essential
for the development of a society and
the **success of an organization**

6.1.
POSITIVE IMPACT 2030 STRATEGIC PLAN

In 2022, a **process of identification and prioritisation** of the most relevant material issues for the Port Community of Barcelona was carried out. The analysis of these key aspects, together with the **strategic axes of the Port Authority of Barcelona**, made it possible to establish the **strategic and operational objectives** of the Port Community, thus shaping the **roadmap until 2030**.

Positive Impact Strategic Plan: 3 strategic axes and **12 operational objectives**:

3 STRATEGIC AXES

1
ENVIRONMENTALLY FRIENDLY PORT

2
A FAIR PORT WITH PEOPLE

3
ETHICAL PORT

12 OPERATIONAL OBJECTIVES

1. EFFICIENT USE OF RESOURCES

2. WASTE

3. DECARBONISATION

4. PROTECTION OF THE SEA AND OCEANS

5. DEI- DIVERSITY, EQUITY AND EQUALITY

6. TALENT

7. HEALTHY AND SAFE

8. COLLABORATIVE

9. LEADERSHIP

10. COMPLIANCE

11. INTEGRITY

12. COMPETITIVENESS

Illustration 4. Strategic axes and operational objectives Positive Impact

This **report** reflects the **commitment and progress** made in environmental protection, economic development and social responsibility. It also recognises the need to continue working and collaborating to overcome the remaining challenges on the road to sustainability.

The transition to a more sustainable future
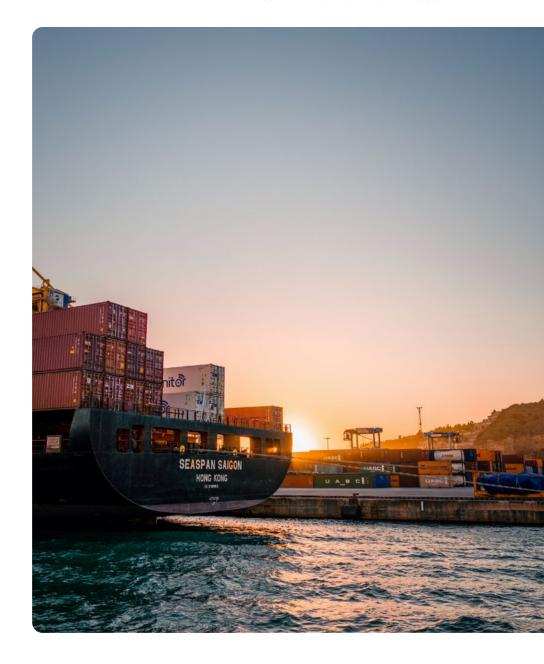
Adopting more sustainable practices **requires an ongoing and collaborative effort** from all parties involved, as well as a **constant ability to adapt** to an evolving environment. This recognition of the remaining challenges demonstrates a **sincere and firm** commitment to continuous improvement.

Looking to the future

The Port reaffirms its willingness to **lead sustainability** both nationally and internationally. This objective translates into:
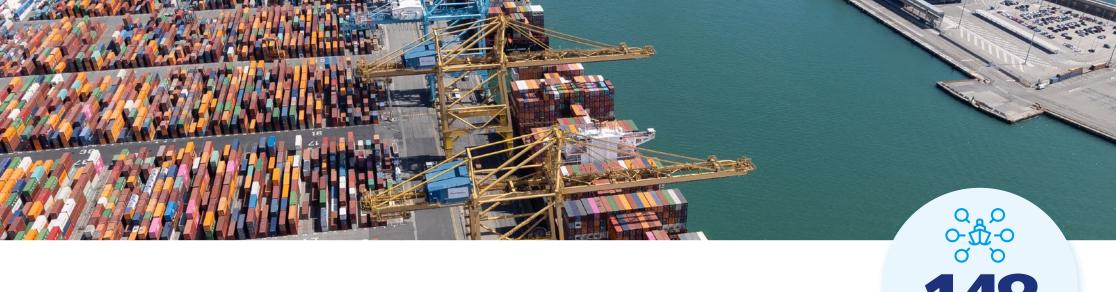
• **Investing in clean technologies** to reduce environmental impact.

• **Promoting innovation** in port operations.

• Working closely with local communities to promote more just and equitable development.

With this vision, the Port of Barcelona continues to move towards a **more sustainable and prosperous future for all**.

7.
POSITIVE IMPACT 2024

148

PARTICIPATING ORGANIZATIONS

The participation of organisations in the **Positive Impact Port of Barcelona** has grown year on year since its inception.

In 2024, a total of **148 organisations** joined, representing an **increase of 13.0%** compared to 2023.

This growing involvement reflects an **active commitment** to sustainability, contributing to the **annual Survey** that shapes the Port of Barcelona's **Sustainability Report**.

The commitment of the Port Community grows

Positive Impact memberships

- PI member companies
- Year-on-Year variation in PI memberships

Year	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
PI member companies	43	54	63	75	78	89	97	116	131	148
YoY variation		25.6%	16.7%	19.0%	4.0%	14.1%	9.0%	19.6%	12.9%	13.0%

Figure 3. Positive Impact adhesion evolution

Positive Impact companies represent **30%** of the Port Community

The data in this **report** correspond to the period between **1 January and 31 December 2024** and have been prepared independently of the **Port's Annual Report**.
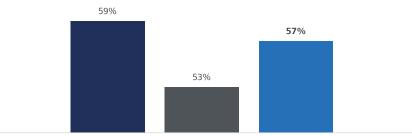
To facilitate clearer interpretation of the **Port Community**'s impact, most indicators are presented as **percentages** rather than absolute values. This allows a more accessible and comparative view based on the **responses provided by each organisation**.

With **10,262 people in the workforce**, this report highlights the **direct impact** of port activity on **employment and labour participation**, consolidating its fundamental role in the **economic and social revitalisation** of the area.

10.262
STAFF

Location of the organizations' headquarters

■ 2022 ■ 2023 ■ 2024

59%

53%

57%

The company, administration, or its department is located within the Port premises

Figure 4. Location of the headquarters of the organizations

Location of the organisations' headquarters

Attached Wharf, Breakwater, 1%

Energy Wharf, 7%

Port Vell, 16%

Outside the Port Premises, 42%

Wharves, 18%

Zona Franca, 16%
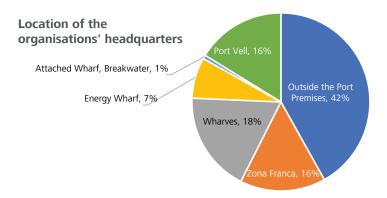
Figure 5. Detail of the locations within the port area
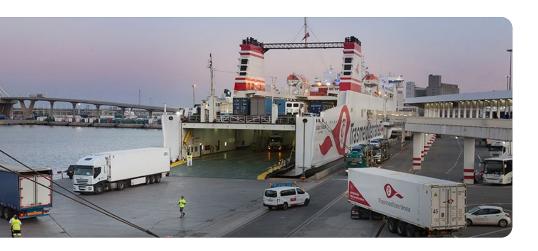
SECTORS OF POSITIVE IMPACT ORGANIZATIONS

The **diversity of sectors** represented by participating organisations highlights the complexity and breadth of port activity. This **variety of industries and services** reflects the interconnection and interdependence of all the agents operating in the Port of Barcelona area.

From logistics and maritime and land transport to the manufacturing industry, international trade, technology and environmental sustainability, the port's business fabric integrates multiple areas of action. This diversity not only highlights the complexity of port operations, but also fosters **cross-sector collaboration**, knowledge sharing and the development of innovative solutions that enhance the competitiveness of the entire Port Community.

To make the Port of Barcelona's activity possible, the involvement of a wide range of actors is necessary, from stevedoring services, freight forwarders, carriers and consignees to other specialised operators. This plurality of services enables the meeting of multiple logistics, transport and goods management needs, offering a comprehensive **infrastructure** for commercial activity.

Representation of Positive Impact companies by sector

■ 2022
■ 2023
■ 2024

Sector	2022	2023	2024
Stevedoring Company and Port Terminals	13%	14%	**10%**
Shipping Agent	12%	14%	**14%**
Customs Agency	14%	15%	**14%**
Freight Forwarding Company	29%	31%	**29%**
Transport Company	16%	19%	**19%**
Public Administration	3%	4%	**3%**
Other Port Services	30%	28%	**20%**
Other Non-Port Activities (Culture, Leisure, etc.)			**19%**

Figure 6. Representation of Positive Impact companies by sector

29%
freight forwarding companies

SIZE OF POSITIVE IMPACT ORGANIZATIONS

In addition to sectoral diversity, the port hosts organisations of different sizes with a wide variety of operational scopes, services and commercial strategies. This heterogeneity **enriches** the port ecosystem, promoting both competition and collaboration among different market players, thus contributing to the overall efficiency of the Port of Barcelona.

The size of the organisations adhering to Positive Impact can be assessed based on their workforce and turnover, two indicators that provide a better understanding of the reach and influence of each company within the Port Community.

Small and medium-sized enterprises are key to sustainability

41%
organizations with between 11-49 workers

Number of employees as of 31 December

■ 2022
■ 2023
■ 2024

	Micro: Up to 10	Small: Between 11-49	Medium: Between 50-249	Large: More than 250
2022	18%	46%	31%	6%
2023	17%	44%	33%	6%
2024	22%	41%	28%	8%

Figure 7. Sizing of the workforce of Positive Impact companies

41%
billing between €10 million and €100 million

Company turnover

■ 2022
■ 2023
■ 2024

	Up to €1 million per year	Between €1 million-€10 million yr	Between €10 million-€100 million yr	Between €100 million-€500 million yr	More than €500 million per year
2022	11%	32%	42%	12%	3%
2023	7%	35%	49%	6%	3%
2024	15%	34%	41%	7%	4%
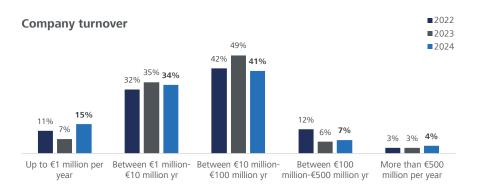
Figure 8. Turnover of Positive Impact companies

7.1
ETHIC PORT

Corporate governance regulates the relationship between the management team, the board of directors and the shareholders, establishing mechanisms to guarantee responsible and transparent management. Good governance is based on a set of principles, rules and procedures that cover key aspects such as ethics, the fight against corruption, regulatory compliance and efficient economic management.

Companies participating in the **Positive Impact** programme demonstrate their commitment to good governance by evaluating several key issues.

7.1.1
LEADERSHIP

To ensure strong leadership in corporate governance, it is essential to clearly define the organisation's mission and values, as well as to make commitments in the different areas of ESG (Environmental, Social and Governance) sustainability. This approach ensures a strategic direction aligned with corporate responsibility and sustainable value creation.

To lead is to maintain a commitment to sustainability

Organisations build alliances to address sustainability challenges

BEST PRACTICES

32,5% | THEY HAVE VIEWED THEIR **ECONOMIC GROWTH BY CONSIDERING POTENTIAL SOCIAL AND ENVIRONMENTAL IMPACTS** (ESG ASSESSMENT OF GROWTH) AND MITIGATING NEGATIVE IMPACTS

27,2% | THEY HAVE DRAWN UP THEIR **STRATEGIC PLAN AND ACTION PLAN ON ESG/SUSTAINABILITY, RELATING TO THE SDGS,** IN WRITING

63,2% | THEY ARE **MEMBERS OF ASSOCIATIONS AND ORGANISATIONS**

33,3% | THEY **ADHERE** TO NATIONAL OR INTERNATIONAL **ESG/SUSTAINABILITY INITIATIVES** (E.G. THE UN GLOBAL COMPACT)

43,0% | THEY PARTICIPATE IN **CONGRESSES, RESEARCH INITIATIVES AND SECTORAL BODIES TO CREATE SYNERGIES**

40,4% | THEY TAKE PART IN **SPECIFIC SUSTAINABILITY FORUMS** THROUGH BUSINESS OR SECTORAL ASSOCIATIONS, OR OTHER RECOGNISED UMBRELLA ORGANISATIONS

36,0% | **THEY PUBLICISE BEST PRACTICES IN SUSTAINABILITY** (AT LEAST ONE PIECE OF EVIDENCE PER YEAR)

29,8% | THEY HAVE CARRIED OUT AN **ANALYSIS OF ESG RISKS AND OPPORTUNITIES**

20,2% | THEY **COMMUNICATE THEIR COMMITMENT TO POSITIVE IMPACT**, BOTH INTERNALLY AND EXTERNALLY

14,0% | THEY **HAVE ESTABLISHED ALLIANCES** (E.G. EUROPEAN, NATIONAL OR LOCAL) WITH SUSTAINABILITY-FOCUSED ORGANISATIONS, ASSOCIATIONS, BUSINESSES AND GOVERNMENTS

13,2% | THEY HAVE CREATED A **COLLABORATION PROTOCOL** THAT INCLUDES A VALIDATION PROCESS TO ENSURE ALIGNMENT WITH THE SUSTAINABILITY STRATEGY

18,4% | THEY HAVE **MECHANISMS** IN PLACE **TO ENSURE FAIR COMPETITION**

63%
adhered to Associations and Organisations

COMMITMENT AND INVOLVEMENT

Involved and committed organisations

51%
have appointed a person responsible for addressing sustainability issues

63%
have a commitment written on labour standards

They have a written commitment in one or more of the areas

■2023
■2024

Area	2023	2024
Human Rights	49%	**44%**
Labour standards	69%	**63%**
Environment	64%	**55%**
Anti-corruption	66%	**60%**
Fair competition	35%	**33%**
There is no written commitment	15%	**23%**
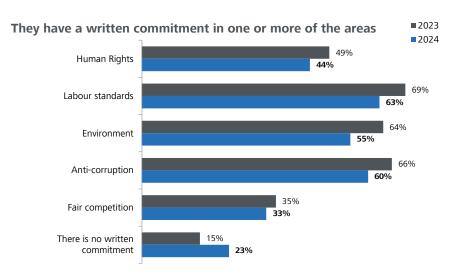
Figure 9. Written commitment in one of the different areas

Involvement of top management in ESG matters

■2023
■2024

	2023	2024
The highest governing body approves the organisation's sustainability objectives	64%	**52%**
The highest governing body oversees environmental, social, and governance (ESG) reports	47%	**35%**
The highest governing body regularly reviews potential risks related to the business model	56%	**45%**
A person has been appointed to address sustainability matters	64%	**51%**
There is a formal structure (committee) to address sustainability matters	37%	**29%**
Executive remuneration is linked to ESG performance	11%	**8%**
There is a procedure in place for identifying ESG risks	33%	**21%**
All staff receive training on ESG (sustainability) matters	40%	**33%**
All staff receive training on labour-related matters	77%	**65%**
Not managed	9%	**14%**

Figure 10. Pre-registration of senior management in ESG matters

SUSTAINABLE DEVELOPMENT GOALS (SDGS)

Established by the United Nations General Assembly in September 2015, the Sustainable Development Goals (SDGs) comprise a **global agenda** with **17 goals** and **169 targets aimed** at addressing major global challenges and promoting sustainable development by 2030.

The SDGs act as a roadmap to help organisations align their strategy and operations with sustainability principles.

Positive Impact organisations demonstrate their **commitment to the SDGs** daily, integrating them into their business **strategy** and management.

