



Port de Barcelona

POSITIVE iMPACT

20
25

ANNUAL REPORT



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JOSÉ ALBERTO CARBONELL
PRESIDENT OF THE PORT OF BARCELONA

PRESIDENT'S MESSAGE

2025 marked a particularly significant milestone for the Positive Impact initiative and for the Barcelona Port Community as a whole. **We celebrated ten years** of a project that was created with the aim of promoting sustainability through collaboration and that, a decade later, **has become a recognised benchmark** for encouraging environmental, social and governance (ESG) best practices across the port ecosystem.

Over the past ten years, Positive Impact has evolved thanks to the **commitment of the participating companies and organisations**, which have progressively integrated sustainability into their day-to-day activities and decision-making processes. This progress has been made possible by a shared conviction: that **competitiveness** and **sustainability** are not opposing concepts, but complementary factors in addressing both current and future challenges.

The event **“Celebrating the Journey, Building the Future. 10 Years of Positive Impact”** provided an opportunity to recognise this collective journey and to showcase the initiatives developed by organisations within the Barcelona Port Community in the environmental and social fields. The experiences shared throughout the event demonstrated the sector's ability to innovate, collaborate and create positive impacts that extend well beyond port operations themselves.

This anniversary also coincides with the beginning of a **new strategic phase** for the **Port of Barcelona**. The **V Strategic Plan 2026–2030** establishes ambitious objectives in the areas of economic, environmental and social sustainability, reinforcing lines of action related to the decarbonisation of port activities, the development of new energy vectors, the promotion of the circular economy, innovation, training and social inclusion, among others.

Achieving these objectives requires the **active involvement of the entire Port Community**. In this context, **Positive Impact** continues

to provide a **valuable platform** for sharing experiences, identifying opportunities for improvement and strengthening the **contribution** of organisations towards **the sector's common challenges**.

The results presented in this Sustainability Report show that participating organisations continue to make progress in areas that are closely aligned with the Port of Barcelona's key future priorities.

The strengthening of an ethical culture and **good governance**, together with the gradual integration of **ESG criteria** into organisational management and throughout the **value chain**, are among the areas in which the Port Community continues to demonstrate positive progress.

In the **social** sphere, the Port Community continues to focus on key priorities such as **talent** development, the promotion of **equal opportunities** and **socio-labour inclusion**.

From an **environmental** perspective, the positive trend continues in the **decarbonisation** of activities, the implementation of **energy efficiency** measures and the adoption of initiatives aimed at improving **waste management**.

These developments demonstrate the **gradual consolidation of sustainability** as an integral part of organisational management across the **Port Community**, strengthening its capacity to respond to both **current and future challenges**.

Sustainability is a continuous improvement process that requires adaptability, collaboration and a long-term vision. The progress achieved over the past ten years enables us to approach this new stage with confidence, while maintaining our commitment **to building** a more sustainable, innovative and resilient **Port Community**, prepared to meet the challenges of the future.



1 THE IMPORTANCE OF PORTS IN THE INTERNATIONAL LOGISTICS CHAIN

Maritime transport is a fundamental pillar of international trade and remains the world's primary means of moving goods.

Within this context, ports play a strategic role in the international logistics chain by connecting different modes of transport, including maritime, rail and road. This intermodal capability ensures the efficient movement of goods throughout every stage of the logistics process, from origin to final destination.

Located along key coastlines and connected to the world's principal shipping routes, ports provide essential gateways for the import and export of goods while facilitating the integration of national economies into global trade.

Ports: Essential Infrastructure
in the international **logistics** chain

Beyond serving as transport hubs, ports provide the infrastructure and services required for the handling, storage and transshipment of goods between different transport systems. This function streamlines logistics operations, reduces transit times and improves overall operational efficiency.

Ports also act as cargo consolidation and distribution centres, making them strategic nodes within global supply chains. Concentrating goods in a single location enables shipments to be optimised, logistics costs to be reduced and the overall efficiency of international transport to be enhanced.

Recent events such as the COVID-19 pandemic and geopolitical conflicts have further highlighted the crucial role of ports and maritime transport in ensuring the resilience of global supply chains.

2 BARCELONA AND THE PORT

Barcelona and its Port have shared a close historical relationship that has shaped the city's economic, social and cultural development over the centuries. From its earliest origins, Barcelona has developed a strong maritime and commercial vocation, with the Port serving as one of the main driving forces behind its economic activity.

Historically, the Port of Barcelona has played a prominent role as a gateway to international trade and the world's major shipping routes, facilitating commercial exchanges and supporting economic development.

Its strategic location, together with its extensive logistics and inland transport connections, has helped establish Barcelona as a leading logistics and economic hub, capable of attracting business investment, creating employment and fostering economic diversification.

The Port's influence extends well beyond the metropolitan area, reaching a much wider hinterland through its logistics network and sphere of economic activity.

Port and City: a **historic partnership** at the heart of the western mediterranean

The Port of Barcelona has also become a meeting point for the exchange of goods, people and knowledge between different regions and international markets.

Beyond its economic contribution, the Port has played a significant role in Barcelona's urban development and in shaping areas closely linked to its maritime heritage.

Today, the Port of Barcelona remains one of the region's principal drivers of economic activity. Alongside its logistics and commercial functions, it also plays an important role as a destination for tourism, culture and a wide range of services.

The transformation of former port areas, the introduction of new uses and the opening of selected waterfront spaces to the public reflect the Port's ongoing evolution and its continued integration into the urban environment.



3 THE POSITIVE IMPACT OF THE PORT

For many importing and exporting companies, the Port of Barcelona is a key component of their logistics chain and a decisive factor in their competitiveness.

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

Cargo traffic over time

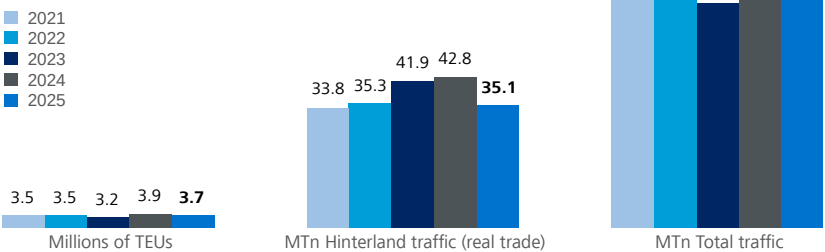


Chart 1. Cargo traffic over time

Passengers

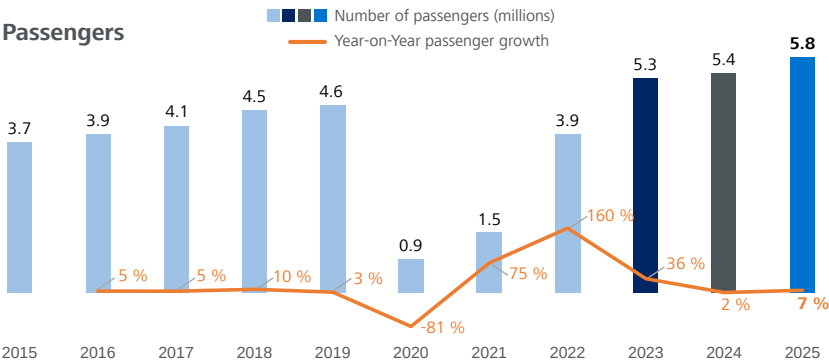


Chart 2. Passenger traffic over time

3.70 Million TEUs (Unit equivalent to a 20-foot ISO container - 6.10 m)

35.10 Million tonnes of hinterland traffic (actual commercial traffic)

69.00 Million tonnes of total traffic

24% Share of the State's total maritime trade

5.80 Annual number of passengers (in millions)

7.4% Year-on-year growth in passenger numbers compared to the previous year

Port activity is **essential** to both the city and the country as a whole

Port activity is a major driver of economic development, with ports serving as essential infrastructure for international trade. This role supports business activity and creates employment across a wide range of sectors, from port operations to logistics, administrative and industrial services.

Ports also attract investment and contribute to the economic development of the regions they serve, generating benefits for local communities as well as for the national economy.

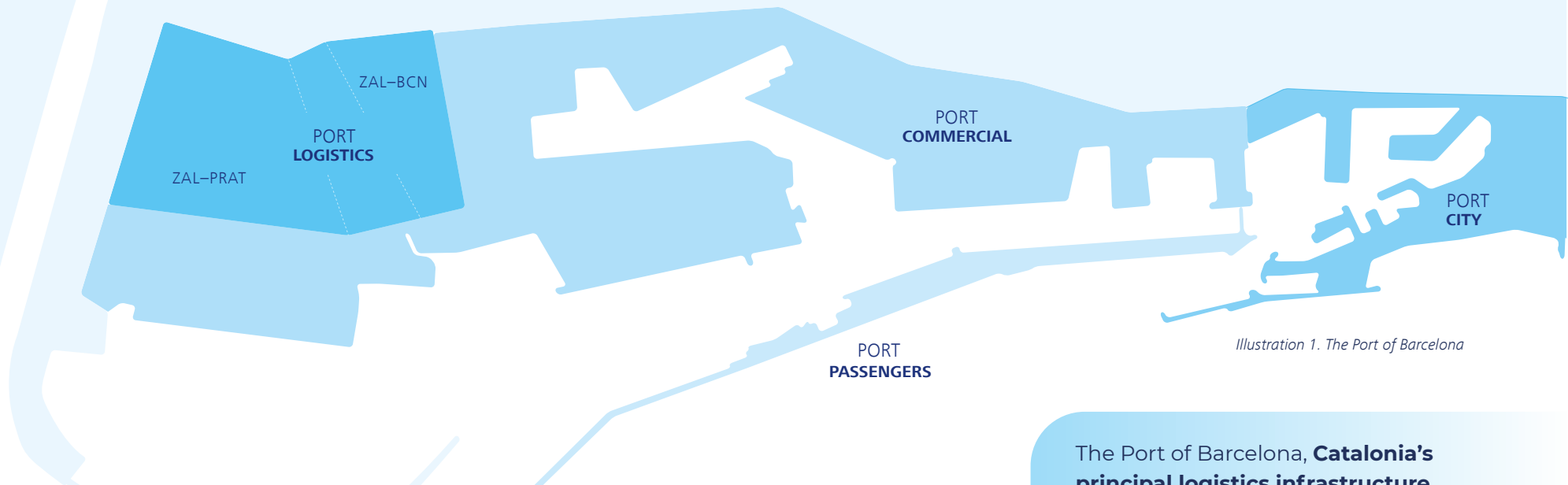


Illustration 1. The Port of Barcelona

The Port of Barcelona, **Catalonia's principal logistics infrastructure**

4 ABOUT THE PORT OF BARCELONA

A **port** is a place where different modes of transport—maritime, rail and road—converge, enabling the movement of goods and passengers between regions across the world. For these operations to run efficiently, both appropriate infrastructure and the coordinated involvement of the many organisations participating in port activities are essential.

Beyond its logistics function, a port is also a major economic and business ecosystem that plays a vital role in international trade and global supply chains. In addition to facilitating the movement of goods, ports contribute significantly to areas such as maritime safety, environmental sustainability, tourism and regional development.

THE INFRASTRUCTURE

The Port of Barcelona is Catalonia's principal logistics infrastructure. Covering more than 1,000 hectares and featuring 23 kilometres of quays, it is a highly diversified port comprising around thirty specialised terminals.

To meet the operational requirements of different types of traffic and port activities, the Port of Barcelona is organised into several specialised areas:

- **City Port:** focused on the relationship with citizens and activities integrated into the urban environment.
- **Passenger Port:** primarily dedicated to cruise ships, ferries and passenger transport.
- **Commercial Port:** specialised in handling a wide range of cargo, including containers, vehicles and liquid and dry bulk cargo.
- **Logistics Port:** dedicated to logistics activities related to cargo consolidation (combining multiple consignments into a single shipment) and deconsolidation (the reverse process).

BARCELONA PORT AUTHORITY

The **Barcelona Port Authority (APB)** is the public body responsible for managing and coordinating port activities. Its main responsibilities include the **management and administration of port infrastructure**, the **supervision of port services** and the **regulation of activities** carried out within the port area.

Its main **responsibilities** are:

- **Planning, developing and managing** the Port's core infrastructure.
- **Coordinating and supervising port services** to ensure efficiency and quality.
- **Ensuring safety and environmental management** throughout the port area.
- **Promoting** the Port of Barcelona and the services provided by the Port Community.

THE PORT COMMUNITY: THE ORGANISATIONS BEHIND PORT OPERATIONS

Given its size and operational complexity, the Port of Barcelona depends on the coordinated participation of a wide range of **public and private organisations** that make its day-to-day activities possible.

Together, these organisations form the Port Community, a dynamic business and institutional network currently comprising approximately **500 organisations**, generating around **40,000 direct** jobs and more than **238,000 indirect** jobs.

The number of stakeholders involved in any international logistics operation makes close cooperation essential to ensure efficient, safe and competitive operations. This collaborative network operates both locally and internationally, contributing directly to the Port's operational capacity.

500
ORGANISATIONS



40,000
PEOPLE



The successful operation of the Port depends on the **coordination and collaboration of all the organisations involved**

HOW DOES COFFEE GET TO BARCELONA?

OPERATORS AND ADMINISTRATIONS - INTERNATIONAL TRADE

COLOMBIA
EXPORTER

SPAIN

IMPORTER

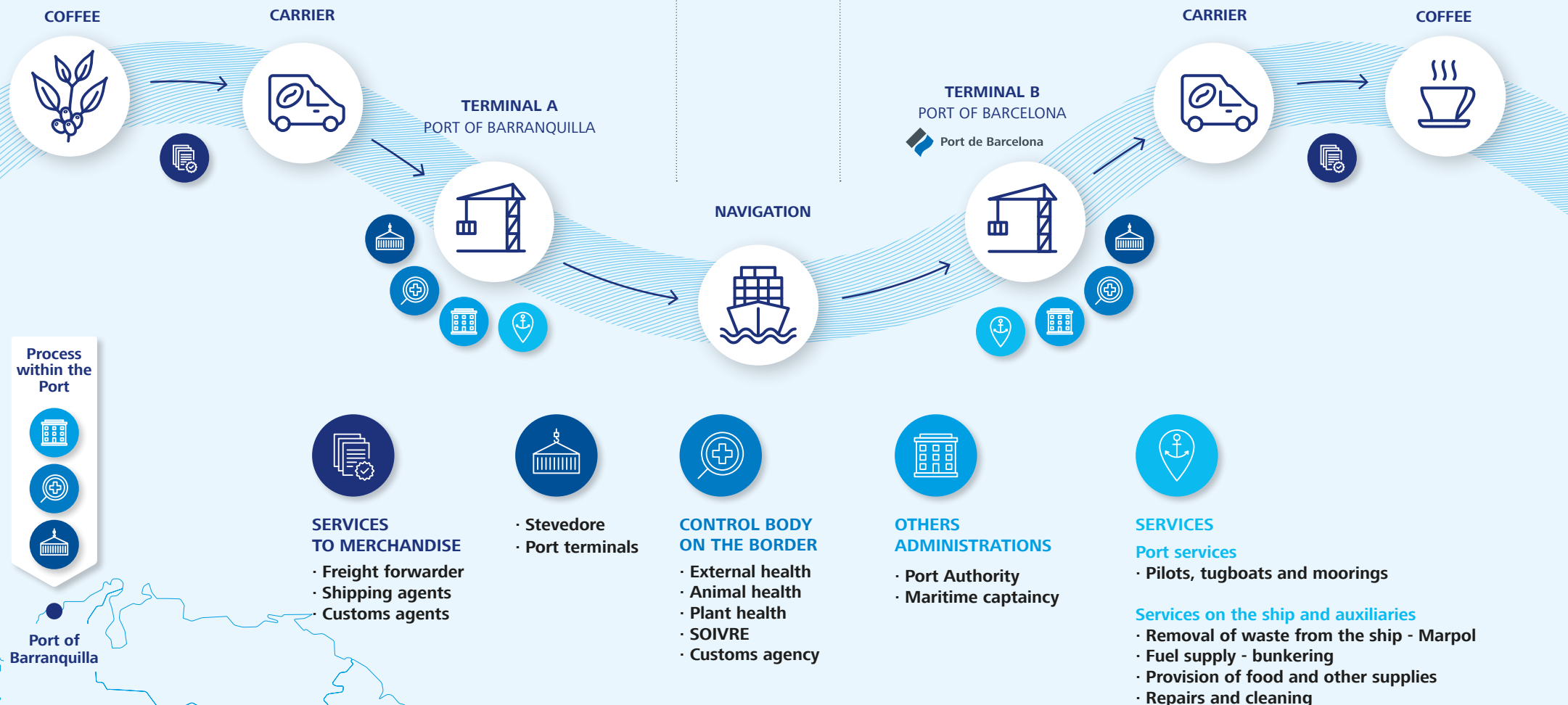


Illustration 2. How coffee reaches the Port of Barcelona

Importer

Responsible for managing the shipment of coffee from the country of origin to the Port of Barcelona by sea. Importers typically work with freight forwarders to organise shipments and select the most suitable shipping lines.

Shipping lines

Companies that own and operate the vessels responsible for transporting goods between ports.

Ship agents

Represent shipping lines and coordinate all services required for the vessel, its crew and its cargo while in port.

Border Inspection Services

Ensure that imported goods comply with all relevant health, safety and regulatory controls.

Customs

Responsible for controlling the movement of goods and people across the border, enforcing customs legislation and safeguarding the security of international trade.

Customs agents

Provide administrative and documentary support for customs clearance procedures between businesses and public authorities.

Harbour Master's Office

Authorises vessel movements and oversees the safe operation of maritime navigation within the port area.

Marine pilots, tug operators and mooring services

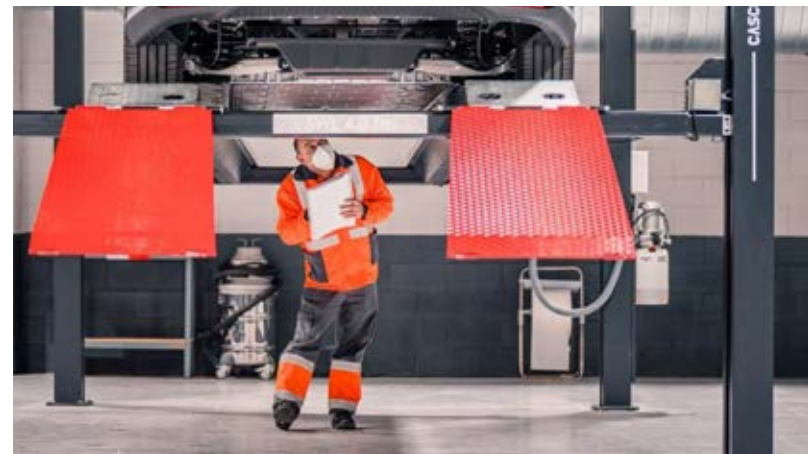
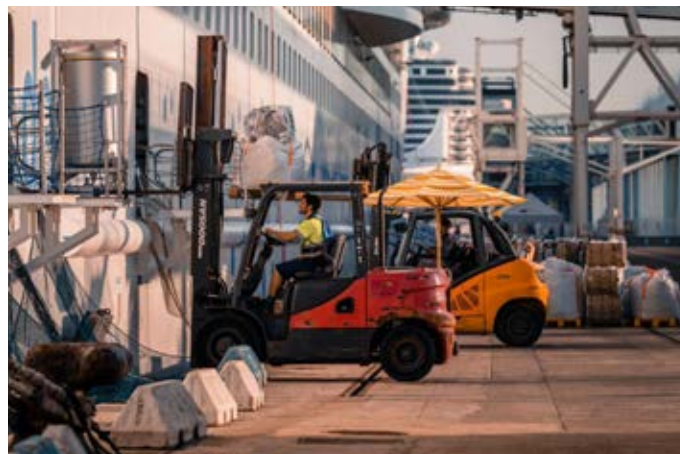
Assist vessels during arrival, departure and berthing manoeuvres within the Port.

