ANNUAL REPORT

POSITIVE IMPACT

PORT
DE
BARCELONA

2023

Port de Barcelona

INDEX

LETTER FROM THE PRESIDENT

Throughout **2023**, the Port of Barcelona Port Community has upheld a strong commitment to **sustainable development**, engaging **stakeholders** and the **global community** to enhance human well-being and protect the planet. This ongoing dedication is vital for fostering **sustainable practices** and improving well-being both locally and globally, reflecting a deep understanding of the **social and environmental** responsibilities associated with port activities.

Sustainability is a core element in both the **Strategic Plan (2021-2025)** and the **Positive Impact (PI)** initiative, previously known as the **Sectoral Sustainability Plan (SSP)**. The PI initiative encourages voluntary actions to promote sustainability and awareness among companies within the Port Community.

A key focus is the integration of the UN **Sustainable Development Goals (SDGs)** into company strategies. It is encouraging to note a **significant rise** in the number of organizations participating in the Positive Impact Port of Barcelona, growing from **43 companies in 2015** to **131 in 2023**, underscoring the commitment to the SDGs.

More than half of the Positive Impact companies operate within the port area. Each year, senior management's engagement with sustainability increases, with written policies on human rights, labour standards, and anti-corruption becoming more prevalent.

Positive Impact organizations prioritize employee health and safety, training, and equality. The focus on training and employment has become crucial for the Port Community.

The commitment to environmental sustainability remains strong, with increased energy-saving measures and improved waste management through collaboration with specialized companies. Addressing climate change involves promoting measures to decarbonize activities, including the use of cleaner fuels and a commitment to electric mobility.

We extend our gratitude to all participating organizations for their dedication to social responsibility and sustainability. Their efforts not only generate **wealth and well-being in society** but also make the port a more efficient and sustainable place.

The Port of Barcelona, as the driving force behind the Positive Impact initiative, continues to strive for a **positive impact on the planet, people, and the business environment**, a crucial effort for a more sustainable future.

LLUÍS SALVADÓ
PRESIDENT OF THE PORT OF BARCELONA

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

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

In this context, ports are vital components of the international logistics chain. They act as strategic hubs connecting various modes of transport, including maritime, land, and rail. This interconnection is essential for ensuring the efficient movement of goods throughout different stages of the logistics process, from production to distribution and final delivery.

Strategically located in coastal areas with access to major maritime routes, ports naturally serve as entry and exit points for international trade. This positioning gives them a crucial role in facilitating global trade and integrating economies worldwide

In addition to serving as connecting points, ports provide the essential facilities and services needed for handling, storing, and transhipping cargo between different modes of transport. This capability ensures the smooth transfer of goods between ships, trains, trucks, and other vehicles, optimizing transport flows and reducing transit times.

Moreover, ports function as strategic centres for cargo consolidation and distribution, becoming pivotal hubs for global supply chain coordination. By concentrating large volumes of cargo in one location, ports facilitate the consolidation of shipments from various suppliers and destinations, which in turn reduces transport costs and enhances logistics efficiency.

Recent events, such as pandemics and armed conflicts, have underscored the critical importance of ports and maritime transport in maintaining the global supply chain.

Ports, a vital component in the international logistics chain

2.
BARCELONA'S INTERDEPENDENCE WITH ITS PORT

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

Barcelona's prominence as a city is significantly attributed to its port, which has historically driven economic growth and established vital connections to international trade and global maritime transport networks.

Conversely, the port benefits greatly from Barcelona's strategic location and extensive land-based infrastructure, which facilitate efficient cargo distribution and access to both local and international markets. This interaction between the city and its port has cemented Barcelona's status as a leading logistics and commercial centre, generating employment, attracting investment, and promoting economic diversification.

The symbiotic relationship between the city and its port is fundamental for the growth and prosperity of both, extending to the hinterland or area of influence of the port, which includes the Metropolitan Area of Barcelona, Navarre, Madrid, and beyond.

> Port and City:
> Historically, the **Port of Barcelona** has been a **vital point** for the **maritime trade** in the western Mediterranean

Its strategic location has made it a centre for the exchange of goods, people, and ideas between Europe and the rest of the world. Beyond its economic significance, the Port of Barcelona has left an indelible mark on the city's urban landscape and identity, shaping its development and influencing its architecture, culture, and lifestyle. Historic port areas, such as the Barri Gòtic, Port Vell, and Barri del Port, are enduring testimonies to this profound connection.

Today, the Port of Barcelona remains a vital economic engine for the city and surrounding region. It functions not only as a logistics and freight transport hub but also as a significant tourist and cultural destination. The docks transformed into promenades, port facilities repurposed for cultural events, and the development of commercial and leisure areas around the port exemplify how it continues to contribute to the growth and vitality of Barcelona.

> Barcelona is important because of its port and the port is important because of Barcelona
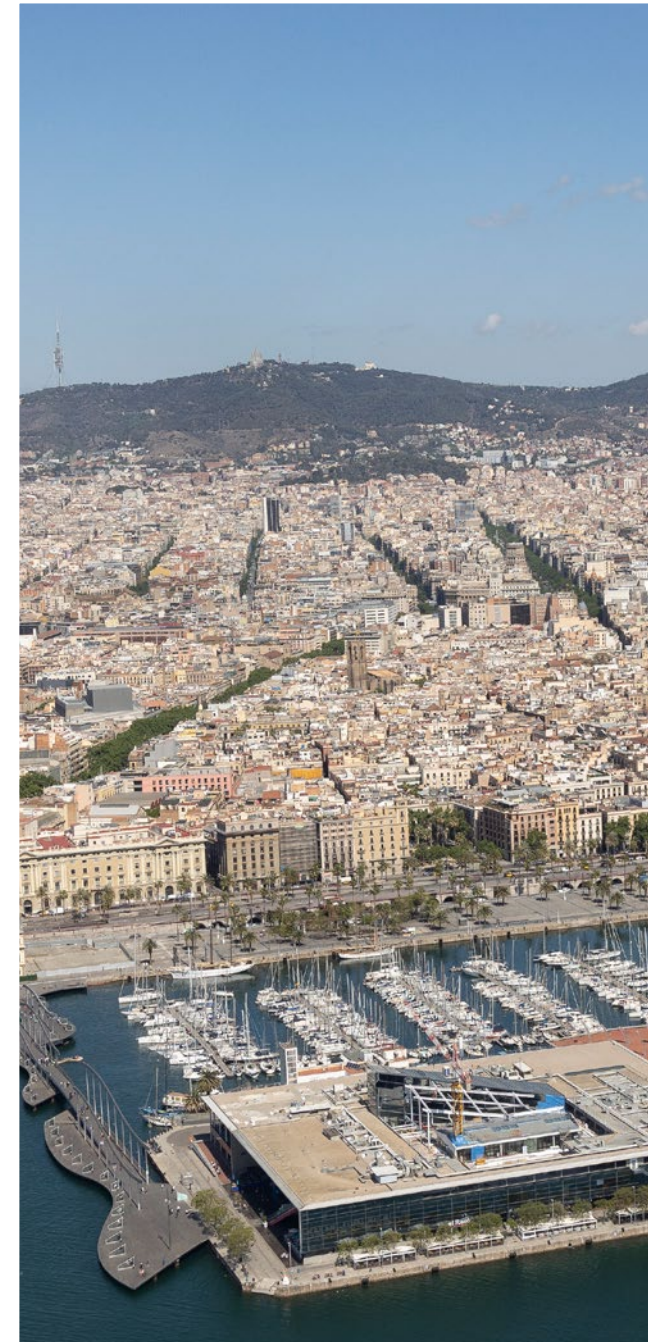
3.
THE PORT'S POSITIVE IMPACT

Another crucial aspect of the Port of Barcelona is its **efficiency** and connectivity with international shipping routes. Companies that import or export goods rely on the port as a key component of their logistics chain, making their competitiveness partially dependent on the port's operational efficiency.