Illustration 5. Sustainable Development Goals (SDGs)

Positive Impact aligned with the SDGs

SDGs addressed by the organisations

■ 2022
■ 2023
■ 2024

SDG 1 "No Poverty"
- 11%
- 9%
- **8%**

SDG 2 "Zero Hunger"
- 11%
- 10%
- **11%**

SDG 3 "Good Health and Well-being"
- 35%
- 37%
- **34%**

SDG 4 "Quality Education"
- 28%
- 27%
- **25%**

SDG 5 "Gender Equality"
- 59%
- 63%
- **56%**

SDG 6 "Clean Water and Sanitation"
- 24%
- 25%
- **23%**

SDG 7 "Affordable and Clean Energy"
- 38%
- 37%
- **40%**

SDG 8 "Decent Work and Economic Growth"
- 46%
- 49%
- **42%**

SDG 9 "Industry, Innovation and Infrastructure"
- 27%
- 30%
- **26%**

SDG 10 "Reduced Inequalities"
- 27%
- 29%
- **39%**

SDG 11 "Sustainable Cities and Communities"
- 21%
- 15%
- **18%**

SDG 12 "Responsible Consumption and Production"
- 48%
- 34%
- **34%**

SDG 13 "Climate Action"
- 44%
- 44%
- **46%**

SDG 14 "Life Below Water"
- 14%
- 14%
- **21%**

SDG 15 "Life on Land"
- 12%
- 11%
- **17%**

SDG 16 "Peace, Justice and Strong Institutions"
- 16%
- 12%
- **10%**

SDG 17 "Partnerships for the Goals"
- 20%
- 23%
- **21%**

None
- 24%
- **26%**

Figure 11. SDGs on which companies collaborate

The most reported SDGs are
SDG 5 "Gender Equality"
SDG 8 " Decent Work and Economic Growth "
SDG 13 "Climate Action"

SDG 5 — GENDER EQUALITY — **56**%
SDG 7 — AFFORDABLE AND CLEAN ENERGY — **40**%
SDG 8 — DECENT WORK AND ECONOMIC GROWTH — **42**%
SDG 10 — REDUCED INEQUALITIES — **39**%
SDG 13 — CLIMATE ACTION — **46**%
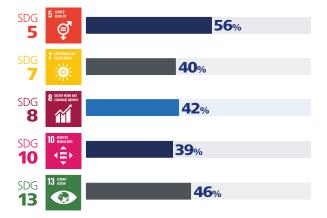
Table 1. Main SDGs linked to companies Positive Impact (+35%)

50%
declare to carry out
initiatives related to SDGs

Companies undertaking initiatives related to the SDGs

■ 2022
■ 2023
■ 2024

- 73%
- 52%
- **50%**
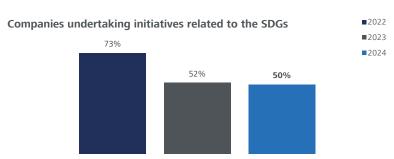
Figure 12. Companies with SDG-related initiatives

Port de Barcelona | POSITIVE IMPACT |

7.1.2
COMPLIANCE

Compliance is a fundamental aspect for Positive Impact companies, which have developed various procedures to ensure that their activities are carried out legally and responsibly.

Ensuring compliance with applicable regulations is essential to creating an environment of trust

AGREEMENTS

61,4% THEY CLAIM **TO COMPLY WITH AGREEMENTS WITH STAFF, SUPPLIERS, AND CUSTOMERS**

MANAGEMENT SYSTEMS

1,6% THEY ARE CERTIFIED UNDER **ISO 37301:2021 COMPLIANCE MANAGEMENT SYSTEMS**

REPORTING

30,7% THEY CLAIM TO COMPLY WITH THE **OBLIGATIONS ARISING FROM THE NON-FINANCIAL INFORMATION LAW 11/2018** AND THE MANDATORY CONTENT REQUIRED FOR DISCLOSURE.

34,6% PREPARE A **SUSTAINABILITY REPORT** (GRI STANDARD, EINF/CSRD, SASB...)

EQUAL OPPORTUNITIES

63,8% THEY CLAIM TO COMPLY WITH THE **OBLIGATIONS ARISING FROM THE EQUAL OPPORTUNITIES ACT**

77%
have data and systems
security measures in place

DATA PRIVACY

75,6% ENSURE **FULL COMPLIANCE WITH DATA PROTECTION LEGISLATION**

6,3% THEY ARE CONSIDERING ISO 27701 CERTIFICATION FOR PERSONAL DATA SECURITY

77,2% THEY HAVE IMPLEMENTED **MEASURES TO GUARANTEE SYSTEM AND DATA SECURITY, ENSURING CYBERSECURITY**

RESPONSIBLE TAXATION

44,9% THEY HAVE MADE AN **EXPLICIT COMMITMENT TO FISCAL TRANSPARENCY**

LEGALITY

Good practice in ESG matters also reduces the **risk of penalties for non-compliance**.

94%
have not received any significant fine or penalty

Significant fines or sanctions for legislative breaches in matters of

■ 2022
■ 2023
■ 2024

	2022	2023	2024
Competition	20%	0%	**0%**
Human Rights		0%	**0%**
Occupational safety	20%	0%	**5%**
Environmental	40%	1%	**0%**
Consumer protection	20%	1%	**1%**
No fines or sanctions have been received	95%	98%	**94%**
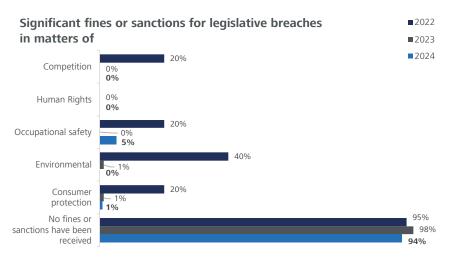
Figure 13. Fines or penalties for legislative breaches

Only one organisation has reported having pending or **condemnatory legal cases** regarding unfair competition or in which the organisation has been involved.

HUMAN RIGHTS

The **Universal Declaration of Human Rights (UDHR)** is one of humanity's great milestones. Promoted by several governments worldwide, it was approved in 1948 by the United Nations General Assembly.

64%
declare a commitment to Human Rights

Human Rights protection

	2023	2024
The organisation declares its commitment to and/or action on Human Rights	70%	**64%**
Contracts or agreements that include human rights protection clauses or are subject to human rights assessment <25%	3%	**3%**
Contracts or agreements that include human rights protection clauses or are subject to human rights assessment 25%<50%	0%	**3%**
Contracts or agreements that include human rights protection clauses or are subject to human rights assessment 50%<75%	3%	**3%**
Contracts or agreements that include human rights protection clauses or are subject to human rights assessment< 75%	10%	**7%**
Not managed	29%	**34%**

Figure 14. Degree of development in the protection of human rights

Companies with operations negatively impacting human rights

	2023	2024
	3.3%	**2.8%**

Figure 15. Organizations with negative impacts on human rights

REPORTING

The **ESG** activity of organisations can be reported voluntarily or as a legal requirement, depending on the characteristics of each company. The existence of different global standards makes it possible to unify information on organisational development, facilitating both its analysis and comparability.

More and more organisations report on their development

35%
produce a
Sustainability
Report

Organisations that report their development

■ 2023
■ 2024

31%
18%
27%
35%
18%
15%

| Compliance with obligations under Law 11/2018 on Non-Financial Information (EINF) | Publishes a Sustainability Report (GRI Standards, EINF/CSRD, SASB...) | Is a signatory to the UN Global Compact and submits the annual Communication on Progress (COP) |
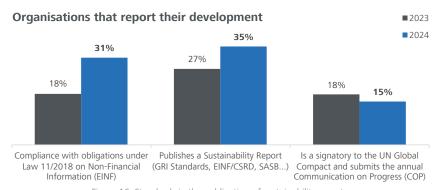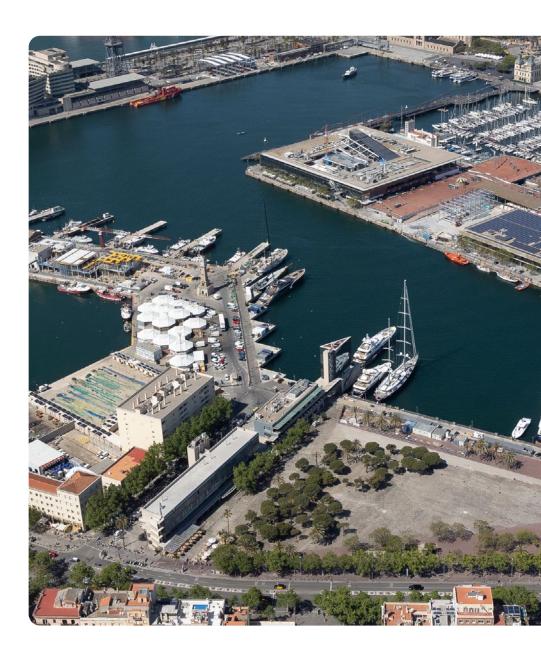
Figure 16. Standards in the publication of sustainability reports

7.1.3
INTEGRITY

Integrity in the professional environment is critical to building relationships of trust and credibility, both within the company and with customers, business partners and the community. In addition, it contributes to fostering a healthy work environment and strengthening the organisation's reputation.

Creating structures and mechanisms to promote ethical, participatory and transparent conduct

WORKING GROUP

26,8% THEY ACTIVELY PARTICIPATE IN **THINK TANKS / SUSTAINABILITY WORKING GROUPS**

19,7% THEY ACTIVELY PARTICIPATE IN THE INTERNAL **SUSTAINABILITY WORKING GROUP**

CODE OF ETHICS

73,2% THEY HAVE A **WRITTEN CODE OF ETHICS OR CODE OF CONDUCT**

55,1% THEY COMMUNICATE AND **PROVIDE TRAINING ON THE CODE OF ETHICS TO NEW EMPLOYEES**

64,6% THEY HAVE **ANONYMOUS REPORTING CHANNELS FOR ETHICAL CONCERNS**

64%
have reporting channels

POLITICS

63,8% THEY HAVE **IMPLEMENTED SPECIFIC ANTI-CORRUPTION MEASURES**

35,4% THEY HAVE A **WRITTEN SUSTAINABILITY POLICY**

ORGANS

22,8% THEY HAVE ESTABLISHED A **SUSTAINABILITY COMMITTEE**, SELECTING EMPLOYEES WHO WILL PROMOTE AND MAKE DECISIONS ON SUSTAINABILITY

33,1% THEY HAVE DESIGNATED **SUSTAINABILITY LEADERS** IN THE COMPANY WHO PROMOTE ESG ISSUES

11,8% THEY HAVE **EVALUATION SYSTEMS** IN PLACE FOR THE **EXECUTIVE COMMITTEE**

12,6% THEY HAVE **EVALUATION SYSTEMS** IN PLACE FOR THE **BOARD OF DIRECTORS**

MATERIAL TOPICS AND STAKEHOLDERS

18,1% THEY HAVE DEFINED **MATERIALITY THROUGH A PROCESS OF DIALOGUE WITH STAKEHOLDERS**

12,6% THEY HAVE IDENTIFIED AND **LISTED STAKEHOLDER GROUPS AND THE COMMUNICATION CHANNELS USED FOR EACH**

9,4% **THEY ENGAGE IN PROACTIVE DIALOGUE WITH KEY STAKEHOLDERS** AND RESPOND TO THEIR CORE EXPECTATIONS, WHILE KEEPING TRACK OF LESS CRITICAL STAKEHOLDER INPUT

7,9% THEY **UPDATE THE MATERIALITY MATRIX EVERY TWO YEARS** BASED ON STAKEHOLDER DIALOGUE AND STRATEGIC PRIORITIES
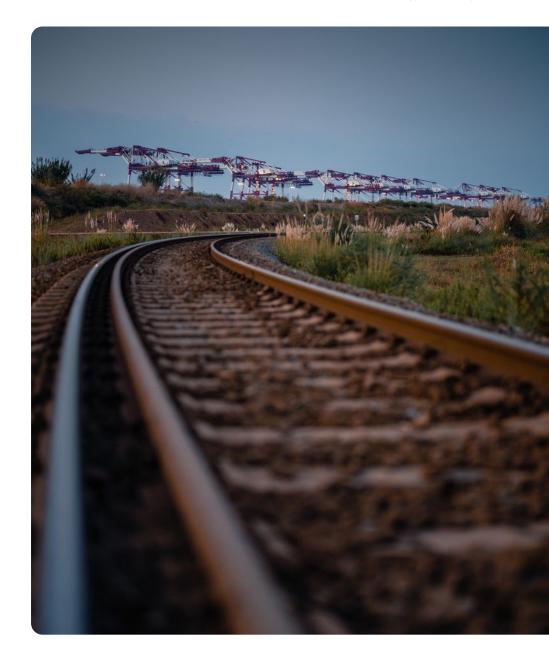
31%
communicate internally
the Sustainability Policy

TRANSPARENCY

30,7% THEY **COMMUNICATE THE SUSTAINABILITY POLICY INTERNALLY** USING THE SAME CHANNELS AS FOR OTHER COMPANY POLICIES

24,4% THEY **COMMUNICATE THE POLICY EXTERNALLY**, PARTICULARLY TO RELEVANT STAKEHOLDERS (VALUE CHAIN), TO HIGHLIGHT THE IMPORTANCE OF THE SUSTAINABILITY POLICY

29,1% THEY INCLUDE A DEDICATED **ESG/SUSTAINABILITY/CSR SECTION ON THEIR WEBSITE**

MANAGEMENT SYSTEMS

43,3% THEY HAVE **EXPLORED OPTIONS FOR MANAGEMENT SYSTEMS** (NOT NECESSARILY REQUIRING IMMEDIATE CERTIFICATION) THAT PROVIDE EFFICIENCY AND SECURE MANAGEMENT PRACTICES

32,3% THEY HAVE **IMPLEMENTED THE MANAGEMENT SYSTEM** AND PROMOTE ITS MONITORING THROUGHOUT THE VALUE CHAIN (SUPPLIERS, DISTRIBUTORS, ETC.)

18,1% THEY ARE **CERTIFIED UNDER AN ESG/SUSTAINABILITY/CSR MANAGEMENT SYSTEM**

MATERIALITY AND STAKEHOLDERS

Stakeholders have interests that are or could be **affected** (negatively or positively) by the organisation's **activities**.

A **materiality** analysis helps identify what is **relevant** to the organisation and what is not, thus **aligning** the organisation's **strategy** with its ESG **priorities**. It allows focus on what is truly important, identifying the issues on which stakeholders can influence.

Identify material issues and manage stakeholders, a strategic need

Material issues and stakeholder engagement

■2023
■2024

Materiality assessment carried out through stakeholder dialogue — 11% / **18%**

List of stakeholders and communication channels for each group — 11% / **13%**

Proactive dialogue with key stakeholders to address their main concerns. Monitor feedback from less critical stakeholder groups — 8% / **9%**

Materiality Matrix is updated every two years based on stakeholder dialogue and the company's strategic priorities — 5% / **8%**

Internal communication of the Sustainability Policy through the same channels as other internal policies — 22% / **31%**

External communication of the Sustainability Policy, especially targeting the most relevant stakeholders (value chain), to convey its importance — 16% / **24%**

Figure 17. Material issues and stakeholders

ETHICAL CONDUCT

Organisations include their standards of behaviour, values and principles in the **code of ethics**, thus defining **their culture**.

Availability of a Code of Ethics
■ 2022 ■ 2023 ■ 2024

73%
have a Code of Ethics

- Has a written Code of Ethics or Code of Conduct: 71% / 65% / **73%**
- Provides training on the Code of Ethics for new employees: 45% / **55%**
- Has anonymous whistleblowing channels for ethical concerns: 60% / 53% / **65%**

Figure 18. Availability of written Code of Ethics

ANTICORRUPTION

Anti-corruption measures
■ 2022 ■ 2023 ■ 2024

64%
have measures
against corruption

- 65% / 72% / **64%**

Figure 19. Internal protocols for evaluation and control of corruption

7.1.4
COMPETITIVENESS

Promoting innovation
sustainably and responsibly

Harnessing the economic strength of the **Port of Barcelona** responsibly means ensuring that its **growth and economic impact** go hand in hand with **sustainability** and benefit for the community. To achieve this goal, different approaches can be taken:

• **Sustainable development:** Promote balanced economic growth, incorporating sustainable practices in logistics, resource management and the reduction of environmental impact.

• **Corporate Social Responsibility:** Actively contribute to the well-being of the local community through social programmes, job creation, and investments in the development of the territory.

• **Transparency and ethics:** Ensure open communication with the community and companies, promoting ethical and responsible business practices.

• **Innovation and competitiveness:** Promote continuous improvement of operations to strengthen competitiveness in the international market and become a benchmark for sustainable innovation.

• **Education and awareness:** Raise awareness of social, economic and environmental issues through dissemination of knowledge and educational programmes aimed at the community.

• **Collaboration:** Work together with institutions, organisations and communities to face challenges and achieve shared objectives for the benefit of economic and social development.

