



ANNUAL REPORT 2020



Port de Barcelona

Letter from the President's Office

The Port of Barcelona 2020 annual report is without a doubt a reflection of a year that has upended the world order. Few of us could have imagined that we could experience a pandemic like the one that continues to mark our daily lives today. 2020 has been a particularly difficult year, both for international trade and for the economy and society as a whole. The Port of Barcelona has been no less affected by these difficulties and has mirrored the economic situation generated by the COVID-19 pandemic.

Since the beginning of the pandemic, we have stood by our Port Community, taking decisive measures to soften the blow. Two days before the start of the official lockdown, we announced the first financial aid measures—not penalising the terminals if they were unable to meet minimum committed traffic levels and introducing flexibility in the payment of the occupation fee—, prioritising companies' ability to keep running.

Then we brought in further economic measures, and by the end of the year we had lent clear support to the industrial sectors, both to our concessionaires and to our customers and the companies that operate every day in the Port of Barcelona. The economic emergency plan that we launched a few days after the start of the lockdown meant, on the one hand, releasing €84 million in liquidity through deferred payments of port fees and in advance p €7.5 million in terms of occupation and ship's fees, spelling a direct saving for companies in the Port Community. In addition, we developed a recovery plan to boost the economy of the Port and our hinterland involving recouping traffic, detecting new opportunities and innovation.

All of us at the Port of Barcelona are aware that we are an essential economic driver. Our mission is to generate prosperity in our community, while increasing the competitiveness of our customers by providing efficient and sustainable logistics and transport services. That is why we help the business community and, ultimately, society as a whole with our contribution to economic recovery to help us all out of the current situation as quickly as possible.

Despite our efforts to keep activity at acceptable levels, port traffic in 2020 was severely impacted by the slowdown in the economy during the first months of the pandemic. Nevertheless, from July onwards, we began to see a continuous recovery, especially in exports. Over all these months, the Port has evolved in parallel with the country's industrial sector, which has shown great resilience. This allowed us to end 2020 with a notable recovery in container traffic, which shows that international trade continues apace, and markets keep on functioning.

While it is true that the pandemic has made us focus most of our efforts on finding imaginative solutions to help the economy, it is no less true that throughout 2020 we have been very aware of the difficulties faced by the general population in this current crisis environment. That is why the staff of the Port of Barcelona worked during the year to continue with our social sustainability and environmental sustainability projects, because at the Port of Barcelona we are fully aligned with the United Nations Sustainable Development Goals (SDGs) with a series of actions underway, as you can see in this 2020 Report, and because progress in the energy transition and innovation is one of the levers that will help us maintain our leadership in the international port sector and set ourselves apart from our competitors. Digitalisation and innovation are the two main tools we use in the Port of Barcelona to increase

our competitiveness, improve our services and maintain sustainable growth, while fostering the emergence of a more egalitarian and inclusive economy and way of life.

One of the most important milestones of 2020 was the provisional approval of the Port of Barcelona Fourth Strategic Plan, a document that sets out the lines of work which, once developed, will facilitate a port model that guarantees social, environmental and social sustainability of the port's activity and that of its area of influence.

To make this port model a reality, we have embarked on a path that will lead us to differentiate the services offered by the port and its activity to strengthen our resistance to global and sectoral crises; we will prioritise projects with high economic profitability; we will continue to work on cooperation agreements with powerful global operators and on establishing agreements at the local level; we will improve our customer orientation; we will bet on the autonomous and dynamic management of the critical elements for the competitiveness of the Port; we will make greater efforts to increase the safety, security and vigilance of people, goods and facilities, and will be very attentive to the environment as we lead the decarbonisation of transport and logistics.

The approval of this Plan was one piece of good news in 2020, but we have had others. One of them, which had been a long time coming, was the long-awaited announcement that we have finally unblocked the building of the new road and rail accesses to the Port of Barcelona. On 7 October 2020, the Spanish Ministry of Public Works, the Generalitat de Catalunya, ADIF, Puertos del Estado and the Port of Barcelona signed the cooperation protocol to promote the construction of the new southern road and rail accesses, and now work is under way on the prior studies and the basic project required before signing the legal instruments or

agreements necessary for their development. We have also managed to unlock another very important project to provide even greater impetus to our commitment to intermodality: the construction of the 750-metre sidings in the Madrid-Zaragoza-Barcelona Corridor.

At international level, at the end of September we announced an agreement with Busan Port Authority to jointly build a logistics centre in Barcelona, which will provide a stable logistics platform for companies doing business between Northeast Asia and southern Europe. In the midst of the global Covid-19 pandemic, the ports of Busan and Barcelona have announced a project that is unique in the world, because it is the first time that two ports will make such a platform a reality.

And in terms of our synergies with the city, in July we announced our intention to bring the European Green Deal to the most public area of the Port of Barcelona, while maintaining its uniqueness and its key role for the sustainable growth of the Catalan capital. We will create a larger and greener Port Vell, or Old Port, in which we will open new public spaces to the public and we will sketch out a port-city that develops in a sustainable way, that is culturally attractive and is a benchmark in innovation. In short, it will become a focus of knowledge and talent in the nautical and maritime sector.

All these projects show that the Port of Barcelona does not stop. Not even in the midst of a pandemic. And it is a message that must serve us all for the future: we are unstoppable. In the most difficult times, we must move forward to meet our challenge and our commitment to society.

02 Orientation to sustainability

About this report: scope and content

The Port of Barcelona 2020 Annual Report aims to provide a snapshot of port activity during this year; activity that was coordinated according to the lines of action set out in the **Third Strategic Plan of the Port of Barcelona (2015-2020)** and from the perspective of its **commitment to sustainability**. In fact, the Fourth Strategic Plan was approved during 2020 with a particular focuses on this perspective, around which the action of the Port during the period 2021-2025 will revolve.

The document reports on general and specific data on the activity of the Port of Barcelona provided mainly by **Barcelona Port Authority (APB)**, as the infrastructure management body that guarantees its basic services. It also aims to respond to the demand for information from stakeholders in the Port of Barcelona and explain how their expectations are met.

A separate section **at the end of each chapter includes the related data extracted from the annual questionnaire on general, economic, social and environmental aspects performed in the organisations of the Port Community that are affiliated to the Sectorial Sustainability Plan for the Port of Barcelona** (see appendix). This Plan is an innovative and pioneering initiative in the port sector, which has been following the progress of the main indicators that measure the response to the needs and expectations of the Port's stakeholders since 2015. The data are presented as a sample of best practices by a group of bodies and companies (known in this document as "organisations"), which have aligned to the strategic objectives of the Port and have integrated sustainability as a basic aspect of their management. The 100 organisations participating in the Plan, including the APB, represent almost 16% of the Port Community.

The approach taken in this report has taken into account the standards of the **Global Reporting Initiative (GRI)**, an international benchmark organisation for preparing sustainability reports, and the United Nations **Sustainable Development Goals**.

Incorporation of the sustainable development goals

The Port of Barcelona is a party to the United Nations Global Compact 2015-2030 and is therefore committed to integrating the **Sustainable Development Goals (SDGs)** consciously and gradually within its strategy. In this regard, this report refers throughout to the attainment of the SDGs.



The main SDGs that are addressed are indicated at the beginning of each chapter along with details of some of the relevant indicators that show this.

Due to its characteristics and activity, the Port of Barcelona is concerned by **13 of the 17 SDGs** as shown in the table below, six of which are priority objectives on which it has a differentiated and direct impact (goals 6, 8, 9, 11, 14 and 17).

CONTRIBUTION BY THE PORT OF BARCELONA TO THE SDGS* AND WHERE THEY ARE DISCLOSED IN THE REPORT

SDGs	Goal	Location in the report
	Ensure healthy lives and promoting well-being at all ages	Developing social value
	Ensure inclusive and equitable quality education and promote lifelong learning	Developing social value
	Achieve gender equality and empower all women and girls	Developing social value
	Ensure availability of water and sanitation for all	Developing environmental value
	Ensure access to affordable, reliable, sustainable and modern energy for all	Developing environmental value
	Promote sustained, inclusive and sustainable economic growth and decent work for all	Developing economic value Developing social value
	Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation	Management and business area Developing economic value Developing environmental value
	Make cities inclusive, safe, resilient and sustainable	Developing social value Developing environmental value
	Ensure sustainable consumption and production patterns	Developing economic value Developing environmental value
	Take urgent action to combat climate change and its impacts	Developing environmental value
	Conserve and sustainably use the oceans, seas and marine resources	Developing environmental value
	Promote just, peaceful and inclusive societies	Management and business area
	Revitalise the Global Alliance for Sustainable Development	Management and business area Developing social value

*framed in green the SDGs that affect it directly and as a matter of priority.