> The Port of Barcelona is the main port in Spain in terms of the value of handled goods

Goods
■ 2020 ■ 2021
■ 2022 ■ 2023
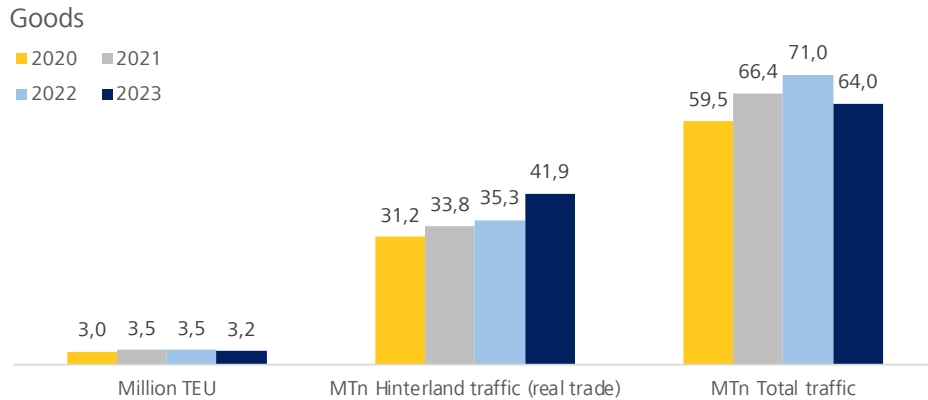
Graphic 1. Goods evolution

Passengers
■ Number of passengers (millions)
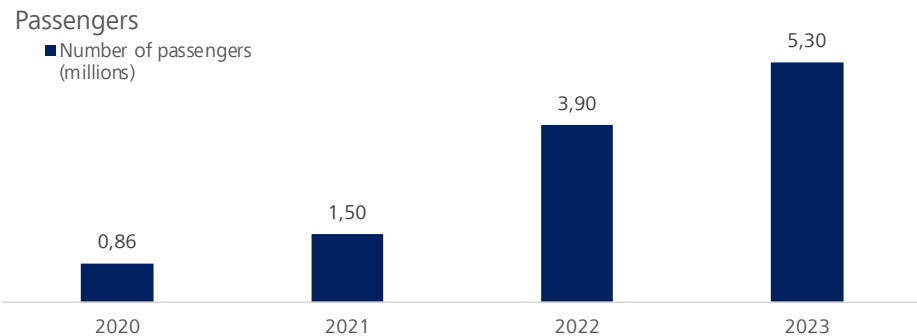
Graphic 2. Passenger evolution

3,20	Million TEU (Unit equivalent to a 20-foot ISO container -6.10 m-)
41,90	MTn Hinterland traffic (real trade)
64,00	MTn Total traffic
24%	State maritime trade
5,30	Number of passengers (millions)
36%	Passenger year-on-year growth

These figures underscore the significant impact of the Port of Barcelona, both locally and in the global trade and logistics arena.

> Port activity is fundamental for both the city and the country

OTHER POSITIVE IMPACTS OF PORT ACTIVITY

Port activity is a vital component of the economy both locally and nationally. Ports serve as crucial nodes for the international exchange of goods, promoting economic growth and facilitating job creation across various professional areas, including port operations, logistics, and administration.

By attracting investment and stimulating economic development, ports contribute significantly to the prosperity of both the city and the country as a whole.

ZAL–BCN

LOGISTICS
PORT

ZAL–PRAT

COMMERCIAL
PORT

CITY
PORT

PASSENGERS
PORT
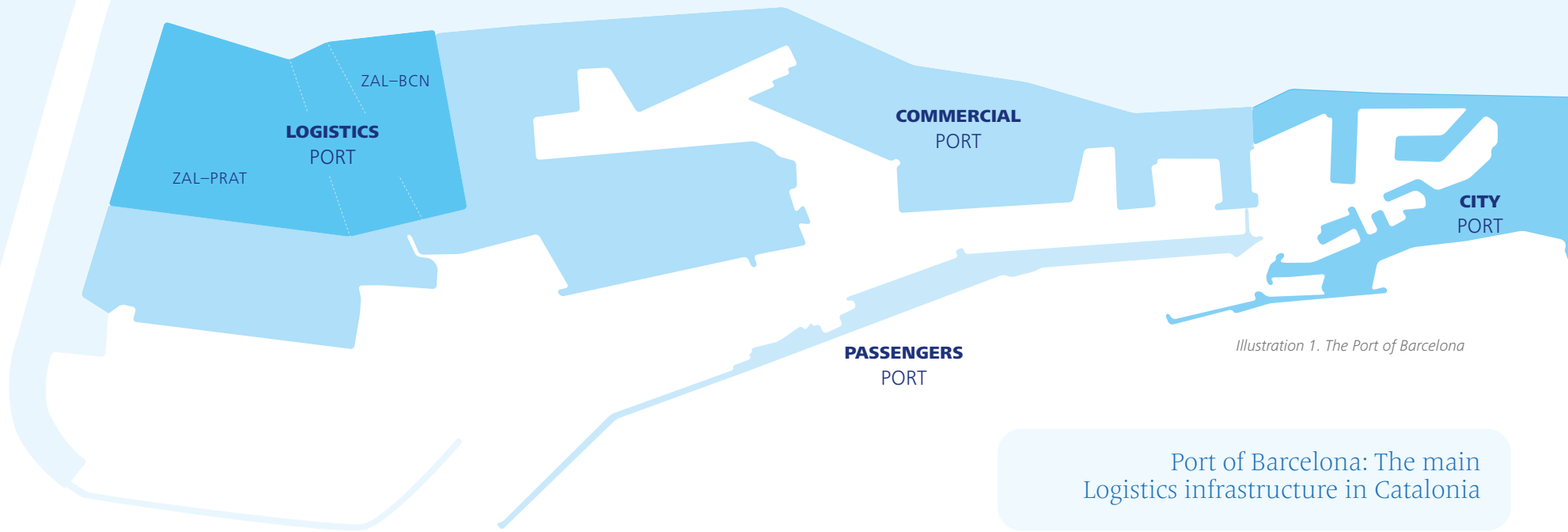
Illustration 1. The Port of Barcelona

Port of Barcelona: The main
Logistics infrastructure in Catalonia

4.
THE PORT AND THE PORT COMMUNITY

A port is a convergence point for several modes of transport, including maritime, road, and rail, facilitating the exchange of goods between different regions of the world. This modal exchange of goods and/or passengers relies on the existence of robust port infrastructure and the involvement of various actors engaged in multiple activities.

In a broader sense, a port is much more than a mere transport infrastructure. It is a logistics and trade centre that plays a crucial role in the global economy and the integration of international supply chains. Beyond serving as entry and exit points for international trade, ports fulfil important functions in maritime security, environmental management, tourism, and regional economic development.

4.1
THE INFRASTRUCTURE

The Port of Barcelona serves as the primary logistics infrastructure in Catalonia, encompassing an area of 1.112,2 hectares and featuring a mooring line extending 23,183 kilometres.

To cater to the diverse demands of modal interchange involving various types of goods and passengers, the Port of Barcelona has been designed and configured to adapt to the specific requirements of each port activity:

• The Port of the **City**: This area is accessible to the public for day-to-day activities.

• The **Passenger** Port: Dedicated to serving cruise ships, ferries, and other forms of passenger traffic.

• The **Commercial** Port: Specializes in handling a wide range of goods, including containers, vehicles, and bulk commodities such as liquids and solids.

• The **Logistics** Port: Focuses on logistical operations, including the *consolidation* (combining multiple cargoes into one) and *deconsolidation* (separating consolidated cargoes) of goods.

4.2.
KEY PLAYERS INVOLVED
IN THE PORT DE BARCELONA

The Port of Barcelona operates within a complex ecosystem known as the Port Community, which comprises a diverse array of both **private and public organizations**. This ecosystem is essential for ensuring the port's functionality and facilitating the import and export processes. Approximately **500 organizations** and around **40.000 workers** contribute to the operations and services within this community.

Here is an example illustrating the types of organizations and activities involved in the port, which collectively enable the import or export process.

The complexity of international logistics operations necessitates effective collaboration among a diverse array of actors, both locally and globally. These actors play crucial roles in ensuring the efficiency and operability of ports.

> Effective operation requires
> the collaboration of various key players

An illustrative example of the logistics chain operating in the Port of Barcelona is the transport of coffee, where approximately 85% of the coffee imported into the Iberian Peninsula enters through this port. This process involves several key players collaborating effectively:

• **Importer**
Responsible for arranging the transport of coffee from the country of origin (e.g., Colombia) to the Port of Barcelona by sea. They work with freight forwarding companies to coordinate shipping logistics, considering factors such as shipping lines, frequencies, and costs.

• **Shipping companies**
Own and operate ships that provide maritime transport services between the coffee-producing countries (e.g., Colombia) and the Port of Barcelona.

• **Shipping agents**
Represent shipping lines at the port. They manage the necessary services for the ship, cargo, and crew, coordinating activities such as berthing, loading, and unloading.

• **Border Inspection Services**
Conduct inspections on goods to ensure compliance with quality and safety standards, including health and safety aspects.

• **Customs agency**
Public office responsible for overseeing the passage of goods through the port, collecting customs duties, and ensuring safety and security.

• **Customs brokers**
Facilitate customs clearance procedures for goods. They act as intermediaries between the owner of the goods and customs authorities, ensuring compliance with import regulations.

• **Maritime Captaincy**
Authorizes the arrival and departure of ships, ensuring optimal navigation conditions and safety within port waters.

• **Port pilots, tugboats, and moorings**
Provide essential assistance services to ships during their manoeuvres within the port area. This includes guiding ships into and out of the port, as well as assisting with docking and undocking operations.

• **Provisioning, waste collection, and bunkering companies**
Offer services to ships arriving in port, including supplying provisions (such as food and supplies), waste collection, and bunkering (refuelling).

• **Port terminals and stevedoring companies**
Operate under concessions granted by the Port Authority. They manage cargo handling operations on port land, including loading and unloading of goods from ships, ensuring efficient and safe handling of cargo.

HOW DOES COFFEE GET TO BARCELONA?