Navigating towards responsible supply chain management

PRODUCT
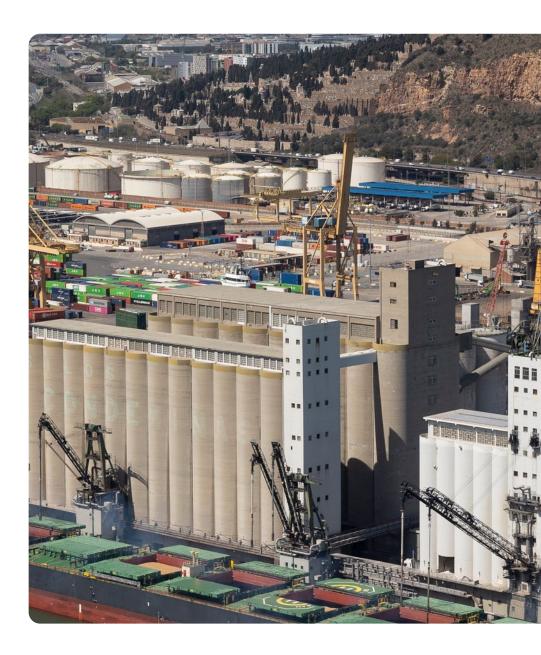
53,4%	THEY **OFFER SUSTAINABLE PRODUCTS AND SERVICES**
56,0%	THEY ENSURE THE **HEALTH AND SAFETY OF PRODUCTS, SERVICES AND OPERATIONS**
8,6%	THEY INVEST A **HIGH PERCENTAGE IN MORE SUSTAINABLE R&D**
15,5%	THEY INVEST IN **MORE SUSTAINABLE R&D&I**
28,4%	THEY HAVE APPOINTED A **PERSON RESPONSIBLE FOR COORDINATING ALL SUSTAINABILITY-RELATED INNOVATION PROJECTS**
7,8%	THEY USE **TREND REPORTS AND PROPOSE INNOVATIONS IN PRODUCTS, PACKAGING AND SERVICES**
74,1%	THEY CARRY OUT CUSTOMER **SATISFACTION SURVEYS**
33,6%	THEY SET **TARGETS FOR REDUCING CUSTOMER COMPLAINTS**

40%
introduce environmental and social criteria relevant in the contracting of suppliers

RESPONSIBLE SOURCING

35,3% | **THEY PROMOTE THE VALUES OF THE CODE OF ETHICS TO SUPPLIERS** (IN INITIAL CONTRACTS, ON ORDER FORMS, ETC.)

31,9% | **THEY ASSESS AND MANAGE RISKS AND OPPORTUNITIES IN THE SUPPLY CHAIN**

40,5% | THEY INCLUDE **RELEVANT ENVIRONMENTAL AND SOCIAL CRITERIA IN SUPPLIER PROCUREMENT**, WITH THE POSSIBILITY OF REQUIRING CERTIFICATIONS (ISO 14001, 50001, EMAS, ETC.)

25,0% | THEY ESTABLISH **CRITERIA FOR THE PREFERENTIAL SELECTION OF SUPPLIERS, PRIORITISING ESG ASPECTS**, LOCAL BUSINESSES, AND MINORITY-OWNED ENTERPRISES (E.G. GROUPS AT RISK OF EXCLUSION)

16,4% | THEY HAVE **PROGRAMMES/INITIATIVES TO SHARE KNOWLEDGE** (KNOW-HOW) WITH SUPPLIERS IN ORDER TO DEVELOP NEW ESG SOLUTIONS

14,7% | THEY HAVE ESTABLISHED **ESG CRITERIA FOR KEY SUPPLIERS**

23,3% | THEY HAVE DEFINED **HUMAN RIGHTS STANDARDS FOR KEY SUPPLIERS**

11,2% | THEY HAVE DEFINED ESG **AUDIT AND DOCUMENTATION CRITERIA FOR KEY SUPPLIERS**

VALUE CHAIN

A careful analysis of the **value chain** and relevant strategic activities allows the identification of **ESG** aspects.

Companies with information on product origin

■ 2023
■ 2024

The main raw materials used — 27% / **24%**

The origin of the main distributed products — 37% / **36%**

Not managed — 55% / **55%**
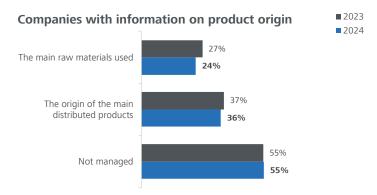
Figure 20. Information on the origin of materials and/or products

Sustainability management must also include **suppliers and partners**, ensuring their alignment with the strategy defined by the organisation.

Supplier evaluation and procurement

■ 2023
■ 2024

Has defined good governance responsibility criteria — 46% / **49%**

Has defined social responsibility criteria — 35% / **34%**

Has defined environmental responsibility criteria — 48% / **46%**

Supplier contracts require adherence to the company's Code of Ethics — 34% / **41%**

Not managed — 28% / **25%**
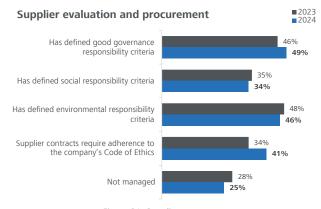
Figure 21. Supplier management

46%
have defined criteria
of environmental responsibility
in supplier contracting

Purchases within the European Union

■ 2022
■ 2023
■ 2024

97%   94%   **83%**

Purchases within the European Union
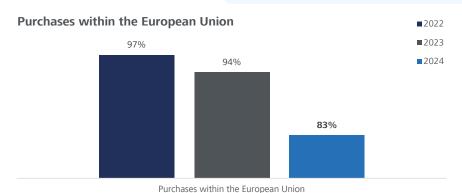
Figure 22. Average purchases are made within the European Union

FINANCIAL AID

To implement **ESG** policies, investments and budget allocations are essential to cover associated expenses. These investments can be financed with own resources and/or through financial aid from public administration.

Areas of state or EU funding received

■2022 ■2023 ■2024
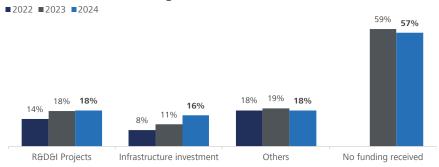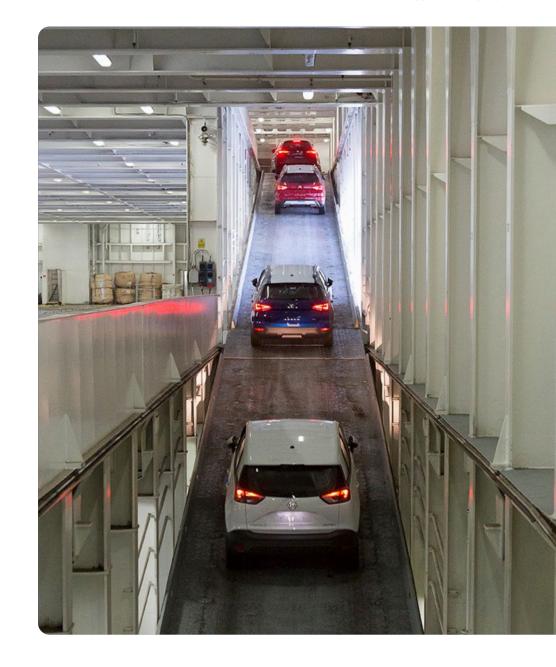
Figure 23. Areas in which financial aid has been received from the Administration

R&D&I Projects: 14% / 18% / **18%**
Infrastructure investment: 8% / 11% / **16%**
Others: 18% / 19% / **18%**
No funding received: 59% / **57%**

CLIENTS

Responding appropriately **to customer expectations and needs** is essential to the development of any organisation.

Customer satisfaction ■ 2023 ■ 2024

74%
Evaluate customer satisfaction

72% **74%**

38% **34%**

Conducts customer satisfaction surveys

Sets targets for reducing complaints
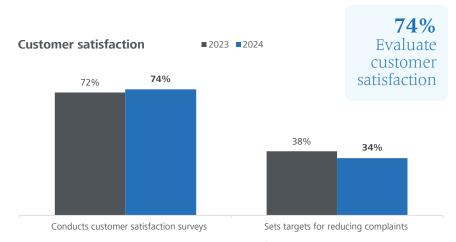
Figure 24. Customer evaluation

CERTIFICATIONS

Certifications allow organisations to demonstrate compliance with standards and technical requirements through evaluation by independent entities. **Positive Impact** organisations hold multiple certifications, including those related to sustainability.

The **Positive Impact Port Community** reaffirms its commitment to sustainability through adherence to global initiatives and management of recognised certifications.

Sustainability certifications
■ 2023 ■ 2024

Certification	2023	2024
RS 26000 (RightSupply validated)	2%	2%
B.Corp	0%	0%
Ecovadis	19%	20%
None	79%	79%
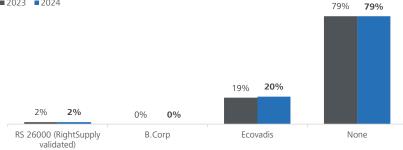
Figure 25. Available Certifications: ESG Ratings

Organisational certifications

Certification	2023	2024
ISO 9001 Quality Management	67%	66%
ISO 14001 Environmental Management Systems	46%	47%
ISO 14063 Environmental Communication	1%	2%
ISO 19600 Compliance Management Systems	0%	0%
UNE 19601 Criminal Compliance Management Systems	3%	2%
UNE 19602 Tax Compliance Management Systems	0%	0%
ISO 22000 Food Safety	5%	4%
FSSC 22000 Food Safety	4%	4%
ISO 26000 Social Responsibility	1%	2%
ISO 27701 Personal Data Security	0%	3%
ISO 37001 Anti-Bribery Management Systems	3%	2%
ISO 45001 Occupational Health and Safety	29%	30%
ISO 50001 Energy Management	5%	8%
EMAS (Eco-Management and Audit Scheme)	10%	9%
SGE21 (Forética) Ethical and Social Responsibility Management System	0%	0%
IQNet SR10 Social Responsibility Management System	1%	1%
UN Global Compact	20%	17%
Family-Friendly Company	3%	4%
Healthy Workplace	4%	5%
Zero Waste	4%	3%
SA8000 Social Accountability	1%	1%
SWFCP Wineries Sustainability	0%	0%
Other organisational certifications	37%	31%
None	14%	18%

■ 2023 ■ 2024

66%
certified under
ISO 9001 Quality
Management
System

Figure 26. Available Certifications: Organisation

Climate change and carbon footprint certifications

■ 2023
■ 2024

Net-Zero Standard (SBTi) — 4% / **5%**
ISO 14064 Carbon Footprint — 6% / **7%**
ISO 14067 Greenhouse Gases — 1% / **2%**
CO! − State Registry — 10% / **12%**
CO! − Voluntary Agreements — 6% / **9%**
CO! Compensation — 4% / **6%**
None — 78% / **77%**

Figure 27. Available Certifications: Climate Change

7.2
PORT FAIR WITH PEOPLE

The social sphere includes key aspects such as employment and industrial relations, health and safety at work, training, equal opportunities, and the management of products and services in terms of security and data protection.

Caring for people is essential to the progress of society and the success of any organisation. As an international actor in daily contact with people of various nationalities and diverse economic and labour realities, the Port of Barcelona actively works to defend human rights, improve quality of life, and promote equal opportunities.

This commitment to people's well-being and rights reflects an inclusive and progressive vision based on social justice and equity. By collaborating with and supporting initiatives in favour of human rights and equality, the Port of Barcelona contributes to a fairer and more sustainable future, promoting respect, diversity, and inclusion for all.

7.2.1
HUMAN TEAM
The **human capital** of **Positive Impact** organisations is reflected in the following data (as of 31 December):

10.262
TOTAL WORKFORCE

The labour policies of these organisations act as a **roadmap** to manage talent and define personnel needs.

7.2.2
DIVERSITY, EQUITY, EQUALITY

Positive Impact organisations represent the **Port Community** in terms of **diversity** (cultures, ethnicities, languages, genders, etc.), **equity** (ensuring fair distribution and correcting inequalities) and **equality** (principle of universal law).

DIVERSITY

Diversity is defined as the **presence of people with different backgrounds, skills, and perspectives** working together in the same environment. Key factors include gender, age, ethnicity, sexual orientation, skills, and professional experience.

Promoting diversity in the workplace generates multiple benefits:

- **Creativity and innovative thinking:** A diversity of experiences and viewpoints brings a wider range of ideas and solutions.

- **Better decision-making:** Diverse perspectives enrich decision-making and favour more informed results.

- **Inclusive environment:** A respectful and diverse workplace promotes employee satisfaction and engagement.

- **Talent attraction and retention:** Organisations valuing diversity attract varied profiles and retain talent.

- **Better representation of customers and markets:** A diverse workforce better understands customer needs and adapts to different markets.

The presence of women in the labour market remains a challenge

32%
women on staff

Workforce distribution by gender

■ 2022 ■ 2023 ■ 2024
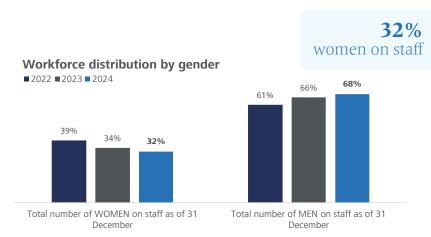
Figure 28. Total women and men

37%
women in middle management

Workforce distribution by gender and job category

■ 2022 ■ 2023 ■ 2024
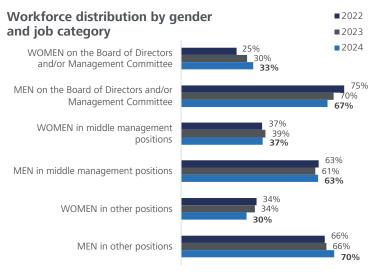
Figure 29. Women and men by job position

To promote **diversity**, it is essential to implement policies and practices ensuring **inclusion, equal opportunities, and equity** in the workplace. This requires **strong leadership commitment** to a diverse and inclusive environment.

Sensitivity towards labour inclusion

22%
assess diversity
with indicators

DIVERSITY

44,6%	THEY HAVE A **WRITTEN HUMAN RESOURCES POLICY**
22,3%	THEY **ASSESS THE STATE OF DIVERSITY** USING RELEVANT INDICATORS SUCH AS GENDER, AGE, NATIONALITY AND OTHERS
13,7%	THEY SET **SPECIFIC DIVERSITY TARGETS**
8,6%	THEY ASSESS THE **DIVERSITY OF GOVERNANCE AND MANAGEMENT BODIES** (EXECUTIVE COMMITTEE AND BOARD OF DIRECTORS, AS WELL AS ANY OTHER EXISTING BODIES OR COMMITTEES)
32,4%	THEY ACTIVELY **PROMOTE THE INCLUSION OF PEOPLE WITH DISABILITIES**
16,5%	THEY INCREASE PROCUREMENT FROM **SPECIAL EMPLOYMENT CENTRES (SECS/CEES)**
31,7%	THEY ENSURE THE **ACCESSIBILITY OF PREMISES** (INCLUSIVE PHYSICAL SPACES FOR EVERYONE)
1,4%	THEY PROMOTE THE **INCLUSION OF PEOPLE AT RISK OF SOCIAL EXCLUSION**

People with a disability and at risk of social exclusion

■ 2022 ■ 2023 ■ 2024
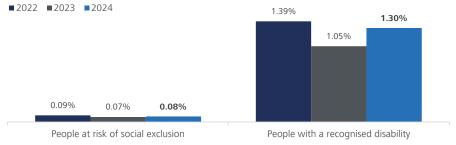
Figure 30. Staff with disabilities and at risk of exclusion

EQUITY

The **wage gap** refers to differences in average earnings between groups, often **men and women** performing similar jobs.

To address this challenge, organisations implement policies such as:

- **Pay transparency:** Make internal pay structures public to detect and correct inequalities.

- **Education and awareness-raising:** Training on gender equality and salary negotiation.

- **Equality policies:** Measures that guarantee equal opportunities, such as fair parental leave and flexible working.

- **Salary audits:** Periodic reviews to identify and correct gender pay disparities.

- **Career advancement and development:** Equal access to career advancement opportunities.