The IV Strategic Plan, the sustainable scenario

One of the highlights of the Port of Barcelona in 2020 was the completion of the Fourth **Strategic Plan (2021-2025)**, the document on which the Port will base its development over the next five years and which also incorporates a vision of the Port of 2040. The Plan revolves around sustainability in its three dimensions (economic, social and environmental).

The Fourth Strategic Plan of the Port of Barcelona (2021-2025) emerged from the need to face the changing of scenario caused by the 2008 crisis and accelerated by the COVID-19 crisis, among other factors. In recent years, there have been rapid, intense and disruptive transformations that directly affect logistics and the Port of Barcelona (digitalisation, the huge dimensions of the maritime world, climate change, e-commerce, globalisation, etc.) that determine the focus of the Plan.

Methodological approach

The process of defining the new Plan lasted two years and involved more than 200 national and international experts related to the Logistics-Port Community of Barcelona. Led by the Strategy Department of the Barcelona Port Authority, the Plan was drafted using essentially internal resources, with the collaboration of the Centre for Innovation in Transport (CENIT) and the blueFocus and PLA consultants, and used Delphi Methodology to identify and quantify impact trends in the Port.

The Plan contemplates two different time horizons:

- A short-term horizon, with around fifty specific actions for the closest period of 2021-2025, structured into operational objectives and reference projects.
- A long-term vision, up to 2040, which sketches out the most plausible scenarios for the future and sets the lines of action necessary to guide the action of the Logistics-Port Community and ensure its competitive positioning in the most desired scenarios.

This double strategic vision in the short and long term is essential for a port, both because of the large investments and possible unprofitability of certain actions, and because of the need to reserve and develop large spaces and for the long time horizon of many projects.

About this section: scope and content

In parallel with the corporate data, this section of the Port of Barcelona Annual Report 2020 presents the sustainability data of the organisations under the **Sectoral Sustainability Plan**, grouped and consolidated and in a differentiated way.

The Sectoral Sustainability Plan (SSP) is a project by the Port of Barcelona that aims to collect, systematise and promote sustainable practices among the organisations comprising the Port Community. About a hundred organisations are currently signed up.

Using an exhaustive survey, the SSP has been collecting data on the status of member organisations since 2015, through the main indicators that respond to the needs and expectations of the stakeholders of the Port of Barcelona and show how they are progressing. The mere fact that data are collected is an effort that shows to what extent economic, social and environmental sustainability is becoming a strategic aspect for companies working in the Port.

Profile of the participating organisations

The 89 organisations under the Plan that have participated in data collection (see annex), including the APB, group together **more than 6,700 workers** and represent almost **18%** of all organisations in the Port Community. To provide a more accurate and representative picture of their impact, most of the data in this section of the report are presented in percentages rather than in absolute values.

PLAN ORGANISATIONS PARTICIPATING IN DATA COLLECTION, 2015-2020

	2015	2016	2017	2018	2019	2020
Organisations participating	43	54	63	75	78	89
% Port Community*	8.6%	10.8%	12.6%	15%	15.6%	17.8%
TOTAL WORKERS	-	3,892	4,624	6,446	6,532	6,721

Annual turnover reported by the organisations themselves is more than **€2.7 trillion** in total. These data were requested for the first time this year, so no comparison can be made.

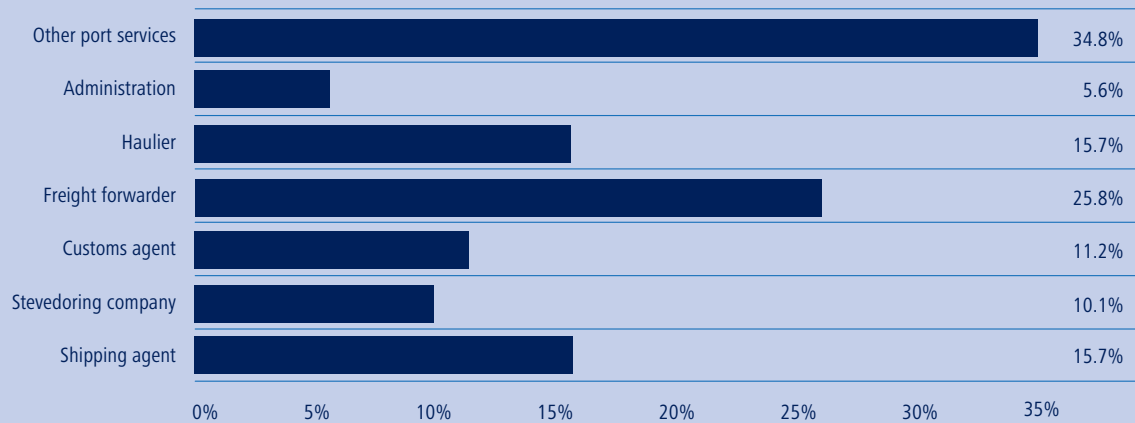
By **sector of activity**, more than a quarter of all organisations under the Plan perform some kind of freight forwarding activity.

*estimated out of 500 organisations

NUMBER OF PLAN ORGANISATIONS, BY SECTOR OF ACTIVITY*, 2020

	Shipping agent	Stevedoring company	Customs agent	Freight forwarder	Haulier	Administration	Other port services
	14	9	10	23	14	5	31
	15.7%	10.1%	11.2%	25.8%	15.7%	5.6%	34.8%

GOODS TRANSPORTED BY SECTOR (in tonnes), 2020



By **staff numbers**, the sector most represented under the Plan - apart from “other services” - is also the one dedicated to freight forwarding activity (21%).

STAFF NUMBERS OF THE PLAN ORGANISATIONS, BY SECTOR OF ACTIVITY (% of total), 2020



*Some organisations may work in more than one sector, which is why the total percentage is more than 100%.

Depending on their employment rate, 81.6% of participating organisations employ fewer than 100 people and represent 33.8% of the total; the vast majority (93%) have a staff of under 250 people and employ 58% of the total; and one single organisation accounts for 15% of total employment within the SSP.

ORGANISATIONS ANSWERING THE SURVEY, BY STAFF VOLUME (people and %), 2020

	Total companies	% companies	Total jobs	% of jobs
1-50 people	56	64.4%	1,122	16.7%
51-100 people	15	17.2%	1,148	17.1%
101-150 people	5	5.7%	586	8.7%
151-250 people	2	2.3%	345	5.1%
201-250 people	3	3.4%	665	9.9%
251-300 people	2	2.3%	523	7.8%
301-350 people	1	1.1%	309	4.6%
451-500 people	1	1.1%	494	7.4%
501-550 people	1	1.1%	521	7.8%
1,001-1,050 people	1	1.1%	1,008	15%
	87	100%	6,721	100%

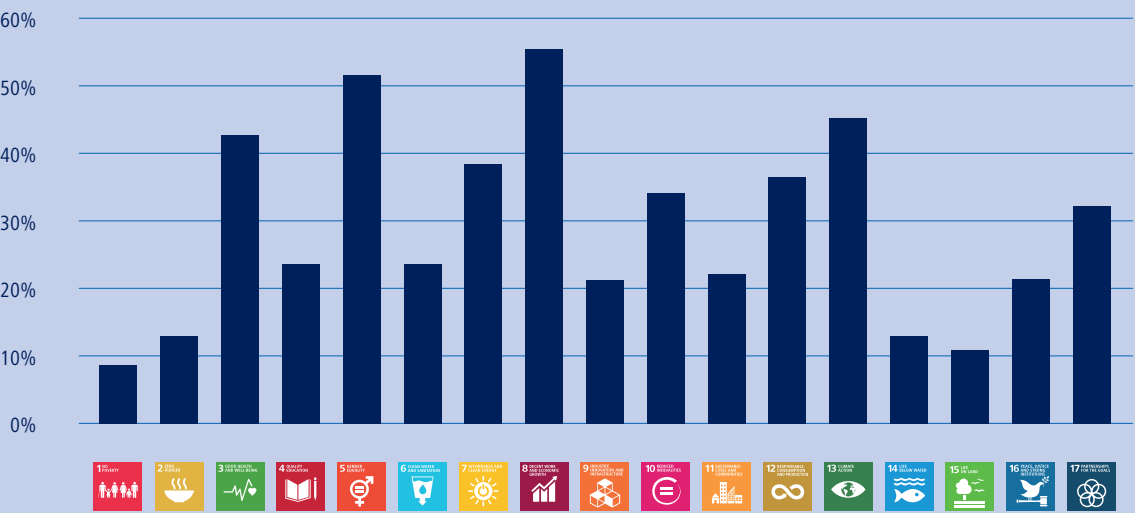
Note: two companies did not provide the number of staff members.