OPERATORS AND ADMINISTRATIONS – INTERNATIONAL TRADE

Port of Barcelona

Process within the **Port**

COLOMBIA
EXPORTER

SPAIN
IMPORTER

COFFEE

CARRIER

TERMINAL A
PORT OF BARRANQUILLA

NAVIGATION

TERMINAL B
PORT OF BARCELONA

Port de Barcelona

CARRIER

COFFEE

Process within the **Port**

Puerto of Barranquilla

SERVICES TO MERCHANDISE

· Freight forwarder
· Shipping agents
· Customs agents

· Stevedore
· Port terminals

CONTROL BODY ON THE BORDER

· External health
· Animal health
· Plant health
· SOIVRE
· Customs agency

OTHER ADMINISTRATIONS

· Port Authority
· Maritime captaincy

SERVICES

Port services

· Practical, tugboats and moorings

Services on the ship and auxiliaries

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

Illustration 2. How coffee arrives in Barcelona

9

4.3.
BARCELONA PORT COMMUNITY

The **Port Community** encompasses a diverse array of public and private companies that collaborate to create an **environment essential for the effective operation** of the port. This dynamic network facilitates and coordinates all necessary aspects to ensure the port functions efficiently across its various functions. Comprising approximately 500 companies, the Port Community is a complex ecosystem that generates around 40.000 direct jobs and supports an additional 238.000 indirect jobs.

40.000
PEOPLE

500
ORGANIZATIONS

4.4.
THE BARCELONA PORT AUTHORITY

The **Barcelona Port Authority (APB)** plays a crucial role within the Port Community. Operating as a public entity, it holds responsibility for **overseeing, managing, and administering port services, maritime signalling**, as well as activities that necessitate **authorization or concession** on port premises. Its primary **functions** include:

- **Planning, construction, and management** of Port Infrastructures.

- **Coordination of port services** ensuring the efficiency and quality of port services is a core responsibility of the APB.

- **Management of safety and environmental protection** within the port territory.

- **Promotion** of the Port and its services offered by the Port Community.

4.5.
THE GOVERNING COUNCIL

The **Governing Board** serves as a pivotal body within the Port of Barcelona, acting as a cooperative platform that aligns the efforts of various public and private entities within the Port Community. Although it does not possess its own legal status, the Governing Board symbolizes the commitment to collaboration between the Barcelona Port Authority and all organizations operating within the port.

STEERING COUNCIL EXECUTIVE COMMITTEE

STEERING COUNCIL PLENATY

SECRETARIAT

WORKING GROUPS

MEMBERS OF THE GOVERNING COUNCIL

TELEMATIC FORUM

STRATEGY AND INNOVATION

TRAINING AND EMPLOYMENT

MARKETING AND COMMERCIAL

SUSTAINABILITY

QUALITY

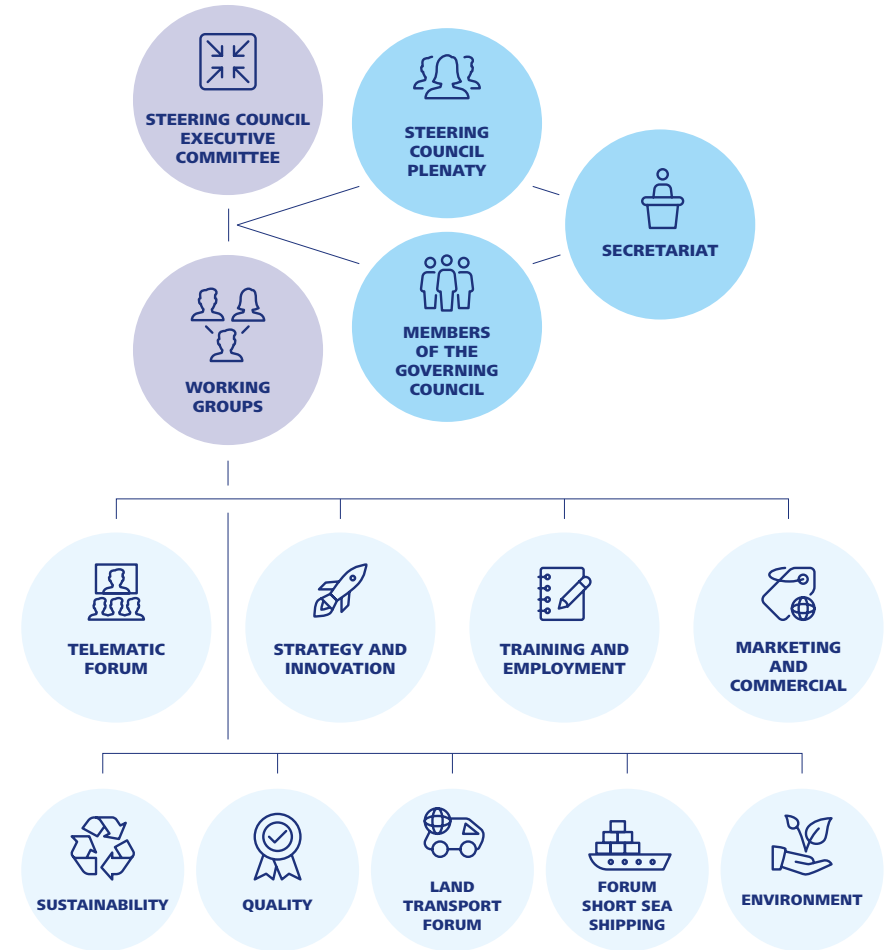LAND TRANSPORT FORUM

FORUM SHORT SEA SHIPPING

ENVIRONMENT

Illustration 3. Organizational structure

The Port Community's coordinated efforts are facilitated through various initiatives, primarily using **Working Groups** as a pivotal tool. These groups unite stakeholders with shared objectives, focusing on addressing specific area-related challenges while considering current circumstances. This setup offers an effective platform for **collaboration** and **unified decision-making**, essential for enhancing and fostering continuous growth at the Port of Barcelona.

Each Working Group, overseen by the External Relations Department, is led by a chairperson from the Port Community and a coordinator from the Barcelona Port Authority. This organizational structure was established to **analyse and/or develop** specific issues, as well as to foster the promotion and implementation of new projects within the port's framework.

4.6.
WORKING GROUPS

The Working Groups function as forums for discussion and proposal, where they put forward recommendations and initiatives for evaluation and potential approval by the Governing Board. This structured approach ensures decisions are made collaboratively, drawing on the input and support of both the Community and the Port Authority. This collective effort guarantees a unified vision and enhances the implementation of port projects and initiatives.

The different Working Groups of the Council focus on specific areas:

- **Training and Employment Working Group**: Its main objective is to enhance the employment landscape from both European and global perspectives. It focuses on **aligning training** initiatives with the specific needs of organizations within the Port Community.

- **Sustainability Working Group**: Through the Positive Impact project, this group strives to foster sustainability within the Port Community across social, environmental, economic, and governance dimensions. It aims to proactively address **emerging challenges** while also serving as a **watchdog for sustainability** practices throughout the entire Port Community.

- **Environmental Working Group**: Serves as a platform for exchanging best practices and environmental management techniques within the Port's concessions and services. Additionally, it facilitates discussions on key environmental issues pertinent to port operations as a whole. The group's objective is to foster a **unified approach** among all stakeholders of the Port, emphasizing innovation, sustainability, and proactive measures in addressing environmental concerns.

5.
SUSTAINABILITY:
THE KEY TO OUR FUTURE

Sustainability, defined as meeting today's needs without compromising the ability of future generations to meet their own needs, is crucial for the long-term success and viability of the Port of Barcelona. Without adopting sustainable practices, the port risks facing significant environmental, social, and economic challenges that could jeopardize its operations and impact society at large**. The pillars of sustainability are structured around the three key areas of ESG (Environmental, Social, and Governance)**.

All human activities impact the **natural environment**, **society** and the **economy**, both positively and negatively

As a Port, our **primary mission is to enable global trade and strengthen regional connectivity**, which is fundamental to our identity and cannot be compromised. However, we recognize the imperative to transform how we fulfil this role to align with principles of environmental, social, and economic sustainability.

Moving forward, we are committed to enhancing our operations by minimizing environmental impacts and promoting social and economic development within our sphere of influence.

Being a Sustainable Port involves striking the **right** balance between **facilitating international trade** and minimizing our **impact** on the **environment** and communities

We remain committed to our role as a port while actively promoting a sustainable future for all stakeholders.

6.
POSITIVE IMPACT: DRIVING SUSTAINABILITY

The Barcelona Port Community's commitment to sustainability is reflected in the Sectoral Sustainability Plan (SSP), a key initiative designed to promote social, environmental, and economic responsibility. Established in 2014 by the Governing Council's Sustainability Working Group, this plan plays a vital role in advancing these goals.

In 2023, the Sectoral Sustainability Plan (SSP) underwent a definitive renaming to become the **Positive Impact Port de Barcelona (PI)**.

> A shared purpose to
> create distributed value

This plan exemplifies a shared commitment to operating **sustainably** and continuously evaluating the impact of port activities with a unified vision that unites the entire Port Community. It is imperative to persist in evaluating and enhancing sustainability efforts to ensure that port operations are not only **efficient** but also environmentally and socially **responsible**.

Through regular measurement and ongoing monitoring of progress, the Port Community not only reaffirms its **dedication** to sustainability but also establishes a structured framework for continually assessing performance and striving towards a more sustainable future for the **Port of Barcelona and its surrounding environment**.