EQUITY

52,5%	THEY PROMOTE **DECENT WORK AND FAIR WAGES FOR ALL INDIVIDUALS**
28,8%	THEY INCREASE THE **PERCENTAGE OF EMPLOYEES HIRED ON PERMANENT CONTRACTS**
22,3%	THEY INCREASE **THE PERCENTAGE OF EMPLOYEES COVERED BY COLLECTIVE AGREEMENTS**
20,1%	**THEY REVIEW AND, WHERE NECESSARY, REDUCE THE GENDER PAY GAP** WITHIN EACH PROFESSIONAL CATEGORY, ESPECIALLY IN SENIOR POSITIONS
66,2%	THEY INCORPORATE **WOMEN INTO SENIOR PROFESSIONAL CATEGORIES**
28,1%	THEY SUPPORT **YOUTH EMPLOYMENT**
57,6%	THEY **HIRE INTERNS**
43,2%	THEY HIRE INDIVIDUALS WITH **VOCATIONAL TRAINING**

58%
hire trainees

No pay gap: social justice to promote equality and contribute to economic growth and societal progress

76%
have equal pay by gender
in management positions

Gender pay gap in executive positions

■ 2023
■ 2024

Women earn LESS. Gap < +25%
— 0%
— **2%**

Women earn LESS. Gap between +15% and +25%
— 6%
— **2%**

Women earn LESS. Gap between +5% and +15%
— 3%
— **4%**

Women earn LESS. Gap between +0.x% and +5%
— 8%
— **11%**

Men and women earn the SAME. Gap 0%
— 81%
— **76%**

Women earn MORE. Gap between -0.x% and -5%
— 3%
— **6%**

Women earn MORE. Gap between -5% and -15%
— 0%
— **0%**

Women earn MORE. Gap between -15% and -25%
— 0%
— **0%**

Women earn MORE. Gap < -25%
— 0%
— **0%**
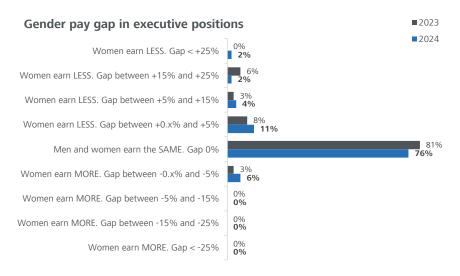
Figure 31. Wage gap in management positions

Gender pay gap in other positions

■ 2023
■ 2024

Women earn LESS. Gap < +25%
— 0%
— **3%**

Women earn LESS. Gap between +15% and +25%
— 3%
— **4%**

Women earn LESS. Gap between +5% and +15%
— 8%
— **9%**

Women earn LESS. Gap between +0.x% and +5%
— 10%
— **10%**

Men and women earn the SAME. Gap 0%
— 70%
— **72%**

Women earn MORE. Gap between -0.x% and -5%
— 8%
— **1%**

Women earn MORE. Gap between -5% and -15%
— 0%
— **0%**

Women earn MORE. Gap between -15% and -25%
— 3%
— **0%**

Women earn MORE. Gap < -25%
— 0%
— **0%**

72%
have equal pay by
gender in other
positions

Figure 32. Wage gap in other positions

Identification of and action on equal pay

■ 2023 ■ 2024

Pay gap up to 5% justified by objective and neutral criteria (EU Directive 2023/970)
41%
29%

Has implemented measures to analyse and reduce the gender pay gap
38%
41%
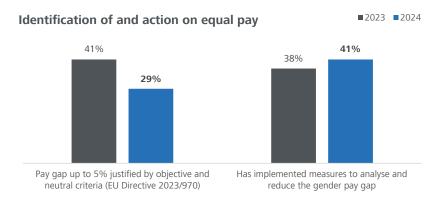
Figure 33. Identification and measures in the gender pay gap

87%
of staff have
permanent contracts

Type of contract and working hours

■ 2022
■ 2023
■ 2024

91% 88% **87%**

Employees with a permanent contract

90% 84% **85%**

Employees on full-time contracts
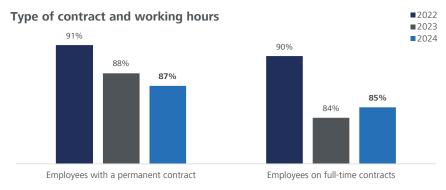
Figure 34. Permanent contract and full-time

Employees working remotely at least 1 day per week

■ 2022
■ 2023
■ 2024

30% 25% **25%**
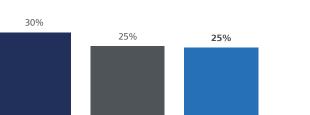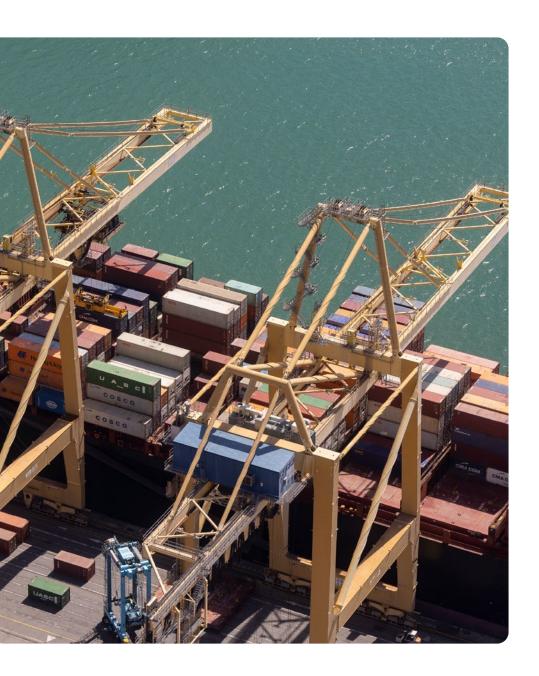
Figure 35. Staff working telematically at least one day a week

In addition to salary, organisations increasingly offer **complementary benefits** to improve working conditions.

25%
telework at least
one day per week

25,0% | ORGANISATIONS HIRE **EXTERNALLY (THROUGH TEMPORARY EMPLOYMENT AGENCIES)**

1,6% | INDIVIDUALS HIRED EXTERNALLY (VIA TEMPORARY AGENCIES) IN 2024

4,1 | **AVERAGE TOTAL NUMBER OF DISMISSALS** CARRIED OUT DURING THE YEAR BY REPORTING COMPANIES

EQUALITY

An equality plan is **essential** to promote gender equality in any organisation. It is a strategic tool to **identify, address, and eliminate** gender-based inequalities and discrimination at work.

Equality plans reflect an organisation's social commitment to equity, respect, and social justice

Its importance lies in several aspects:

- **Workplace equity:** An equality plan ensures that all individuals have the same opportunities for **professional development**, regardless of gender. This includes equal pay, promotion, and access to positions of responsibility, among others.

- **Work environment and diversity:** Contributes to creating a more inclusive, diverse, and respectful working environment. It fosters awareness and respect for gender, cultural, and sexual orientation diversity.

- **Legal compliance:** Complying with regulations helps avoid penalties and demonstrates the organisation's commitment to equality and human rights.

- **Improved image and competitiveness:** Companies and organisations that promote gender equality tend to be more attractive to both customers and potential employees. This can improve the company's reputation and its competitiveness in the market.

- **Sustainable growth:** Gender diversity in leadership teams and across all levels of the organisation can bring different perspectives and approaches, encouraging creativity and innovation.

Availability of an Equality Plan

■2022
■2023
■2024

51%   51%   **51%**
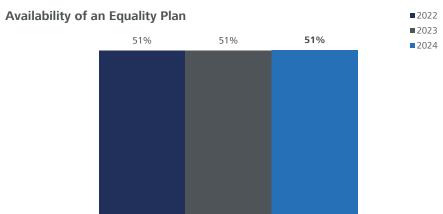
Figure 36. Availability of Equality Plan

51%
have an Equality Plan

50%
have an
Anti-harassment Protocol
(labour and sexual harassment)

Workplace and sexual harassment

■2023 ■2024

53% **50%**

41% **45%**

24% **32%**

Has a protocol in place to address workplace and sexual harassment | Promotes measures to prevent, detect and sanction workplace or sexual harassment | Carries out awareness sessions on equal opportunities and prevention of workplace or sexual harassment
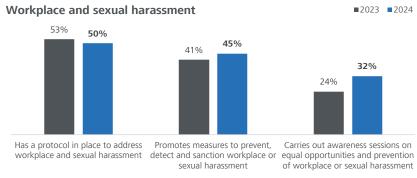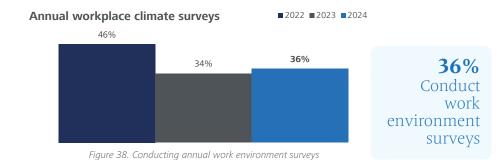
Figure 37. Workplace and sexual harassment

EQUALITY

51,1%	THEY HAVE AN **EQUALITY PLAN**
50,4%	THEY HAVE A **PROTOCOL AGAINST WORKPLACE AND SEXUAL HARASSMENT** *(WHEN THE COMPANY IS NOT LEGALLY REQUIRED TO DEVELOP ONE)*
44,6%	THEY PROMOTE **APPROPRIATE MEASURES TO PREVENT, DETECT AND SANCTION CASES OF SEXUAL OR WORKPLACE HARASSMENT**
32,4%	THEY CARRY OUT **AWARENESS-RAISING SESSIONS ON EQUAL OPPORTUNITIES** AND ON THE PREVENTION OF SEXUAL OR WORKPLACE HARASSMENT

7.2.3

TALENT

Unique skills, knowledge, and abilities are applied productively in the workplace.

Annual workplace climate surveys ■2022 ■2023 ■2024

Figure 38. Conducting annual work environment surveys

36% Conduct work environment surveys

Flexibility and job training are key levers

COMMITMENT

18,9% | THEY DEFINE **WRITTEN SELECTION CRITERIA**, ALIGNED WITH PI VALUES AND VISION

35,6% | THEY REPORT CONDUCTING **ANNUAL WORKPLACE CLIMATE SURVEYS**

30,3% | THEY ENSURE THE **FREE EXERCISE OF ASSOCIATION AND COLLECTIVE BARGAINING**

45,5% | THEY ENGAGE IN **DIALOGUE WITH WORKERS' REPRESENTATIVES** TO MAINTAIN SOCIAL HARMONY

22,7% | THEY DEVELOP **EMPLOYEE EXIT INDICATORS** (TO UNDERSTAND THE REASONS WHY PEOPLE LEAVE THE ORGANISATION)

28,0% | THEY ASSESS THE **PERSONAL, VITAL AND TIME-RELATED NEEDS OF THE WORKFORCE**

FLEXIBILITY

76,5% | THEY HAVE MEASURES IN PLACE FOR FLEXIBLE WORKING HOURS, REMOTE WORK, AND OTHER **WORK-LIFE BALANCE POLICIES**

76% offer measures supporting work-life balance

TRAINING

44,7% | THEY COLLECT **TRAINING INDICATORS**

59,1% | THEY IDENTIFY THE **TRAINING NEEDS OF THE WORKFORCE**

25,8% | THEY PROVIDE INCENTIVES AND SUPPORT FOR **EMPLOYEES' STUDIES**

4,5% | THEY OFFER **SCHOLARSHIPS FOR EMPLOYEES'** CHILDREN

61,4% | THEY HAVE **TRAINING PROGRAMMES FOR THE WORKFORCE**

25,0% | THEY PROVIDE A **HIGH NUMBER OF TRAINING HOURS** PER EMPLOYEE

CAREER

22,7% | THEY HAVE **CAREER DEVELOPMENT PROGRAMMES FOR EMPLOYEES** (INTERNAL PROMOTION)

WORKING GROUP

9,1% | THEY ACTIVELY PARTICIPATE IN THE **TRAINING AND EMPLOYMENT WORKING GROUP**

9,1% | THEY ACTIVELY PARTICIPATE IN A **PROJECT GROUP WITHIN THE TRAINING AND EMPLOYMENT WORKING GROUP**

TRAINING

Promoting training within the organisation improves activity and human capital development

Training delivered during the year (average hours)   ■2022 ■2023 ■2024

14.28

14.11

14.10

Average annual training hours per person
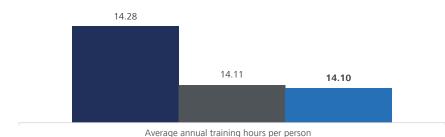
Figure 39. Training carried out during the year: average per person

14,10H

AVERAGE **ANNUAL TRAINING HOURS PER PERSON**

35,5%

TOTAL **ANNUAL TRAINING HOURS COMPLETED BY WOMEN**

Training delivered during the year (by gender)   ■2022 ■2023 ■2024

33%   31%   **36%**

67%   69%   **64%**

Annual training hours completed by WOMEN   Annual training hours completed by MEN

Figure 40. Training carried out during the year: women and men
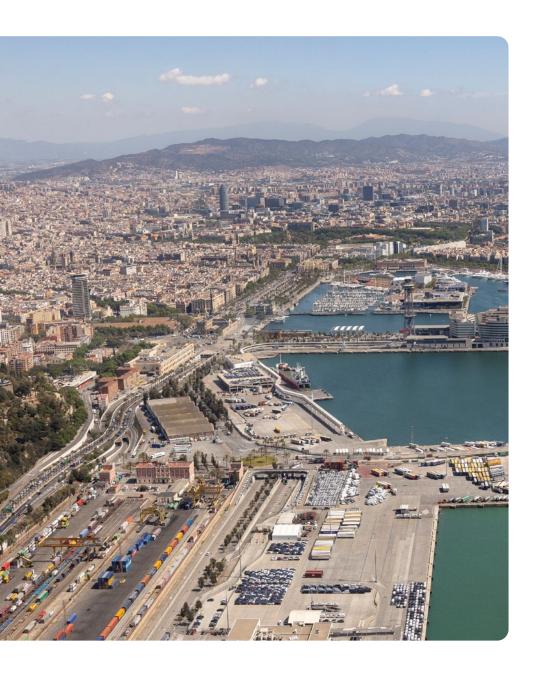
OCCUPATION

In vocational education and training (VET), Positive Impact organisations maintain close ties with students from various training centres.

> *Logistics Operators:*
> *The Most In-Demand Professional Profile*

Profiles needed to be recruited   ■ 2022 ■ 2023 ■ 2024

Profile	2022	2023	2024
Logistics operators (freight forwarders, shipping agents, customs agents)	31%	47%	**45%**
IT and new technology specialists	4%	10%	**13%**
Electrical and mechanical maintenance professionals	8%	13%	**9%**
Component installers and manual workers	1%	4%	**6%**
Specialised administrative staff	21%	31%	**34%**
Drivers	8%	11%	**7%**
No recruitment needs	28%	26%	**32%**

Figure 41. Necessary professional profiles to incorporate

> *Training and Employment:*
> *A Key Synergy to Navigate Towards the Future*

Student onboarding rating

2023 ■ 2024
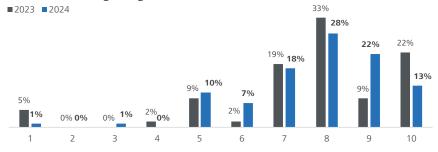
Figure 42. Assessment of the experience of Vocational Training

Vocational Training recruitment

■2022 ■2023 ■2024

Figure 44. Collaboration with Vocational Training

Average student onboarding rating
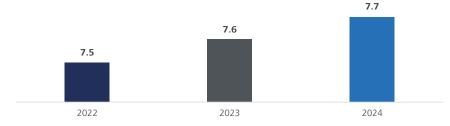
Figure 43. Average assessment of the Vocational Training experience

54%
of dual vocational training students end up being hired

Regarding **vocational training**, this year has enabled continued strengthening of the link between training centres and companies. In the field of **dual vocational training**, the connection between education and business also remains strong.

Vocational Training: students currently in placements

■2022 ■2023 ■2024
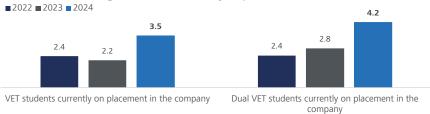
Figure 45. Collaboration Vocational Training: currently contracted

7.2.4

HEALTH AND SAFETY

Occupational health and safety are fundamental in any organisation. They involve implementing measures and policies to guarantee the physical, mental, and emotional well-being of workers and to prevent accidents, injuries, and occupational diseases.