Commitment to sustainable development goals

For the first time, this year the survey of Plan organisations included specific questions on the Sustainable Development Goals (SDGs) and the 2030 Agenda for Sustainable Development. **52.8% of organisations have incorporated some of the SDGs into their business strategy**, with the largest contribution in the following:

- SDG 8 (decent work and economic growth): 55.3%
- SDG 5 (gender equality): 51%
- SDG 13 (climate action): 44.7%
- SDG 3 (good health and well-being): 42.5%

CONTRIBUTION OF THE PLAN ORGANISATIONS TO THE SDGS, 2020



Here we specify the type of actions and the action by the organisations of the Plan during 2020 that respond to the various SDGs.

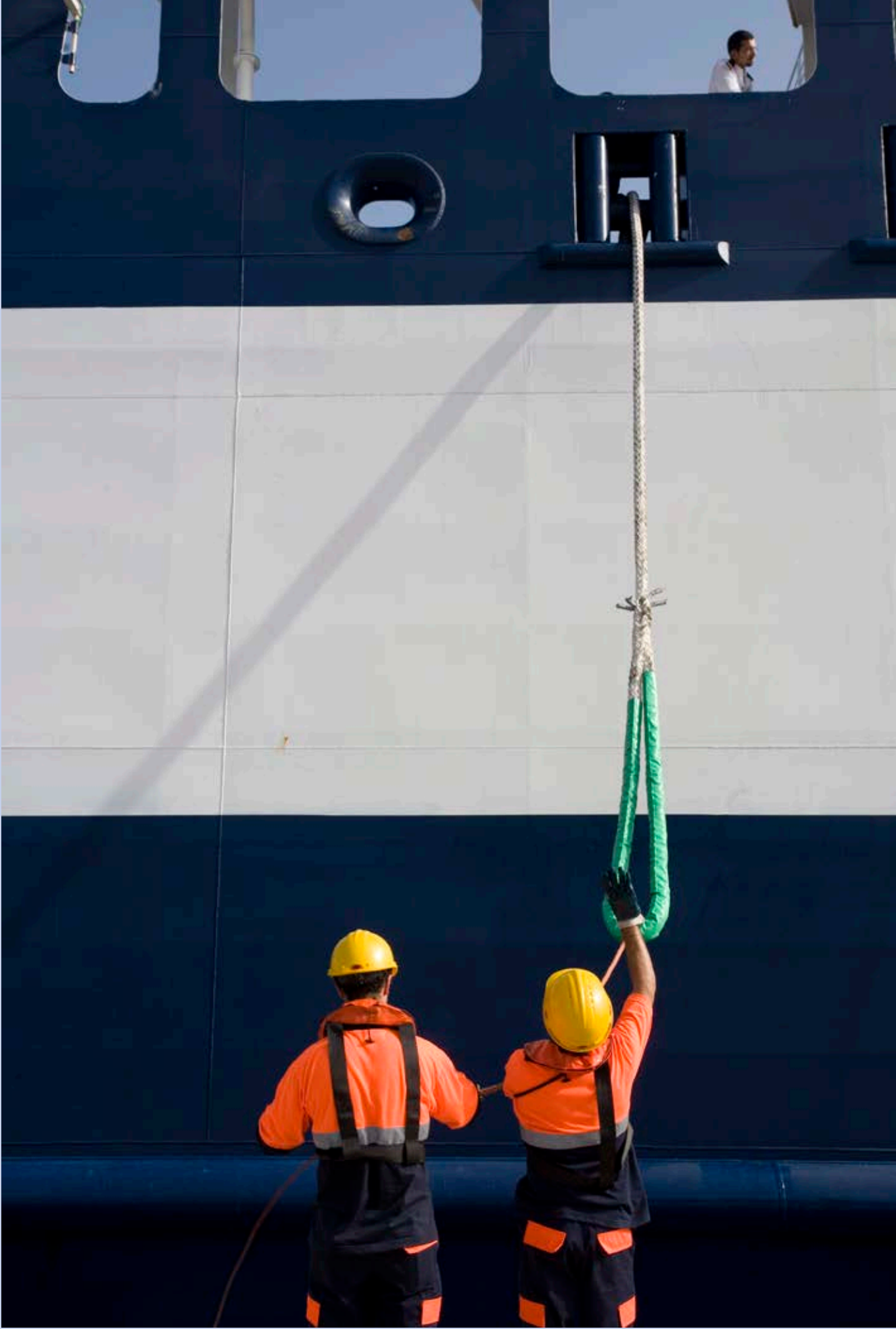
ACTIONS OF THE SSP ORGANISATIONS RESPONDING TO THE SDGS, 2020

SDGs	Goal	Actions carried out
1 NO POVERTY	End poverty in all its forms everywhere	Participation in the EU-funded ‘YEP MED’ project which aims to promote social inclusion and fight poverty by training young people in a vulnerable situation, and women, in professional skills needed within the port logistics community and generate employment by hiring trained students.
2 ZERO HUNGER	End hunger, achieve food security and improved nutrition and promote sustainable agriculture	Collaboration with the Spanish Federation of Food Banks (FESBAL). Participation in collection campaigns of food and other commodities. Collaboration with the Spanish Red Cross in the campaign to support vulnerable families.
3 GOOD HEALTH AND WELL-BEING	Ensure healthy lives and promote well-being for all at all ages	Training courses on healthy living habits. Specific programmes to improve back problems, stop smoking, cancer prevention talks, cardioprotected spaces. Psychological support for workers and their families. Sponsoring health promotion and cancer prevention events, with the AECC. Promoting sport and cultural activities through a specific sports club for workers. Reducing accidents using a protocol implementation form. Reducció d’accidents a partir d’implantació de protocols. Health insurance for the entire staff. Improving work-life balance.

SDGs	Goal	Actions carried out
	Ensure inclusive and equitable quality education and promote lifelong learning	In-house training. Participation in the <i>Forma't al Port</i> programme. Alliances and collaborations in Dual VET programs. Students from Europe, Latin America, the USA, Africa and Asia in the courses of the European School, where they worked on a Course Quality Check system of the training activities. Collaboration agreements with vocational training schools and universities.
	Achieve gender equality and empower all women and girls	Gender equality plan. Internal equality policies. Creation of the Women's Council. Equality Committee to promote and defend women's rights, comprising workers.
	Ensure availability of water and sanitation for all	Barriers to contain and purify water from our activity. Actions to clean up the Port's waters. Good hygiene practices. Defending groundwater quality. Filters for drinking water. Reducing water consumption from the car wash with water recirculation and filtration system. Filtered water fountains for company staff. Efficient use of water resources.
	Ensure access to affordable, reliable, sustainable and modern energy for all	New energy solutions to move towards a low-carbon economy, such as renewable gases (biomethane and hydrogen). Fostering use of natural gas in transport. Certification of renewable origin of the energy supplied. Change to a 100% renewable energy supplier. Affordable, safe, sustainable and modern energy by bringing in liquefied natural gas (LNG) as a mobility fuel. Efficient energy management to minimise CO ₂ emissions. Photovoltaic installation in the terminal.
	Promote sustained, inclusive and sustainable economic growth and decent work for all	Wages above those set in the agreement. Hiring young people. Incorporating students who have been in internships into the staff. Recruiting people with disabilities. Recruiting people at risk of social exclusion. Ongoing training for staff. Incorporating aspects related to employment into the code of ethics.
	Build resilient infrastructure, promote inclusive and sustainable industrialisation and foster innovation	Investing in more efficient and environmentally-friendly equipment. Electrifying wharves. Redesigning products and services taking into account sustainability criteria. Changing from traditional fuel to LNG. Participating in fora for generating ideas to promote innovation.