> From the 2015 Sectoral Sustainability Plan
> to the 2023 Positive Impact Plan

The **annual survey** process for data collection serves to assess and showcase the current status and advancements in sustainability within the Port Community. The resulting sustainability report offers a **transparent and thorough overview** of the impact and development of sustainable practices.

The transition towards Positive Impact marks a substantial milestone, transforming the plan into a series of actionable measures across critical domains like **environmental** stewardship, **social** responsibility, and **governance**. These **voluntary initiatives** underscore a **proactive and visible dedication** to sustainability, highlighting tangible strides and concrete actions aimed at fostering a positive impact on both the community and the port environment.

> **Positive Impact:**
> Commitment
> to a fairer world
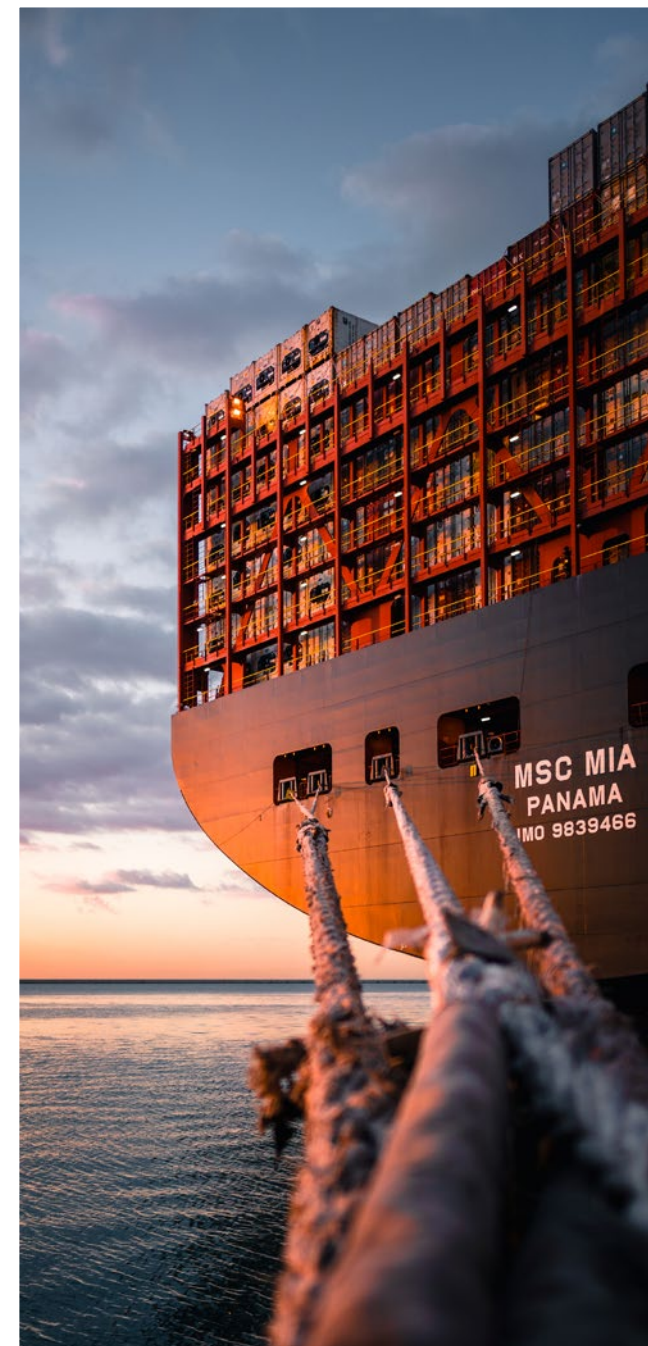
The evolution towards a more proactive and visible commitment through concrete actions signifies a responsible approach to sustainability, significantly contributing to **equitable and sustainable development** within the Barcelona Port Community environment.

Collaboration and commitment from all stakeholders involved in the import-export process are crucial in addressing today's **social and environmental challenges**. The Barcelona Port Community acknowledges the importance of collective efforts to mitigate the **negative impacts** of its activities while striving to leave a **positive impact** on people's lives and the planet.

This report reflects the **collective efforts** of all Positive Impact companies, organizations, and administrations within the Port Community. This **innovative, inclusive, and collaborative approach**, spanning data collection from 2015 to the present, underscores a steadfast commitment and forward-looking vision towards sustainability.

Being **pioneers** in establishing such a collaborative sustainability project reinforces the Barcelona Port Community's position as a leader in promoting sustainable practices within the port area.

> **Nurturing people** is crucial for societal development and **organizational success**

6.1.
POSITIVE IMPACT 2030 STRATEGIC PLAN

In 2022, the Barcelona Port Community undertook a process to identify and prioritize the material issues affecting the Port of Barcelona. This process involved aligning these key issues with those defined in the strategic axes of the Barcelona Port Authority. Together, they defined strategic axes and operational objectives that serve as a roadmap for the Port Community's goals leading up to 2030.

3 STRATEGIC AXES AND 12 OPERATIONAL OBJECTIVES

POSITIVE IMPACT
3 STRATEGIC AXES

1
ENVIRONMENTALLY FRIENDLY PORT

2
A FAIR PORT WITH PEOPLE

3
ETHICAL PORT

12 OPERATIONAL OBJECTIVES

1. EFFICIENT USE OF RESOURCES

5. DEI- DIVERSITY, EQUITY AND EQUALITY

9. LEADERSHIP

2. WASTE

6. TALENT

10. COMPLIANCE

3. DECARBONISATION

7. HEALTHY AND SAFE

11. INTEGRITY

4. PROTECTION OF THE SEA AND OCEANS

8. COLLABORATIVE

12. COMPETITIVENESS

Illustration 4. Positive Impact strategic axes and operational objectives

This report underscores the commitment to and advancements made in environmental protection, economic development, and social responsibility within the Barcelona Port Community.

However, it also acknowledges the ongoing necessity for concerted efforts and collaboration to effectively tackle the remaining challenges on the path towards sustainability.

> The transition to more sustainable practices requires ongoing and collaborative efforts from all stakeholders

The shift towards more sustainable practices demands ongoing collaboration and dedication from all stakeholders, along with continual adaptation to a dynamic environment. Acknowledging the persistent challenges reflects a genuine commitment to further progress and improvement.

Moving forward, the Port reaffirms its commitment to lead in sustainability on both national and international fronts. This commitment entails continued investment in clean technologies, promotion of operational innovation, and close collaboration with neighbouring communities. Together, these efforts aim to foster a prosperous and equitable future for all stakeholders involved.
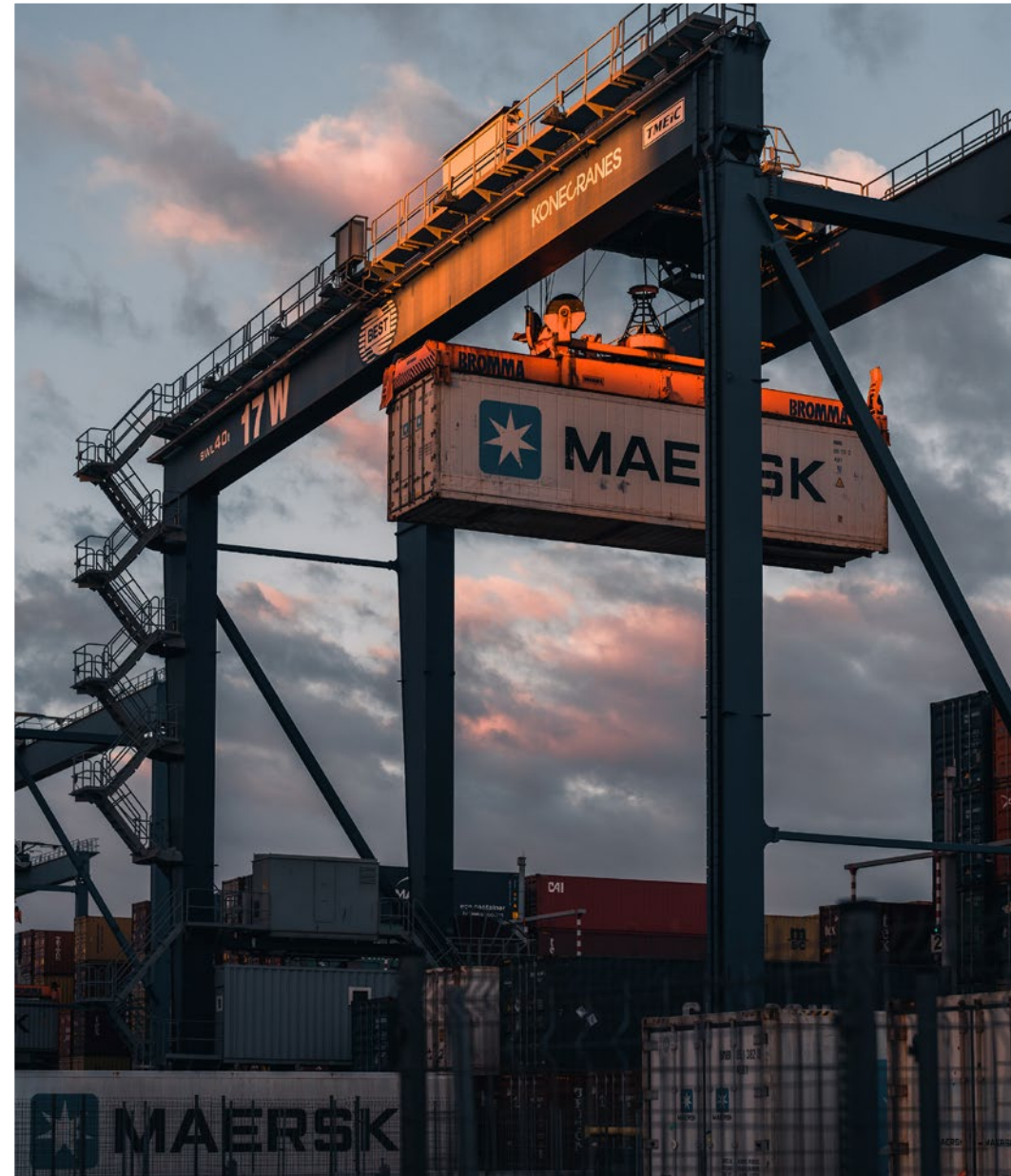
7.
POSITIVE IMPACT 2023