Ship supply, waste collection and bunkering companies

Provide essential services to vessels during their stay at the Port, including supplies, waste collection and fuel.

Port terminals and stevedoring companies

Manage the loading, unloading and handling of cargo within the Port under concessions granted by the Barcelona Port Authority.



THE GOVERNING BOARD

To coordinate the organisations operating within the Port, the Governing Board was established as a governance and cooperation body bringing together the Barcelona Port Authority and the public and private organisations that make up the Port Community.

Its role is to contribute to the strategic development of the Port of Barcelona and to facilitate joint participation in decision-making.

Coordination across the Port Community is mainly carried out through **Working Groups**, collaborative forums established to address specific challenges and projects within the port sector. This structure supports **collective decision-making** and contributes to the Port's continuous development.

WORKING GROUPS

The Working Groups are coordinated by the Institutional Relations Department and include representatives from both the Port Community and the Barcelona Port Authority.

Their role is to promote initiatives, analyse specific issues and develop projects that contribute to the Port's continuous improvement. They also act as forums for discussion and proposal, submitting initiatives to the Governing Board for consideration and, where appropriate, approval.

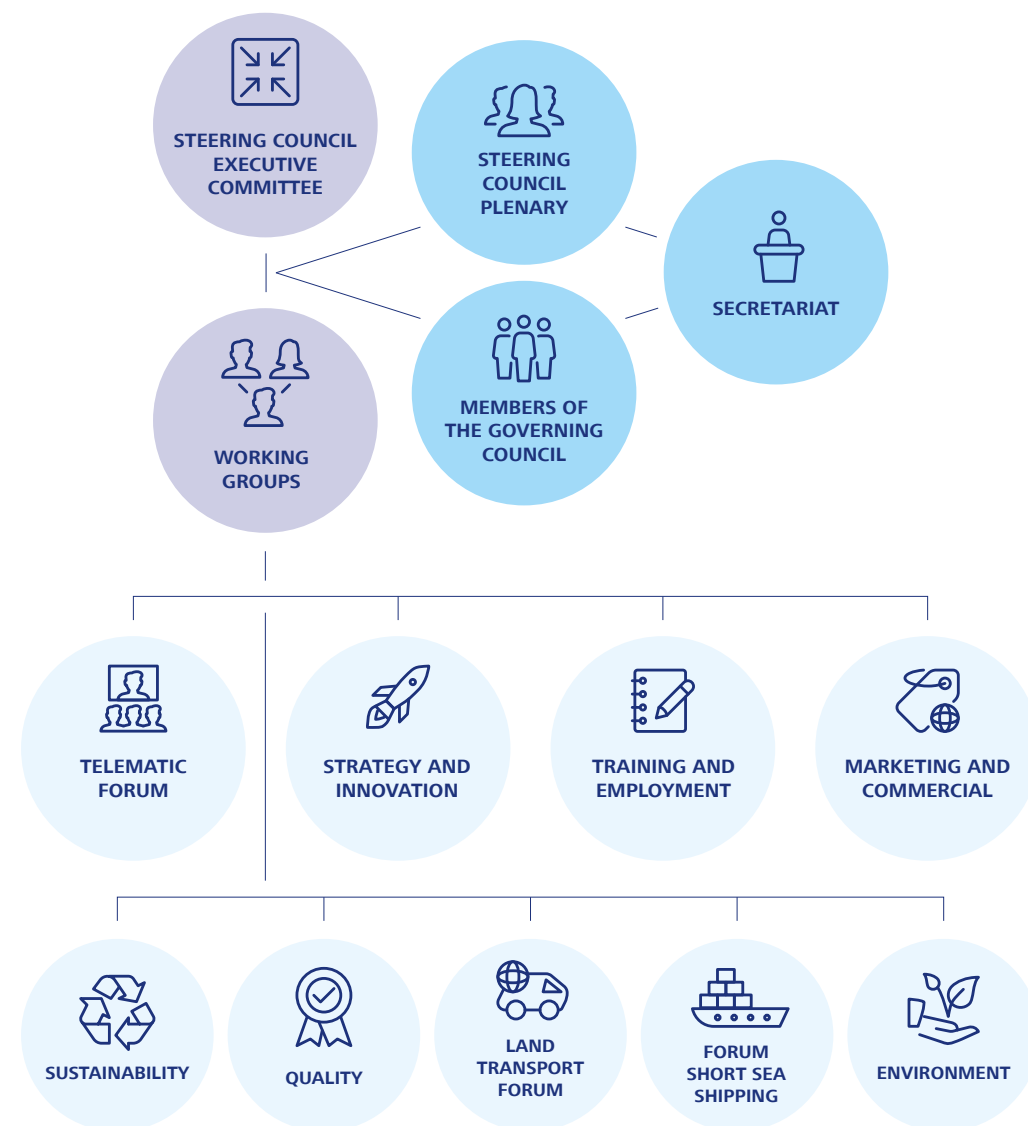


Illustration 3. Organisational structure of the Governing Board

The **Working Groups most closely linked** to the **social** and **environmental** dimensions are:

- **Training and Employment Working Group:** Promotes initiatives related to education, training and employment, helping to align professional skills with the evolving needs of the port sector.
- **Sustainability Working Group:** Leads the Positive Impact initiative and promotes environmental, social, economic and governance sustainability across the Port Community.
- **Environment Working Group:** Encourages the exchange of environmental best practices and supports the adoption of more sustainable management approaches throughout port activities.
- **Safety Working Group:** Contributes to strengthening social responsibility, occupational health and safety, and risk prevention across the port environment.

This collaborative working structure contributes to a more efficient, coordinated and sustainable development of the Port of Barcelona.

BCN PORT INNOVATION FOUNDATION

The BCN Port Innovation Foundation is a private foundation established by the Port of Barcelona, together with Aggity and Ackcent, with the aim of attracting talent and driving the transformation of the maritime and port sector into a leading smart hub.

The Foundation promotes knowledge, technological innovation, and a strong commitment to society and the environment as key drivers for advancing the principles of the Blue Economy and accelerating the transition towards a more sustainable model.

[Find out more about the BCN Port Innovation Foundation.](#)





5

SUSTAINABILITY AS A DRIVER OF THE FUTURE

Sustainability, understood as the ability to meet today's needs without compromising the ability of future generations to meet their own, is an essential factor in ensuring the long-term viability and competitiveness of economic activities.

Integrating sustainable practices into the management of infrastructure and organisations helps to reduce environmental, social and economic impacts, while strengthening their capacity to adapt to emerging challenges and future needs.

The **principles of sustainability** are commonly structured around three core dimensions: **Environmental, Social and Governance (ESG)**.

Every human activity generates both positive and negative **impacts** on the **environment, society** and the **economy**

As a **strategic infrastructure**, the Port's primary role is to facilitate international trade and strengthen connections between territories and markets. This role also **requires environmental, social and economic sustainability considerations to be integrated** into the development of port activities.

Within this context, a range of initiatives and actions are being implemented to improve operational efficiency, reduce the impacts associated with port activities and support the transition towards more sustainable models.

A sustainable Port seeks to achieve a **balance between economic activity, people and the environment**

The port sector continues to evolve through the progressive adoption of new approaches and solutions aimed at strengthening the long-term sustainability and resilience of port activities.



6

POSITIVE IMPACT: MORE THAN A DECADE ADVANCING SUSTAINABILITY

The Barcelona Port Community's commitment to sustainability has evolved over recent years through the Sectoral Sustainability Plan (SSP), an initiative launched in 2014 within the framework of the Sustainability Working Group of the Governing Board.

This project marked an important step forward in integrating environmental, social and economic considerations into port activities.

In 2023, the Sectoral Sustainability Plan evolved into **the Positive Impact Port of Barcelona Plan (PI)**, reinforcing a **shared approach** aimed at **creating value** across the entire **Port Community**.

An active **commitment** to **sustainability**

This Plan reflects a shared commitment to advancing towards more **sustainable** port operations while continuously monitoring the impacts arising from the Port's activities.

Its objective is to ensure that port operations are not only **efficient and competitive**, but also **responsible** towards both **people** and the **environment**.

Through the regular monitoring of results and the continuous assessment of progress, the Port Community is strengthening a **model based on continuous improvement** and the creation of a **positive impact on its surrounding environment**.

From the pioneering Sectoral Sustainability Plan
(2015) to a **well-established Positive Impact** initiative

The annual **data collection** process provides valuable insight into the evolution of **sustainability across the Port Community**. Based on this information, the Sustainability Report offers a transparent overview of the **progress** achieved, the **challenges** ahead and the **impacts associated** with port activities.

The evolution towards the Positive Impact model **has strengthened the commitment to concrete actions across the environmental, social and governance dimensions**. These initiatives reflect a genuine and tangible commitment to creating benefits for both the Port Community and society as a whole.

Positive Impact: a commitment
to a more sustainable future

This process of transformation highlights the importance of **collaboration** among all the stakeholders involved in international trade. The Barcelona Port Community is committed to **reducing the negative impacts of its activities** while **increasing their positive effects** on **people** and the **environment**.

The Sustainability Report reflects the **collective efforts of the companies, organisations and public bodies** that make up the Port Community. This **collaborative model**, launched in 2015, has helped consolidate an **innovative** approach to sustainability within the port sector.

The commitment to continuous progress in sustainability reinforces the Barcelona **Port Community's** position as a **benchmark** in the implementation of sustainable best practices.



Caring for people is essential
to the development of society
and to the **success** of every **organisation**

POSITIVE IMPACT STRATEGIC PLAN 2030

In 2022, a **process** was launched to **identify and prioritise the sustainability issues most material** to the Barcelona **Port Community**.

The analysis of these material issues, together with the **strategic pillars established by the Barcelona Port Authority**, provided the basis for defining the **strategic pillars** and **operational objectives** that set the roadmap through to **2030**.

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



3 STRATEGIC AXES



Illustration 4. Strategic pillars and operational objectives of Positive Impact

This **Sustainability Report** reflects the Port Community's **commitment** to environmental protection, economic development and social responsibility, as well as the progress achieved across these areas.

At the same time, it highlights the importance of **continuing to work together** to address the challenges that remain and to further advance towards a more sustainable future.

The transition towards a more sustainable future

Integrating sustainable practices requires an **ongoing, collaborative effort** that can adapt to an ever-changing environment. This process depends on the **active involvement** of all participating organisations and a **strong commitment** to continuous improvement.

Looking ahead

The Port of Barcelona reaffirms its commitment to continuing to lead sustainability within the port sector, both nationally and internationally.

This commitment is reflected through:

- **Investing** in cleaner technologies to reduce environmental impacts.
- Promoting **innovation** in port operations.
- Working **collaboratively** with local communities to support more balanced and inclusive development.

With this vision, the Port of Barcelona continues to move towards a more sustainable, resilient and prosperous future for society as a whole.



7

POSITIVE IMPACT 2025

Participation in the Positive Impact Port de Barcelona initiative has continued to grow steadily since the project was launched.

In 2025, a total of **157** organisations joined the initiative, representing a **+6% increase** compared with the previous year and confirming the Port Community's growing commitment to sustainability.

This increase in participation demonstrates organisations' commitment to sustainability and their active involvement in the annual survey, which provides the basis for preparing the Port de Barcelona Sustainability Report.



Positive Impact organisations account for **more than 30%** of the Port Community

Growing commitment across the Port Community

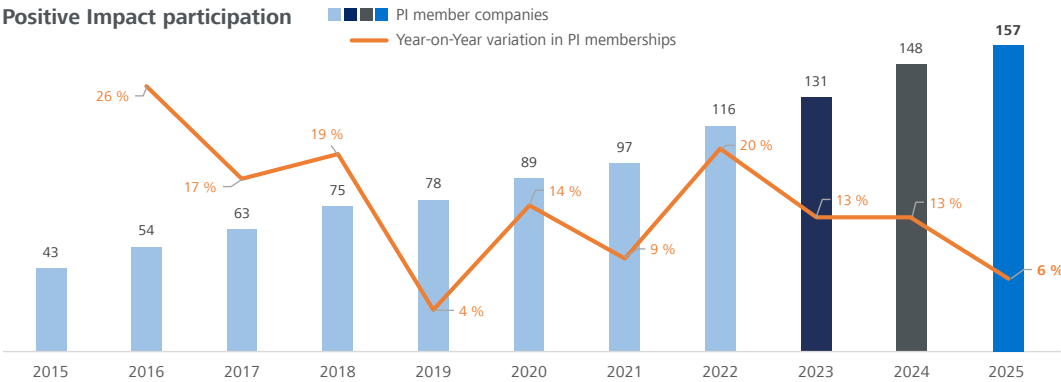


Chart 3. Growth in Positive Impact participation

The data presented in this Sustainability Report covers the period from **1 January to 31 December 2025** and has been prepared independently of the Port of Barcelona Annual Report.

To facilitate the interpretation of the results and better illustrate the impact of the Port Community, many of the indicators are presented as **percentages** rather than absolute figures. This approach provides a **clearer and more accessible basis for comparison** using the **information reported** by the participating organisations.

More than half of the participating organisations are located within the port area, with some operating from more than one site.

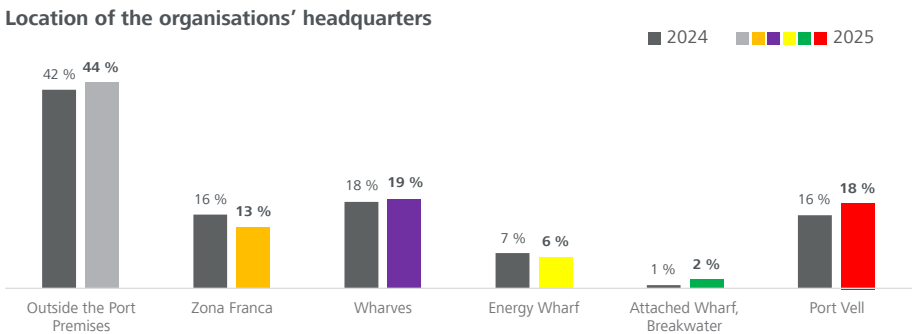


Chart 4. Location of organisations within the port area



POSITIVE IMPACT ORGANISATION SECTORS

The **wide range of sectors** represented by the participating organisations reflects the complexity and cross-sector nature of port activities. This diversity highlights the close interconnection between the different stakeholders operating within the Port of Barcelona ecosystem.

From logistics and maritime and land transport to industry, international trade, technology and environmental services, the Port Community brings together a broad range of economic activities. This diversity strengthens **collaboration across sectors**, encourages knowledge sharing and drives the development of innovative solutions aimed at enhancing the competitiveness of the Port as a whole.

The operation of the Port of Barcelona depends on the coordinated involvement of a wide range of stakeholders, including stevedoring companies, freight forwarders, hauliers, ship agents and other specialised operators.



Organisations participating in Positive Impact by sector

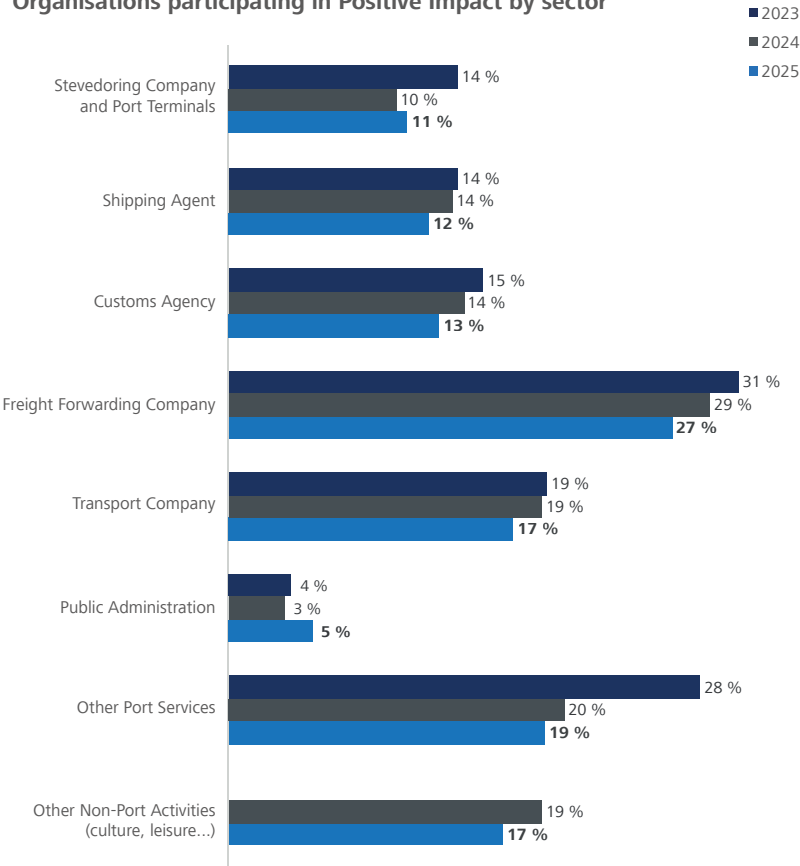


Chart 5. Organisations participating in Positive Impact by sector

SIZE OF POSITIVE IMPACT ORGANISATIONS

Beyond its sectoral diversity, the Port Community comprises organisations of very different sizes, operating under a wide range of business models, services and corporate strategies. This diversity **enriches the port ecosystem** while fostering both competitiveness and collaboration across the Port Community.

The size of the organisations participating in Positive Impact can be analysed according to their workforce, providing a useful indicator of the scale and influence of each organisation within the Port Community.