SDGs	Goal	Actions carried out
	Reduce inequality within and between countries	Developing the Equality Plan. Committing to having a diverse workforce. Training young Moroccans for recruitment. Specific training for young people at risk and/or socially vulnerable. Training people with disabilities or at risk of exclusion by enhancing relational and professional skills.
	Make cities inclusive, safe, resilient and sustainable	Internal noise pollution regulation policy. Commitment to the cities where we are present through donations and volunteering activities. Insertion activities with the collaboration of local organisations that work for socio-occupational integration into the world of work where the corporate offices are located. Promoting the use of public transport. Reducing emissions while ships are moored at port.
	Ensure sustainable consumption and production patterns	Waste recovery. Purchasing sustainable products. Consumables of biodegradable material. Checks on suppliers, promoting sustainable consumption and production methods. Reducing waste generation through prevention, reduction, recycling and reuse. Reviewing the entire process of managing chemicals and all waste throughout their life cycle, to minimise negative impacts. ISCC International Sustainability and Carbon Certification for the process of recycling hydrocarbon waste collected from ships. Reusing resources, such as furniture or computer equipment, for reuse. Reducing wastewater. Reducing paper and plastic consumption. Performing energy efficiency studies. Reducing electricity consumption by switching to LED technology. Using personalised reusable bottles and installing water fountains.
	Take urgent action to combat climate change and its impacts	Adaptation and incorporation of ships with new technologies that reduce CO ₂ and NO _x emissions. Refurbishing facilities to optimise water and energy consumption; acquiring a hybrid truck; and optimising transport routes and scheduling vehicle maintenance. Performing a carbon footprint study. New training proposal related to climate change and the circular economy in logistics warehouses and port terminals. Implementing a management system. Membership of global organisations. Environmental certifications. Using electric vehicles: installing chargers with free charge for company staff. Specific internal projects to increase energy efficiency and reduce consumption. Reducing emissions by switching to LNG.

SDGs	Goal	Actions carried out
	Conserve and sustainably use the oceans, seas and marine resources	<p>Fin whale conservation project.</p> <p>Collaborating with universities and environmental organisations for the observation of cetaceans and protection of Posidonia.</p> <p>Collecting waste from ships.</p> <p>Fostering visits to maritime centres that guarantee animal welfare.</p>
	Promote sustainable use of terrestrial ecosystems, combat desertification, and halt and reverse land degradation and halt biodiversity loss	<p>Purchasing products that are respectful of people and the environment, such as fair trade coffee.</p> <p>Specific project for the naturalisation of the Zona Franca.</p> <p>Reducing general ordinary waste.</p> <p>Reducing consumption of products packaged in plastic.</p>
	Promote just, peaceful and inclusive societies	<p>Code of ethics and code of conduct.</p> <p>Anti-bribery and anti-corruption policies.</p>
	Revitalise the Global Alliance for Sustainable Development	<p>Working with international organisations that promote responsible and sustainable behaviour.</p> <p>Joining the United Nations Global Compact.</p> <p>Agreements and collaborations with specific programmes run by public administrations and providing support to their public and social policies.</p> <p>Active participation in projects promoted by the Port to strengthen and develop the SDGs.</p> <p>Promotion and participation in working groups.</p> <p>Membership of specific CSR organisations, such as Respon.cat and Forética.</p> <p>Taking part in conferences and workshops to share good practices.</p> <p>Conducting and checking sustainability reports.</p>



89 Organisations involved

€2.7 trillion total turnover

36% participate in external sustainability initiatives

6,700 workers

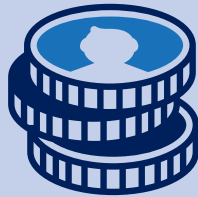
27% prepare sustainability reports

Developing economic value

R&D+I investment 8.4% of all organisations under the Plan

Financial aid received from the State or the European Union

22.5% of organisations



Developing environmental value

Environmental management systems

47% of organisations

Investments in the environment

50% of companies

R&D+I in the environment

72 projects

Carbon footprint calculation

18.3% of companies



Developing social value



Presence and role of women

29.2% of the workforce

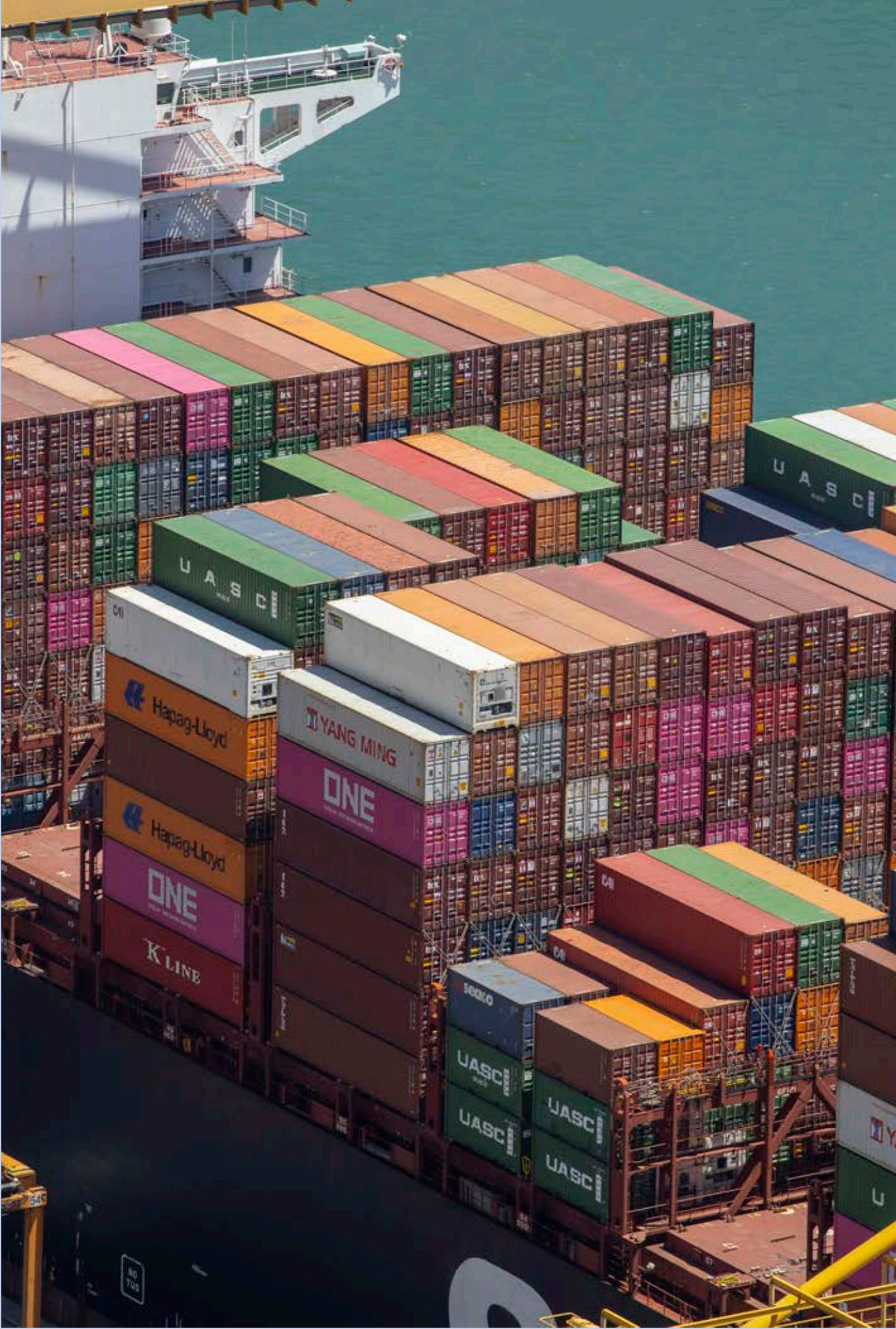
21.2% hold managerial positions

48.8% have equality plans

TRAINING
85,742.73 hours

Occupational risk prevention service

92.8% of organisations



ORIENTATION TO THE SDGS



Promote just, peaceful and inclusive societies

- 64% of organisations under the Plan have a code of ethics or good governance
- 65.2% of organisations under the Plan have channels for whistle blowing sorted by ethical subjects



Revitalise the Global Alliance for Sustainable Development

- 36% of organisations under the Plan adhere to global initiatives that promote sustainability
- 36% of organisations under the Plan participate in sustainable initiatives
- 27% of organisations under the Plan prepare sustainability reports

The guiding principles

Transparency

Administrations and public entities are subject to legislation on transparency issues, set out in Law 19/2013 of 9 December 2013 on transparency, access to public information and good governance. This law does not affect organisations governed by private law. Although it is not mandatory, many companies are moving towards publishing integrated sustainability reports setting out economic, organisational and information on the various actions they perform. **Participation in the survey** by the companies under the Plan is an example of the voluntary exercise of transparency.

Ethics and integrity

64% of organisations under the Sectoral Sustainability Plan **have a code of ethics or good governance**, lower than in 2018.