The participation of organizations has grown year after year since its beginning.

In 2023, **131 organizations** participated in the Positive Impact Port of Barcelona, **12,9%** more than in 2022.

This membership demonstrates an active commitment to **providing data for the annual survey** that forms the sustainability report.

131

PARTICIPATING ORGANIZATIONS

PI MEMBERSHIPS									
* Estimated by 500 organizations in the Port Community	2015	2016	2017	2018	2019	2020	2021	2022	**2023**
No. Memberships	43	54	63	75	78	89	97	116	**131**
% of Port Community	8,6%	10,8%	12,6%	15,0%	15,6%	17,8%	19,4%	23,2%	**26,2%**

Table 1. Evolution of Positive Impact memberships

Participating Organizations
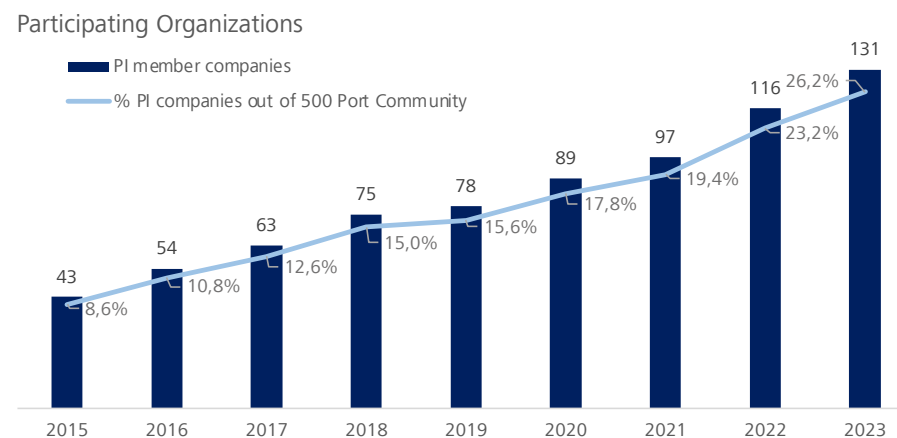
Graphic 3. Evolution of Positive Impact memberships

Positive Impact companies represent 26,2% of the Port Community

The data presented in this report, covering the **period from 1st January to 31st December 2023**, is prepared independently of the Port's Annual Report. The emphasis on presenting indicators in percentages rather than absolute values aims to offer a more holistic view of the Port Community's impact. These percentages are derived from responses provided by each organization within the Port Community.

With a workforce totalling **9.377 people**, these figures underscore the significant direct impact of port activities on employment and labour participation. This workforce serves as a crucial element in driving economic and social dynamism within the region.

31%
freight forwarding companies

9.377
staff members

52,7%
HAVE THEIR HEADQUARTERS
OR OFFER THEIR SERVICES
WITHIN THE PORT AREA

17,4%
**HAVE OTHER LOCATIONS
OUTSIDE THE PORT
FACILITIES**

SECTORS OF THE POSITIVE IMPACT ORGANIZATIONS

The participation of organizations from **diverse sectors** within the Barcelona Port Community underscores the complexity and breadth of port activities. This diversity encompasses a wide **array of industries and services** that are intricately connected and operate within the port environment.

Spanning sectors such as logistics, maritime and land transport, manufacturing, international trade, technology, and environmental sustainability, among others, the presence of diverse industries and services highlights the **interconnectedness** and **mutual reliance** inherent in the Port of Barcelona.

This diversity not only reflects the intricate nature of port operations but also fosters opportunities for **cross-sector collaboration**, **knowledge** exchange, and the development of innovative and efficient **solutions** beneficial to the entire Port Community. The comprehensive range of activities -from stevedoring and freight forwarding to transport and shipping services- ensures that the Port of Barcelona can effectively meet diverse needs related to logistics, transportation, and goods management, providing robust infrastructure to support commercial operations.

Representation of Positive Impact companies by sector

Sector	2023	2022	2021	2020
Other Port Services	28%	30%	30%	35%
Administration	4%	3%	4%	6%
Transportation Company	19%	16%	20%	16%
Forwarding Company	31%	29%	24%	26%
Customs Agency	15%	14%	10%	11%
Consignee Company	14%	12%	12%	16%
Stevedoring and Port Terminals Company	14%	13%	16%	10%
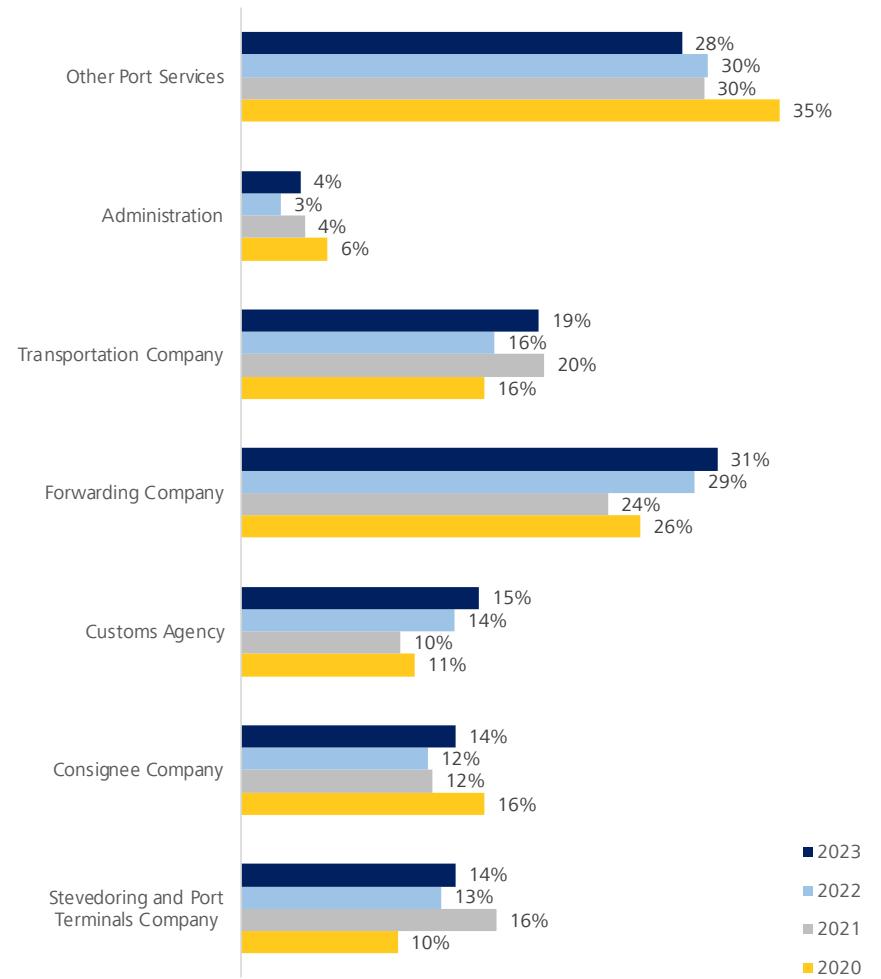
Graphic 4. Representation of Positive Impact companies by sector

SIZE OF THE POSITIVE IMPACT ORGANIZATIONS

In addition to offering a broad spectrum of services, the Port of Barcelona is characterized by the diversity of organizations operating within it. These entities vary significantly in terms of size, scope of operations, services provided, strategic approaches, and business practices. This diversity not only enriches the port ecosystem but also enhances the overall dynamics and efficiency of the Port of Barcelona.

The size of Positive Impact member companies can be evaluated based on their headcount and turnover.