Organisations Committed to the Safety and Well-being of People

52%
report workplace accidents
below the industry average

HEALTH AND SAFETY

4,9% THEY ACTIVELY PARTICIPATE IN THE **SEAFARERS' WELFARE COMMITTEE**

36,1% THEY SET **SHORT-, MEDIUM- AND LONG-TERM OBJECTIVES IN OCCUPATIONAL HEALTH AND SAFETY**

58,2% **OCCUPATIONAL RISK PREVENTION (ORP) DATA** IS COLLECTED TO ALLOW FOR YEAR-ON-YEAR COMPARABILITY

52,5% THE NUMBER OF **WORKPLACE ACCIDENTS REPORTED IS BELOW THE INDUSTRY AVERAGE**

32,0% THEY ARE CERTIFIED IN **ISO 45001 (OCCUPATIONAL HEALTH AND SAFETY)** OR HAVE ANOTHER HEALTH AND SAFETY CERTIFICATION AUDITED BY AN INDEPENDENT THIRD PARTY

46,7% THEY CARRY OUT ACTIONS TO **IMPROVE THE PHYSICAL WORK ENVIRONMENT** (ADDRESSING PHYSICAL, CHEMICAL, BIOLOGICAL, ERGONOMIC, AND ELECTROCHEMICAL FACTORS, ETC.)

45,9% THEY TAKE ACTIONS TO **IMPROVE THE PSYCHOSOCIAL WORK ENVIRONMENT** (INSTITUTIONAL CULTURE, POSITIVE LEADERSHIP, LEADERSHIP STYLES, EQUAL TREATMENT, AND EQUAL RIGHTS AND OPPORTUNITIES)

52,5% THEY IMPLEMENT MEASURES **TO IMPROVE TIME MANAGEMENT** (WORKING HOURS, FLEXIBILITY, WORK-LIFE BALANCE, TIME REFORM, DIGITAL TOOLS, ETC.)

29,5% THEY PROMOTE **HEALTHY LIFESTYLE HABITS** (PHYSICAL ACTIVITY, PROPER NUTRITION, PREVENTION OF HARMFUL SUBSTANCE USE, ACTIVE LIVING, SOCIAL ENGAGEMENT, ETC.)

30,3% THEY ESTABLISH PROCESSES TO CONDUCT **SURVEYS ON PSYCHOSOCIAL ASPECTS AND THE WORK ENVIRONMENT**

18,9% THEY **PROMOTE SPORT** AMONG EMPLOYEES (E.G. CONTRIBUTIONS TO GYM FEES, COMPANY-SPONSORED SPORTING EVENTS, ETC.)

18,0% THEY ORGANISE **CONFERENCES ON MENTAL HEALTH AND WELLBEING**

5,7% THEY PROMOTE **CONFERENCES ON THE PREVENTION OF ADDICTIVE SUBSTANCES**

12,3% THEY RUN **AWARENESS CAMPAIGNS TO REDUCE TRAFFIC ACCIDENTS**

8,2% THEY PROMOTE **ANTI-SMOKING CAMPAIGNS**

MANAGEMENT AND PREVENTION

Reducing risks in health and safety requires
setting objectives, collecting data, and managing it effectively

ACCIDENT RATES

Workplace accidents or incidents affecting the general public can occur at any time, making it essential to maintain proper records and carry out the corresponding analysis to reduce the likelihood of their occurrence.

58%
have the lowest
accident severity rates

Accident severity index

■ 2023 ■ 2024

	0,00-0,15	0,15-0,30	0,30-0,45	0,45-0,60	0,60-0,75	0,75-0,90	0,90-1,00	No es calcula
2023	66%	6%	4%	1%	1%	0%	3%	18%
2024	58%	9%	3%	2%	1%	1%	4%	24%
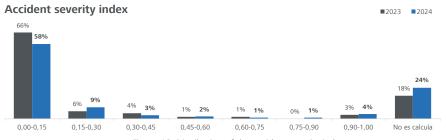
Figure 46. Distribution of the accident severity index

Types of workplace accidents

■ 2022 ■ 2023 ■ 2024

	In itinere (commuting to/from the workplace)	In mission (travelling to/from a service location other than the usual workplace)	Within the port premises	Within the company facilities
2022	13%	1%	32%	46%
2023	26%	18%	11%	45%
2024	22%	4%	36%	38%
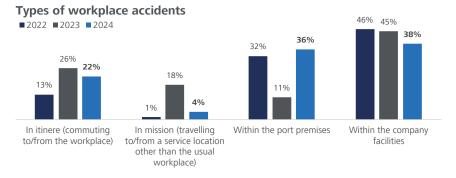
Figure 47. Typology of occupational accidents

7.2.5
COLLABORATIVE PORT

Sustainable development requires social impact action. Society's participation, individually and organised, enables awareness and support for disadvantaged groups and strengthens connections with the environment.

The Port of Barcelona is firmly committed to innovation as a pillar for sustainability and social and environmental contribution.

Addressing Collaboration to Tackle Cross-Cutting Challenges

28%
carry out internal awareness-raising activities on World Environment Day

AWARENESS-RAISING

38,3% THEY CARRY OUT **SHORT-FORMAT AND ACCESSIBLE AWARENESS-RAISING AND INFORMATION ACTIVITIES** FOR ALL EMPLOYEES (E.G. WORKSHOPS, TALKS, EDUCATIONAL MATERIALS) ON SPECIFIC RELEVANT TOPICS (PERSONAL INVOLVEMENT, CIRCULAR ECONOMY, HEALTHY WORKPLACES, ETC.), WITH ANNUAL CONTINUITY AND IN VARIOUS FORMATS

28,0% THEY ORGANISE INTERNAL AWARENESS ACTIVITIES ON **ENVIRONMENT DAY**

5,6% THEY ORGANISE INTERNAL AWARENESS ACTIVITIES ON **HUMAN RIGHTS DAY**

20,6% THEY CARRY OUT INTERNAL AWARENESS ACTIVITIES ON **GARBAGE COLLECTION DAYS** (E.G. IN FORESTS, BEACHES, ETC.)

17,8% THEY INTEGRATE **SUSTAINABILITY CONSIDERATIONS INTO ALL COMPANY PROCESSES AND PROCEDURES**, REVIEWING EXISTING ONES AND DEFINING FUTURE REQUIREMENTS

2,8% THEY INCORPORATE **ESG CRITERIA INTO PERFORMANCE EVALUATIONS**, BOTH AT THE INDIVIDUAL LEVEL AND FOR DEPARTMENTS OR AREAS

6,5% THEY LINK THE **MANAGEMENT TEAM'S REMUNERATION TO ESG OBJECTIVES**

11,2% THEY RAISE **AWARENESS AMONG ALL EMPLOYEES ABOUT ESG** (E.G. THROUGH WORKSHOPS, COMMUNICATIONS, A HANDBOOK ON CONTRIBUTION TO THE 17 SDGS, GAMIFICATION OF EMPLOYEE CONTRIBUTIONS, ETC.)

12,1% THEY IMPLEMENT **COMMUNITY ENGAGEMENT INITIATIVES IN THEIR LOCAL ENVIRONMENT**

DONATIONS

15,9% THEY HAVE DEFINED W**RITTEN CRITERIA FOR DONATIONS AND ALLIANCES WITH NGOS** (WHETHER THROUGH PRODUCTS, SERVICES OR FINANCIAL CONTRIBUTIONS)

7,5% THEY COLLABORATE WITH **STELLA MARIS**

17,8% THEY COLLABORATE WITH THE PORT COMMUNITY'S SOLIDARITY CONTAINER INITIATIVE

39,3% THEY COLLABORATE WITH **NGOS**

SOCIAL CONTRIBUTION

16,8% | THEY RUN **SOCIAL CONTRIBUTION PROGRAMMES** (E.G. SPONSORSHIPS, PATRONAGE) THAT ARE ONGOING AND INVOLVE SPECIFIC COMPANY COMMITMENTS TO PARTNER NGOS

VOLUNTEERING

7,5% | THEY COLLABORATE WITH **NGOS** THROUGH CORPORATE **VOLUNTEERING** PROGRAMMES, ENABLING EMPLOYEES TO VOLUNTEER DURING WORKING HOURS

11%
have an ESG awareness
plan for the workforce

ESG commitment
■ 2023 ■ 2024

	2023	2024
Defines ESG criteria in performance evaluations (individuals, teams, departments)	7%	3%
Executive team remuneration linked to ESG objectives	7%	7%
Has an ESG awareness plan for all staff (workshops, communications, etc.)	10%	11%
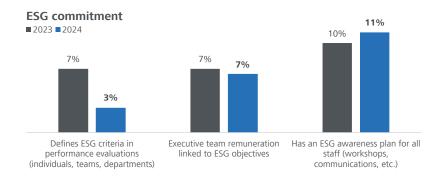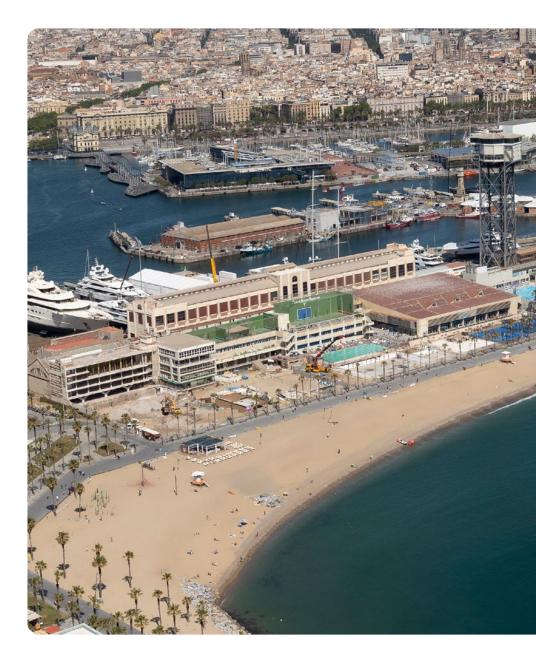
Figure 48. Organisation with a vision towards sustainability

7.3
ENVIRONMENTALLY FRIENDLY PORT

Our planet's **resources** are **limited**, and some are already suffering the consequences of years of **excessive exploitation**. One of the key objectives of Positive Impact is to contribute positively to the **protection of natural resources**. This involves fostering **environmental awareness** among participating organisations, adopting sustainable practices, and promoting respect for the environment.

Through actions and policies that address responsible resource management, reduction of environmental impact, and preservation of ecosystems, Positive Impact organisations play a crucial role in **conserving natural resources**. This **benefits** not only the environment but also the long-term health of the planet and society as a whole. It is an essential step towards more **conscious and environmentally friendly** management for a sustainable future.

7.3.1
ENVIRONMENTAL MANAGEMENT

POLICY AND MANAGEMENT

The environmental policies of organisations allow them to define, identify, and manage their impacts on the planet.

Organisations committed to environmental policies

55%
have a
waste policy/commitment

Policies and written commitments

■ 2023 ■ 2024

The organisation has a policy/commitment on climate change — 33% / **42%**
The organisation has a policy/commitment on air pollution — 39% / **33%**
The organisation has a policy/commitment on water — 36% / **43%**
The organisation has a policy/commitment on ecosystems — 23% / **26%**
The organisation has a policy/commitment on waste (e.g. chemical spills, solid, hazardous or plastic waste) — 56% / **55%**
The organisation has a policy/commitment on energy and resource use — 49% / **52%**
The organisation has identified its environmental impacts and has mitigation and prevention measures in place — 47% / **46%**
Not managed — 20% / **23%**

Figure 49. Written commitment to environmental policy

49%
conduct internal audits of environmental management

Environmental management teams and systems

■ 2023 ■ 2024

Has one or more people with sustainability responsibilities — 62% / **55%**
Has working groups or management committees that plan sustainability actions — 33% / **29%**
Has an onboarding and training plan in sustainability — 25% / **19%**
Has an up-to-date and applied Environmental Policy for all employees — 51% / **49%**
Conducts internal environmental audits — 45% / **49%**
Not managed — 23% / **29%**

Figure 50. Standardized environmental management

INFRASTRUCTURE AND PURCHASING

Climate change poses a clear **threat** to **infrastructure**, due to increasingly severe **weather phenomena** and predicted progressive **sea level** rise. This requires infrastructure to be redesigned to improve **resilience**, ensuring it is environmentally **friendly** and follows a fully **sustainable** approach.

Commitment to sustainable and resilient infrastructure

35%
have planned programmes for building/ infrastructure improvement

Infrastructure and procurement

■ 2023 ■ 2024
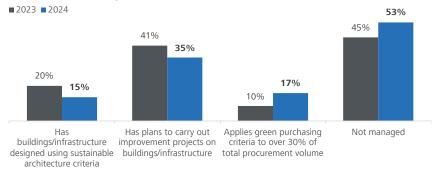
Figure 51. Focus on infrastructure and procurement

7.3.2
EFFICIENT USE OF RESOURCES

All resources are finite to varying degrees. Efficient management throughout all phases is necessary to reduce resource acquisition needs and optimise their use.

*Measuring, Evaluating, and Executing:
The Path to Resource Efficiency*

45%
have measures
to reduce water consumption

WORKING GROUP

28,3% THEY ACTIVELY PARTICIPATE IN THE **ENVIRONMENT WORKING GROUP**

28,3% THEY ACTIVELY PARTICIPATE IN A **PROJECT GROUP WITHIN THE ENVIRONMENT WORKING GROUP**

WATER

45,1% THEY HAVE IMPLEMENTED **MEASURES TO REDUCE WATER CONSUMPTION**

16,8% THEY HAVE IMPLEMENTED MEASURES FOR **WATER REUSE**

FUELS

43,4% THEY USE **LESS POLLUTING FUELS**

21,2% THEY CONTRACT **TRANSPORT SERVICES THAT USE LESS POLLUTING FUELS**

MANAGEMENT SYSTEMS

53,1% THEY ARE CERTIFIED UNDER **ISO 14001, EMAS** OR ANOTHER INTERNATIONALLY RECOGNISED STANDARD

41,6% **THEY COLLECT RELEVANT ENVIRONMENTAL DATA** (IN ACCORDANCE WITH RECOGNISED STANDARDS SUCH AS ISO 14001, EMAS, NON-FINANCIAL INFORMATION STATEMENT -EINF-...)

38,1% THEY SET SPECIFIC **ENVIRONMENTAL OBJECTIVES** (E.G. PERCENTAGE REDUCTIONS, MONITORING INDICATORS, KPIS)

31,9% **THEY EVALUATE AND COMMUNICATE ENVIRONMENTAL IMPACTS** (VIA THE SUSTAINABILITY REPORT, WEBSITE, ETC.) IN TERMS OF CO_2, WATER CONSUMPTION, USE OF RECYCLED PLASTICS, ETC

13,3% THEY CONDUCT A **WRITTEN ASSESSMENT OF SOCIAL AND ENVIRONMENTAL IMPACT ASSESSMENT** (EVALUATING VARIOUS ASPECTS RELEVANT TO THE ORGANISATION) AT THE PRELIMINARY STAGE OF NEW PROJECTS

ENERGY

Improving energy efficiency reduces **pollution** and greenhouse gas **emissions**, helping curb climate change and protect the planet's health. It also lowers **economic costs**, as more efficient use can mean significant **energy savings**.

Implementing energy efficiency measures is a long-term investment benefiting both sustainability and economic savings for companies, industries, and individuals.

The increase in energy demand requires efficient use to reduce consumption

63%
measure annual
energy consumption

Energy management

■ 2023 ■ 2024

	Measures annual energy consumption	Has implemented electricity-saving measures	Has not implemented electricity-saving measures	Energy saving is not managed
2023	72%	74%	4%	22%
2024	**63%**	**70%**	**7%**	**23%**
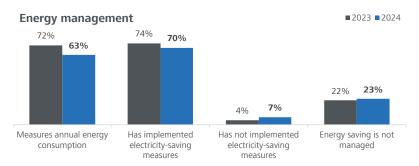
Figure 52. Energy management

WATER

Water is a **scarce and vital** resource impacting human life, ecosystem health, and the global economy. Water sustainability includes availability, quality, and efficient use.

Scarcity and pollution **affect** communities and biodiversity. Water must be conserved, protected, and equitably distributed, promoting responsible practices across all sectors. Preserving freshwater sources and reducing the water footprint are key for a sustainable future.