56.2% have formal channels for consultation on ethical issues; 65.2% have internal channels for processing inquiries or complaints on ethical issues and 69.8% have policies and/or procedures for combating corruption.

Sustainability initiatives

36% of the organisations under the Sectoral Sustainability Plan (SSP) are involved in external sustainability initiatives and most of them in more than one. Joining the Global Compact is the initiative that most companies have undertaken.

It should be underlined that all the companies that respond to the survey are covered by the Sectoral Sustainability Plan, which is an indication of their commitment and effort on sustainability issues.

INVOLVEMENT OF SSP ORGANISATIONS IN SUSTAINABILITY INITIATIVES, 2016-2020

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

Just like the Port of Barcelona, whose annual report is structured around sustainability criteria, **27%** of organisations under the Plan **prepare sustainability reports** (33.3% in 2019). 61% of companies that prepare a sustainability report do so according to the standards of the Global Reporting Initiative.

It should be noted that, while they do not prepare other reports related to sustainability, **the survey itself, on which the Plan’s data are based, is a sign of commitment to responsibility and sustainability.**

ORIENTATION TO THE SDGS



Build resilient infrastructure, promote inclusive and sustainable industrialisation and foster innovation

- 8,4% investment in R&D+I across all the organisations under the Plan
- 4,4 million in aid received for projects of the organisations under the Plan



Ensure sustainable consumption and production patterns

- 89 organisations signed up to the Port of Barcelona Sectoral Sustainability Plan
- 96,7% of the organisations under the Plan purchase products or services made in the European Union

Other key economic figures

Investments in R&D+I

In 2020, R&D+I investments in the organisations of the Sectoral Sustainability Plan amounted to an average of **8.4% of total investment**. The previous year this figure was 9.5%. Despite the slight decline, it remains a significant percentage that shows the commitment of organisations to remain competitive.

Financial aid received

22.5% of organisations have received financial aid from the State or the European Union under the Sectoral Sustainability Plan.

Total aid received was **€20 million**, much higher than the previous year, which was €4.4 million. It should be borne in mind that one of the companies that answered the survey has received a grant of €11.8 million, which increases the total considerably.

PUBLIC AID RECEIVED BY PLAN ORGANISATIONS (in EUR), 2020

Type of aid	Amount (in EUR)
For R&D+I	1,698,359
For infrastructures	2,315,000
For other types of projects	16,064,966
TOTAL	20,078,325

Procurement and service purchase practices

The percentage of local purchases of companies within the EU is a key factor for boosting the economy of an area and preserving community relations.

96.7% of purchases of goods or contracts made by the organisations under the Plan are for services from companies in the European Union. This figure, while very similar to the previous year, has dropped 0.6 points compared to 2019.

ORIENTATION TO THE SDGS



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

- 92.8% of organisations under the Plan have an Occupational Risk Prevention system
- 46.3% of organisations under the Plan conduct satisfaction and work climate surveys



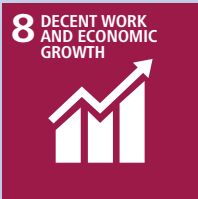
Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all

- 12.8 hours on average per year in training per worker under the Plan
- 30% of organisations under the Plan have a training committee



Achieve gender equality and empower all women and girls

- 29.2% of women in the workforce in the organisations under the Plan
- 48.2% of organisations under the Plan have equality plans
- 61.2% of organisations under the Plan have anti-harassment protocols



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

- 92.1% of the contracts of the organisations under the Plan are fixed-term
- 91.2% of full-time contracts
- 1.3% of people in the organisations under the Plan have some type of disability and 0.9% are at risk of social exclusion



Make cities and human settlements inclusive, safe, resilient and sustainable

- 16.7% of organisations under the Plan have mobility plans



Revitalise the Global Alliance for Sustainable Development

- 67.4% of organisations under the Plan belong to sectoral associations
- 64% of organisations under the Plan participate in stakeholder activities
- 80.5% of organisations under the Plan evaluate customer satisfaction

Human capital: staff strategy

Type-employment under the sustainability plan

Within the Port Community, the organisations under the Sectoral Sustainability Plan (SSP) —6,721 people in all— are also enhancing their human capital and look to orient their personnel policies towards sustainability. These are some of the characteristics of the typical workforce of these organisations:

- **92.1% of staff have a fixed-term employment contract**, which shows the commitment to stable employment, reinforced by the fact that **91.2% of contracts are full-time**.
- **84% of people are covered by collective agreements**. Many fewer were hired externally, as the average external recruitment of staff over the total workforce was 2.4%, compared to 8.8% in 2019.
- With regard to the type of function performed within the organisation, **almost half of staff are assigned to operational functions (45.6%)**, 13.3% in middle management and **6.2% of the total are managers**.

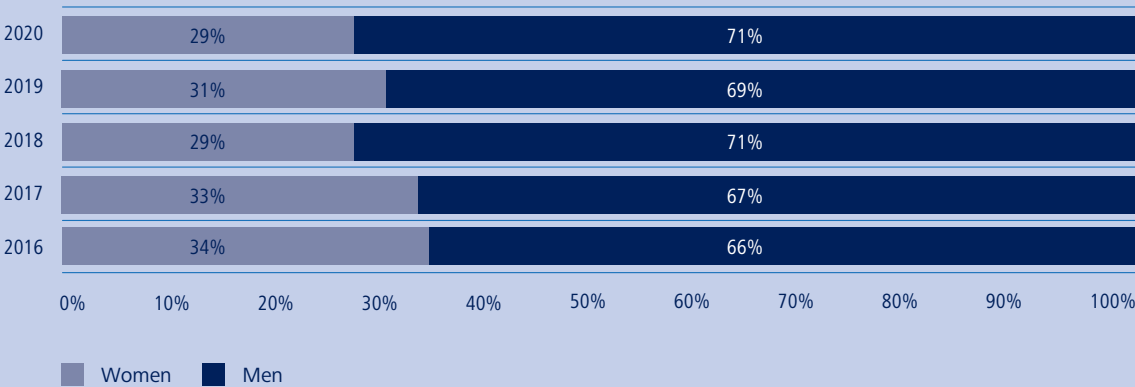
The number of workers fell by 5.9% year on year. Given the complexity of the health crisis and its impact on employment, it is a logical consequence of the exceptional moment experienced.

TYPES OF CONTRACT IN SSP ORGANISATIONS, 2017-2020

	2017	2018	2019	2020
Fixed employment contract	85.1%	80.3%	90.6%	92.1%
Full-time employment contract	87.7%	76.9%	93.2%	91.2%
Staff covered by collective agreement	93.6%	91.4%	86.9%	84%

In terms of gender, in most organisations there is a clear predominance of men: **women represent 29.2% of the workforce**, a proportion similar to previous years.

DISTRIBUTION OF STAFF UNDER THE SSP, BY GENDER, 2016-2020



The largest proportion of female workers is to be found in administrative positions. 21.1% of management positions are occupied by women. Gender percentages remain approximately in the same proportions by type of work.

SSP ORGANISATIONS STAFF, BY FUNCTION AND GENDER, 2016-2020

Post	2016		2017		2018		2019		2020	
	% Men	% Women	% Men	% Women	% Men	% Women	% Men	% Women	% Men	% Women
Top management	72.0%	28.0%	76.2%	23.8%	74.3%	25.7%	73.4%	26.6%	78.9%	21.1%
Middle management	65.0%	35.0%	71.4%	28.6%	66.4%	33.6%	66.5%	33.5%	66.4%	33.6%
Administration	47.0%	53.0%	44.8%	55.2%	46.6%	53.4%	51.1%	48.9%	45.0%	55.0%
Operations	67.0%	33.0%	82.8%	17.2%	79.1%	20.9%	84.9%	15.1%	84.4%	15.6%
Other	75.0%	25.0%	53.5%	47.5%	79.5%	20.5%	57.6%	42.4%	58.8%	41.2%

Diversity and equal opportunities

PRESENCE OF WOMEN IN GOVERNING BODIES

The proportion of women in the main governing bodies of the Port of Barcelona, according to their composition at 31 December 2020, was:

AVERAGE OF WOMEN IN THE GOVERNING BODIES OF THE ORGANISATIONS UNDER THE SSP, 2020

Management board	35.0%
Executive Committee	21.1%

EQUALITY PLANS

Companies with more than two hundred and fifty workers are subject to Article 45 of Organic Law 3/2007 of 22 March 2007, which stipulates that they are obliged to respect equal treatment and opportunities in the workplace.