31%
turnover between
10 and 100 M€

43%
organizations between
11-49 employees

Company turnover

■ 2022 ■ 2023
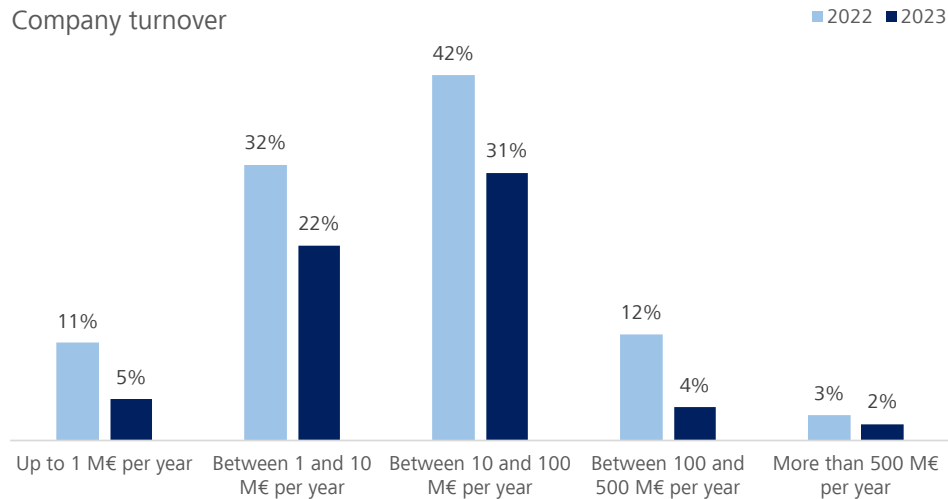
Graphic 5. Turnover of Positive Impact companies

Number of employees at December 31, 2009

■ 2022 ■ 2023
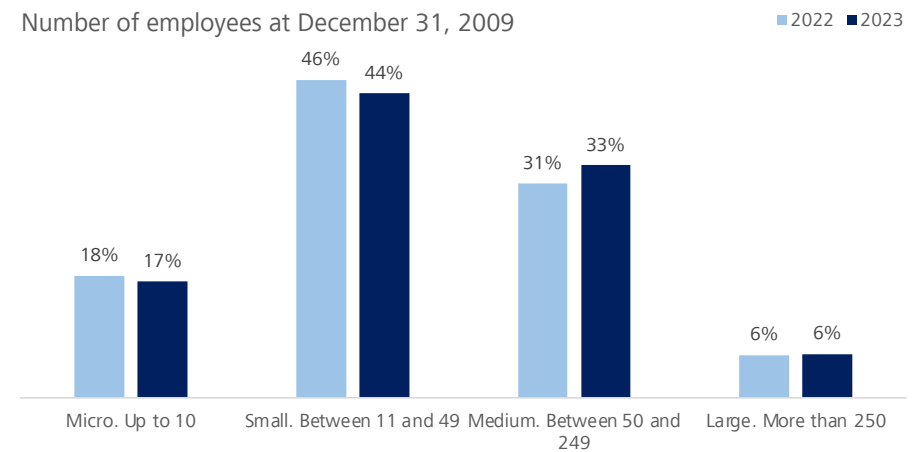
Graphic 6. Staff sizing Positive Impact companies

7.1.
ETHICAL PORT

The corporate governance of an organization governs the interactions among the management team, the board of directors, and the shareholders, establishing frameworks for responsible conduct. Good governance is underpinned by a set of principles, rules, and procedures focused on ethics, anti-corruption measures, regulatory adherence, and sound financial management.

Positive Impact member companies demonstrate their commitment to good governance by actively assessing and addressing various critical issues within their organizational frameworks.

7.1.1
LEADERSHIP
Leading an organization in the field of good governance, it is necessary to have a well-defined mission and values, as well as the acquisition of commitments in the different ESG areas of sustainability (Environmental, Social and Governance).

Leading means maintaining a commitment to sustainability

BEST PRACTICES

|	
16,9%	HAVE CONSIDERED THEIR **ECONOMIC GROWTH TAKING INTO ACCOUNT THE POSSIBLE SOCIAL AND ENVIRONMENTAL IMPACTS** (ESG ASSESSMENT OF GROWTH) AND MITIGATION OF NEGATIVE IMPACTS
28,6%	HAVE ELABORATED THEIR **STRATEGIC PLAN AND ESG/SUSTAINABILITY STRATEGIC PLAN, RELATING SDGS**, IN WRITING
58,4%	ARE **MEMBERS OF ASSOCIATIONS AND ORGANIZATIONS**
28,6%	THEY ARE **MEMBERS OF NATIONAL OR INTERNATIONAL ESG/SUSTAINABILITY INITIATIVES** (GLOBAL COMPACT, ETC.)
32,5%	PARTICIPATE IN **CONGRESSES, RESEARCH, SECTORAL BODIES, IN ORDER TO CREATE SYNERGIES**
28,6%	PARTICIPATE IN **SPECIFIC SUSTAINABILITY FORUMS** THROUGH BUSINESS OR SECTORAL ASSOCIATIONS, OR OTHER BENCHMARK ASSOCIATIVE ENTITIES
19,5%	**PUBLICISE BEST PRACTICES IN SUSTAINABILITY** (AT LEAST 1 PIECE OF EVIDENCE / YEAR)
24,7%	HAVE CARRIED OUT AN **ESG RISK AND OPPORTUNITIES ANALYSIS**
20,8%	**COMMUNICATE THEIR COMMITMENT TO POSITIVE IMPACT**, INTERNALLY AND EXTERNALLY
6,5%	HAVE **CONSOLIDATED OTHER PARTNERSHIPS** (E.G. EUROPEAN, STATE OR LOCAL) WITH SUSTAINABILITY ORGANIZATIONS, BUSINESS ASSOCIATIONS, GOVERNMENTS, ETC.
3,9%	HAVE CREATED A **PARTNERSHIP PROTOCOL** THAT INCLUDES A VALIDATION PROCESS TO ENSURE ALIGNMENT WITH THE SUSTAINABILITY STRATEGY
10,4%	HAVE **MECHANISMS IN PLACE TO ENSURE FAIR COMPETITION**

COMMITMENT AND ENGAGEMENT

64%
have appointed a person responsible
for addressing sustainability issues

66%
have a written commitment
to anti-corruption

Have a written commitment in some field

Field	%
Human Rights	49%
Labor standards	69%
Environment	64%
Anti-corruption	66%
Fair competition	35%
No written commitment	15%
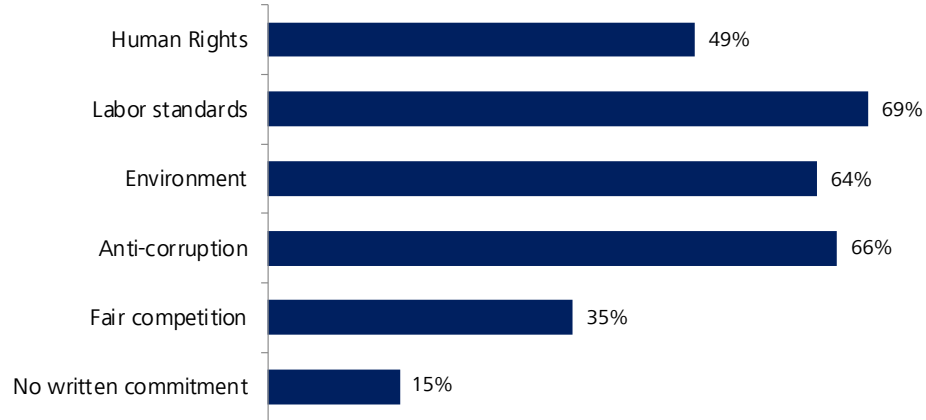
Graphic 7. Written commitment in one of the different areas

Involvement of senior management in ESG issues

	%
Highest governance body approves the organization's sustainability objectives	64,2%
Maximum body supervises environmental, social and good governance (ESG) reports (*ESG).	46,9%
The highest governance body periodically reviews potential risks related to the business model.	55,6%
Designated a person responsible for addressing sustainability issues	64,2%
Formal structure in place (committee) to address sustainability issues.	37,0%
Management remuneration linked to ESG performance	11,1%
Procedure in place to identify ESG risks	33,3%
Training for the entire workforce on ESG issues (sustainability)	39,5%
Training for all staff on labor issues	76,5%
Not managed	8,6%

Graphic 8. Top management involvement in ESG issues

Port de Barcelona | POSITIVE IMPACT | REPORT 2023

MATERIALITY AND STAKEHOLDERS

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

A **materiality analysis** helps to identify what is **relevant** to the organization and what is not, **thus** aligning the **organization's strategy with its ESG priorities**. It allows you to focus your efforts on what is really important, identifying issues that stakeholders can influence.

Materiality and stakeholders

Maintain and have procedures in place for dialogue with stakeholders — 26%

Update materialitys and stakeholders — 15%

Identified materiality and stakeholders — 47%

No materiality and stakeholders have been identified. — 12%

Graphic 9. Material issues and stakeholders

SUSTAINABLE DEVELOPMENT GOALS (SDGs)

Established by the United Nations General Assembly in September 2015, they form a **global agenda** consisting of **17 goals and 169 targets** to address global challenges and promote sustainable development **by 2030**.

The SDGs are thus a roadmap to help organizations align their strategy and operations with sustainability.