Small and medium-sized enterprises play a key role in sustainability

37% of organisations employ between 11 and 49 people

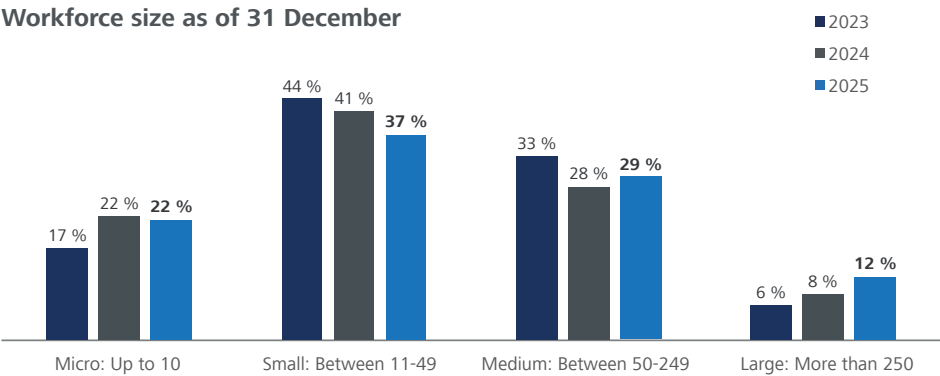


Chart 6. Workforce size of organisations participating in Positive Impact





ETHICAL PORT

Corporate governance establishes the framework for the relationship between an organisation's management, governing bodies and stakeholders, ensuring responsible, transparent and ethical decision-making.

A sound governance model is built upon principles, policies and procedures that address key areas such as business ethics, transparency, regulatory compliance, anti-corruption and sound financial management.

The organisations participating in **Positive Impact** demonstrate their commitment to responsible governance by assessing and implementing a range of initiatives across the Environmental, Social and Governance (ESG) dimensions.

Leading means making a **genuine commitment to sustainability**

LEADERSHIP

To establish strong leadership in sustainability and corporate governance, organisations must clearly define their mission, values and corporate commitments.

This approach supports the development of a strategy aligned with Environmental, Social and Governance (ESG) principles, strengthening corporate responsibility and creating long-term sustainable value.

Organisations forge partnerships to tackle sustainability challenges together

66%
are members of associations
and organisations

BEST PRACTICES

29.5% Have considered **potential social and environmental impacts when planning their business growth** (ESG growth impact assessment) and have implemented measures to mitigate negative impacts

32.8% Have developed a written ESG/Sustainability **Strategic Plan and Action Plan aligned with the SDGs**

32.8% Have carried out an **ESG risk and opportunity assessment**

25.4% **Communicate their commitment to Positive Impact** both internally and externally

18.9% Have **mechanisms in place to ensure fair competition**

COMMITMENT AND ENGAGEMENT

Organisations committed to driving sustainability

62%
have a written commitment
to labour standards

Written commitments across key sustainability areas

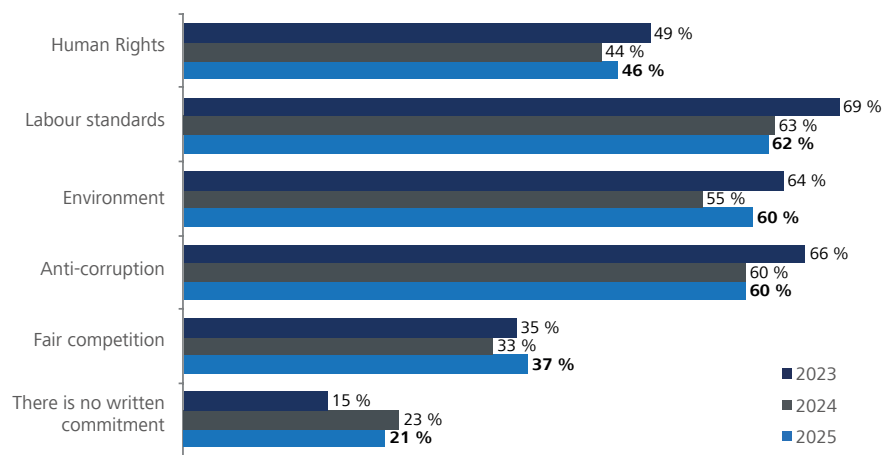


Chart 7. Written commitments across key sustainability areas



SUSTAINABLE DEVELOPMENT GOALS (SDGs)

The Sustainable Development Goals (SDGs), adopted by the United Nations in **2015**, provide a **global framework** comprising **17 goals and 169 targets** aimed at achieving more sustainable development by **2030**.

The SDGs provide organisations with a common **framework** for aligning their strategies and activities with responsible environmental, social and economic principles.

Organisations participating in Positive Impact are progressively integrating the SDGs into their business activities and management, embedding them in decision-making processes and sustainability initiatives.

51%
report initiatives
aligned with the SDGs

SUSTAINABLE DEVELOPMENT GOALS



Illustration 5. Sustainable Development Goals (SDGs)

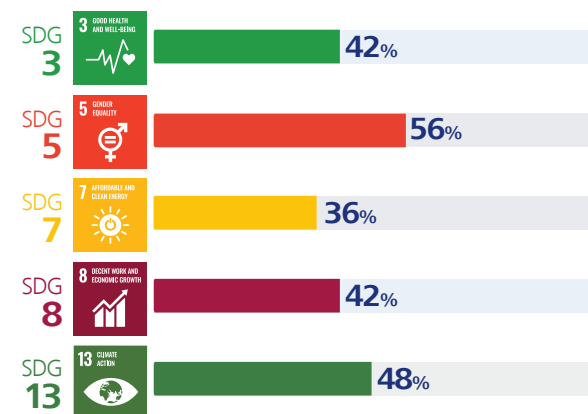


Table 1. Main SDGs addressed by organisations participating in Positive Impact (+35%)

The most frequently reported SDGs are
SDG 5 "Gender equality"
SDG 13 "Climate action"

COMPLIANCE

Compliance is a fundamental element of responsible business management and ensures that organisations operate in accordance with applicable laws and regulations. Organisations participating in Positive Impact have implemented a range of mechanisms and procedures to support compliance with relevant legal and regulatory requirements.

Ensuring compliance is essential to building trust

76% ensure compliance with data protection requirements

AGREEMENTS	66.9%	Report compliance with agreements reached with employees, suppliers and customers
EQUAL OPPORTUNITIES	60.5%	Report compliance with equal opportunities legislation
DATA PRIVACY	75.8%	Ensure compliance with global data protection requirements
	75.0%	Have measures in place to ensure the security of systems and data, strengthening cybersecurity
RESPONSIBLE TAX PRACTICES	45.2%	Have an explicit commitment to tax transparency

HUMAN RIGHTS

The **Universal Declaration of Human Rights (UDHR)** remains one of the world’s most important international agreements on fundamental rights and continues to serve as a reference framework for organisations committed to sustainability.

62% declare a commitment to human rights

REPORTING

ESG performance may be reported either voluntarily or as a legal requirement, depending on the characteristics of each organisation and the applicable regulatory framework.

The existence of internationally recognised reporting standards enhances the comparability, transparency and assessment of sustainability-related information.

31% prepare a sustainability report

An increasing number of organisations report on their ESG performance

Organisations that report their development

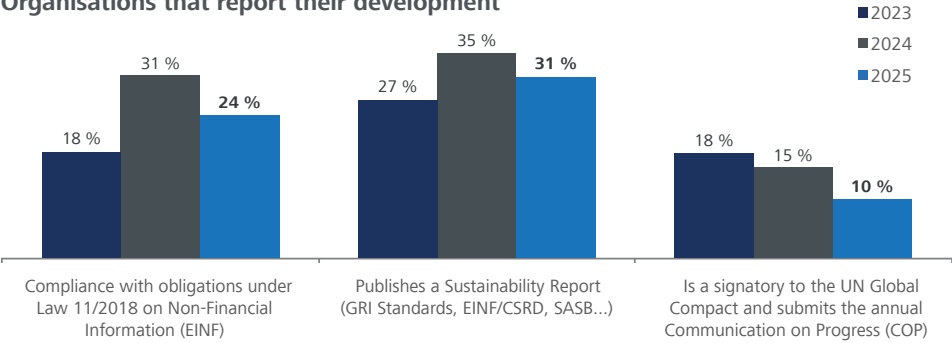


Chart 8. Sustainability reporting standards

INTEGRITY

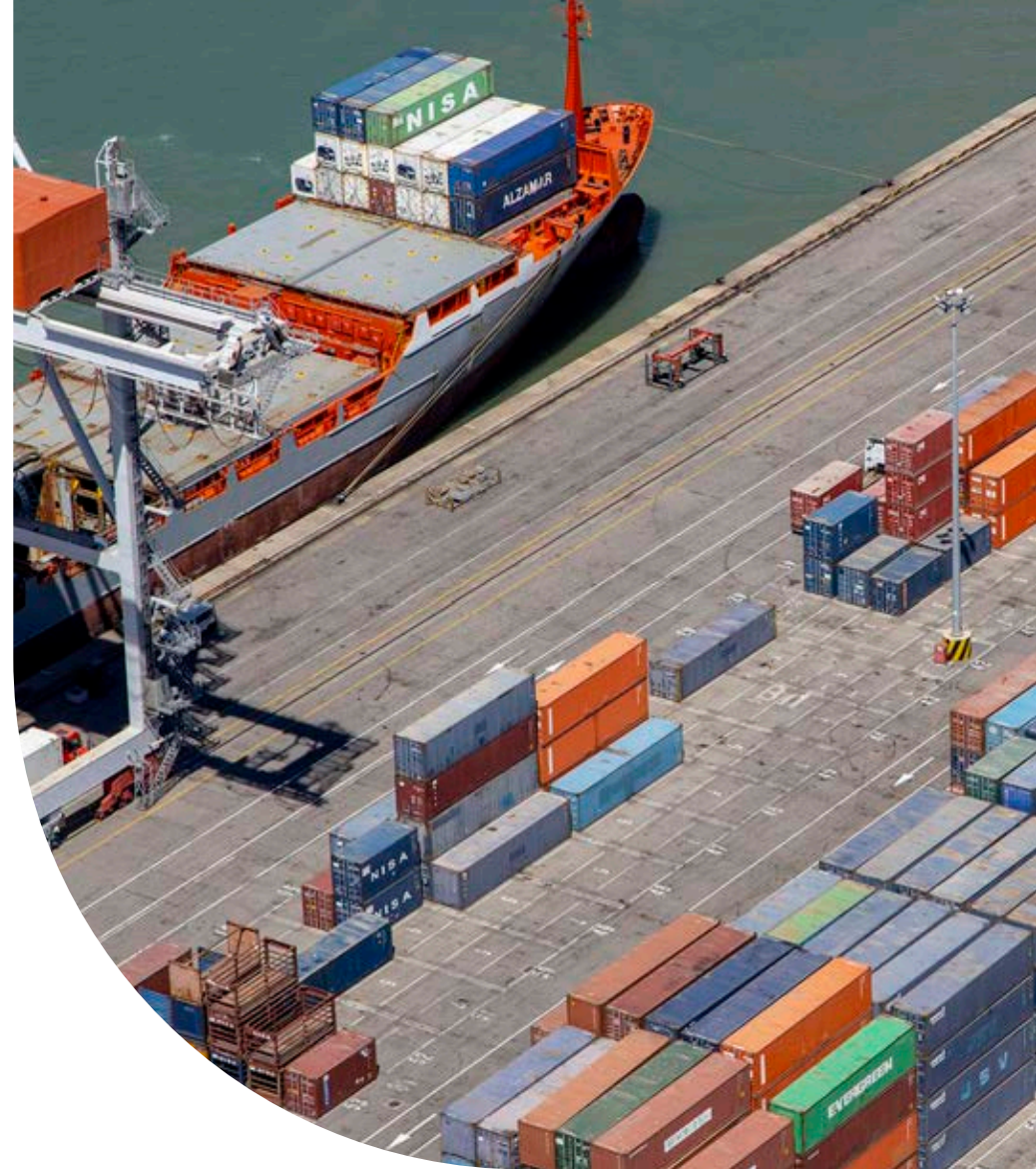
Integrity is a fundamental element in building trust both within organisations and among their different stakeholders.

In addition to strengthening corporate reputation, it promotes healthier, more transparent and responsible working environments.

Establishing structures and mechanisms to promote ethical and transparent conduct

59%
have whistleblowing
channels in place

WORKING GROUP	25.2%	Actively participate in the Positive Impact Sustainability Working Group
POLICY	61.8%	Have implemented specific anti-corruption measures
	39.0%	Have a written sustainability policy
GOVERNING BODIES	22.8%	Have established a Sustainability Committee comprising employees responsible for promoting and making sustainability-related decisions
MATERIALITY AND STAKEHOLDERS	22.0%	Have defined their material topics through a stakeholder engagement process
	20.3%	Have identified their stakeholders and established communication channels for each stakeholder group
TRANSPARENCY	32.5%	Include a section on ESG / Sustainability / CSR on their website
MANAGEMENT SYSTEMS	31.7%	Have implemented management systems and promote sustainability throughout their value chain (suppliers, distributors, etc.)



MATERIALITY AND STAKEHOLDERS

Stakeholders include all individuals, organisations and groups that may be directly or indirectly affected by an organisation's activities.

A **materiality assessment** helps identify the ESG topics that are most significant both to the organisation and to its stakeholders, supporting strategic decision-making and helping to prioritise actions.

ETHICAL CONDUCT AND ANTI-CORRUPTION

Codes of ethics set out the principles, values and standards of conduct that define an **organisation's corporate culture**.

67%
have a code
of ethics

Availability of a Code of Ethics

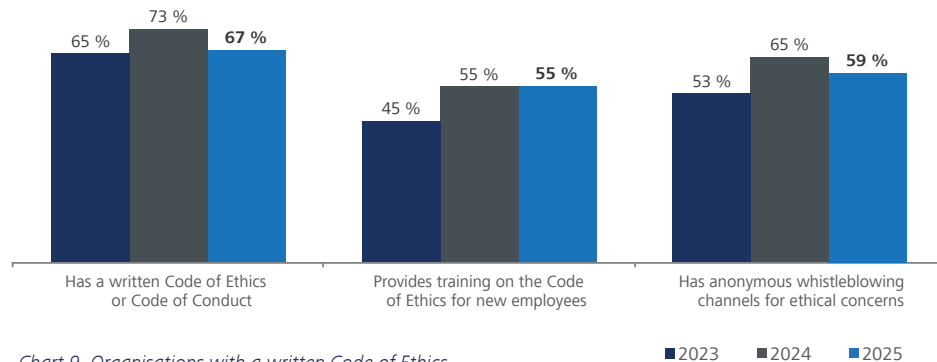


Chart 9. Organisations with a written Code of Ethics

Identifying material topics and engaging with stakeholders is a strategic priority

Material issues and stakeholders

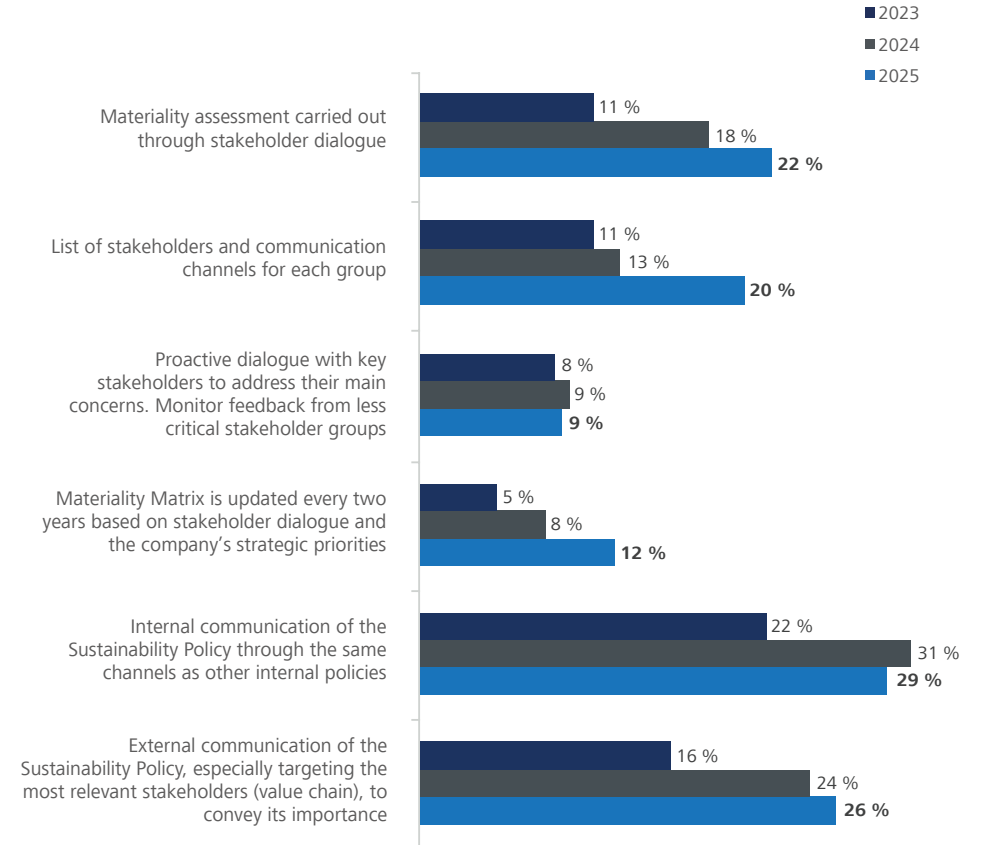


Chart 10. Material issues and stakeholders

COMPETITIVENESS

Promoting sustainable and responsible innovation

Promoting the competitiveness of the Port of Barcelona and the Port Community in a responsible manner means ensuring that economic development goes hand in hand with sustainability and the creation of value for society.

To support this approach, organisations implement initiatives in the following areas:

- **Sustainable development:** fostering balanced economic growth by integrating sustainable practices into logistics, resource management and the reduction of environmental impacts.
- **Corporate social responsibility:** actively contributing to the well-being of local communities through social programmes, job creation and investment in regional development.
- **Transparency and ethics:** ensuring open communication with communities and organisations while promoting ethical and responsible business practices.
- **Innovation and competitiveness:** driving continuous improvement in operations to strengthen competitiveness in international markets and become a benchmark for sustainable innovation.
- **Education and awareness:** raising awareness of social, economic and environmental issues through knowledge-sharing and educational programmes aimed at the wider community.
- **Collaboration:** working together with institutions, organisations and communities to address shared challenges and achieve common objectives that support economic and social development.

This approach helps strengthen the Port's competitiveness while promoting a more balanced and sustainable model of growth.

Navigating towards responsible supply chain management

44% introduce environmental and social criteria into supplier selection

PRODUCTS AND SERVICES 17.2% Invest in **more sustainable R&D&I**

64.1% Carry out customer **satisfaction surveys**

28.9% Set **targets to reduce customer complaints**

RESPONSIBLE PROCUREMENT 38.3% **Promote the values of their Code of Ethics among suppliers** (through contracts, purchase orders, etc.)