48.2% of the organisations that are part of the Plan also have and apply equality plans, compared to 41% in 2019. It should be noted that only 6.7% of the organisations under the Plan have a workforce of more than 250 people and are therefore required to do this by law. Many of them therefore take on and implement this challenge voluntarily.

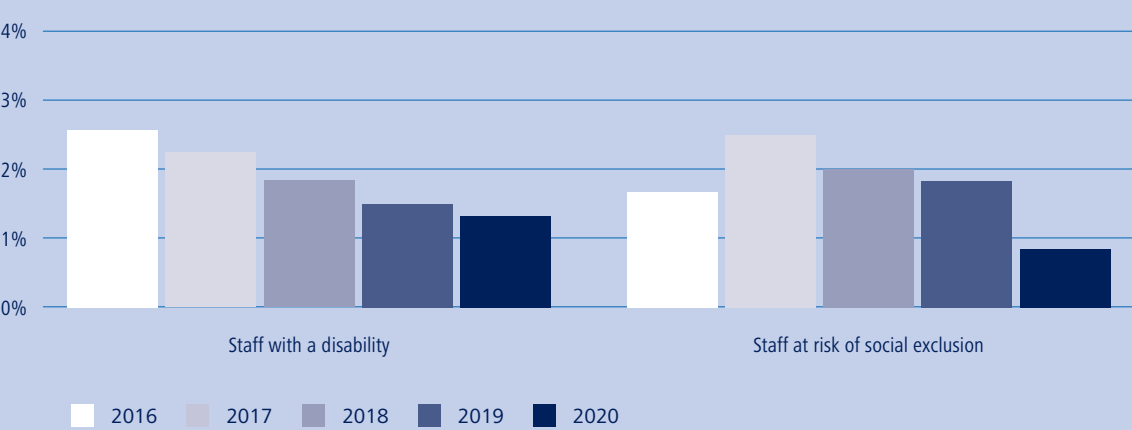
In addition, **61.2% of participating organisations have a sexual and/or gender harassment protocol.** At 62.8%, this figure remains the same as the previous year.

PREVENTING DISCRIMINATION

On average, **1.3% of the staff of the Plan’s organisations** have some kind of disability. It should be noted that this ratio includes 51.7% of companies with under 50 workers (those which must have a minimum of staff with disabilities, by law). At the same time, it also includes some organisations working in the Port Community that are denominated special work centres, in which a large part of the professionals are people with disabilities.

The organisations under the Plan also registered on average **0.9% people at risk of social exclusion** in their workforces.

STAFF OF THE ORGANISATIONS UNDER THE PLAN WITH DISABILITIES AND IN A RISK SITUATION (%), 2016-2020



Working climate

46.3% of the organisations under the Plan **have conducted job satisfaction and working climate surveys** (42.3% the previous year).

Also, **64.3% of the organisations under the Plan have established channels for making complaints about breaches of labour regulations.** Depending on the organisation, this channel can be the works council, the staff or union delegate, the Human Resources department or a specific space on the corporate Intranet. Organisations received a total of nine complaints through these formal mechanisms, three of which could be resolved through them.

Training and upskilling

30% of the organisations under the Plan have a training committee involving the company and the workers to cover their own training needs, with a total 85,742.73 hours of training completed, making an **annual average of 12.8 hours per worker**. Training was aimed mainly at professional skills (53.9%) and occupational risk prevention (14%).

Occupational safety and health

OCCUPATIONAL RISK PREVENTION

Virtually all of the organisations under the Plan (92.8%) have an **Occupational Risk Prevention Service**, which could be internal, external or joint, and **54.1% of organisations have their service certified**.

Accidents at work

During the year 2020, 55% of the organisations of the Port of Barcelona that under the Sectoral Sustainability Plan had no accidents, a figure similar to 2019 (56%). The number of accidents has decreased significantly, with **222 cases** compared to 358 the previous year.

45% of organisations registered accidents, which occurred mainly within the company (58.1%), with 19.4% *in itinere* and the remaining 22.5%, within the port area.

ACCIDENTS BY PLACE OF OCCURRENCE (%), 2020



Mobility plans

16.7% of organisations under the Plan have mobility plans for their staff, an initiative that minimises accidents at work, facilitates access to the workplace and helps to protect the environment.

Social and relationship capital

67.4% of the organisations under the Sectoral Sustainability Plan **belong to sectoral associations**. These are the most common organisations:

- National Association of Stevedoring Companies and Shipping Companies (ANESCO)
- Catalan Association of Concessionaire Companies with Port Facilities (ASCIPORT)
- Association of International Freight Forwarders of Barcelona (ATEIA)
- Spanish Association of Terminals Receiving Liquid, Chemical and Gas Bulks (ATERQUIGAS)
- European Association for Forwarding, Transport, Logistics and Customs Services(CLECAT)
- Spanish Federation of Freight Forwarders Associations (FETEIA OLTRA)
- International Federation of Freight Forwarders Associations (FIATA)
- International Air Transport Association (IATA)
- PROPELLER CLUB. Association of Logistics Managers and Entrepreneurs (Castellón, Valencia, Barcelona)
- WORLD CARGO ALLIANCE (Inter Global) (WCA)

Relations with stakeholders

CUSTOMER SERVICE

80.5% of the organisations under the Sectoral Sustainability Plan evaluated the satisfaction of their customers during 2020. This figure has decreased slightly compared to 2019, although it remains high. The main mechanisms for gauging the degree of customer satisfaction were surveys, followed by personal visits and/or meetings.

The organisations under the Plan have received only **5 complaints related to economic issues** and all were resolved with formal mechanisms.

During this year no organisation under the Sectoral Sustainability Plan received any complaints related to the privacy of its customers’ personal data.

DIALOGUE AND PARTICIPATION WITH STAKEHOLDERS

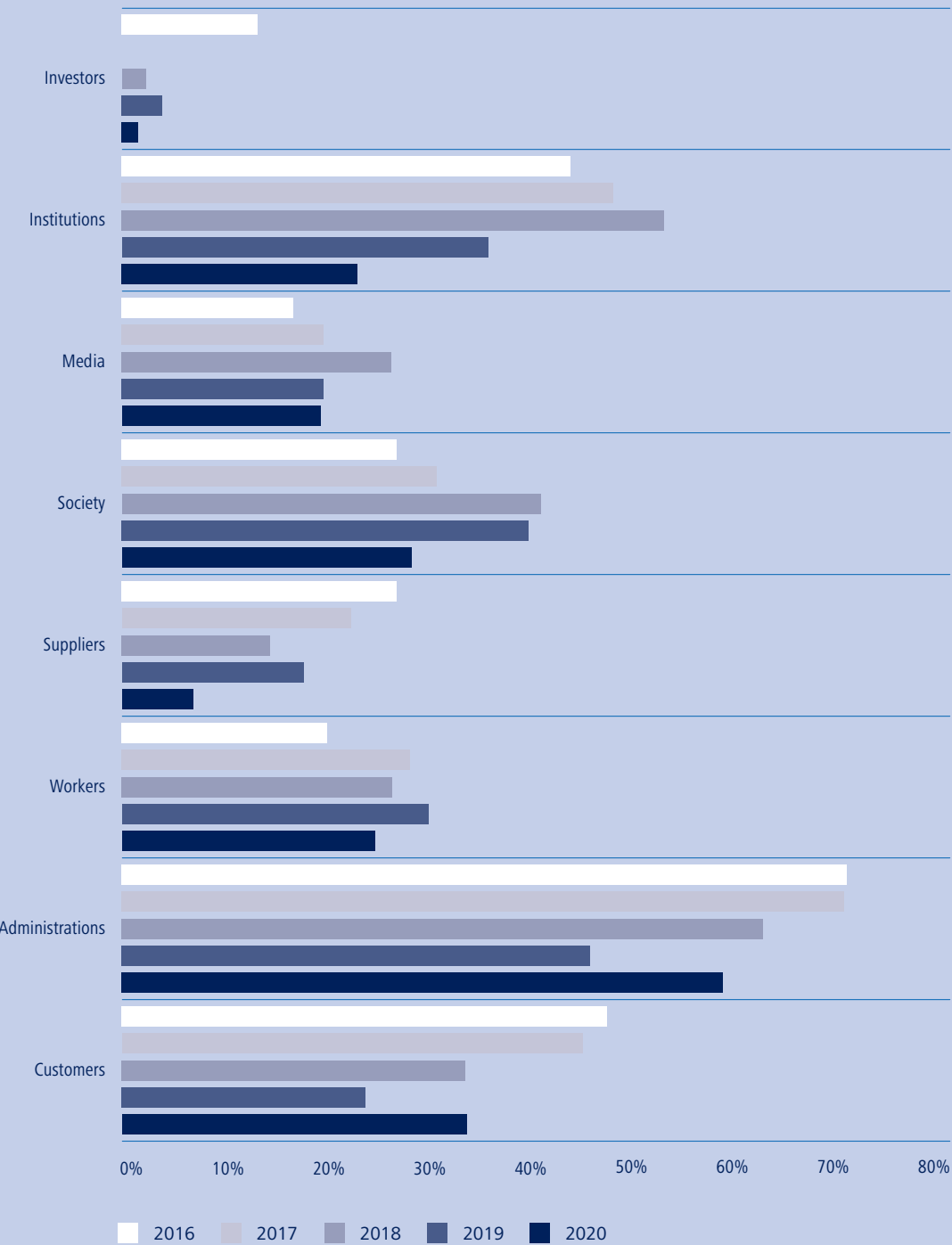
62.9% of organisations under the Sectoral Sustainability Plan **have communication channels with their stakeholders**. This figure remains in line with the previous year, which was 62%.