Positive Impact organizations demonstrate their **commitment to the SDGs** every day by aligning their **strategy**.

Illustration 5. Sustainable Development Goals (SDGs)

SDGs on which organizations work
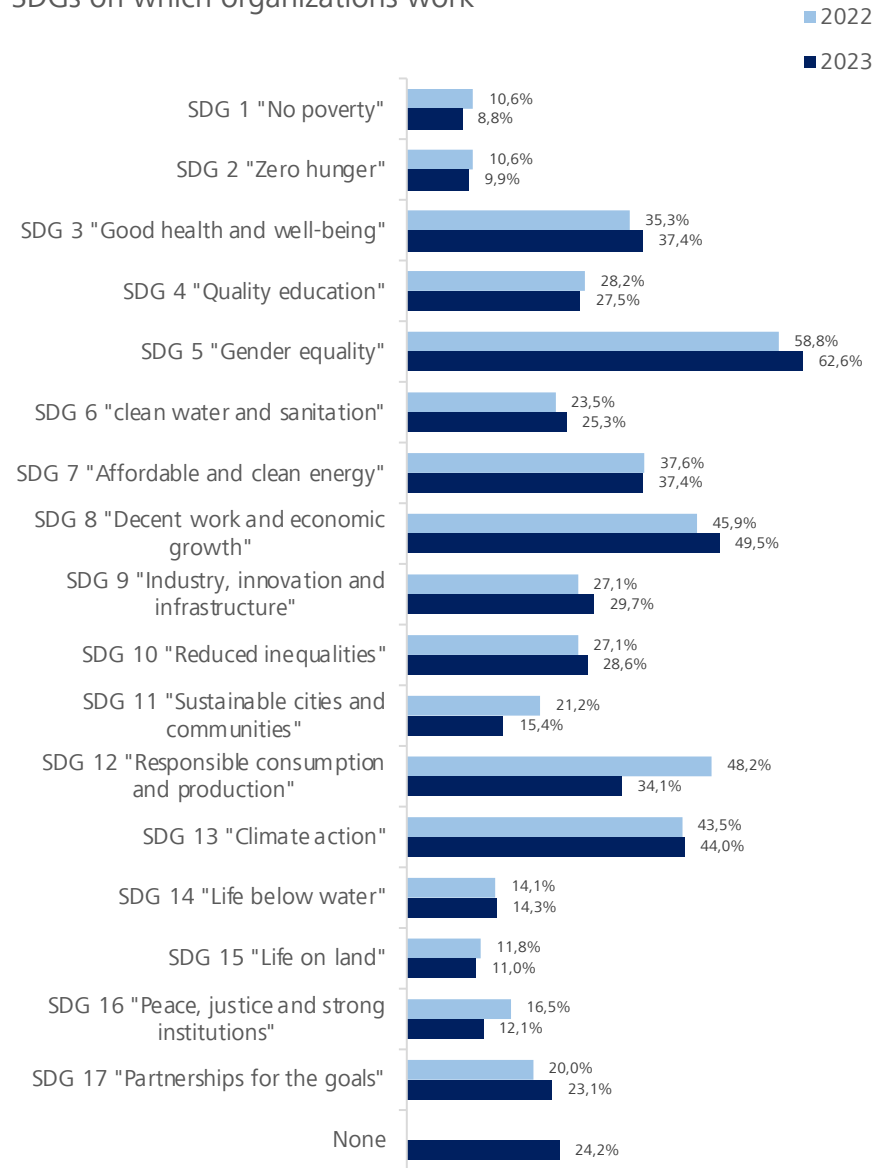
■ 2022
■ 2023

SDG	2022	2023
SDG 1 "No poverty"	10,6%	8,8%
SDG 2 "Zero hunger"	10,6%	9,9%
SDG 3 "Good health and well-being"	35,3%	37,4%
SDG 4 "Quality education"	28,2%	27,5%
SDG 5 "Gender equality"	58,8%	62,6%
SDG 6 "clean water and sanitation"	23,5%	25,3%
SDG 7 "Affordable and clean energy"	37,6%	37,4%
SDG 8 "Decent work and economic growth"	45,9%	49,5%
SDG 9 "Industry, innovation and infrastructure"	27,1%	29,7%
SDG 10 "Reduced inequalities"	27,1%	28,6%
SDG 11 "Sustainable cities and communities"	21,2%	15,4%
SDG 12 "Responsible consumption and production"	48,2%	34,1%
SDG 13 "Climate action"	43,5%	44,0%
SDG 14 "Life below water"	14,1%	14,3%
SDG 15 "Life on land"	11,8%	11,0%
SDG 16 "Peace, justice and strong institutions"	16,5%	12,1%
SDG 17 "Partnerships for the goals"	20,0%	23,1%
None		24,2%

Graphic 10. SDGs on which organizations work on

The most focused SDGs are
SDG 5 "Gender equality"
SDG 8 "Decent work and economic growth"
SDG 13 "Climate Action"

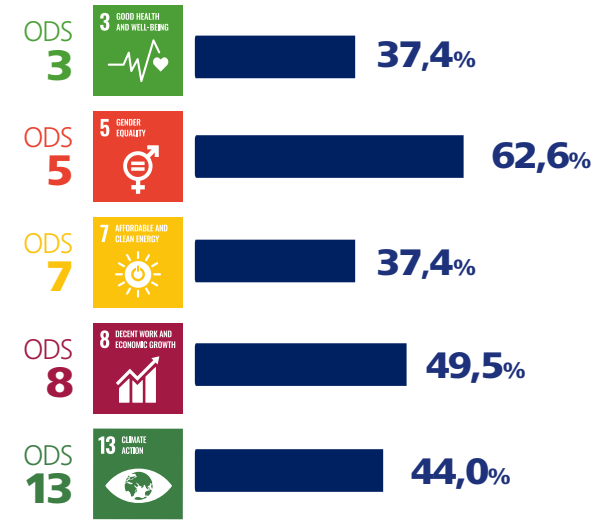| ODS		%
ODS 3	GOOD HEALTH AND WELL-BEING	37,4%
ODS 5	GENDER EQUALITY	62,6%
ODS 7	AFFORDABLE AND CLEAN ENERGY	37,4%
ODS 8	DECENT WORK AND ECONOMIC GROWTH	49,5%
ODS 13	CLIMATE ACTION	44,0%

Table 2. Main SDGs linked to Positive Impact companies (+35%)

51,6% HAVE CARRIED OUT AN INITIATIVE RELATED TO ONE OF THE 17 SDGS IN THE COMPANY

Companies with SDG-related initiatives

Year	%
2021	60%
2022	73%
2023	52%

52% initiatives related to SDGs

Graphic 11. Companies with SDG initiatives

OUTSTANDING INITIATIVES RELATED TO THE SDGs

14,7% | PROMOTING GENDER EQUALITY (SDG 5)

8,4% | COLLABORATION WITH THE COMMUNITY: SANT JOAN DE DÉU, STELLA MARIS... (SDGS 1, 3, 10)

6,3% | REDUCING THE USE OF MATERIALS AND WASTE MANAGEMENT (SDG 12)

5,3% | PROMOTING HEALTH AND WELLBEING AMONG THE WORKFORCE (SDG 3)

4,2% | TRAINING ACTIONS FOR THE WORKFORCE (SDG 4)

Table 3. Initiatives related to the SDGs

GLOBAL COMPACT

17,8%

ADHERED TO THE UN GLOBAL COMPACT

7.1.2
COMPLIANCE

Compliance is a key factor for Positive Impact companies, which have developed different procedures to ensure the correct development of their activity in legal and liability terms.

Ensuring compliance with applicable regulations is essential for creating an environment of trust and confidence

AGREEMENTS

61,1% | CLAIM **TO COMPLY WITH AGREEMENTS WITH STAFF, SUPPLIERS, AND CUSTOMERS**

MANAGEMENT SYSTEMS

2,8% | ARE CERTIFIED IN **ISO 37301:2021 COMPLIANCE MANAGEMENT SYSTEMS**

REPORTING

18,1% | CLAIM TO COMPLY WITH **THE OBLIGATIONS DERIVED FROM THE NON-FINANCIAL INFORMATION LAW 11/2018** AND THE MANDATORY CONTENT THAT MUST BE REPORTED

26,9% | **SUSTAINABILITY REPORT (GRI STANDARDS)**

EQUAL OPPORTUNITIES

51,4% | CLAIM TO COMPLY WITH THE **OBLIGATIONS ARISING FROM THE LAW ON EQUAL OPPORTUNITIES**

DATA PRIVACY

65,3% | ENSURE **DATA PROTECTION COMPLIANCE** GLOBALLY

1,4% | VALUE THE POSSIBILITY OF CERTIFICATION IN ISO 27701 PERSONAL DATA SECURITY

65,3% | HAVE **MEASURES IN PLACE TO GUARANTEE THE SECURITY OF SYSTEMS AND DATA, TO GUARANTEE CYBERSECURITY**

RESPONSIBLE TAXATION

29,2% | HAVE AN **EXPLICIT COMMITMENT TO FISCAL TRANSPARENCY**

65%
have security measures in place for data and systems

LEGALITY

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

98%
have not received
any significant fines
or sanctions

Significant fines or penalties for non-compliance with laws and
regulations in the areas of