32.8% **Assess and manage risks and opportunities within the supply chain**

43.8% Incorporate relevant **environmental and social criteria into supplier selection**, including the possibility of requiring certifications (ISO 14001, ISO 50001, EMAS...)

19.5% Establish **preferred supplier selection criteria, including ESG considerations**, local businesses and minority-owned enterprises (including organisations supporting people at risk of social exclusion)

21.1% Implement **programmes and initiatives to share knowledge** and expertise with suppliers in order to develop new ESG solutions

20.3% Establish **ESG criteria for key suppliers**

25.0% Establish **human rights criteria for key suppliers**

VALUE CHAIN

Analysing the value chain helps identify the ESG aspects that are most relevant to an organisation's operations and establish measures to reduce impacts while creating shared value.

Sustainability also requires engaging suppliers, business partners and strategic partners, promoting alignment with the principles and criteria established by the organisation.

38% have defined environmental responsibility criteria for supplier selection

25% have information on their main raw materials

Supplier evaluation and procurement

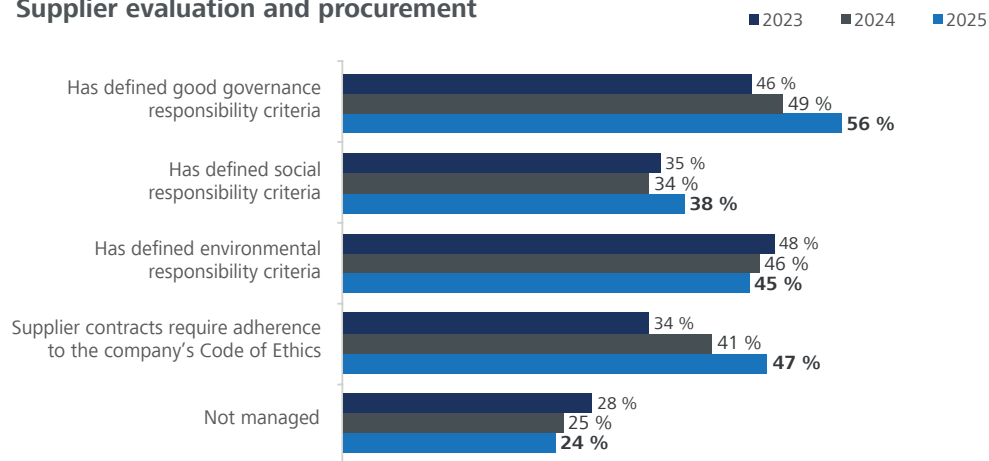


Chart 11. Supplier management

80% average procurement within the EU

CERTIFICATIONS

Certifications provide independent verification that organisations comply with recognised standards and technical requirements through external assessment processes.

Organisations participating in Positive Impact hold a wide range of certifications relating to quality, sustainability, environmental management and climate change.

The Positive Impact Port Community strengthens its commitment to sustainability through certifications and global initiatives

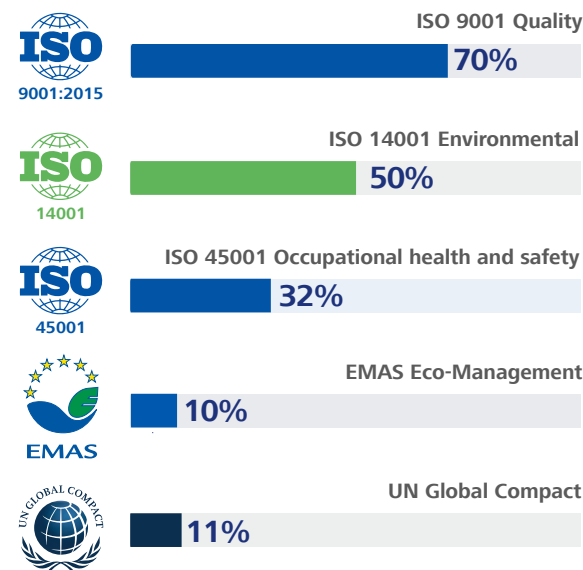


Table 2. Main organisational certifications

5% have the Net-Zero Standard (SBTi)



FAIR PORT FOR PEOPLE

The social dimension encompasses essential aspects such as employment, labour relations, health and safety, training, equal opportunities and the protection of people.

As an international and diverse environment, the Port of Barcelona is committed to promoting human rights, quality of life and equality across the Port Community.

This approach contributes to **building a more inclusive and respectful model, aligned with the principles of social justice and equity.**



WORKFORCE

Organisations' employment policies play a key role in talent management and in adapting workforce capabilities to the evolving needs of the sector.



DIVERSITY, EQUITY AND INCLUSION

Organisations participating in Positive Impact reflect the diversity of the Port Community through different cultures, languages, genders, backgrounds and professional profiles.

DIVERSITY

Diversity means bringing together people with different backgrounds, skills and perspectives within the same working environment.

Promoting diverse workplaces contributes to:

- **Creativity and innovation:** diverse experiences and perspectives generate a broader range of ideas and solutions.
- **Better decision-making:** different perspectives enrich decision-making processes and lead to better-informed outcomes.
- **An inclusive working environment:** a respectful and diverse workplace enhances employee satisfaction and engagement.
- **Talent attraction and retention:** organisations that value diversity are better able to attract and retain talent.
- **A better understanding of customers and markets:** a diverse workforce helps organisations better understand customer needs and respond to different markets.

Workforce by gender

■ 2023 ■ 2024 ■ 2025

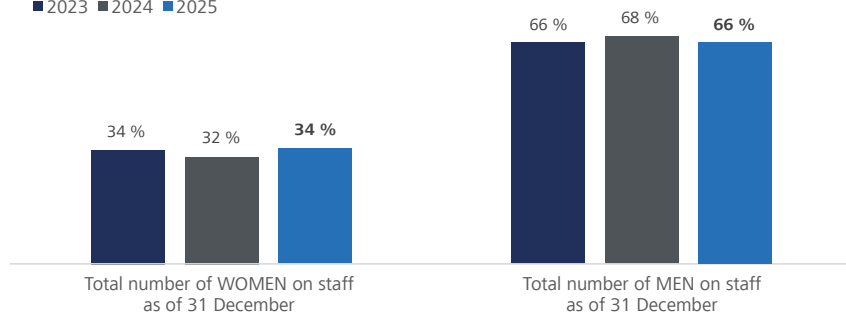


Chart 12. Workforce by gender

Gender distribution by job category

■ Men ■ Women

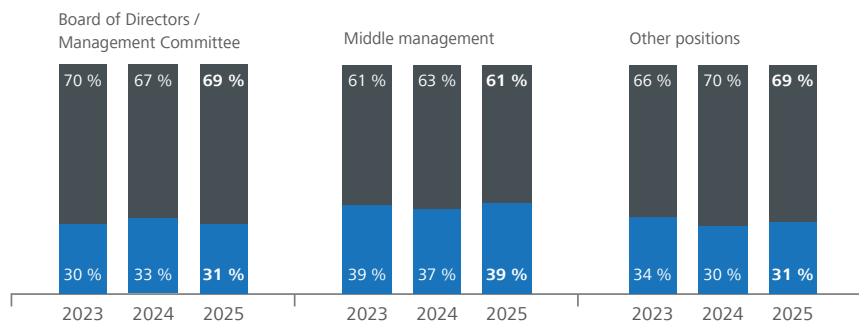


Chart 13. Gender distribution by job category

Women's representation in the labour market remains a challenge

34%
women in
the workforce

39%
women in middle
management positions

Promoting **diversity** requires policies and initiatives that foster **inclusion**, **equal** opportunities and **equity** in the **workplace**. This commitment should be led by the organisation with the aim of creating workplaces that are more diverse, inclusive and respectful of people.

Commitment to workplace inclusion

35%
assess diversity
through indicators

DIVERSITY

- 49.6% Have a **written human resources policy**
- 34.5% **Assess diversity** using relevant indicators such as gender, age, nationality and other diversity metrics
- 30.9% **Actively promote the recruitment of people with disabilities**
- 15.1% Increase **procurement from Special Employment Centres (SECs)**
- 35.3% Ensure their **facilities are accessible** to everyone
- 3.6% Promote the **recruitment of people at risk of social exclusion**

EQUITY

The gender pay gap refers to differences in pay between different groups, particularly between women and men.

To reduce these inequalities, organisations promote measures such as:

- **Pay transparency:** making internal pay structures transparent to identify and address pay inequalities.
- **Pay audits:** carrying out regular reviews to identify and correct gender-related pay disparities.
- **Equality policies:** implementing measures that ensure equal opportunities, such as equitable parental leave and flexible working arrangements.
- **Flexible working:** adapting working hours, schedules or the workplace to support work-life balance.
- **Education and awareness:** providing training on gender equity and salary negotiation skills.
- **Career development programmes:** ensuring equitable access to professional development and career progression opportunities for the entire workforce.

63%
recruit
interns

86%
of the workforce is employed
on permanent contracts

Closing the gender pay gap: a matter of social justice and economic progress

66%
have gender pay equality
in management positions

67%
have gender pay equality
across other job categories

EQUITY

60.4% | Promote **decent work and fair pay for everyone**

18.0% | **Review and, where appropriate, reduce the gender pay gap** across job categories, particularly in senior positions

64.7% | Increase the representation of **women in senior positions**

30.2% | Support **youth employment**

62.6% | Offer **internships**

45.3% | Recruit **vocational education and training (VET) students**

Employees working remotely at least one day a week

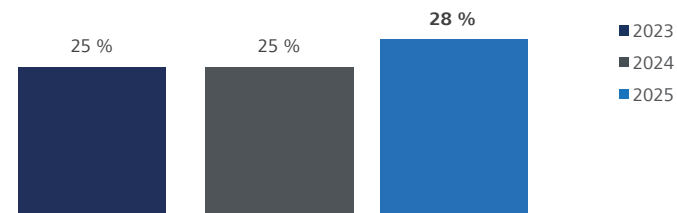


Chart 14. Employees working remotely at least one day a week

More and more organisations are **complementing salaries** with a range of additional employee benefits aimed at improving working conditions.

EQUALITY

An Equality Plan is a key tool for promoting equal opportunities within organisations and preventing discrimination. It is a strategic instrument designed to **identify, address and eliminate** gender-based inequalities and discrimination in the workplace.

Equality Plans reflect organisations' commitment to equity, respect and social justice

Their importance lies in several areas:

- **Workplace equity:** an Equality Plan ensures that everyone has equal opportunities for professional development, regardless of gender. This includes equal pay, promotion opportunities and access to positions of responsibility, among other aspects.
- **Workplace culture and diversity:** it contributes to creating a more inclusive, diverse and respectful working environment while promoting awareness and respect for gender diversity, different cultures and sexual orientation.
- **Legal compliance:** compliance with legislation helps avoid sanctions and demonstrates the organisation's commitment to equality and human rights.
- **Reputation and competitiveness:** organisations that promote gender equality are generally more attractive to both customers and prospective employees, strengthening their reputation and competitiveness.
- **Sustainable growth:** gender diversity in leadership teams and throughout the organisation brings different perspectives and approaches, fostering creativity and innovation.

50%
have an
Equality Plan

51%
have a protocol for preventing
workplace and sexual harassment

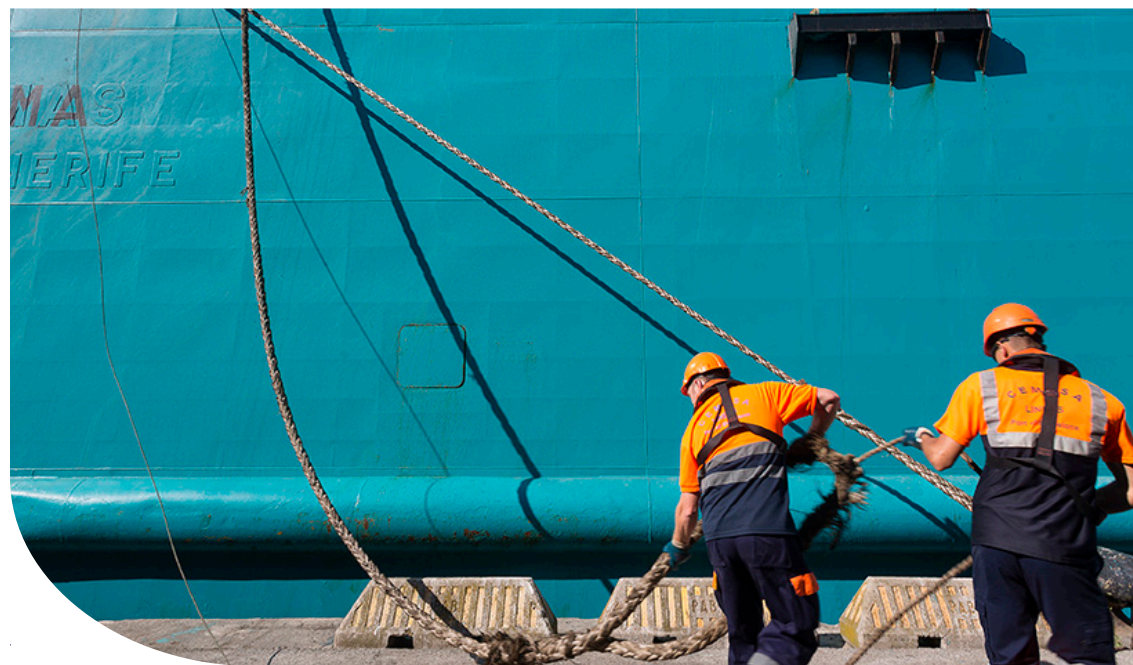
EQUALITY

49.6% Have an **Equality Plan**

51.1% Have a **protocol for preventing workplace and sexual harassment** (where not required by law)

53.2% Implement **appropriate measures to prevent, detect and address workplace and sexual harassment**

38.8% Provide **awareness-raising sessions on equal opportunities** and the prevention of workplace and sexual harassment

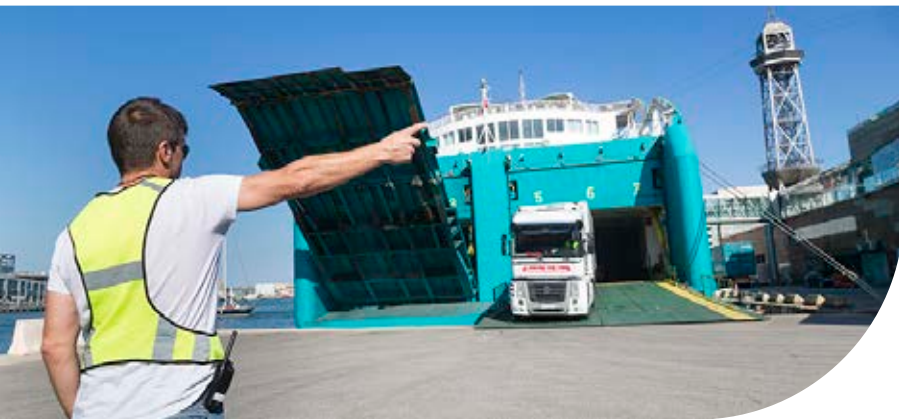


TALENT

Talent encompasses the skills, knowledge, capabilities and attributes that people bring to organisations, contributing to their development and competitiveness.

The ability to attract, develop and retain talent is a key factor in the competitiveness and sustainability of any organisation. Developing talent means creating working environments that support professional growth, motivation and employee engagement, enabling people to realise their full potential.

34%
carry out employee
engagement surveys



70%
offer measures to support
work-life balance

Flexible working and skills development are two key drivers of talent

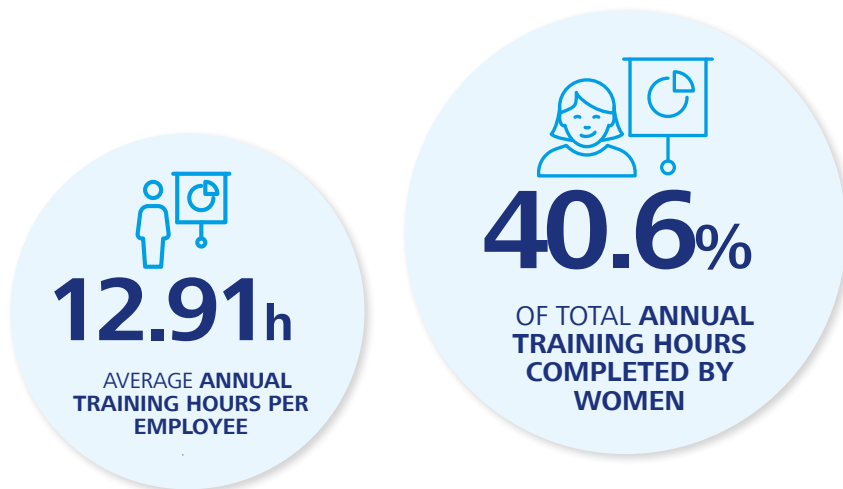
ENGAGEMENT	34.0%	Conduct annual employee engagement surveys
	32.6%	Ensure freedom of association and collective bargaining
	44.7%	Engage in dialogue with employee representatives to maintain constructive labour relations
	22.7%	Monitor workforce turnover to understand why employees leave the organisation
	28.4%	Assess employees' needs , including personal, wellbeing and flexible
FLEXIBLE WORKING	70.2%	Offer flexible working arrangements, remote working and other measures to support work-life balance
SKILLS DEVELOPMENT	46.8%	Monitor training indicators
	58.2%	Identify the training needs of the workforce
	28.4%	Support employees in pursuing further education
	58.9%	Provide training programmes for the workforce
CAREER DEVELOPMENT	24.8%	Have career development programmes for the workforce (internal promotion)
WORKING GROUP	10.6%	Actively participate in the Training and Employment Working Group

TRAINING

Continuous learning is essential for developing human capital and strengthening organisations' competitiveness.

The continuous development of knowledge and skills enables organisations to adapt to an increasingly demanding, technology-driven and rapidly changing environment, while fostering innovation and improving service quality.

Investing in learning supports professional development and enhances organisational performance



EMPLOYMENT

In the field of vocational education and training, organisations participating in Positive Impact maintain close partnerships with educational institutions and students from a wide range of disciplines.

These partnerships facilitate the integration of young talent into the logistics and port sector while helping to align education and training with the real needs of the labour market.