COMMUNICATION CHANNELS OF SSP ORGANISATIONS WITH STAKEHOLDERS

Customers	Face-to-face meetings	
	Commercial communications	
	SAC (Customer Care Service)	
	Customer management (telephone, mail, web and social networks)	
	Business events with customers	
Administrations	Management board	
	Face-to-face meetings	
	Corporate website	
	Steering Council	
Workers	Management board	
	On-site communications	
	Telephone contact, mail and website	
Suppliers	Works council	
	Provider management	
	Face-to-face meetings	
Society	Telephone contact, mail and website	
	Media	
	Events and conferences	
Media	Conferences, conferences and events	
	Interviews	
	Press conferences	
Institutions	Collaboration agreements	
	Attendance at events	
	Sectoral and professional associations	
Investors	Face-to-face meetings	
	Telephone contact, mail and website	
	Management board	

In addition, 64% of SSP organisations took part in **activities organised by their stakeholders** during 2020, a similar figure to 2019, when it was 65.4%. The main interaction group was the Administration, followed by institutions, customers and society at large.

PARTICIPATION OF SSP ORGANISATIONS IN STAKEHOLDER ACTIVITIES, 2016-2020



Social action

SPONSORSHIPS AND DONATIONS

In 2020, **38.8% of the organisations under the Plan** reported that they had performed **sponsorships and/or donations in the social and/or educational field**. This figure is lower than in 2019, when it was 48.7%. Despite the fact that fewer organisations are making solidarity contributions and/or sponsorships, were €4,672,142 were contributed, compared to €2,488,206 the previous year. It is important to underscore the significant contribution of one of the companies under the SSP, which made a considerable extraordinary economic contribution due to the sanitary crisis.

Also noteworthy are donations in kind, such as those of food and other basic necessities to the Food Bank.

INITIATIVES AIMED AT THE PUBLIC AND THE PORT COMMUNITY

Below are some of the social actions undertaken by organisations under the Sectoral Sustainability Plan or by other entities in which they collaborated during 2020.

Breakfasts in the Raval district

- Aim:** social and food inclusion
- Recipients:** homeless people and other vulnerable groups
- Description:** providing a healthy breakfast and sharing some time with people without resources. More than 3,000 breakfasts have been served each year.

Collaboration with the “Red Cross responds” campaign

- Aim:** distribution of basic items to families in need
- Recipients:** vulnerable groups, aggravated by the Covid-19 health crisis
- Description:** online financial contribution from the workers, matched by the company. Contribution of basic food kits for 22 people (6 families) and 3 baby hygiene kits.

Dual VET project

(extension of the project begun in 2019)

- Aim:** to improve the training and employment of young people in the field of logistics
- Recipients:** Vocational Training students in the specialities of logistics and socio-occupational integration
- Description:** > The Dual Vocational Training project was launched in July 2019 with the signing of a collaboration agreement with the Department of Education of the Generalitat and Salvador Seguí secondary school to take on a student from a socio-occupational integration programme for a placement. In 2020 the project was expanded to the logistics area.

> A new collaboration agreement was also signed with the Les Salines secondary school in el Prat de Llobregat to take a student from the Logistics Training Cycle on a placement.

Rescuing people at sea

- Aim:** to offer support and get involved in emergency situations
- Recipients:** collaboration with social NGOs helping migrants fleeing war and conflict to seek new opportunities.

Implementation of telework

- Aim:** to reduce travel to the office, while ensuring quality of service
- Recipients:** port staff
- Description:** implementing rotating telework shifts to protect people from the health crisis.



ORIENTATION TO THE SDGS



Actions to clean up the Port's waters

- Specific projects for cleaning up the port waters.



Affordable, safe, sustainable and modern energy

- 18.3% of companies measure their carbon footprint.



Urgent measures to combat climate change and its effects

- 47% of organisations under the Plan are certified in environmental management systems.
- 4% spending on sustainability out of total spending.



Conserve and sustainably use the oceans, seas and marine resources

- Specific projects for the recovery of marine species.

Strategic model

Environmental management system

47% of the organisations under this system have certified environmental management systems, similar to the previous year, when it was 47.4%. **85%** of certified organisations **have the ISO 14001 certificate and 25% have the EMAS certificate**, while the previous year's figures were 91.5% and 16% respectively.

During 2020, only two organisations received complaints related to environmental issues, which were duly resolved through formal mechanisms.

Environmental expenditure and investment

56.3% of the organisations under the Sectoral Sustainability Plan have reported **average spending on sustainability as 4% of total spending**.

50% of the organisations under the Plan made **environment-related investments, representing an average of 5.9% of total investment**. These figures are lower than the previous year, but here too the number of companies increased and the percentage of investment decreased compared to the previous year, in which 29.5% of companies declared this type of expenditure with an average 11% investment.

The participating organisations under the Plan performed a total of **72 R&D+I projects on the environment**. Many companies participate in the European projects mentioned in this report while also taking part in their own projects or smaller ones that contribute to improving the environment.

These are some of the projects carried out by Plan organisations:

- Shore Power project to electrify wharves.
- Internal energy efficiency project based on contracting an energy utility with a 100% renewable energy supply, optimising the power supply under contract and progressive replacement of light fittings with LED technology.
- Analysis of all processes that generate a large consumption of paper, to cut usage.
- Hybridisation of trucks and use of gas-powered trucks.
- Calculation of the Carbon Footprint (scope 1 and 2) and also of the services provided to customers.
- Building an *ecosilence* ship.
- Incorporating a new tugboat classified as an "Oil Recovery Ship" with a 51-tonne storage capacity for collected waste and a complete oil recovery collection equipment comprising a 150-metre anti-pollution barrier and a Markleen Multiskimmer MS10 hydraulic skimmer.

Organisations under the Plan take part in the following European and cross-cutting projects also mentioned in this sustainability report: CORE LNGas hive; REPORT, RIS3CAT programme; CLEANPORT, EALING; CREATORS; LNGHIVE2 Barcelona; LNG BLUE CORRIDORS; and CarEsmatic.

Environmental performance and monitoring

Consumption of resources

WATER CONSUMPTION

The organisations participating in the Sectoral Sustainability Plan declared a **water consumption in the port precinct of 391,058 m³**.

ENERGY CONSUMPTION

Total energy consumption of the organisations of the Sectoral Sustainability Plan within the port precinct was **183,034 MWh**.

18.3% of companies measure their carbon footprint. 26.7% of companies that measure their carbon footprint measure direct emissions (gases emitted by the producer on the greenhouse effect); 20% measure indirect emissions (emitted by the producer of the energy); and 60% measure other indirect emissions produced before being acquired or contracted. These data cannot be compared with other years since they correspond to a new indicator. The SSP aims to improve data collection and better understand what Port companies do, which is why new questions are included in the data collection survey

Total emissions by respondent companies were 769,211.07 CO₂e.

Although companies are required to answer specific questions on waste, an indicator of the volume of waste generated by different companies was also introduced. The main data are indicated below.

VOLUME OF WASTE GENERATED BY SSP COMPANIES (in kg), 2020

	Units (in kg)
Paper and cardboard	6,241
Plastic	249
Glass	2,083
Hazardous waste	262,891
Other waste	13,909

Impact on the surrounding area and the environment

Apart from the general actions of the Port of Barcelona led by BarcelonaPort Authority described throughout the report, the organisations under the Sectoral Sustainability Plan also carried out or participated in initiatives to minimise their environmental impact. Here are some examples.