Water awareness in non-water-intensive organisations

57%
measure annual water consumption

Water management
■ 2023 ■ 2024

	2023	2024
Measures annual water consumption	61%	**57%**
Calculates its Water Footprint	11%	**5%**
Water Footprint is not managed	89%	**95%**
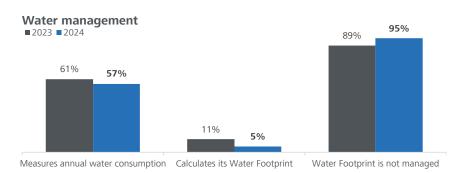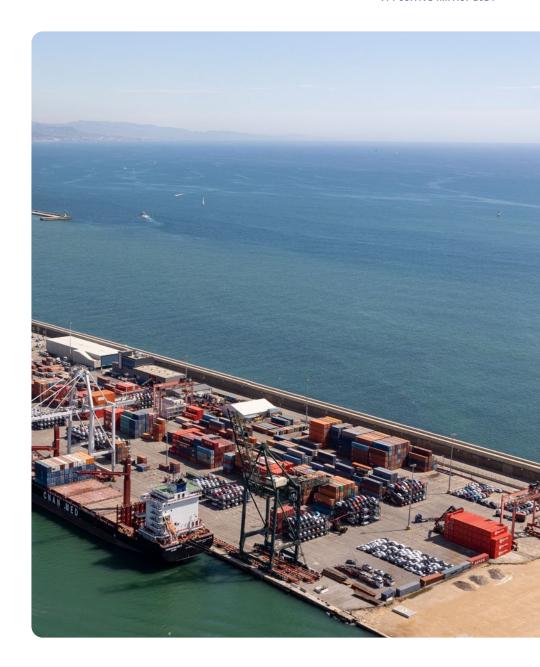
Figure 53. Water management

7.3.3
WASTE

Proper waste management is vital to protect the environment, human health, and natural resources. The Port pays **special attention** to waste collection and management, including oils, bilges, and general waste.

To ensure proper waste management, Community organisations implement measures such as:

- Inventorying waste-generating activities in the Port
- Periodic monitoring of concessions and service providers
- Applying penalties for waste abandonment in unauthorised areas
- Preparing guides for good environmental practices
- Separate waste collection points
- Composting and drying areas for inert waste
- Awareness campaigns
- Projects to valorise fishing waste

Waste management includes collection, treatment, and final disposal, such as recycling, reuse, or disposal. Proper management minimises negative impacts on the environment, public health, and natural resources.

Sustainable production, a long-term path

32%
promote the purchase of recycled products

WASTE

68,4%	THEY HAVE IMPLEMENTED MEASURES TO **REDUCE WASTE GENERATION**
23,9%	THEY PROMOTE **SUSTAINABLE PACKAGING** (E.G. USE OF PAPER FROM RESPONSIBLY MANAGED FORESTS, REDUCTION OF PLASTICS, USE OF RECYCLED PLASTICS, ETC.)
31,6%	THEY ENCOURAGE THE **PURCHASE OF RECYCLED PRODUCTS** (RAW MATERIALS, SECONDARY MATERIALS, CLEANING PRODUCTS, COMPUTERS, ETC.)
37,6%	THEY PROMOTE THE **PURCHASE OF LESS POLLUTING PRODUCTS** (E.G. CLEANING PRODUCTS, OFFICE SUPPLIES)
10,3%	THEY HAVE IMPLEMENTED MEASURES TO **REDUCE FOOD WASTE**
13,7%	THEY HAVE **POLLUTION PREVENTION MEASURES SPECIFIC TO THE SUBSOIL**

91%
segregate the waste generated

Waste management and circular economy   ■2023 ■2024

	Separates generated waste for proper treatment	Has conducted a Life Cycle Assessment of used and/or marketed products	Plans to conduct a Life Cycle Assessment (LCA) in the short term	LCA is not managed
2023	92%	20%	0%	80%
2024	91%	19%	5%	76%
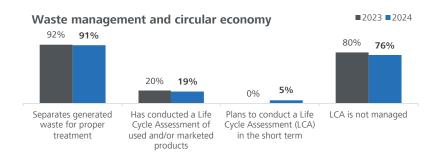
Figure 54. Waste management

Waste treatment

■2022 ■2023 ■2024

61%
51%
39%
Percentage of waste recovered

45%
36%
22%
Percentage of waste sent to landfill

15%
1%
5%
Percentage of waste incinerated
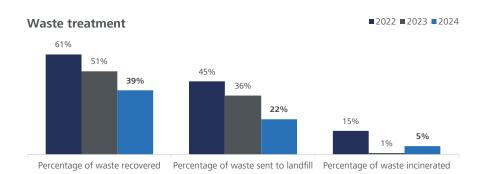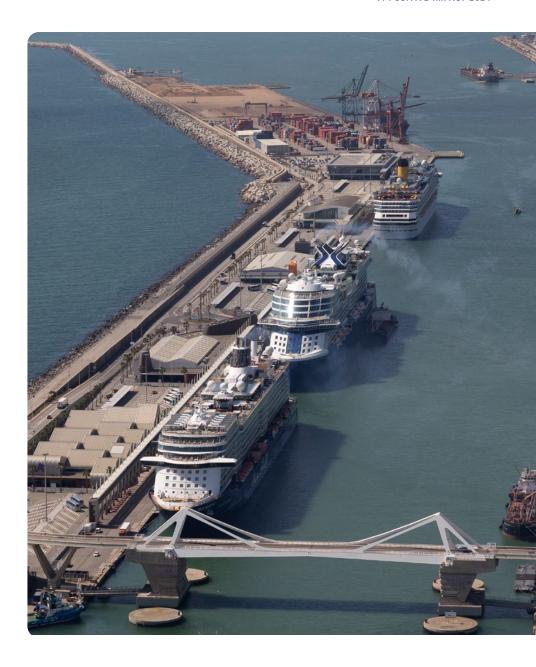
Figure 55. Waste treatment

Waste fractions generated and separated

■2023 ■2024

Glass	Paper, cardboard	Plastic	Organic waste	Residual waste	Oils	Wood	Chemicals	Metals	Electronics	Hazardous waste	Others	Not managed
50% **49%**	99% **99%**	82% **85%**	50% **53%**	60% **60%**	33% **34%**	33% **36%**	23% **28%**	38% **32%**	52% **48%**	38% **38%**	22% **21%**	0% **0%**

Figure 56. Typology of waste generated and separated

7.3.4
DECARBONISATION

The Authority and Port Community implement measures to ensure environmental quality in the port:

- **Air quality measurement:** Fixed stations and atmospheric monitoring during port works, including control of soybean allergens.

- **Reduction of greenhouse gas (GHG) emissions:** Commitment to Voluntary Agreements for progressive reduction of direct and indirect emissions.

- **Water quality control:** Programmes, pollution source inventories, periodic water and sediment quality campaigns, and voluntary guides and codes of conduct.

- **Water surface cleaning:** Daily boat services collecting waste and delivering it to appropriate managers.

- **Acoustic map and action plan:** Noise mapping, monitoring, inspection campaigns, and good practice implementation to reduce noise emissions.

- **Environmental complaint management:** Procedure for receiving and managing environmental complaints, ensuring appropriate responses and continuous process improvement.

These measures ensure the Port maintains high standards of environmental management and responsibility in interacting with the natural environment.

Decarbonising the economy:
a challenge to address

60%
measure the carbon
footprint (CO_2)

RENEWABLE ENERGIES

3,7% | THEY GENERATE OR PRODUCE RENEWABLE ENERGY FROM OTHER SOURCES

EMISSIONS

18,7% | THEY HAVE IMPLEMENTED **SPECIFIC CLIMATE CHANGE ADAPTATION AND MITIGATION MEASURES**

59,8% | THEY **CALCULATE** THEIR **CO_2 FOOTPRINT** ANNUALLY

27,1% | THEY ESTABLISH **CONCRETE CO_2 REDUCTION TARGETS AND CORRESPONDING MONITORING INDICATORS**

9,3% | THEY HAVE THEIR OWN OR THIRD-PARTY **GREENHOUSE GAS (GHG) OFFSETTING** OR TREE-PLANTING PROGRAMMES (E.G. EMPLOYEE VOLUNTEERING DAYS)

14,0% | **THEY ASSESS ENVIRONMENTAL IMPACTS RELATED TO TRANSPORT AND LOGISTICS**

14,0% | THEY **PROMOTE THE USE OF MORE SUSTAINABLE TRANSPORT** (E.G. LOGISTICS PROVIDERS OFFERING SUSTAINABLE ALTERNATIVES, SUSTAINABLE MOBILITY INITIATIVES FOR STAFF)

24,3% | THEY INCREASE THE **FLEET OF VEHICLES POWERED BY ALTERNATIVES TO FOSSIL FUELS**

31,8% | THEY HAVE INSTALLED **PLUG-IN VEHICLE CHARGING POINTS** ON THEIR PREMISES

47,7% | THEY ARE **DIGITISING PROCESSES**

CLIMATE CHANGE

Climate change refers to long-term alterations in the planet's **weather patterns** caused by **human activities**, such as emissions of greenhouse gases (GHGs) like carbon dioxide (CO_2), methane (CH_4), and nitrous oxide (N_2O).

> Climate change is a global challenge requiring globally coordinated efforts to mitigate its effects and adapt to climatic changes

Main **causes** of climate change include:

• **Burning fossil fuels:** Coal, oil, and gas combustion releases large amounts of CO_2.

• **Deforestation:** Tree felling reduces CO_2 absorption capacity and increases emissions.

• **Production of animal-origin food:** Livestock farming and waste management generate methane, a potent greenhouse gas.

Impacts of climate change include:

• **Rising temperatures:** More extreme weather events such as heatwaves, droughts, and intense hurricanes.

• **Melting polar ice caps:** Leading to sea-level rise, threatening coastal areas.

• **Ecosystem changes:** Affecting biodiversity, freshwater availability, and species distribution.

Positive Impact organisations reduce the use of polluting fuels

43%
implement fossil fuel reduction measures

Fossil fuel reduction measures   ■ 2023 ■ 2024

	Use of less polluting fuels	Hiring of transport services using less polluting fuels	Fleet of electric vehicles instead of fossil-fuelled ones	Charging points for plug-in vehicles on company premises
2023	25%	7%	20%	25%
2024	43%	21%	24%	32%
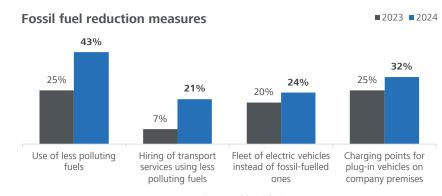
Figure 57. Reduction of fossil fuels

Emissions of gases, solids, or liquids significantly impact the environment and human health, originating from industrial sources, vehicles, combustion, agriculture, and everyday activities.

RENEWABLE ENERGIES

> The use of renewable energy is a crucial alternative to reduce fossil fuel dependence and tackle climate change

Renewable energy sources such as solar, wind, and hydroelectric power offer cleaner, sustainable energy without polluting emissions or contribution to global warming.

Renewable energy sources offer a **cleaner** and more sustainable form of energy, as they do not produce polluting emissions or contribute to **global warming**. They help **diversify** energy sources, reducing **vulnerability** to fossil fuel price fluctuations and contributing to a more stable and secure energy future.

The transition towards the use of renewable energy is an essential step in building a more sustainable future and tackling climate change.

Renewable energy commitments

Renewable energy procurement and generation

46%
procure
renewable energy
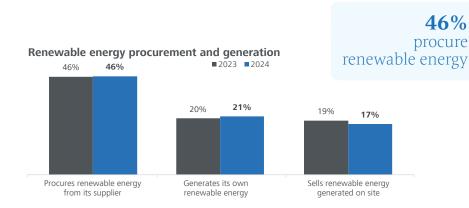
Figure 58. Renewable energy procurement and generation

44%
have 90-100%
certified renewable
origin

Certified renewable energy procurement
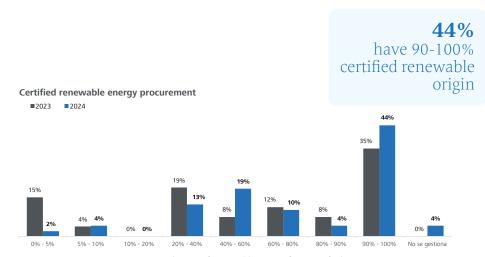
Figure 59. Distribution of renewable energy from certified sources

16%
use 20-40%
photovoltaic energy

Photovoltaic renewable energy generation

■ 2023 ■ 2024

	0% - 5%	5% - 10%	10% - 20%	20% - 40%	40% - 60%	60% - 80%	80% - 90%	90% - 100%	No se gestiona
2023	15%	15%	31%	8%	8%	0%	0%	8%	15%
2024	40%	8%	16%	16%	8%	4%	4%	4%	0%
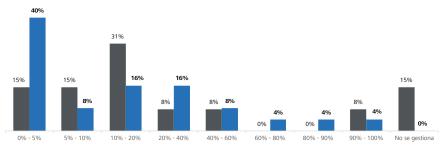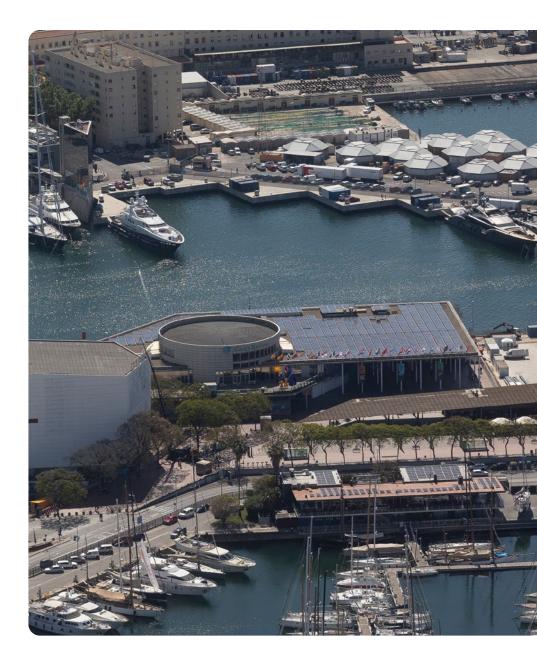
Figure 60. Photovoltaic energy production

Generation from other renewable energy sources

■ 2023 ■ 2024

	0% - 5%	5% - 10%	10% - 20%	20% - 40%	40% - 60%	60% - 80%	80% - 90%	90% - 100%	No se gestiona
2023	9%	9%	27%	0%	0%	9%	0%	0%	45%
2024	18%	5%	5%	0%	5%	5%	5%	0%	59%

Figure 61. Production of renewable energy from other sources

7.3.5
PROTECTION OF SEAS AND OCEANS

Ocean protection is a shared responsibility, requiring individual and global action to sustain these vital ecosystems.

> Protecting biodiversity and ecosystems is essential to maintain planetary health and ensure a liveable environment for all life forms

Environmental care and biodiversity protection

23%
have prevention measures against sea and ocean pollution

POLLUTION PREVENTION

23,0% | THEY HAVE IMPLEMENTED THEIR **OWN MEASURES TO PREVENT MARINE POLLUTION** (E.G. OIL SPILLS)

21,0% | THEY RUN **PROGRAMMES AND INITIATIVES TO REDUCE THE USE OF PLASTICS WITHIN THE ORGANISATION**

CLEANING THE SEAS

22,0% | THEY ARE SIGNED UP TO **THIRD-PARTY INITIATIVES OR PROGRAMMES FOR BEACH, SEA, AND OCEAN CLEAN-UP**

14,0% | THEY CARRY OUT **THEIR OWN INITIATIVES OR PROGRAMMES TO CLEAN UP BEACHES, SEAS, AND OCEANS**

8,0% | THEY IMPLEMENT **INITIATIVES OR PROGRAMMES FOR THE PROTECTION OF MARINE AND UNDERWATER LIFE**

Biodiversity and ecosystems
■ 2023 ■ 2024

	2023	2024
Has voluntarily conducted environmental impact assessments	12%	10%
Has considered mitigation and/or remediation measures	7%	8%
Has implemented mitigation and/or remediation projects and/or actions	10%	14%
Not managed	80%	81%

Figure 62. Protecting the seas and oceans: biodiversity and ecosystems

7.3.6

MOBILITY

Positive Impact organisations promote sustainable and efficient transport alternatives.

Promoting transport methods that do not rely on fossil fuels, optimising transport routes to reduce environmental impact, and encouraging the use of public or shared transport

Electric vehicles or those powered by renewable energy help to reduce greenhouse gas emissions. Route optimisation **minimises** travel distances, **lowers** emissions associated with transport, and **reduces** traffic congestion.

Public or shared transport is a key strategy to reduce dependency on **private vehicles** and decrease individual **carbon** emissions. This action can also help improve **air quality** and reduce urban **congestion**, thereby enhancing sustainability and environmental health in cities.