Logistics operators are the most in-demand professional profile

Most in-demand professional profiles

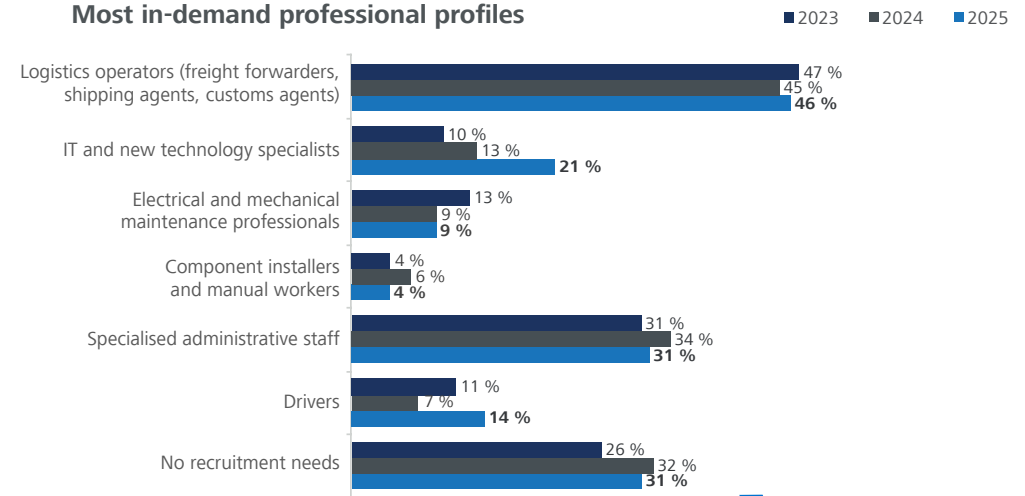


Chart 15. Most in-demand professional profiles

41%
of Dual VET students
are offered employment

Training and employment: a key partnership for the future

In vocational **education and training**, collaboration between organisations and education providers has continued to strengthen throughout the year, including in **dual vocational education and training (Dual VET)**, reinforcing the link between learning and business activity.

Vocational Training recruitment

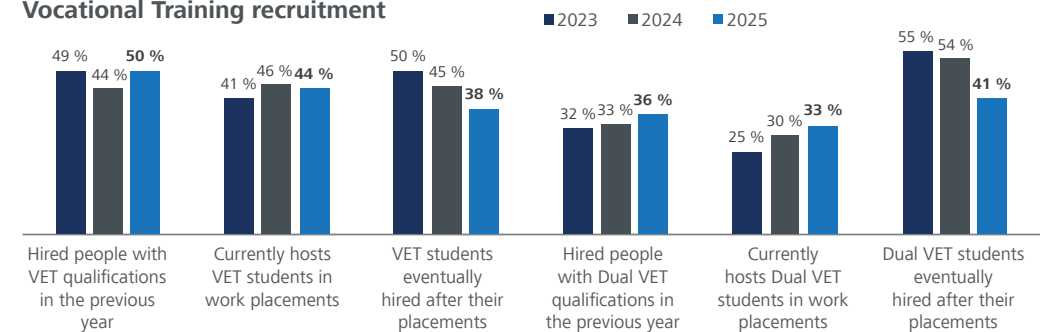
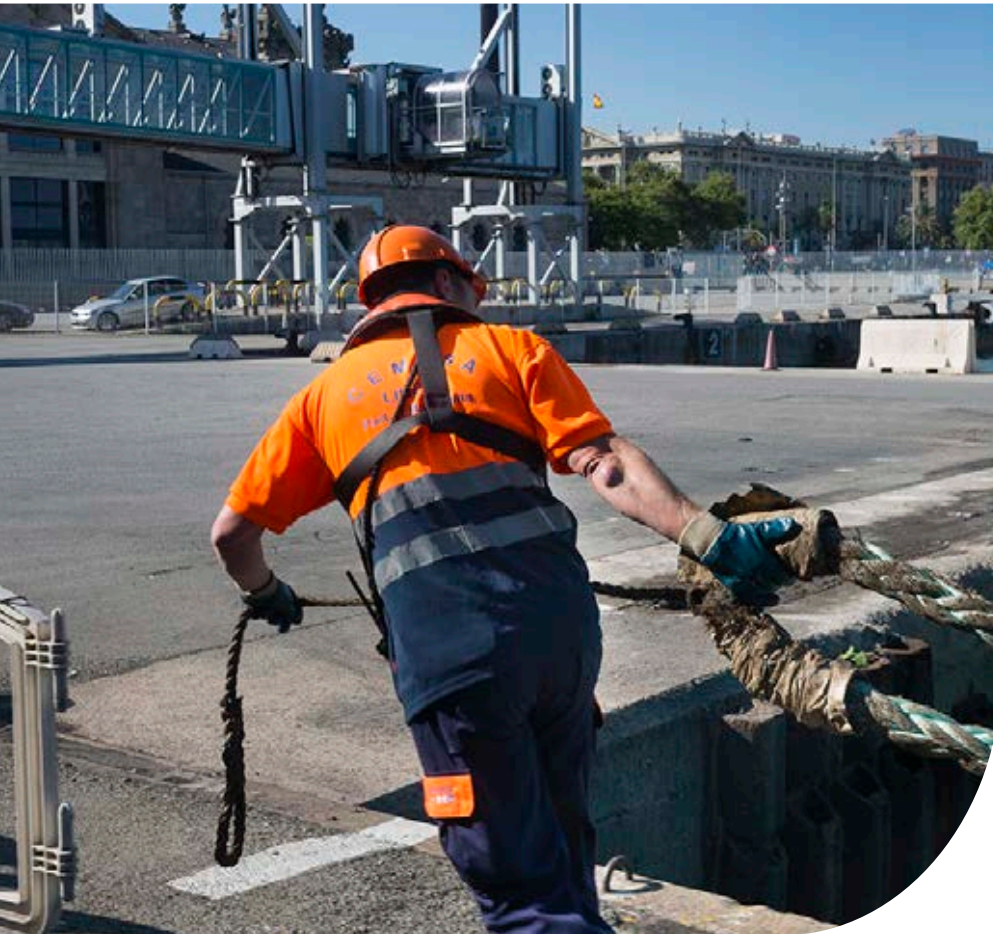


Chart 16. Collaboration with vocational education and training (VET)

HEALTH AND SAFETY

Health and safety at work are essential to safeguarding employees' physical, mental and emotional well-being.

Organisations implement preventive measures, specific policies and awareness-raising initiatives aimed at reducing occupational risks and creating safer and healthier working environments.



Organisations committed to people's safety and well-being

52%
report a workplace accident rate below the sector average

The initiatives implemented by participating organisations help strengthen a culture of prevention across the Port Community.

HEALTH AND SAFETY

- 6.9%** | Actively participate in the **Seafarers' Welfare Committee**
- 30.5%** | Set **short-, medium- and long-term health and safety objectives** for employees
- 56.5%** | Collect **occupational health and safety (OHS) data** to enable year-on-year comparison
- 51.9%** | Report a **number of workplace accidents below the sector average**
- 51.9%** | Implement actions **to improve the physical working environment** (physical, chemical, biological, ergonomic and electrochemical factors, etc.)
- 50.4%** | Implement actions **to improve the psychosocial working environment** (organisational culture, positive leadership, management styles, equality of treatment, rights and opportunities)
- 51.1%** | Implement actions **to improve time management** (working hours, flexible working, work-life balance, time-use policies, digital tools, etc.)
- 32.1%** | Implement actions **to promote healthy lifestyles** (physical activity, healthy eating, prevention of harmful substance use, active living and social participation)

MANAGEMENT AND PREVENTION

Reducing occupational risks requires organisations to set objectives, collect relevant information and implement measures for ongoing monitoring and continuous improvement.

A preventive approach helps identify risk factors, reduce the likelihood of accidents and strengthen the protection of employees.

Reducing health and safety risks requires clear objectives, reliable data and effective management

ACCIDENT RATES

Workplace accidents can occur at any time and require effective management, recording and analysis to minimise recurrence and reduce their impact.

Monitoring accident indicators helps identify opportunities for improvement and strengthen preventive policies.

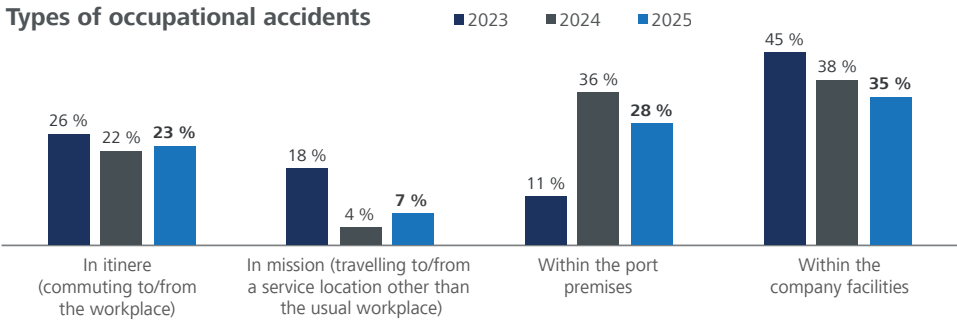


Chart 17. Types of occupational accidents



66% have an accident severity rate below the sector average

COLLABORATIVE PORT

Sustainable development also requires generating a positive impact on people and the local community.

The active involvement of the Port Community, both through businesses and social organisations, helps drive awareness-raising initiatives, community support and collaboration with local stakeholders.

The Port of Barcelona is committed to cooperation and innovation as key drivers of a more sustainable, inclusive and socially responsible model.

21%
collaborate with the Port Community's
Solidarity Container initiative



Working together to address shared challenges

AWARENESS-RAISING	40.4%	Carry out awareness-raising activities (workshops, talks, communication materials, etc.) using short, accessible formats for all employees on relevant topics (personal engagement, the circular economy, healthy workplaces, etc.), delivered regularly throughout the year
	31.6%	Carry out internal awareness-raising activities on World Environment Day
	3.5%	Carry out internal awareness-raising activities on Human Rights Day
	25.4%	Carry out internal awareness-raising activities on community litter collection days in forests, beaches and other natural areas
	19.3%	Raise employees' awareness of ESG through workshops, communications, guidance on contributing to the 17 SDGs, gamification initiatives and other engagement activities
	23.7%	Implement initiatives to support the local community
DONATIONS	9.6%	Collaborate with Stella Maris
	21.1%	Collaborate with the Port Community's Solidarity Container initiative
SOCIAL CONTRIBUTION	22.8%	Have long-term social contribution programmes (sponsorship, patronage, etc.) and specific commitments with NGOs
VOLUNTEERING	14.9%	Collaborate with NGOs through corporate volunteering programmes, enabling employees to volunteer during working hours



ENVIRONMENTALLY RESPONSIBLE PORT

The Earth’s natural resources are finite, and many are under increasing pressure as a result of human activity. In this context, environmental sustainability is essential to maintaining a balance between economic development and logistics activities.

Positive Impact promotes a model aimed at reducing the environmental impacts of port activities by encouraging responsible practices and more efficient resource management.

The Port Community is working towards a more sustainable model by:

- reducing environmental impacts,
- using resources efficiently,
- supporting decarbonisation, and
- protecting ecosystems.

ENVIRONMENTAL MANAGEMENT

POLICY AND MANAGEMENT

Environmental policy enables organisations to identify, manage and reduce the environmental impacts arising from their activities.

The implementation of environmental management systems and specific commitments helps strengthen a corporate culture focused on sustainability and continuous improvement.

Organisations committed to environmental policies

Organisations have a written policy or commitment on...

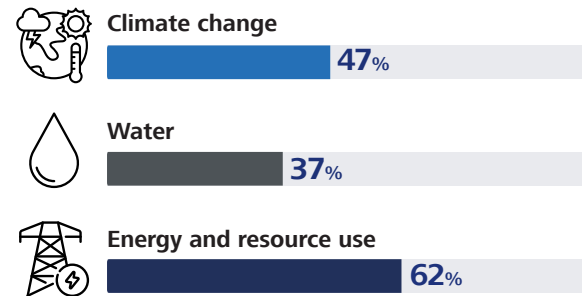


Table 3. Written commitment to environmental policy



Standardised environmental management teams and systems: organisations have...

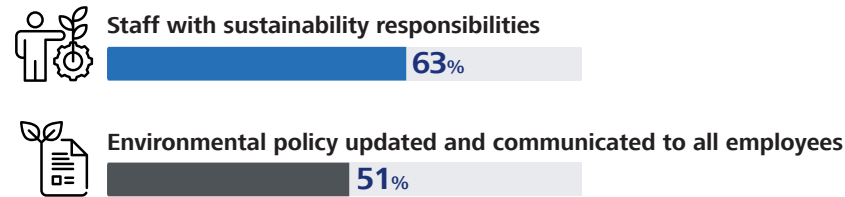


Table 4. Standardised environmental management

INFRASTRUCTURE

Climate change and the evolving needs of the logistics sector require more sustainable, efficient and resilient infrastructure.

This involves incorporating environmental criteria into:

- facility design,
- construction,
- procurement of materials, and
- the management of sites and facilities.

The aim is to develop infrastructure capable of adapting to future environmental challenges while reducing the impacts associated with port activities.

Sustainability and resilience: key features of the infrastructure of the future

35%
plan to implement building and infrastructure improvement programmes

EFFICIENT USE OF RESOURCES

Natural resources are finite and require efficient management to reduce consumption and optimise their use.

Improving resource efficiency helps to:

- reduce environmental impacts,
- minimise waste,
- reduce costs, and
- strengthen organisational sustainability.

68%
have measures in place to improve energy efficiency

Measure, assess and act: the route towards more efficient resource management

WORKING GROUP	30.5%	Actively participate in the Environmental Working Group
WATER	35.9%	Have measures in place to reduce water consumption
	15.6%	Have measures in place to reuse water
ENERGY	68.0%	Have measures in place to improve energy efficiency
FUELS	35.2%	Use cleaner fuels
	15.6%	Procure transport services using cleaner fuels
MANAGEMENT SYSTEMS	44.5%	Set specific environmental objectives (percentage reduction targets, monitoring indicators, KPIs, etc.)
	29.7%	Assess and communicate their environmental impact (through sustainability reports, corporate websites...), including CO ₂ emissions, water consumption and the use of recycled plastics
	11.7%	Carry out a written social and environmental impact assessment before the start of new projects

ENERGY

Improving energy efficiency helps reduce resource consumption, minimise pollution and lower greenhouse gas emissions, thereby contributing to climate action and environmental protection.

At the same time, more efficient energy use helps reduce energy-related costs, generating financial savings for both organisations and their users.

Implementing energy efficiency measures is an investment in the future, contributing not only to environmental sustainability but also to improving organisations' competitiveness and resilience.

68%
measure annual
energy consumption



WATER

Water is an essential and finite resource that has a direct impact on people's quality of life, ecosystem health and economic development.

Water sustainability means ensuring its availability, preserving its quality and promoting its efficient and responsible use.

Water scarcity and pollution are environmental challenges that affect society as a whole and biodiversity. In response, it is essential to implement measures to conserve, protect and manage this resource effectively.

Protecting freshwater resources and reducing the water footprint are key elements in advancing towards a more sustainable and resilient model.

59%
measure annual
water consumption

WASTE

Effective waste management is essential to protecting the environment, preserving natural resources and reducing the impacts associated with human and industrial activities.

The Port of Barcelona promotes a range of initiatives aimed at improving waste management and encouraging more sustainable practices, including:

- maintaining an inventory of waste-generating activities within the Port;
- regularly monitoring concession holders and service providers;
- applying enforcement measures in cases of waste disposal in unauthorised areas;
- developing environmental good practice guides;
- implementing selective waste collection points;
- developing composting areas and inert waste treatment facilities;
- running environmental awareness-raising campaigns;
- supporting projects that promote the recovery of waste generated by the fishing sector.

Waste management includes processes such as:

- collection,
- treatment,
- reuse,
- recycling, and
- final disposal of waste.

Effective waste management is essential to minimising impacts on the environment, public health and natural resources.



Sustainable production requires a transition towards more circular and resource-efficient models

28% promote the purchase of recycled products

WASTE



Waste management and circular economy

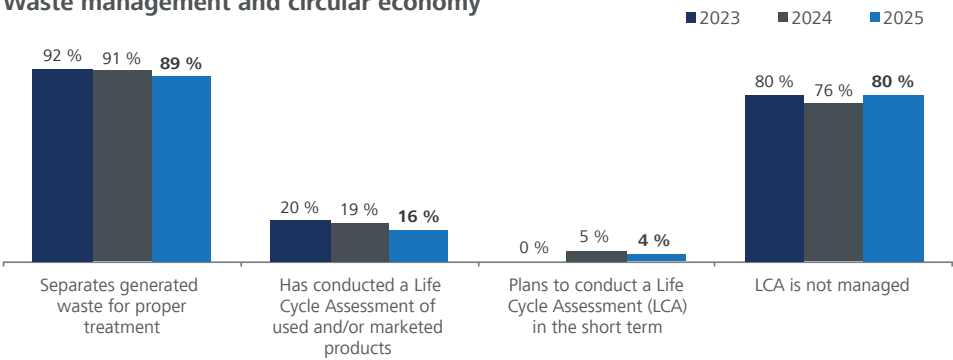


Chart 18. Waste management

38% recover the waste they generate

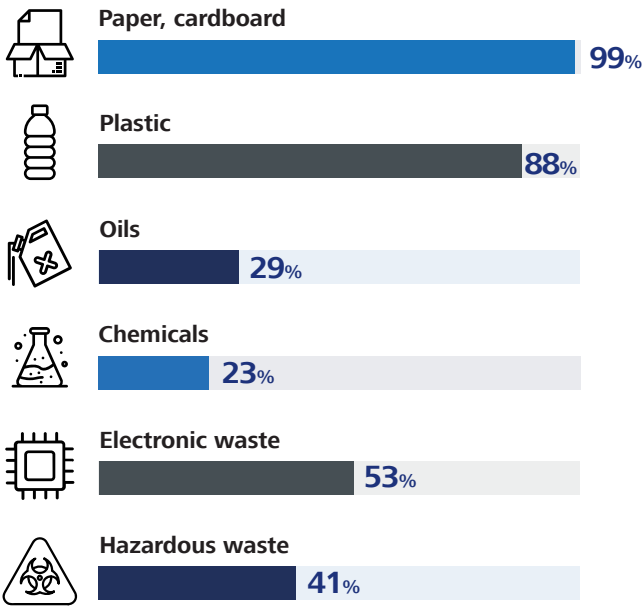


Table 5. Types of waste generated and separated

DECARBONISATION

The Barcelona Port Authority and the Port Community implement a range of initiatives to safeguard environmental quality within the Port:

- **Air quality monitoring:** fixed monitoring stations to measure air quality across the Port, together with atmospheric monitoring during port construction works and monitoring of soya allergens.
- **Reduction of greenhouse gas (GHG) emissions:** participation in the Voluntary Agreements Programme for reducing GHG emissions, with a commitment to the progressive reduction of both direct and indirect emissions.
- **Water quality monitoring:** implementation of monitoring programmes, inventories of pollution sources, regular water and sediment quality surveys, together with guidance documents and voluntary codes of conduct.
- **Cleaning of the water surface:** daily cleaning operations using dedicated vessels to collect floating waste and deliver it to the corresponding authorised waste managers.
- **Noise mapping and action plan:** development of a noise map and a noise action plan, including monitoring networks, inspection and surveillance campaigns, and the implementation of good practice measures to reduce noise emissions.
- **Environmental complaints procedure:** a dedicated procedure for receiving and managing environmental complaints, ensuring an appropriate response and the continuous improvement of management processes.