INITIATIVES RELATED TO OPTIMISING RESOURCES AND CARE FOR NATURAL RESOURCES

Setting up the Environment Commission

Aim: to raise awareness and design actions in favour of the environment
Recipients: workers
Description: a group of people representing all the work centres meets periodically to assess actions in workplaces to benefit the environment. They also help to write and disseminate articles related to sustainability issues. This helps to improve waste management

Paperless

Aim: to dispense with paper-based physical records
Recipients: all company staff
Description: Developing a complete digital file containing all the information and documentation related to operational control
Achieving a very significant reduction in spending on paper and toner
Digitalisation of operations

Protection against soil pollution in the port area

Aim: for organisations with a licence to occupy the public domain to comply with the obligation to ensure that these areas avoid soil pollution or damage to groundwater at the end of their concession period
Recipients: port concessions
Description: During the validity period of the concession they must prevent any incident or accident that could potentially lead to contamination. At the end of the validity period, land must be re-characterised. Should contamination be detected, the concessionaire must clean the land and decontaminate the water
Maintaining subsoil pollution levels below risk thresholds for people and ecosystems

Incorporating a tug equipped with more efficient engines

Aim: reducing the level of CO₂ emissions
Description: tugs equipped with engines that consume less diesel and oil, decreasing air pollution

Replacing the blowing systems of capture filters of the unloaders of Torre Marina I and Torre Marina II

Aim: to reduce the electrical consumption of the blowing systems generating only the necessary air for the capture filters of the unloaders

Description: Replacing the currently existing blowing system (blower + motor) with a new blower box system that has no associated power consumption, although there is an increase in power consumption of the main compressor

Reducing the level of CO₂ emissions by 9.29 t/year

Improved waste segregation

Aim: Promoting the recycling of different types of waste

Recycling metal structures of certain containers

Description: Selecting returnable packaging to reduce the amount of waste, while avoiding disposable items

Disassembly of additives to re-use certain types of containers for import and export

INITIATIVES RELATING TO ENERGY EFFICIENCY

Changes in lighting

Aim: to reduce electricity consumption and cut indirect emissions

Description: replacing the lighting of streets in the plant with LED lamps

100% renewable energies

Aim: conversion to 100% renewable energy

Recipients: plants throughout the company

Description: biogas plants that produce electricity, which is sold on the market without intermediaries to be subsequently consumed at the plants themselves

Acquiring a mobile transformer to connect large yachts to the electrical grid

Aim: to decrease the use of diesel generators

Description: in conjunction with the certification of renewable origin for all the energy supplied to the shipyard, the level of emissions derived from the stay of this type of yacht that were not previously suitable for grid connection has been considerably reduced

Building reefer racks in the storage blocks

Aim: to reduce the connection of the *reefers* to diesel generators by switching to electrical connections

Recipients: BEST terminal

Description: to increase the number of containers that can be connected to electricity, reducing diesel consumption

INITIATIVES RELATED TO SUSTAINABLE MOBILITY

Fostering the use of electric vehicles among staff

Aim: to reduce the indirect CO₂ footprint

Recipients: staff of the company

Description: installing a free double charging point for workers, achieving a reduction in indirect CO₂ emissions of approximately 10 t CO₂e

LNG as fuel

Aim: to reduce costs and emissions

Conversion to 100% renewable energy

Description: purchase of two new LNG vessels and re-motorisation of five vessels

Ecological transport providers









































Aim: to offer a quality, sustainable and environmentally-friendly service

Description: use of ecological transport (hybrid or electric) to reduce emissions and comply with specific regulations, while still offering a quality service to the customer



Annex

SECTORAL SUSTAINABILITY PLAN ORGANISATIONS TAKING PART
IN THE SURVEY, IN ALPHABETICAL ORDER

Aduanas Alié, S.A. 	Autoritat Portuària de Barcelona 	Centro Intermodal de Logística, S.A., S.M.E. 	Ecologica Iberica y Mediterranea, S.A. (ECOIMSA) 
Aduanas Llobet, S.L. 			
Aduanas Pujol Rubio 	Autoterminal, S.A. 	CH Robinson 	Egardimo, S.L. 
Agencia Fernandez de Sola, S.L. 	Baleària 	CMA CGM Ibérica S.A.U. 	El Consorci de la Zona Franca de Barcelona 
Airpharm Logistics 	Barcelona Clúster Nàutic 	Coma y Ribas S.L. 	Elite Spain Logistic, S.L. 
Almarin, Equipos y Servicios Portuarios, S.L. 	Barcelona Cruise Terminal 	Cosco Shipping Lines (Spain), S.A. 	Enagás Transporte, S.A.U. 
APM Terminales Barcelona 	Capitanía Marítima en Barcelona 	Cosmopartner, S.A. 	ERGRANSA 
Apostolat del Mar 'Stella Maris' 		Creuers del Port de Barcelona, S.A. 	Escola Europea Intermodal Transport 
Arola Aduanas y Consignaciones, S.L. 	Càrrega i Transport de Contenedors, S.L. 	DCS Asta Logistik, S.L. 	Estela Shipping Barcelona, S.L. 
ATEC 	CEDASA Aduanas, S.L. 	Decal España, S.A. 	Estibarna CPE 
Automociones Portuarias, S.L. 	Cemesa Amarres Barcelona, S.A. 	Duamar Transitos y Aduanas, S.A.U. 	Eurocombi 2003, S.A. 

EVOLUTION YACHT AGENTS	
EWALS CARGO CARE, S.A.	
FERCAM TRANSPORTES, S.A.	
FUNDACIÓ CARES	
GALINDO SCCL	
GRIMALDI LOGISTICA ESPAÑA, S.L.	
HEMISPHERE COATING SERVICES, S.L.	
HIJO JOSE MARÍA MASQUES, S.A.	
HUTCHISON PORTS BEST	
IBERCONDOR, S.A.	
IFS INTERNACIONAL FORWARDING, S.L.	
INFE PROYECTOS S.L.	
INTERCRUISES	

LEOPROEX	
LIBERTY CARGO, S.L.	
LOGISBER FORWARDING, S.L.	
MARINA PORT VELL, S.A.U.	
MARÍTIMA DEL MEDITERRÁNEO, S.A.U.	
MASQUES SERVICIOS LOGÍSTICOS Y ADUANEROS, S.L.	
MB92	
MEROIL, S.A.	
MOSE SERVEIS D'ENGINYERIA, S.L.P.U.	
MPG TRANSITOS, S.A.U.	
NAUTIEL SERVICE, S.L.	
NOATUM LOGISTICS SPAIN, S.A.U.	
OCEAN NETWORK EXPRESS (SPAIN) S.A.	

OCIDENAVE ESPAÑA, S.L.	
OPERINTER BARCELONA, S.A.	
PORTCEMEN, S.A.	
RECEPTORA DE LIQUIDOS S.A. (RELISA)	
REMOLCADORES DE BARCELONA, S.A.	
SAR REMOLCADORES, S.L.	
SERVICIOS RECIPE TM2, S.A	
TERMINAL PORTNOU	
TERMINALES PORTUARIAS, S.L.	
TERMINALES QUIMICOS S.A.	
TRANSCOMA CRUISE & TRAVEL, S.L.U.	

TRANSCOMA GLOBAL LOGISITCS, S.A.	
TRANSCOMA SHIPPING, S.L.	
TRANSJUNIOR, S.L.	
TRANSMAR LOGISTICA CTC, S.L.	
TRANSPORTES CARLOS HERRERA BOADA, S.L.	
TRANSPORTES CID CAMARASA, S.L.	
TRANSPORTES PORTUARIOS, S.A.	
TRANSPORTES RICARDO MARTÍNEZ, S.A.	
TRANSPORTES Y CONSIGNACIONES MARÍTIMAS	
TVS SCS INTERNATIONAL FREIGHT (SPAIN), S.L.U.	
UNISERVICE 98, S.L.	
WORLD TRADE CENTER	



Port de Barcelona

Coordination

Barcelona Port Authority, Communication Department

Data collection and consolidation of information

Barcelona Port Authority

SdeSostenible

Coordination and suport to the Sectoral Sustainability Plan

Fundació Pere Tarrés

Data

Barcelona Port Authority

Companies under the Port of Barcelona Sectoral Sustainability Plan

Proposal, creation and content writing

Teresa Calveras Bonjorn

Translation

Mike Lucas (Simultrad)

Design and layout

Taller de Ideas y Comunicación, S.L.

Photographs

Barcelona Port Authority

UTE Audingintraesa Typsa