9%
have a
Sustainable Mobility Plan

Territorial mobility
■ 2023 ■ 2024
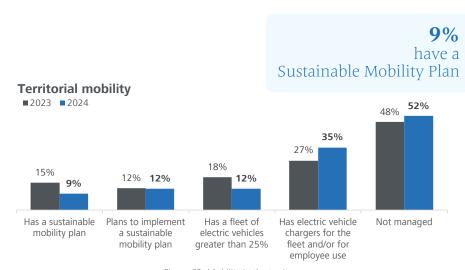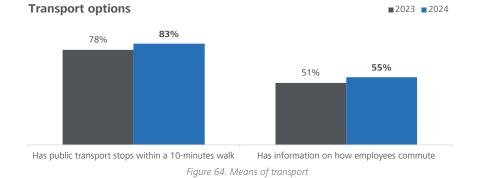
Figure 63. Mobility in the territory

83%
have public transport
within a 10-minute walk

Transport options
■ 2023 ■ 2024

Figure 64. Means of transport

Private transport: the main means of commuting to and within the port area

Modes of commuting to work
■ 2023 ■ 2024
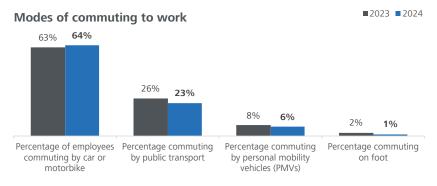
Figure 65. Modes of transport of the workforce to the workplace

55%
provide parking spaces for staff

Staff mobility benefits

■2023 ■2024

Company-provided transport	Public transport compensation or cards	Free parking spaces for employees	No support provided
4% / **1%**	11% / **7%**	56% / **55%**	44% / **36%**
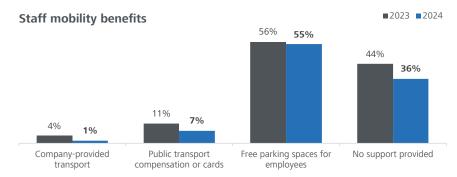
Figure 66. Mobility promotion benefits

Public transport assessment

■2023 ■2024

	2023	2024
Low/insufficient frequency	26%	**30%**
Non-existent or very far away	23%	**23%**
Poor connections with other transport modes	21%	**34%**
Metro too far away	30%	**44%**
Not direct (requires transfer)	37%	**48%**
Does not adhere to schedule	16%	**27%**
Overcrowded during peak hours	32%	**31%**
Not aligned with shift start/end times	23%	**9%**
Other	7%	**9%**
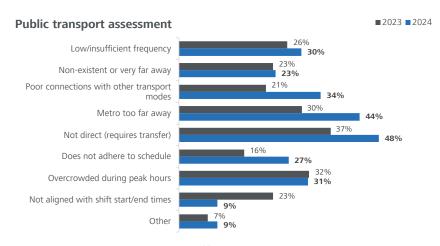
Figure 67. Public transportation view

Assessment of walking/cycling access

■2023 ■2024

	2023	2024
High risk	52%	**62%**
Too far / too long a journey	37%	**49%**
No cycle lane	51%	**49%**
Impossible to reach by foot or bike	14%	**12%**
Lack of pedestrian pavements	20%	**33%**
No one commutes by foot or bike	22%	**16%**
Pollution	14%	**17%**
Route deficiencies (pavements, obstacles, lighting, no pedestrian crossings, etc.)	28%	**35%**
No bicycle parking	23%	**25%**
Not applicable	25%	**10%**

Figure 68. Non-motorized access assessment

24%
provide parking spaces for Personal Mobility Vehicles (PMVs)

On-site parking spaces

■2023 ■2024

Parking spaces for cars	Parking spaces for motorbikes	Spaces to park and charge bicycles and electric scooters
2,203 / **2,440**	534 / **680**	217 / **186**
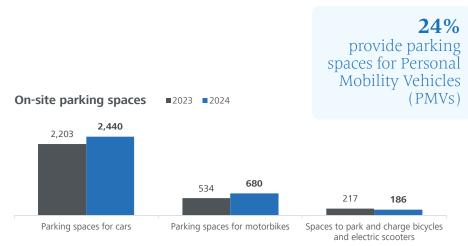
Figure 69. Type of parking spaces available on the premises

8.
KEY 2024 INITIATIVES

The Port of Barcelona and its Port Community reaffirmed their commitment to sustainability, innovation, and social responsibility through a series of impactful initiatives developed in 2024.

8.1
SUSTAINABLE LEADERSHIP FROM THE PORT OF BARCELONA: INSTITUTIONAL AND STRATEGIC ACTIONS

2024 has been a pivotal year for the Port of Barcelona in its strong commitment to **sustainability and decarbonisation**. Through pioneering projects such as the launch of the **first Onshore Power Supply (OPS)** system at a container terminal in the Mediterranean, the promotion of the **Nexigen Plan** to electrify all docks by 2030, and a record increase in the **supply of liquefied natural gas (LNG)**, the Port has established itself as a European benchmark in the energy transition. Innovative measures have also been implemented, including the use of drones to monitor emissions and the construction of **sustainable infrastructure** linked to the **America's Cup**.

At the same time, numerous initiatives have been carried out with a direct impact on **social** cohesion and **community** engagement. Highlights include the creation of a new leisure and **maritime education** space in Port Vell, designed for families; the **37th Seafarers' Week**, which has promoted diversity and collaboration within the Port Community; and solidarity initiatives such as the **Solidarity Container**, which collected nearly 5,000 kilograms for the **Banc dels Aliments**, and a fundraising campaign for the **Fundació Catalana de l'ELA**, raising €36,094.

In the areas of **governance** and **innovation**, the Port of Barcelona has introduced initiatives such as the **Bus Nàutic**, contributing to a rethinking of internal mobility based on sustainability criteria. It has also strengthened its international leadership in the **blue economy** through projects such as **Smart Ports: Piers of the Future** and **Tomorrow.Blue Economy**, which promote smart, inclusive and sustainable solutions for the ports of the future.

All these initiatives can be explored in more detail on the Port of Barcelona's website and through the links provided with each news item, illustrating the course towards a more sustainable, fair and efficient port.

8.1.1
ENVIRONMENTAL

THE DECARBONISATION OF MARITIME TRANSPORT: A CHALLENGE FOR BOTH THE SECTOR AND THE PUBLIC ADMINISTRATION

25 June 2024

THE BCN PORT INNOVATION FOUNDATION PRESENTS THE FIRST STEPS OF THE BCN SOTAMAR PROJECT IN COLLABORATION WITH THE LOUIS VUITTON 37TH AMERICA'S CUP

02 August 2024

THE PORT OF BARCELONA RECEIVES AN AWARD FOR ITS PROMOTION OF LNG AND ALTERNATIVE FUELS

05 July 2024

THE PORT OF BARCELONA OFFICIALLY OPENS ITS FIRST OPS SYSTEM AT THE HUTCHISON PORTS BEST TERMINAL

12 July 2024

BARCELONA BECOMES THE FIRST PORT IN THE MEDITERRANEAN TO CERTIFY THE CARBON FOOTPRINT OF ITS ENTIRE PORT COMMUNITY

28 November 2024

8.1.2
SOCIAL

PORT VELL OPENS A NEW MARITIME EDUCATION AND FAMILY LEISURE SPACE

24 July 2024

THE 37TH SEAFARERS' WEEK PROMOTES COLLABORATION AND DIVERSITY WITHIN THE PORT COMMUNITY OF BARCELONA

23 December 2024

THE PORT OF BARCELONA'S SOLIDARITY CONTAINER COLLECTS 4,743 KILOS OF FOOD FOR THE BANC DELS ALIMENTS

17 January 2025

THE PORT COMMUNITY OF BARCELONA RAISES €36,094 FOR THE FUNDACIÓ CATALANA DE L'ELA

20 November 2024

8.1.3
GOVERNANCE
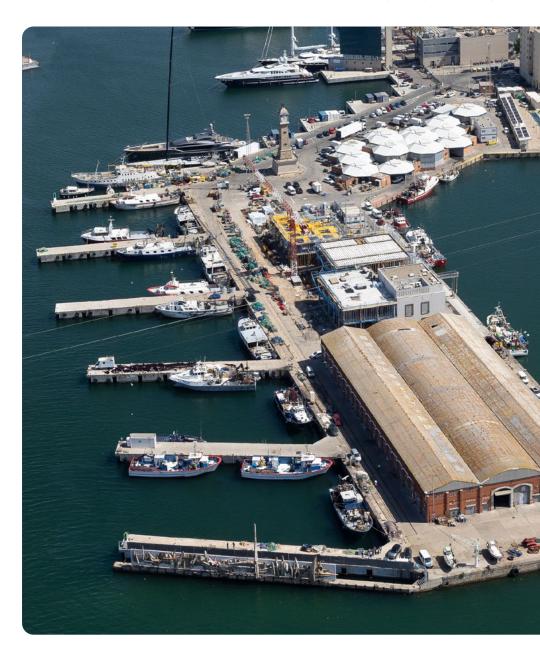
THE BUS NÀUTIC REDESIGNS MOBILITY AT THE PORT OF BARCELONA

03 July 2024

SMART PORTS: PIERS OF THE FUTURE AND TOMORROW.BLUE ECONOMY CONSOLIDATE BARCELONA'S LEADERSHIP IN THE BLUE ECONOMY

24 October 2024

NEWS

8.2
BUSINESS COMMITMENT WITH A POSITIVE IMPACT: THE INITIATIVES OF THE PORT COMMUNITY

Another **fundamental pillar** of this momentum is the **active commitment** of the companies within the **Port Community**. Marking the **10th anniversary of Positive Impact**, member organisations have presented a **series of sustainability initiatives** that reflect a decade of collaborative effort to transform the port-logistics sector from **environmental**, **social**, and **good governance** perspectives. The initiatives showcased this year demonstrate both innovation and a strong desire to generate a positive impact on the surrounding territory.

ENVIRONMENTAL

Over the course of the year, companies within the Port have carried out a wide range of initiatives aimed at reducing the environmental impact of their activities, reinforcing their commitment to sustainability. Highlights include the incorporation of **electric vehicles** in core services such as **mooring**, **seabed regeneration projects**, the promotion of **sustainable tourism**, and participation in environmental **volunteering** activities. Innovative **circularity** and **reuse** projects have also been implemented, such as the production of **street furniture** using reclaimed wood from the Port, the installation of recycling facilities, and the creation of **artificial reefs**.

Other notable actions include **carbon footprint** offsetting, the use of sustainable products and retrofitted vehicles, **forest conservation** projects, the valorisation of organic waste for compost production, and the development of technical projects to quantify and mitigate **port emissions**. Collaboration with **scientific and academic institutions** has been essential in supporting impact studies and optimising operations. Together, these actions reflect a strong commitment to environmental stewardship through innovation and responsible management of the land and sea.

SOCIAL

The social commitment of the Port's companies has been demonstrated through a variety of initiatives aimed at improving **working conditions**, fostering **social cohesion**, and supporting **vulnerable groups**. Notably, there has been a focus on decent work and social dialogue, including significant improvements in **employees' economic and social conditions**, the completion of a business merger with no redundancies, and the creation of new jobs.

Inclusive initiatives have also been developed, including employment opportunities for people at **risk of social exclusion** and support for **third-sector organisations** with limited resources. Educational outreach and awareness-raising activities have been carried out in **collaboration with schools and associations**, alongside *team-building* events that promote internal cohesion based on shared social values.

Several actions have had a direct and tangible impact on **vulnerable individuals**, such as **donations of medicines** to organisations supporting homeless people. Practical services to improve the well-being of **seafarers** -such as parcel reception for ship crews- have also been implemented. Collectively, these initiatives demonstrate a clear commitment to building a **fairer**, more **inclusive**, and socially **cohesive** Port Community.

GOVERNANCE

Companies have continued to strengthen their governance frameworks through policies that ensure **ethical and transparent management** aligned with sustainability and **corporate responsibility** values. In this context, **codes of ethics** have been implemented or updated, incorporating clear commitments on **human rights, living wages, and equal opportunities**.

Specific measures have been taken to **combat corruption and bribery**, and **integrated environmental policies** have been adopted to provide clear guidelines for responsible environmental management, in alignment with ESG principles and the Sustainable Development Goals.

These efforts reflect a governance model based on **corporate ethics**, **continuous improvement**, and **accountability**, essential pillars for building stakeholder trust and ensuring responsible and sustainable port activity.

This set of initiatives underscores a **shared vision for moving towards a sustainable and collaborative development model**, with the Port of Barcelona acting as a catalyst for a **Port Community that is engaged**, transformative, and aligned with the Sustainable Development Goals, brought together through the Positive Impact Sustainability Club.

9.
SUSTAINABILITY AS A PATH

Sustainability is a continuous path of improvement and adaptation, rather than a fixed end point. It is a dynamic process that involves taking progressive and consistent actions to minimise environmental impact, promote social and economic equity, and ensure the long-term viability of operations.

> We understand **sustainability as a journey** in which continuous actions are taken to improve and move towards a more sustainable future

This means adopting practices and policies aligned with sustainability principles, constantly assessing their effectiveness, and adjusting as needed to address emerging challenges and opportunities for improvement.

By recognising that sustainability is an ongoing journey, organisations and communities can maintain a steady focus on continuous improvement, adapting as circumstances and needs evolve. This requires a long-term commitment to innovation, collaboration and accountability, with the ultimate goal of creating a more prosperous and equitable future for present and future generations.

11.
ABOUT THIS REPORT
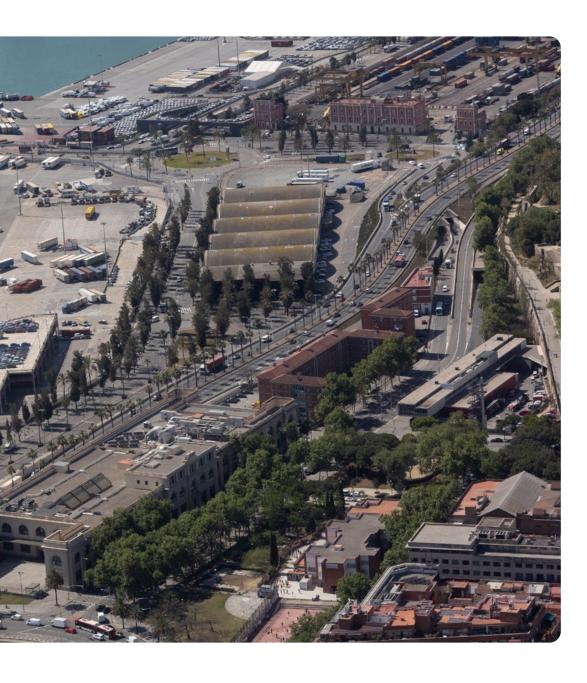
Data collection and consolidation of information:

Technical Office for Sustainability - Barcelona Port Authority

Scope:

Companies adhering to the Positive Impact
initiative within the Port Community

Period:

January 1 to December 31, 2024

Contact for inquiries about this report:

sostenibilitat@portdebarcelona.cat

ANNEX.
EVOLUTION OF COMMITTED ACTIONS

The set of actions reported by Positive Impact companies across the three main ESG areas (environmental, social and good governance) demonstrates how organisations within the Port Community continue to work from different angles to generate a real positive impact, with a focus on both people and the planet.