These initiatives are essential to ensuring that the Port maintains high environmental management standards.

Decarbonising the economy is one of the greatest challenges for the future

51%
measure their
carbon footprint (CO₂)

RENEWABLE ENERGY

- 70.2%** | Procure **electricity from renewable energy sources**
- 38.5%** | Generate renewable electricity from photovoltaic systems
- 5.8%** | Generate renewable energy from other sources

EMISSIONS

- 21.2%** | Have **specific climate change adaptation and mitigation measures in place**
- 51.0%** | Calculate their **carbon footprint** annually
- 24.0%** | Set **specific CO₂ reduction targets and monitor progress through indicators**
- 9.6%** | Have **greenhouse gas (GHG) emissions offsetting programmes** and/or tree-planting initiatives, either their own or organised by third parties
- 17.3%** | Assess the **environmental impacts of transport and logistics**
- 18.3%** | Promote **more sustainable transport** (through logistics providers offering sustainable alternatives and sustainable mobility measures for employees)
- 28.8%** | Increase the proportion of **low-emission vehicles in their fleet**
- 36.5%** | Provide **charging points for plug-in vehicles** at their facilities
- 5.9%** | Digitalise processes

CLIMATE CHANGE

Climate change refers to the long-term changes in the Earth's climate patterns caused primarily by human activities and the emission of greenhouse gases (GHGs), such as carbon dioxide (CO₂), methane (CH₄) and nitrous oxide (N₂O).

This phenomenon has direct impacts on the environment, people and economic activity, affecting aspects such as global temperatures, extreme weather events, the availability of natural resources and sea levels.

Climate change is a global challenge that requires coordinated action and shared commitments to reduce emissions, mitigate environmental impacts and strengthen resilience to emerging climate risks



Emissions, including both gases and solid or liquid particles, have a significant impact on the environment and human health. These emissions may arise from industrial activities, combustion processes, transport, agriculture and other activities associated with everyday human activity.

RENEWABLE ENERGY

As the transition towards more sustainable models accelerates, the use of renewable energy sources such as solar, wind and other low-impact alternatives is becoming increasingly important.

Renewable energy helps reduce pollutant emissions and dependence on fossil fuels, supporting a cleaner, more resilient and sustainable energy system. It also contributes to diversifying energy sources and reducing vulnerability to fluctuations in energy markets.

The energy transition is a key element in tackling climate change and building a more stable and sustainable future from both an environmental and an economic perspective.

Renewable energy is essential to reducing dependence on fossil fuels and advancing **decarbonisation**

35%
have 90–100% certified
renewable electricity

14%
generate 20–40%
of their electricity

Renewable energy procurement and generation

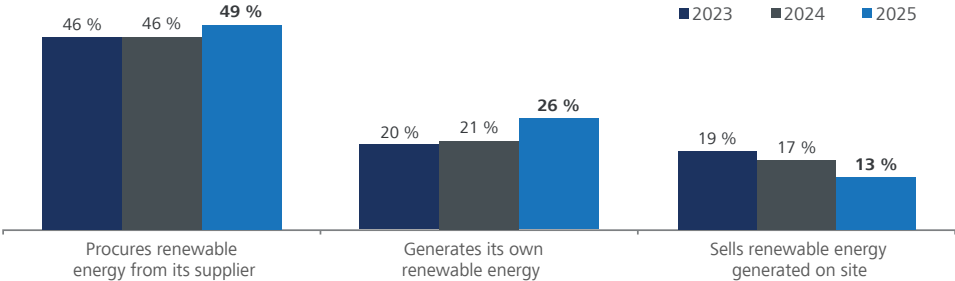


Chart 19. Renewable energy procurement and generation



PROTECTION OF SEAS AND OCEANS

Protecting the oceans and marine ecosystems is a shared responsibility that requires coordinated action at both global and local levels to ensure the conservation of these essential natural environments.

Preserving biodiversity, reducing environmental impacts and protecting natural environments are key elements in advancing towards a more sustainable and environmentally responsible model.

Protecting biodiversity and ecosystems is essential to preserving environmental balance and ensuring a sustainable future for all forms of life

Advancing the protection of the natural environment and biodiversity

25% have measures in place to prevent marine pollution

POLLUTION PREVENTION	24,5%	Have measures in place to prevent marine pollution caused by oil spills
	23,5%	Have programmes and initiatives to reduce their own use of plastics
MARINE CLEAN-UP	30,4%	Participate in beach and marine clean-up initiatives and programmes organised by third parties
	11,8%	Implement their own beach and marine clean-up initiatives and programmes
	11,8%	Implement initiatives and programmes to protect marine life



12% carry out environmental impact assessments on a voluntary basis

MOBILITY

Organisations participating in Positive Impact are working to promote mobility models that are more sustainable, efficient and environmentally responsible.

Promoting more sustainable transport options, reducing the environmental impact of mobility, and encouraging public and shared transport

The adoption of electric vehicles and vehicles powered by alternative energy sources helps reduce greenhouse gas (GHG) emissions and supports the transition towards lower-impact mobility.

At the same time, optimising routes and journeys helps reduce travel distances, lower energy consumption and minimise transport-related emissions.

Promoting public transport, shared mobility and other sustainable alternatives also helps reduce dependence on private vehicles, ease urban congestion and improve local environmental quality.

11%
have a Sustainable
Mobility Plan

87%
have access to public transport
within a 10-minute walk

Employees' mode of transport to work

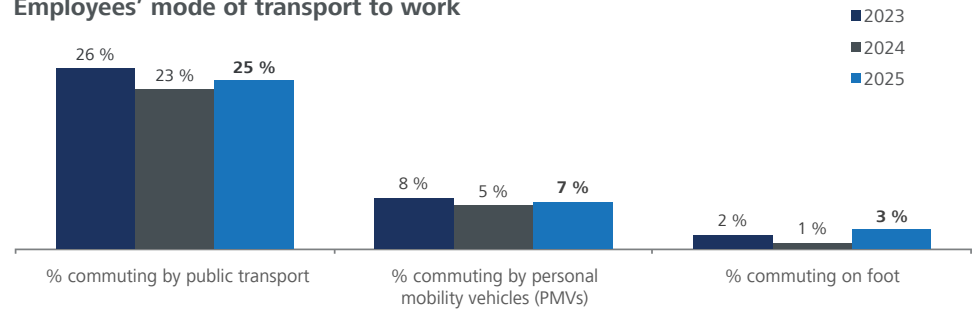


Chart 20. Employees' mode of transport to work





8

KEY INITIATIVES IN 2025

The Port of Barcelona and its Port Community further strengthened their commitment to sustainability, innovation and social responsibility throughout 2025 through a wide range of strategic initiatives and projects.

THE PORT OF BARCELONA'S LEADERSHIP IN SUSTAINABILITY

From an **environmental** perspective, the Port of Barcelona further reinforced its leadership in the **energy transition** and the **decarbonisation** of port activities. Key initiatives included the expansion of **Onshore Power Supply (OPS) systems to electrify quays** and reduce emissions from berthed vessels, the development of new **green hydrogen** infrastructure, the promotion of **bio-LNG** as an alternative fuel, and innovative projects for **greywater reuse** and the restoration of **marine biodiversity**.

These initiatives strengthen the Port's position as a European benchmark for environmental sustainability and innovation in the maritime and port sector.

From a **social** perspective, 2025 saw the launch of initiatives aimed at strengthening the Port Community's **commitment to people** and the **local community**. Highlights included the celebration of the **20th anniversary of the Port of Barcelona's Solidarity Container** initiative, initiatives promoting **inclusive employment**, and **environmental awareness** and **marine biodiversity conservation** projects carried out with the **active participation** of the Port Community.

These initiatives reflect a shared commitment to creating a positive impact that extends beyond economic and logistics activities.

The Port of Barcelona also continued to strengthen its role as a centre for **innovation, collaboration** and international **leadership**. Throughout 2025, it promoted **strategic projects** linked to the **blue economy, sustainable innovation** and the **transformation** of the port sector, including the development of **BlueTechPort**, participation in **international sustainability forums** and leadership in global initiatives such as **Smart Ports: Piers of the Future**.

International recognition of the **Positive Impact** project also stands out, having been **shortlisted for the IAPH Sustainability Awards** in the "Community Building" category. The continued consolidation of the **Nexigen Plan** as an **international benchmark** for port electrification was another significant milestone.

Further information on all these initiatives is available on the [Port of Barcelona website](#) and through the links associated with each news item, demonstrating the commitment of the Port and its Port Community to a more sustainable, innovative and responsible future.

ENVIRONMENTAL



BCN Port Innovation Foundation and Nactiva restore marine biodiversity in the Port of Barcelona

12 March 2025



Mein Schiff Relax receives the first bio-LNG bunkering operation for a cruise ship at the Port of Barcelona

05 August 2025



The Port of Barcelona's Energy Transition Plan will reduce CO₂ emissions by 85% by 2040

02 December 2025



The Port of Barcelona leads the deployment of OPS systems in Spain and shares its experience with other port authorities

19 June 2025



BEST's OPS system reduces vessel emissions by more than 2,300 tonnes of CO₂ in its first year of operation

17 September 2025



The Port of Barcelona, MB92 and CNAB launch a pioneering greywater reuse project

16 December 2025



The Port of Barcelona and PowerCon begin construction of the first cruise OPS facility at MSC's terminal

09 July 2025



The Port of Barcelona will install a hydrogen refuelling station to produce and supply green hydrogen for trucks, buses and port equipment

25 September 2025



The refurbishment of the ASTA building receives €4 million in European Union funding

22 December 2025

SOCIAL



The Port of Barcelona's Solidarity Container initiative collects 4,743 kilograms of food for the Food Bank

17 January 2025



The Port of Barcelona brings together businesses and social organisations to share good practices in inclusive employment

03 April 2025



The Barcelona Port Community reaffirms its commitment to the environment through a marine biodiversity conservation initiative

06 June 2025

GOVERNANCE



The Port of Barcelona, UPC, Veolia, Esade and IH Cantabria host the One Water General Assembly

03 February 2025



BCN Port Innovation Foundation celebrates two years of shaping future possibilities

20 June 2025



The Port of Barcelona promotes new funding opportunities to support the decarbonisation of port activities

13 October 2025



PIANC will include the Port of Barcelona's Nexigen Plan in its international guidance on OPS deployment

03 November 2025



With an investment of almost €50 million, the new BlueTechPort will become Barcelona's leading hub for the innovative blue economy

02 April 2025



Barcelona City Council and the Port of Barcelona sign an agreement to reduce the number of cruise terminals and improve mobility

17 July 2025



The Port of Barcelona leads global port innovation at Smart Ports: Piers of the Future 2025, the flagship event of Tomorrow.Blue Economy

31 October 2025



The Port of Barcelona celebrates 10 years of Positive Impact by recognising the most transformative initiatives

27 November 2025



The Port of Barcelona participates in the Hamburg Sustainability Conference 2025

03 June 2025



The Port of Barcelona's Positive Impact initiative shortlisted for the 2025 IAPH Sustainability Awards

12 August 2025

PORT COMMUNITY INITIATIVES

Another **key pillar** of this progress is the **active commitment** of organisations across the **Port Community**.

Celebrating the journey, building the future. 10 years of Positive Impact

As part of the **10th anniversary of Positive Impact**, organisations participating in the initiative presented a range of **environmental** and **social** initiatives in 2025 to recognise the best projects developed within the Port Community. These initiatives highlighted projects focused on emissions reduction, the circular economy, biodiversity, social inclusion, diversity and commitment to the local community.

The submissions were assessed by a judging panel comprising representatives from the main sectoral associations within the Port Community. Projects were evaluated according to criteria including positive impact, innovation, replicability and contribution to sustainability objectives:

- **ACB** - Barcelona Association of Ship Agents
- **AEEPB** - Barcelona Association of Port Stevedoring Companies
- **ATEC** - Association of Container Transport Operators
- **ATEIA-OLTRA Barcelona** - Barcelona Association of International Freight Forwarders
- **COACAB** - Official Association of Customs Agents and Customs Representatives of Barcelona
- **APB** - Barcelona Port Authority (chair of the judging panel)

The **awards** were presented during the event **"Celebrating the journey, building the future. 10 years of Positive Impact"** ([event video](#)), organised by the Port of Barcelona to commemorate the initiative's tenth anniversary. The event was attended by:

- Mr. José Alberto Carbonell, President
- Ms. Catalina Grimalt, Deputy Director General for Organisation and Internal Resources
- Ms. Ingrid Boqué, Director of Institutional Relations and Director of the Governing Board





The event combined reflection, recognition and forward-looking discussions on the evolution of sustainability within the Port Community.

It opened with the **round table “Celebrating the journey”**, exploring the **origins** and **evolution** of Positive Impact, with the participation of two of the initiative’s **historic driving forces**, Pedro Arellano and Rafel Gomis.

This was followed by the keynote lecture **“The Future of Our Species”**, delivered by **Dr Ignacio Martínez Mendizábal**, who reflected on the importance of **cooperation** and **sustainability** in human evolution.

The programme also included the **round table “Building the future”**, focusing on initiatives and projects related to sustainability, innovation and the blue economy within the port environment:

Nereida Project

- Sònia Güell, Commissioner of the BIRC Programme, **UFEC**
- **Club Natació Barcelona**
- **Reial Club Marítim de Barcelona**

Greywater reuse project

- Héctor Cruz, Operations Director, **Club Natació Atlètic-Barceloneta**
- Miquel de la Mano, Technical Director, **Fundació BCN Port Innovation**
- Marc Hervás, Sustainability Manager, **Marina Barcelona 92**

Plastic transformation and recovery

- Miquel de la Mano, Technical Director, **Fundació BCN Port Innovation**
- Marc Hervás, Sustainability Manager, **Marina Barcelona 92**

During the event, **seven Positive Impact Awards** were presented to recognise the best **environmental** and **social** initiatives selected from the 45 projects submitted by organisations across the Port Community:

- **Environmental:** initiatives focused on reducing environmental impacts, preserving natural resources and promoting sustainable business practices, among other aspects.
- **Social:** initiatives demonstrating a direct positive impact on the community through social well-being, diversity, equity, inclusion, health, education, labour rights or human rights.
- **People's Choice Award:** special recognition awarded through public voting (49% of all votes cast).

Small organisation	Medium-sized organisation	Large organisation
ENVIRONMENTAL		
 Remolques y Servicios Marítimos (P&O REYSER) TUGEMI. Quantification and prediction of the spatiotemporal behaviour of emissions from harbour tugs Assessment of impacts on coastal areas and development of mitigation strategies based on optimised manoeuvres and improved operational efficiency	 MB92 - Marina Barcelona 92 Plastic recycling plant Initiative benefiting the entire Port Community, focused on waste recovery and the promotion of the circular economy	 Enagás Transporte Cold recovery system Recovery and reuse of residual cold generated during the regasification process for air-conditioning purposes
SOCIAL		
 MDL Distribución Logística Diversity Roadmap Diversity, Equity and Inclusion initiative promoting a respectful and inclusive workplace	 Lluch Essence SaóPrat Local Cooperation Programme Initiative encouraging employee participation and strengthening social cohesion in El Prat de Llobregat, contributing to a positive impact on the local community	 Fundació CARES 25th Anniversary Book: "CARES25: The Story of a Sea of Opportunities" Publication showcasing and summarising the Foundation's work over the past 25 years
PEOPLE'S CHOICE AWARD		
 ECOIMSA - Ecológica, Ibérica y Mediterránea ZINCAT Hybrid technology for regenerating acid baths and recovering metals through a circular economy approach, transforming problematic waste into valuable new products		

Table 6. Organisations recognised for outstanding sustainability initiatives

Special **"Arrel Positive"** ("Positive Impact Roots") recognitions were also presented to the **24 organisations** that have participated continuously in Positive Impact since its launch in 2015, recognising a **decade of shared commitment** to the sustainability of the Barcelona Port Community:



Table 7. 'Arrel Positive' recognition for 10 years of participation

9

SUSTAINABILITY AS A JOURNEY OF TRANSFORMATION



Sustainability is not a fixed destination but a continuous journey of evolution, learning and improvement. It means progressing towards more responsible, resilient and balanced models from an environmental, social and economic perspective.

This journey requires organisations to adopt measures and make decisions that reduce impacts, create positive value and ensure the long-term viability of their activities.

Sustainability is a continuous journey of actions and improvements towards a more responsible future

This involves developing policies, initiatives and practices aligned with sustainability principles, while regularly assessing their effectiveness to identify opportunities for improvement and adapt to emerging challenges and changing needs.

Understanding sustainability as a journey of transformation enables organisations to embrace a mindset of continuous improvement, adapting to the social, environmental and economic changes that shape their operating environment.

This commitment requires sustained investment in:

- innovation,
- collaboration,
- responsibility, and
- adaptability,

with the aim of contributing to a more sustainable, resilient and balanced future for present and future generations.

10

POSITIVE IMPACT ORGANISATIONS 2025

Table 8. Organisations participating in Positive Impact 2025



11

ABOUT THIS REPORT

Positive Impact Report 2025

Data collection and consolidation:

Technical Office for Sustainability - Barcelona Port Authority

Scope:

Organisations participating in the Positive Impact initiative within the Port Community

Period:

1 January to 31 December 2025

Data presentation:

To facilitate the interpretation of the results and better reflect the impact of the Port Community, the indicators are presented as aggregated percentages based on the responses provided by each participating organisation, rather than as absolute values. This approach offers a more accessible and comparative overview of the information reported by participating organisations. Year-on-year comparisons may not always be directly comparable due to variations in the response sample for each indicator, as well as changes in the number and profile of participating organisations.

Contact for enquiries about this report:

sostenibilitat@portdebarcelona.cat



APPENDIX. PROGRESS OF THE STRATEGIC ACTIONS

The range of actions implemented by organisations participating in Positive Impact across the environmental, social and governance dimensions reflects the Port Community's growing commitment to sustainability.

These initiatives, aligned with the strategic pillars and operational objectives of the Positive Impact Strategic Plan, demonstrate how organisations continue to make progress, through different approaches and areas of action, towards a model that generates a positive impact on people, the environment and society as a whole.

GOOD GOVERNANCE

Good Governance. Actions: LEADERSHIP

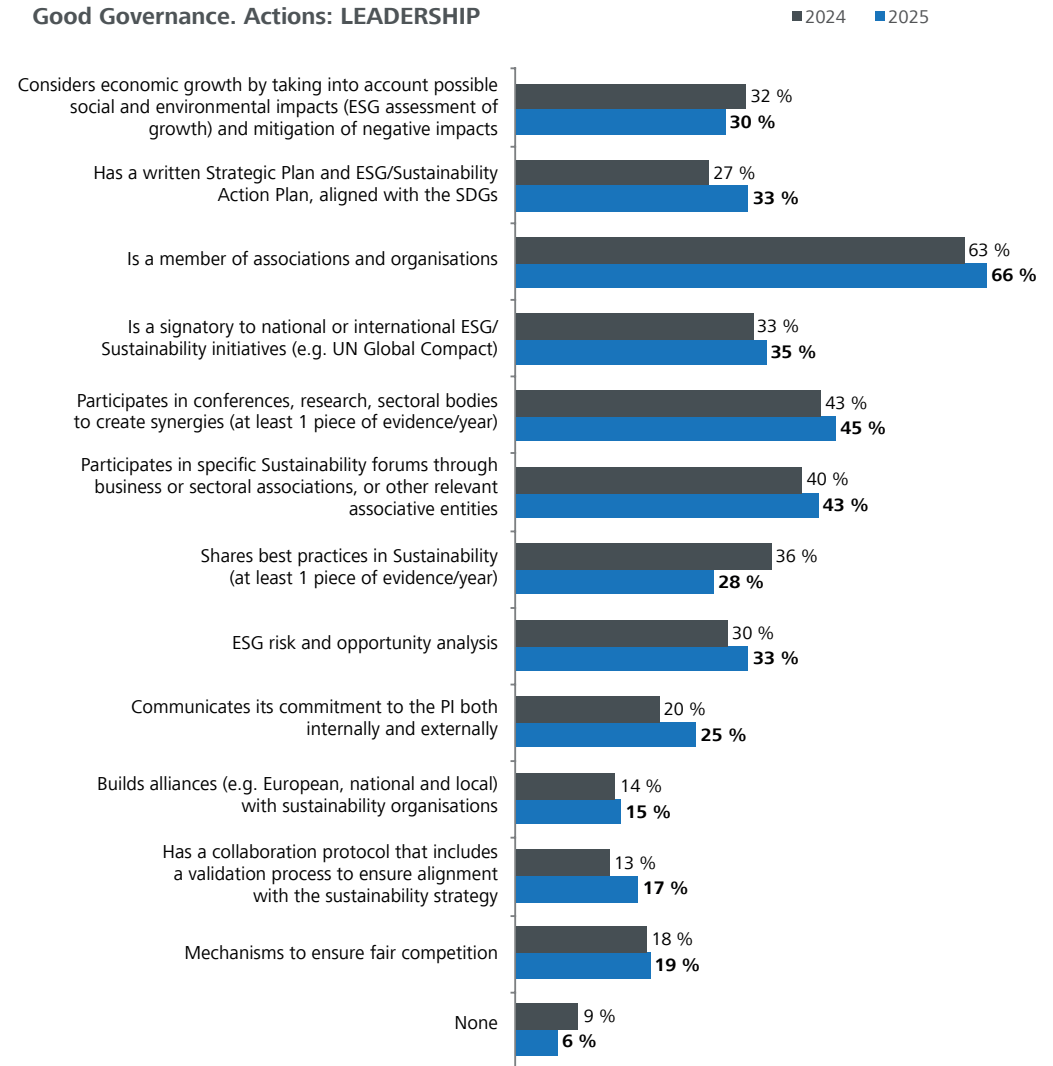


Chart 21. Good governance. Actions: Leadership

Good Governance. Actions: COMPLIANCE

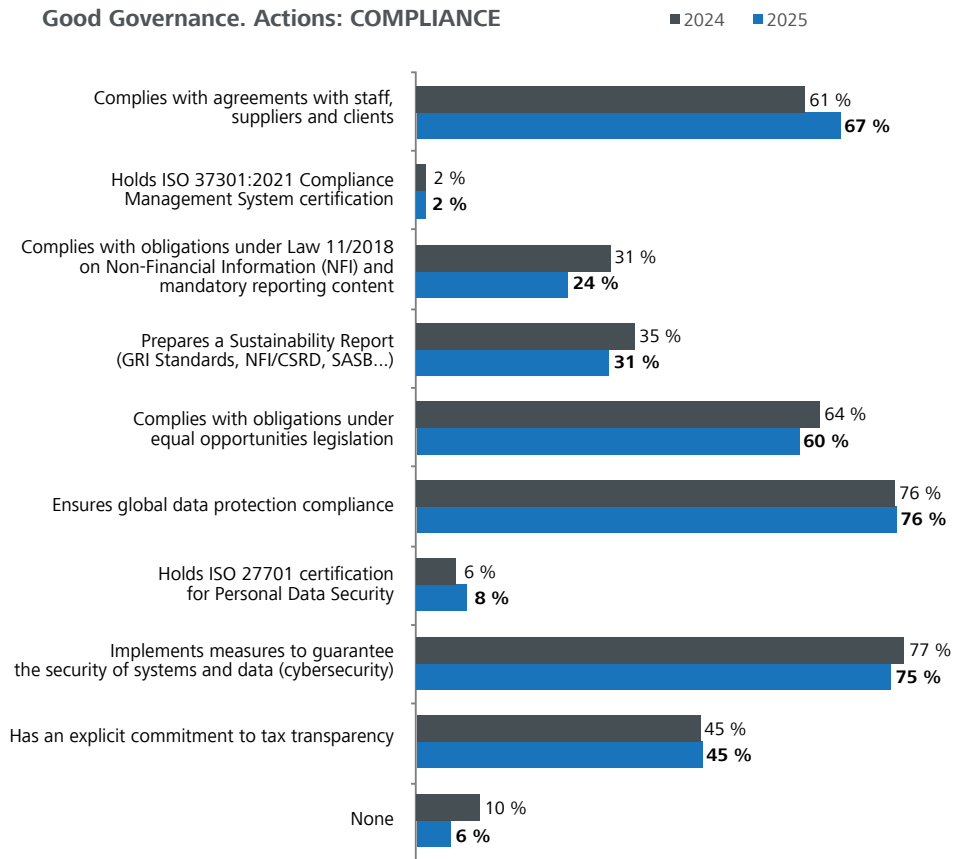


Chart 22. Good governance. Actions: Compliance

Good Governance. Actions: INTEGRITY

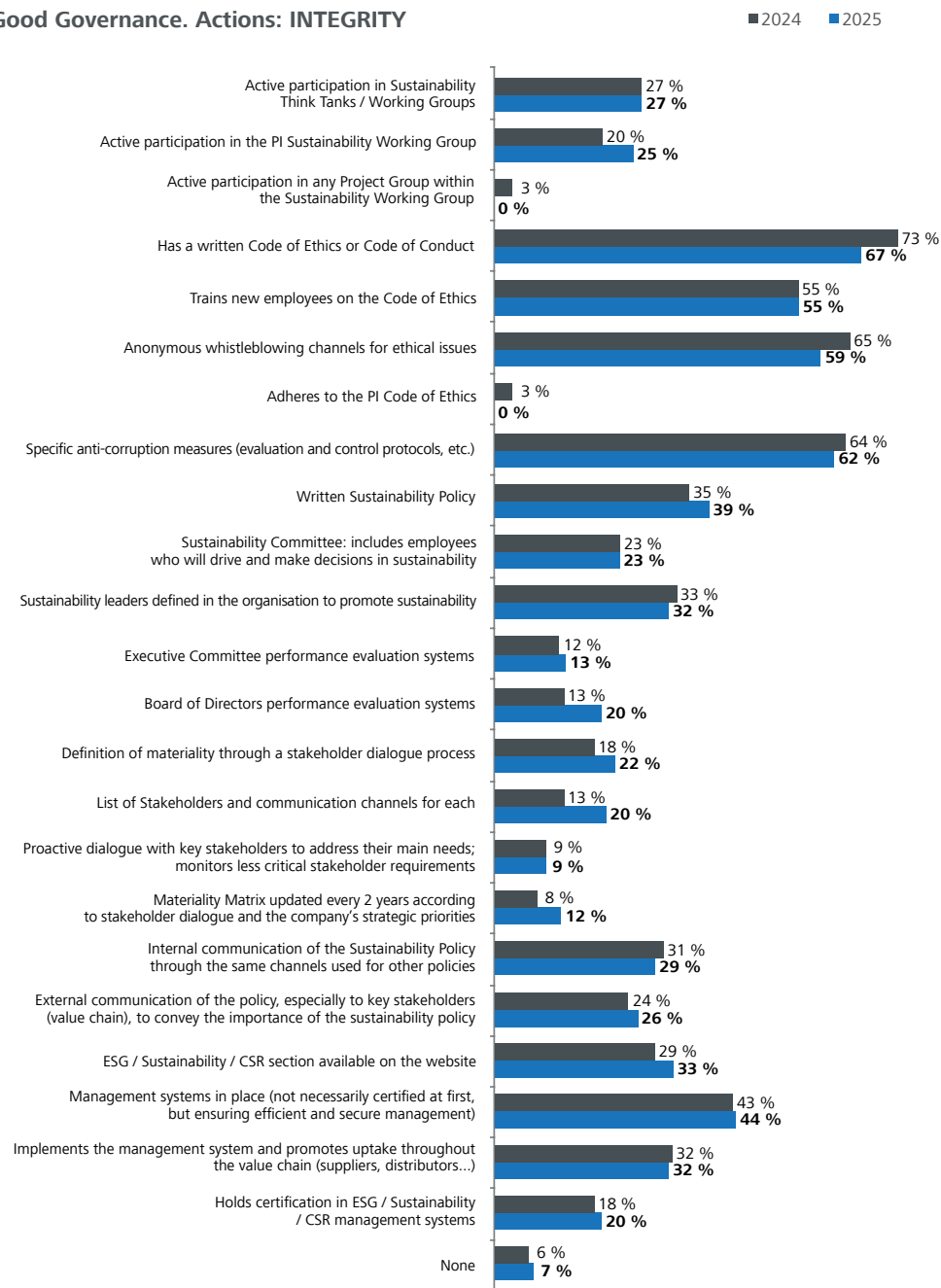


Chart 23. Good governance. Actions: Integrity

Good Governance. Actions: COMPETITIVENESS

■ 2024 ■ 2025

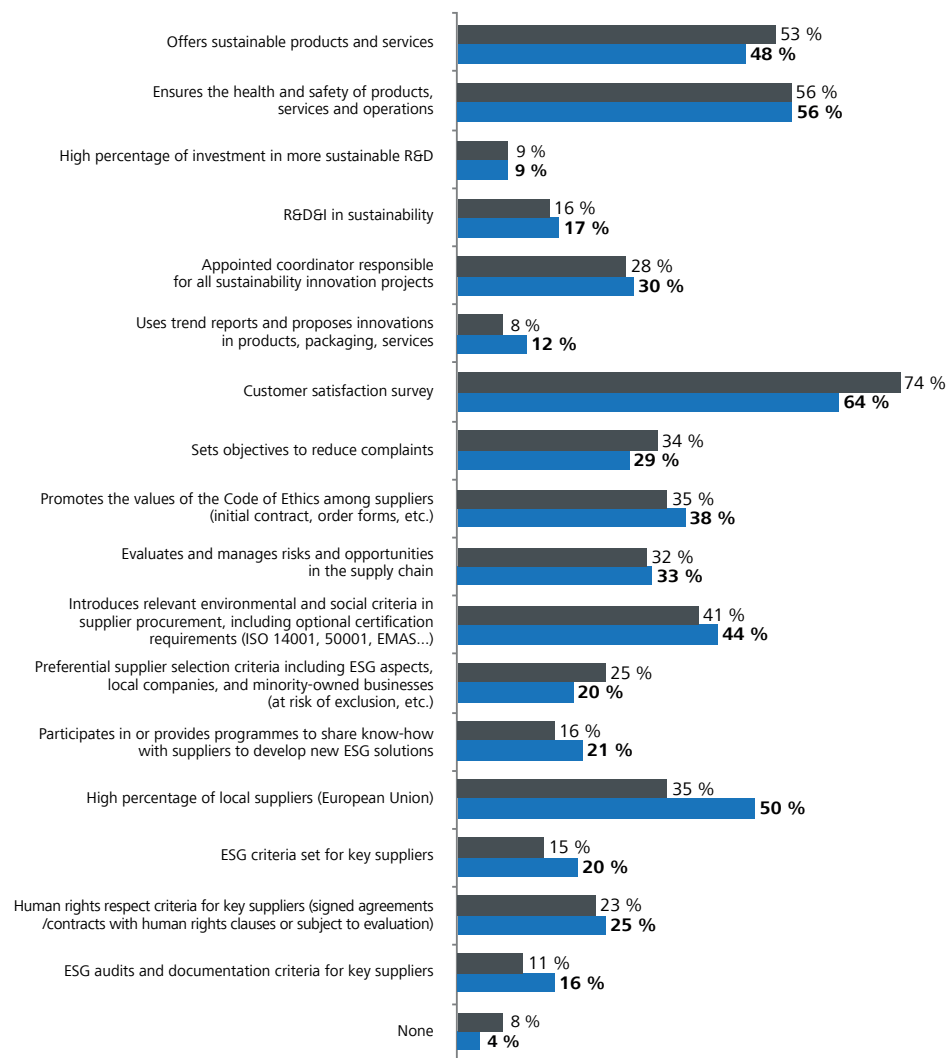


Chart 24. Good governance. Actions: Competitiveness



SOCIAL

Social. Actions: DIVERSITY, EQUITY, EQUALITY

■ 2024 ■ 2025

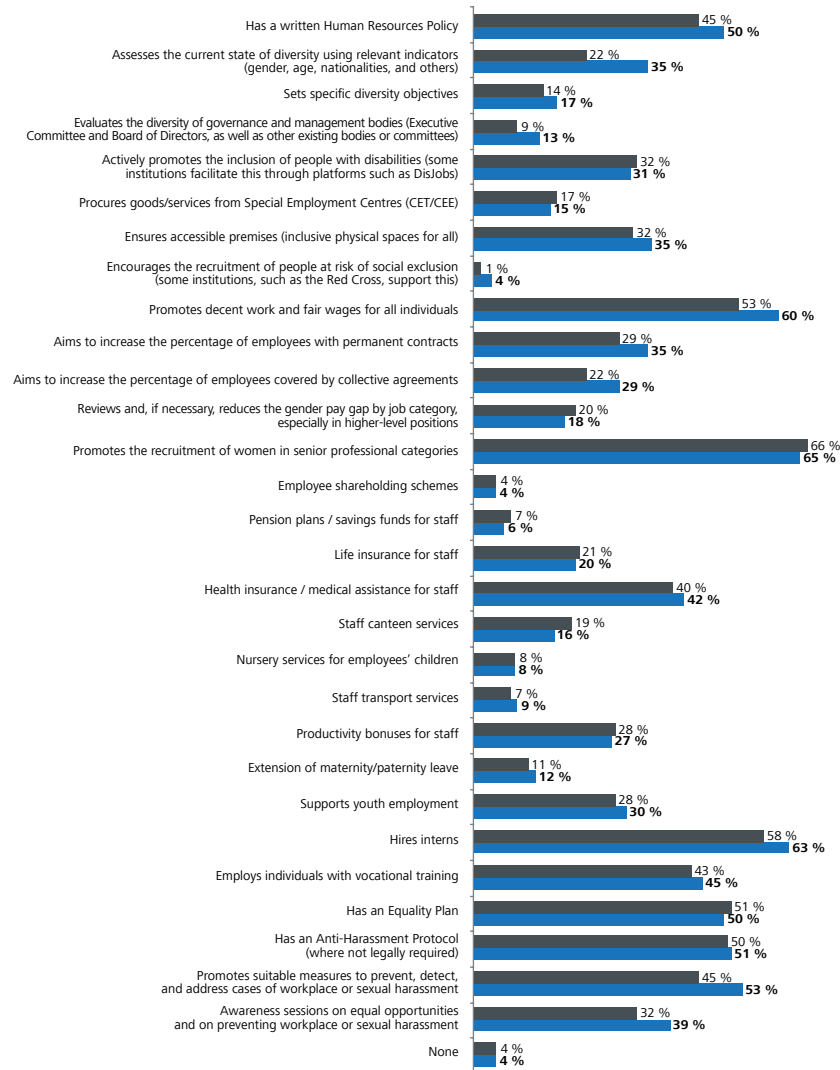


Chart 25. Social. Actions: Diversity, Equity, Equality

Social. Actions: TALENT

■ 2024 ■ 2025

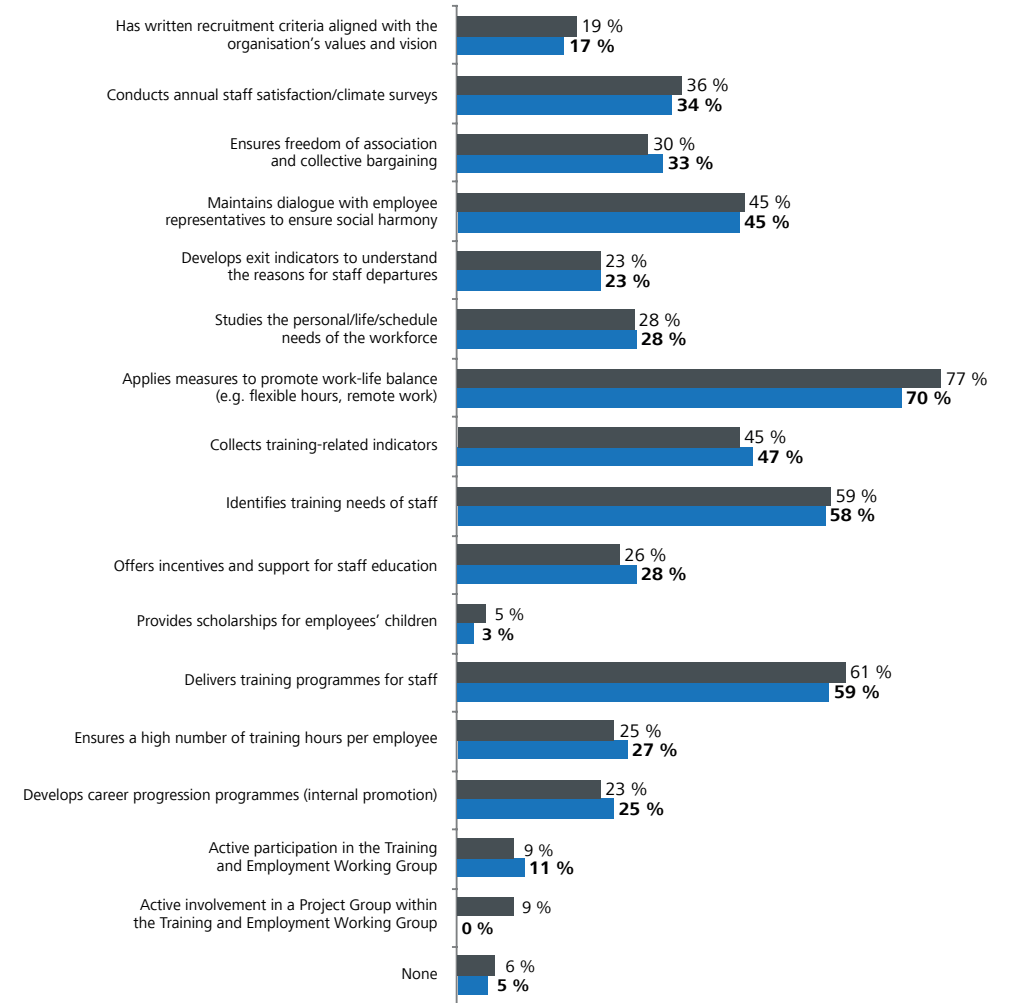


Chart 26. Social. Actions: Talent

Social. Actions: Health and Safety

■ 2024 ■ 2025