GOOD GOVERNANCE

Good Governance. Actions: LEADERSHIP

■2023 ■2024

Action	2023	2024
Considers economic growth by taking into account possible social and environmental impacts (ESG assessment of growth) and mitigation of negative impacts	17%	**32%**
Has a written Strategic Plan and ESG/Sustainability Action Plan, aligned with the SDGs	29%	**27%**
Is a member of associations and organisations	58%	**63%**
Is a signatory to national or international ESG/Sustainability initiatives (e.g. UN Global Compact)	29%	**33%**
Participates in conferences, research, sectoral bodies to create synergies (at least 1 piece of evidence/year)	32%	**43%**
Participates in specific Sustainability forums through business or sectoral associations, or other relevant associative entities	29%	**40%**
Shares best practices in Sustainability (at least 1 piece of evidence/year)	19%	**36%**
ESG risk and opportunity analysis	25%	**30%**
Communicates its commitment to the PI both internally and externally	21%	**20%**
Builds alliances (e.g. European, national and local) with sustainability organisations	6%	**14%**
Has a collaboration protocol that includes a validation process to ensure alignment with the sustainability strategy	4%	**13%**
Mechanisms to ensure fair competition	10%	**18%**
None	16%	**9%**

Figure 70. Good governance. Actions: Leadership

Good Governance. Actions: COMPLIANCE

■2023 ■2024

Action	2023	2024
Complies with agreements with staff, suppliers and clients	61%	**61%**
Holds ISO 37301:2021 Compliance Management System certification	3%	**2%**
Complies with obligations under Law 11/2018 on Non-Financial Information (NFI) and mandatory reporting content	18%	**31%**
Prepares a Sustainability Report (GRI Standards, NFI/CSRD, SASB…)	27%	**35%**
Complies with obligations under equal opportunities legislation	51%	**64%**
Ensures global data protection compliance	65%	**76%**
Holds ISO 27701 certification for Personal Data Security	1%	**6%**
Implements measures to guarantee the security of systems and data (cybersecurity)	65%	**77%**
Has an explicit commitment to tax transparency	29%	**45%**
None	13%	**10%**

Figure 71. Good governance. Actions: Compliance

Good Governance. Actions: INTEGRITY

■2023 ■2024

Action	2023	2024
Active participation in Sustainability Think Tanks / Working Groups	14%	**27%**
Active participation in the PI Sustainability Working Group	22%	**20%**
Active participation in any Project Group within the Sustainability Working Group	0%	**3%**
Has a written Code of Ethics or Code of Conduct	65%	**73%**
Trains new employees on the Code of Ethics	45%	**55%**
Anonymous whistleblowing channels for ethical issues	53%	**65%**
Adheres to the PI Code of Ethics	0%	**3%**
Specific anti-corruption measures (evaluation and control protocols, etc.)	72%	**64%**
Written Sustainability Policy	36%	**35%**
Sustainability Committee: includes employees who will drive and make decisions in sustainability	23%	**23%**
Sustainability leaders defined in the organisation to promote sustainability	31%	**33%**
Executive Committee performance evaluation systems	6%	**12%**
Board of Directors performance evaluation systems	8%	**13%**
Definition of materiality through a stakeholder dialogue process	11%	**18%**
List of Stakeholders and communication channels for each	11%	**13%**
Proactive dialogue with key stakeholders to address their main needs; monitors less critical stakeholder requirements	8%	**9%**
Materiality Matrix updated every 2 years according to stakeholder dialogue and the company's strategic priorities	5%	**8%**
Internal communication of the Sustainability Policy through the same channels used for other policies	22%	**31%**
External communication of the policy, especially to key stakeholders (value chain), to convey the importance of the sustainability policy	16%	**24%**
ESG / Sustainability / CSR section available on the website	29%	**29%**
Management systems in place (not necessarily certified at first, but ensuring efficient and secure management)	25%	**43%**
Implements the management system and promotes uptake throughout the value chain (suppliers, distributors…)	20%	**32%**
Holds certification in ESG / Sustainability / CSR management systems	13%	**18%**
None	23%	**6%**

Figure 72. Good governance. Actions: Integrity

Good Governance. Actions: COMPETITIVENESS　　■2023 ■2024

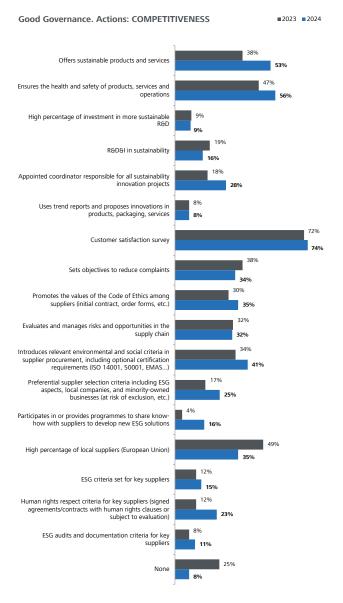| Action	2023	2024
Offers sustainable products and services	38%	**53%**
Ensures the health and safety of products, services and operations	47%	**56%**
High percentage of investment in more sustainable R&D	9%	**9%**
R&D&I in sustainability	19%	**16%**
Appointed coordinator responsible for all sustainability innovation projects	18%	**28%**
Uses trend reports and proposes innovations in products, packaging, services	8%	**8%**
Customer satisfaction survey	72%	**74%**
Sets objectives to reduce complaints	38%	**34%**
Promotes the values of the Code of Ethics among suppliers (initial contract, order forms, etc.)	30%	**35%**
Evaluates and manages risks and opportunities in the supply chain	32%	**32%**
Introduces relevant environmental and social criteria in supplier procurement, including optional certification requirements (ISO 14001, 50001, EMAS...)	34%	**41%**
Preferential supplier selection criteria including ESG aspects, local companies, and minority-owned businesses (at risk of exclusion, etc.)	17%	**25%**
Participates in or provides programmes to share know-how with suppliers to develop new ESG solutions	4%	**16%**
High percentage of local suppliers (European Union)	49%	**35%**
ESG criteria set for key suppliers	12%	**15%**
Human rights respect criteria for key suppliers (signed agreements/contracts with human rights clauses or subject to evaluation)	12%	**23%**
ESG audits and documentation criteria for key suppliers	8%	**11%**
None	25%	**8%**

Figure 73. Good governance. Actions: Competitiveness

SOCIAL

Social. Actions: DIVERSITY, EQUITY, EQUALITY ■2023 ■2024

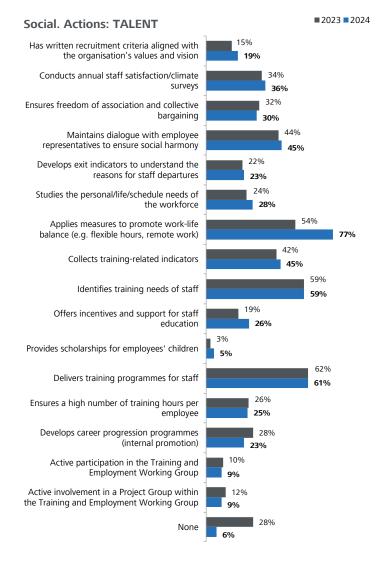| Action	2023	2024
Has a written Human Resources Policy	34%	**45%**
Assesses the current state of diversity using relevant indicators (gender, age, nationalities, and others)	25%	**22%**
Sets specific diversity objectives	11%	**14%**
Evaluates the diversity of governance and management bodies (Executive Committee and Board of Directors, as well as other existing bodies or committees)	9%	**9%**
Actively promotes the inclusion of people with disabilities (some institutions facilitate this through platforms such as DisJobs)	43%	**32%**
Procures goods/services from Special Employment Centres (CET/CEE)	19%	**17%**
Ensures accessible premises (inclusive physical spaces for all)	33%	**32%**
Encourages the recruitment of people at risk of social exclusion (some institutions, such as the Red Cross, support this)	4%	**1%**
Promotes decent work and fair wages for all individuals	50%	**53%**
Aims to increase the percentage of employees with permanent contracts	24%	**29%**
Aims to increase the percentage of employees covered by collective agreements	15%	**22%**
Reviews and, if necessary, reduces the gender pay gap by job category, especially in higher-level positions	28%	**20%**
Promotes the recruitment of women in senior professional categories	33%	**66%**
Employee shareholding schemes	6%	**4%**
Pension plans / savings funds for staff	6%	**7%**
Life insurance for staff	20%	**21%**
Health insurance / medical assistance for staff	38%	**40%**
Staff canteen services	19%	**19%**
Nursery services for employees' children	8%	**8%**
Staff transport services	9%	**7%**
Productivity bonuses for staff	25%	**28%**
Extension of maternity/paternity leave	10%	**11%**
Supports youth employment	13%	**28%**
Hires interns	51%	**58%**
Employs individuals with vocational training	39%	**43%**
Has an Equality Plan	51%	**51%**
Has an Anti-Harassment Protocol (where not legally required)	53%	**50%**
Promotes suitable measures to prevent, detect, and address cases of workplace or sexual harassment	41%	**45%**
Awareness sessions on equal opportunities and on preventing workplace or sexual harassment	24%	**32%**
None	18%	**4%**

Figure 74. Social. Actions: Diversity, Equity, Equality

Social. Actions: TALENT ■2023 ■2024

Action	2023	2024
Has written recruitment criteria aligned with the organisation's values and vision	15%	**19%**
Conducts annual staff satisfaction/climate surveys	34%	**36%**
Ensures freedom of association and collective bargaining	32%	**30%**
Maintains dialogue with employee representatives to ensure social harmony	44%	**45%**
Develops exit indicators to understand the reasons for staff departures	22%	**23%**
Studies the personal/life/schedule needs of the workforce	24%	**28%**
Applies measures to promote work-life balance (e.g. flexible hours, remote work)	54%	**77%**
Collects training-related indicators	42%	**45%**
Identifies training needs of staff	59%	**59%**
Offers incentives and support for staff education	19%	**26%**
Provides scholarships for employees' children	3%	**5%**
Delivers training programmes for staff	62%	**61%**
Ensures a high number of training hours per employee	26%	**25%**
Develops career progression programmes (internal promotion)	28%	**23%**
Active participation in the Training and Employment Working Group	10%	**9%**
Active involvement in a Project Group within the Training and Employment Working Group	12%	**9%**
None	28%	**6%**

Figure 75. Social. Actions: Talent

Social. Actions: HEALTH AND SAFETY

■ 2023 ■ 2024

Active participation in the Wellbeing Committee
- 7%
- 5%

Active participation in a Project Group within the Wellbeing Committee
- 7%
- 5%

Sets short-, medium- and long-term objectives for employee health and safety
- 32%
- 36%

Collects Occupational Risk Prevention (ORP) data to allow year-on-year comparison
- 56%
- 58%

Maintains accident rates below the sector average
- 49%
- 52%

Certified under ISO 45001 Health and Safety / or other third-party audited certification
- 32%
- 32%

Carries out actions to improve the physical work environment (e.g. physical, chemical, biological, ergonomic, electrochemical factors)
- 48%
- 47%

Carries out actions to improve the psychosocial work environment (e.g. institutional culture, positive leadership, management styles, equal treatment and opportunities)
- 38%
- 46%

Carries out actions to improve time management (e.g. schedules, flexibility, reconciliation, digital tools, etc.)
- 49%
- 52%

Carries out actions to promote healthy lifestyles (e.g. physical activity, proper nutrition, prevention of harmful substance use, active social life)
- 34%
- 30%

Has a defined process for conducting psychosocial and staff satisfaction surveys
- 36%
- 30%

Encourages participation in sports (e.g. contribution towards gym fees, sports events)
- 25%
- 19%

Promotes mental health and wellbeing events
- 11%
- 18%

Organises events to prevent substance abuse
- 4%
- 6%

Organises events to reduce traffic accidents
- 12%
- 12%

Runs anti-smoking campaigns
- 5%
- 8%

None
- 16%
- 11%

Figure 76. Social. Actions: Health and Safety

Social. Actions: COLLABORATIVE

■ 2023 ■ 2024

Organises awareness-raising activities (workshops, talks, materials...) in short and accessible formats for all staff on relevant topics (e.g. personal engagement, circular economy, healthy workplaces...)
- 24%
- 38%

Internal awareness activities for World Environment Day
- 20%
- 28%

Internal awareness activities for Human Rights Day
- 1%
- 6%

Internal activities for Litter Collection Days (in forests, beaches, etc.)
- 17%
- 21%

Integrates sustainability into all processes and procedures, through review and future requirements (e.g. setting ESG targets for management levels)
- 14%
- 18%

Applies ESG criteria in performance evaluations at both individual and departmental level
- 7%
- 3%

Links executive remuneration to ESG targets
- 7%
- 7%

Raises awareness among all staff on ESG topics (e.g. workshops, communications, employee contribution guide to the 17 SDGs, gamification of employee contributions)
- 10%
- 11%

Engages with surrounding communities (e.g. neighbourhoods near the Port)
- 13%
- 12%

Has written criteria for donations and partnerships with NGOs (in products/services/funding)
- 14%
- 16%

Collaboration with Stella Maris
- 7%
- 7%

Collaboration with the Port Community Solidarity Container
- 16%
- 18%

Collaboration with NGOs
- 29%
- 39%

Long-term social contribution programmes (e.g. sponsorship, patronage) with clear commitments from the company to the NGO
- 11%
- 17%

Evaluates social impact created through social programmes (using recognised impact measurement methodologies)
- 0%
- 5%

Involves staff in corporate volunteering initiatives during working hours
- 4%
- 7%

None
- 26%
- 21%

Figure 77. Social. Actions: Collaborative

ENVIRONMENTAL

Environmental. Actions: EFFICIENT USE OF RESOURCES   ■ 2023 ■ 2024

Action	2023	2024
Active participation in the Environmental Working Group of the Port of Barcelona	24%	**28%**
Active participation in any Project Group within the Environmental Working Group of the Port of Barcelona	17%	**28%**
Measures to reduce water consumption	49%	**45%**
Measures for water reuse	15%	**17%**
Measures to improve energy efficiency	63%	**64%**
Use of less polluting fuels	25%	**43%**
Hiring transport services using less polluting fuels	7%	**21%**
Certification of ISO 14001, EMAS, or another internationally recognised standard	44%	**53%**
Collection of relevant environmental data (according to recognised standards such as ISO 14001, EMAS, Non-Financial Information Statement - NFIS)	48%	**42%**
Establishment of specific environmental objectives (percentage reductions, monitoring indicators, KPIs...)	42%	**38%**
Evaluation and communication of environmental impact (through Sustainability Report, website, etc.) in CO2, water consumption, use of recycled plastics...	32%	**32%**
Written assessment of social and environmental impact (evaluating various aspects relevant to the organisation) carried out preliminarily before starting new projects	15%	**13%**
None	15%	**14%**

Figure 78. Environmental. Actions: Efficient use of resources

Environmental. Actions: WASTE   ■ 2023 ■ 2024

Action	2023	2024
Measures to reduce waste generation	56%	**68%**
Promotion of sustainable packaging (encouraging use of paper from responsibly managed forests, reduction of plastics, recycled plastics, etc.)	26%	**24%**
Promotion of purchasing recycled products (raw materials, secondary materials, cleaning products, IT equipment, etc.)	26%	**32%**
Promotion of purchasing less polluting products (products, cleaning products, etc.)	26%	**38%**
Measures to reduce food waste	8%	**10%**
Measures to prevent soil contamination	18%	**14%**
None	21%	**18%**

Figure 79. Environmental. Actions: Waste

Environmental. Actions: DECARBONISATION

■2023 ■2024

Hiring energy supply with a percentage of renewable energy sources — 35% / **63%**

Generation/production of photovoltaic renewable energy (kWh) — 21% / **25%**

Generation/production of renewable energy from other sources (kWh) — 3% / **4%**

Specific measures for climate change adaptation and mitigation — 14% / **19%**

Annual calculation of carbon footprint (using free calculators from MITECO or Catalan Climate Change Office) — 82% / **60%**

Setting concrete CO2 reduction targets and monitoring indicators — 25% / **27%**

Greenhouse gas emission offset programmes / Tree planting (volunteering days) by the organisation or third parties — 7% / **9%**

Assessment of environmental impacts in transport and logistics — 14% / **14%**

Promotion of more sustainable transport (logistics providers with sustainable alternatives, sustainable mobility measures for staff) — 11% / **14%**

Certification of greenhouse gas emission offsetting generated by website traffic — 0% / **3%**

Fleet of electric vehicles instead of fossil fuel vehicles — 20% / **24%**

Charging points for plug-in vehicles at organisational premises — 25% / **32%**

Process digitalisation — 52% / **48%**

None — 14% / **12%**

Figure 80. Environmental. Actions: Decarbonization

Environmental. Actions: PROTECTION OF SEAS AND OCEANS

■2023 ■2024

Own measures to prevent pollution of seas and oceans (hydrocarbon spills) — 30% / **23%**

Programmes and initiatives to reduce own plastic use — 20% / **21%**

Adherence to initiatives and/or programmes for cleaning beaches, seas and oceans carried out by third parties — 13% / **22%**

Implementation of own initiatives and/or programmes for cleaning beaches, seas and oceans — 9% / **14%**

Implementation of initiatives and/or programmes to protect marine life — 6% / **8%**

None — 50% / **49%**

Figure 81. Environmental. Actions: Protection of the seas and oceans

ANNEX. LIST OF FIGURES, TABLES AND ILLUSTRATIONS

FIGURES

TABLES

ILLUSTRATIONS

ANNUAL REPORT

POSITIVE IMPACT

PORT DE BARCELONA

2024

Port de Barcelona