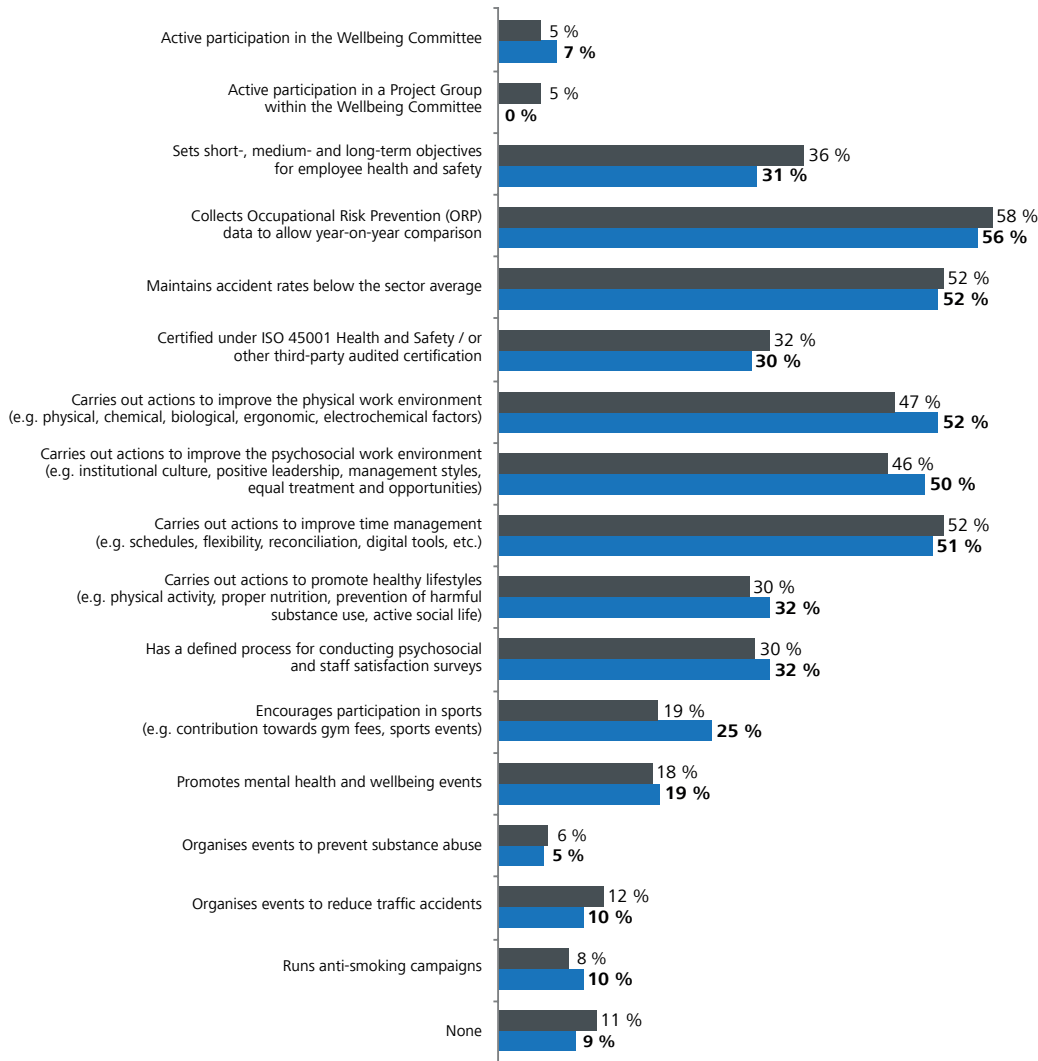


Chart 27. Social. Actions: Health and Safety

Social. Actions: Collaborative

■ 2024 ■ 2025

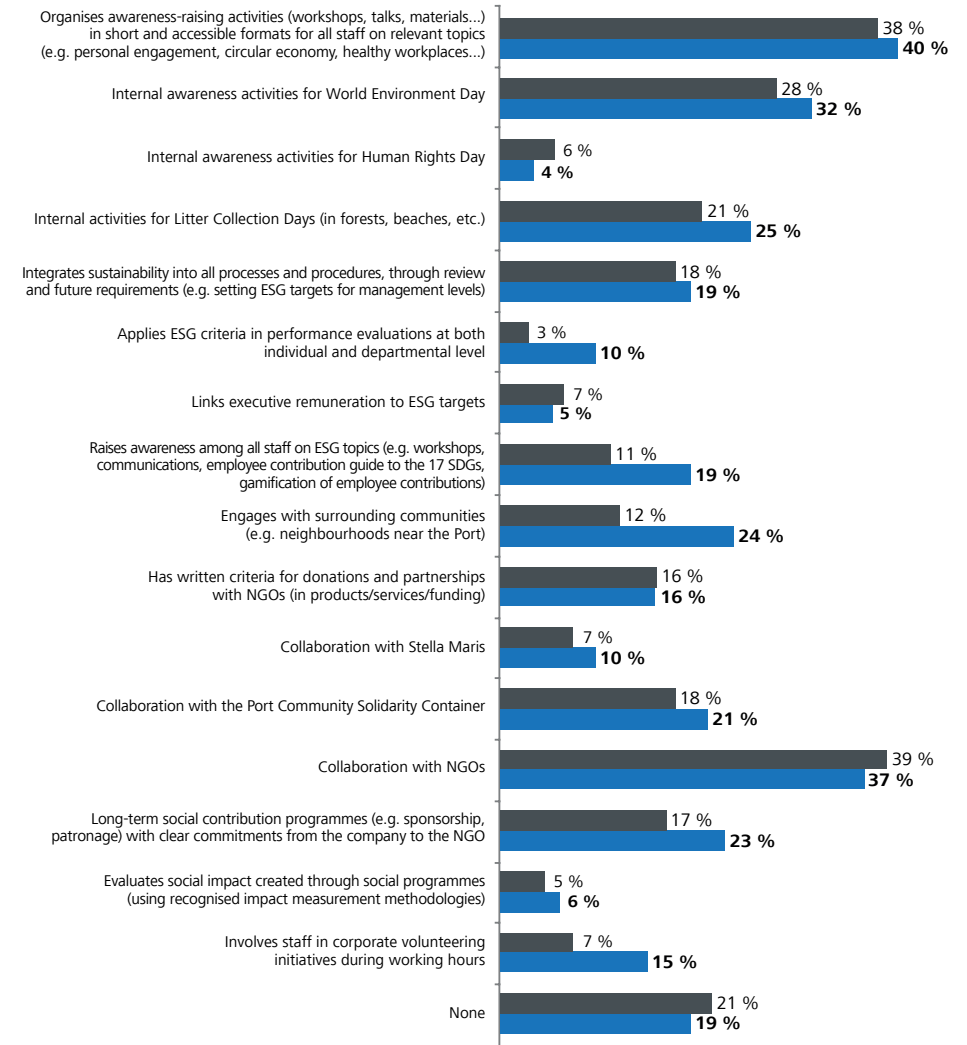


Chart 28. Social. Actions: Collaborative

ENVIRONMENTAL

Environmental. Actions: EFFICIENT USE OF RESOURCES

■ 2024 ■ 2025

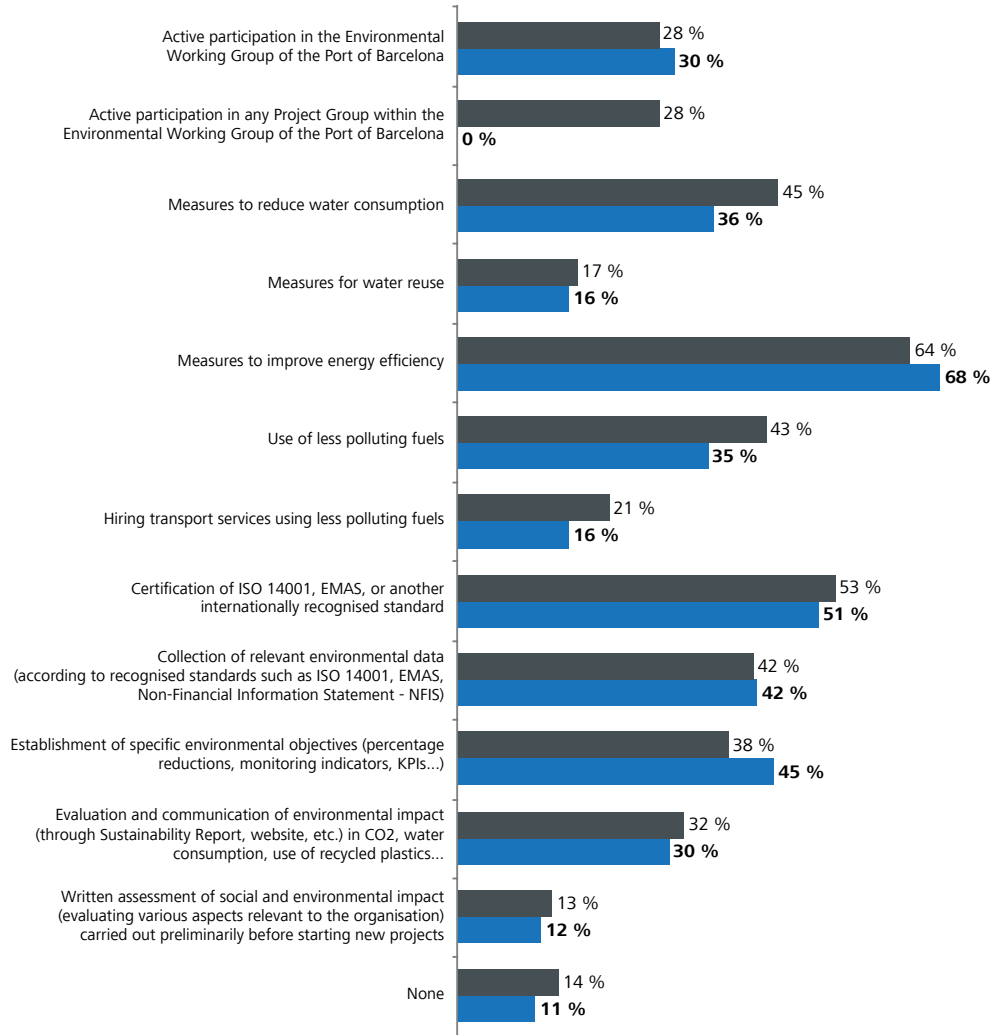


Chart 29. Environmental. Actions: Efficient use of resources

Environmental. Actions: WASTE

■ 2024 ■ 2025

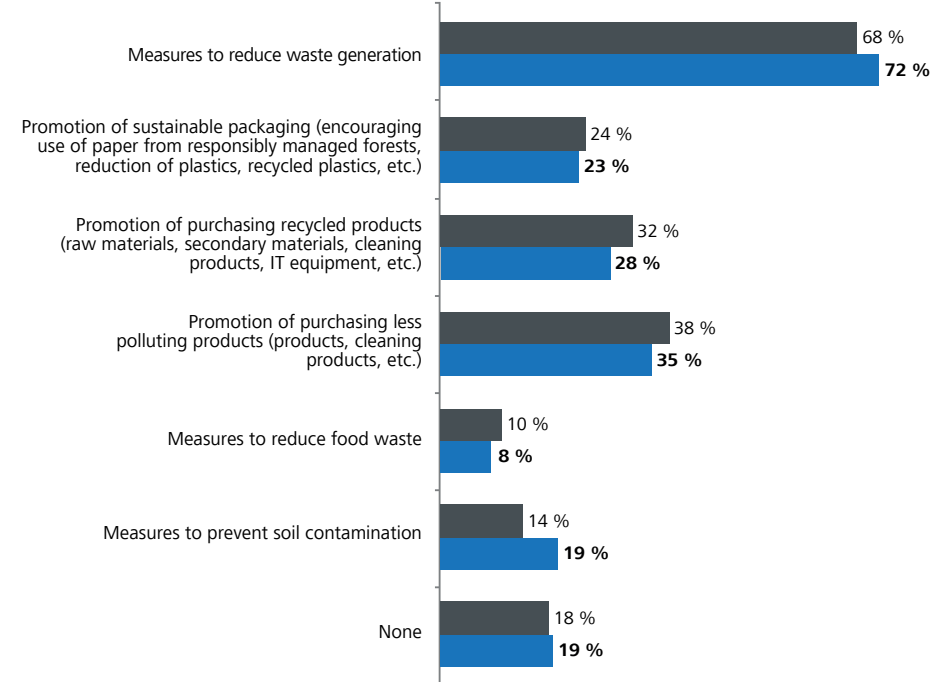


Chart 30. Environmental. Actions: Waste

Environmental. Actions: DECARBONISATION

■ 2024 ■ 2025

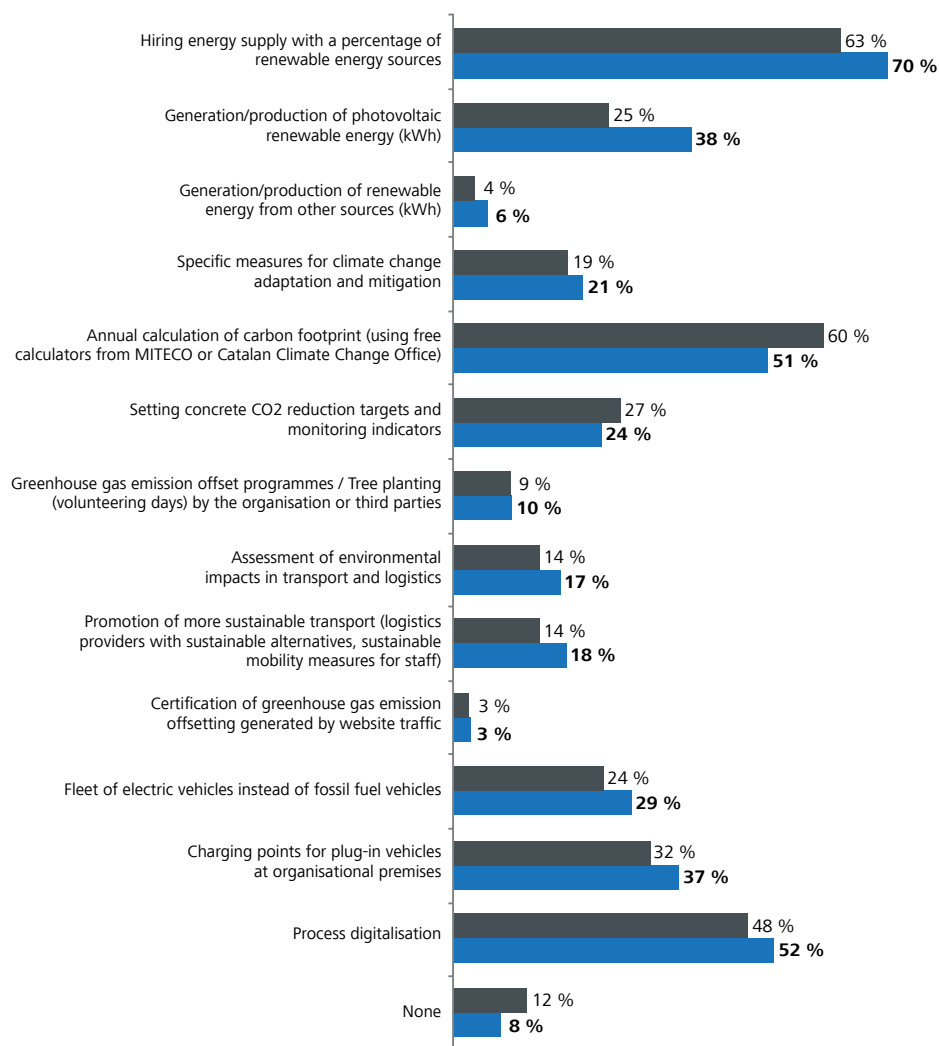


Chart 31. Environmental. Actions: Decarbonisation

Environmental. Actions: PROTECTION OF SEAS AND OCEANS

■ 2024 ■ 2025

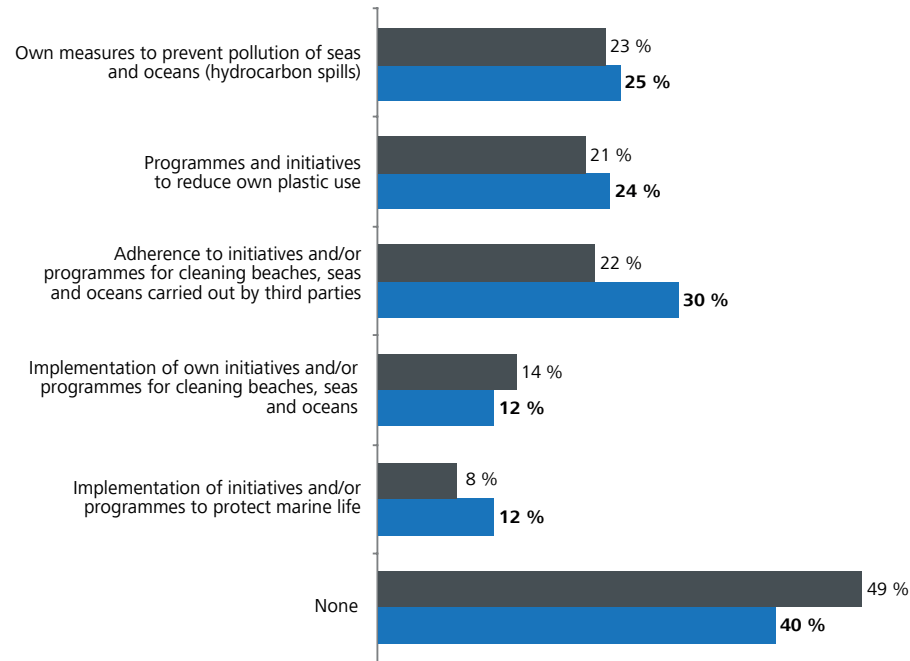


Chart 32. Environmental. Actions: Protection of the seas and oceans

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