Not received	98%
Consumption	1%
Environmental	1%
Occupational safety	0%
Human Rights	0%
Competition	0%

Graphic 12. Fines or penalties for non-compliance with legislation
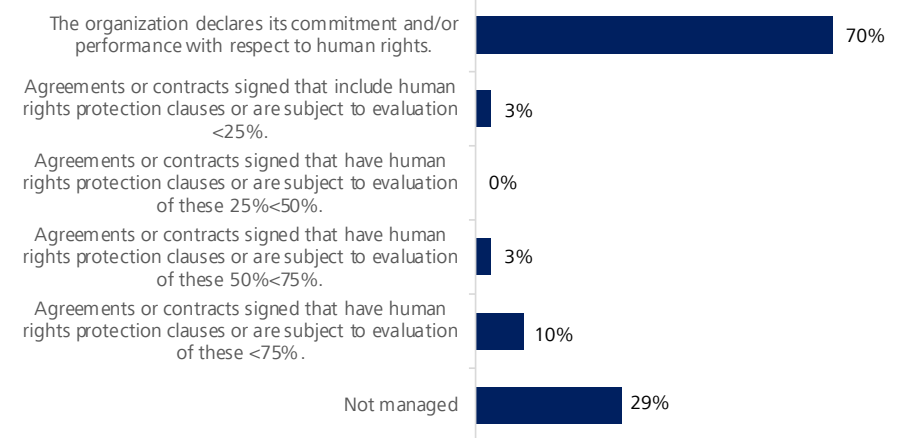
None of the organizations reported having any **pending or convicted legal cases** regarding unfair competition or in which the organization has been involved.

HUMAN RIGHTS

The Universal Declaration of Human Rights (UDHR) stands as a significant milestone in human history, championed by various world governments and formally adopted by the United Nations General Assembly in 1948.

70%
declare a
commitment to
Human Rights

Protection of Human Rights

The organization declares its commitment and/or performance with respect to human rights.	70%
Agreements or contracts signed that include human rights protection clauses or are subject to evaluation <25%.	3%
Agreements or contracts signed that have human rights protection clauses or are subject to evaluation of these 25%<50%.	0%
Agreements or contracts signed that have human rights protection clauses or are subject to evaluation of these 50%<75%.	3%
Agreements or contracts signed that have human rights protection clauses or are subject to evaluation of these <75%.	10%
Not managed	29%

*Graphic 13. Degree of development
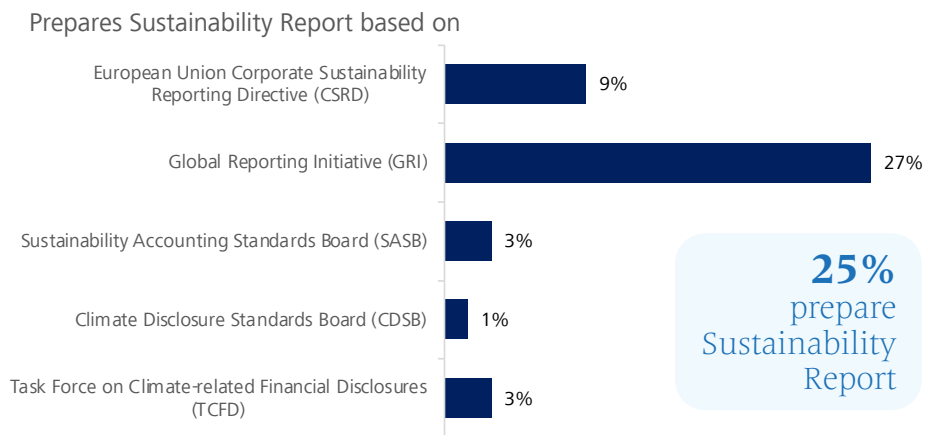in the protection of human rights*

3,3% | HAVE REPORTED THAT THEY HAVE **OPERATIONS WITH KNOWN SIGNIFICANT ADVERSE IMPACTS** (ACTUAL OR POTENTIAL) THAT AFFECT HUMAN RIGHTS

REPORTING

The ESG activities of organizations can be reported either voluntarily or as a legal requirement, depending on the nature and regulations governing the organization. The presence of various global standards enables the standardization of organizational development information, thereby facilitating its analysis and comparability.

10,8% COMPANIES **ARE SUBJECT TO LAW 11/2018** AND SUBMIT, TOGETHER WITH THE ANNUAL ACCOUNTS, THEIR NON-FINANCIAL INFORMATION STATEMENTS (EINF).

Prepares Sustainability Report based on

Standard	%
European Union Corporate Sustainability Reporting Directive (CSRD)	9%
Global Reporting Initiative (GRI)	27%
Sustainability Accounting Standards Board (SASB)	3%
Climate Disclosure Standards Board (CDSB)	1%
Task Force on Climate-related Financial Disclosures (TCFD)	3%

25% prepare Sustainability Report

Graphic 14. Standards in the publication of sustainability reports

7.1.3
INTEGRITY

Integrity in the professional environment is indispensable for cultivating relationships based on trust and credibility. This applies not only within the company but also extends to customers, business partners, and the broader community. Upholding integrity contributes significantly to fostering a healthy workplace atmosphere and building a robust reputation for the organization as a whole.

Creation of structures and mechanisms that promote ethical conduct, participatory and transparent conduct

CODE OF ETHICS

14,5% ACTIVELY PARTICIPATE IN **SUSTAINABILITY THINK TANKS / WORKING GROUPS**

21,7% ACTIVELY PARTICIPATE IN THE **SUSTAINABILITY TASK FORCE**

65,3% HAVE A **WRITTEN CODE OF ETHICS OR CODE OF CONDUCT**

44,6% PASS ON AND **TRAIN NEW WORKERS IN THE CODE OF ETHICS**

32,5% HAVE **SPECIFIC ANTI-CORRUPTION MEASURES** IN PLACE

POLITICS

36,1% HAVE DEFINED A WRITTEN SUSTAINABILITY POLICY

ORGANS

22,9% HAVE CREATED A **SUSTAINABILITY COMMITTEE**: CHOOSING EMPLOYEES TO BE PART OF THE COMMITTEE THAT WILL DRIVE AND MAKE DECISIONS ON SUSTAINABILITY

31,3% HAVE DEFINED **SUSTAINABILITY LEADERS** IN THE COMPANY WHO PROMOTE SUSTAINABILITY

6,0% HAVE SYSTEMS IN PLACE TO **EVALUATE THE EXECUTIVE COMMITTEE**

8,4% HAVE BOARD OF **DIRECTORS' EVALUATION SYSTEMS IN PLACE**

STAKEHOLDERS

10,8% HAVE DEFINED **MATERIALITY THROUGH A PROCESS OF DIALOGUE WITH STAKEHOLDERS. STAKEHOLDERS**

10,8% HAVE DRAWN UP A **LIST OF STAKEHOLDERS AND IDENTIFIED THE CHANNELS OF DIALOGUE FOR EACH STAKEHOLDER**.

8,4% **PROACTIVELY DIALOGUE WITH THE MAIN STAKEHOLDERS** AND RESPOND TO THEIR MAIN REQUIREMENTS. MAINTAIN A FOLLOW-UP OF THE REQUIREMENTS OF LESS IMPORTANT STAKEHOLDERS

4,8% **UPDATE THE MATERIALITY MATRIX ONCE EVERY TWO YEARS** ACCORDING TO STAKEHOLDER DIALOGUE AND THE COMPANY'S STRATEGIC PRIORITIES

TRANSPARENCY

21,7% **COMMUNICATE THE SUSTAINABILITY POLICY INTERNALLY** USING THE SAME CHANNELS USED FOR THE OTHER POLICIES

15,7% **COMMUNICATE THE POLICY EXTERNALLY**, ESPECIALLY TO THE MOST RELEVANT STAKEHOLDERS (VALUE CHAIN), TO CONVEY THE IMPORTANCE DERIVED FROM THE SUSTAINABILITY POLICY

28,9% INCLUDE A **SECTION ON THEIR WEBSITES ON ESG / SUSTAINABILITY / CSR**

MANAGEMENT SYSTEMS

25,3% HAVE **EXPLORED OPTIONS FOR MANAGEMENT SYSTEMS** (NOT NECESSARILY CERTIFIABLE AT THE OUTSET, BUT WHICH ALLOW FOR EFFICIENCY AND MANAGEMENT SECURITY)

20,5% HAVE **IMPLEMENTED THE MANAGEMENT SYSTEM** AND PROMOTE MONITORING IN THE VALUE CHAIN (SUPPLIERS, DISTRIBUTORS...)

13,3% ARE **CERTIFIED IN AN ESG / SUSTAINABILITY / CSR MANAGEMENT SYSTEM**

29%
include information on their websites
ESG / Sustainability / CSR

ETHICAL CONDUCT

Organizations set out their standards of behaviour, values and principles in the code of ethics, thus defining the **culture of the organization**.

ABOUT THE CODE OF ETHICS / GOOD GOVERNANCE / ESG

44,2% PROVIDE WRITTEN TRAINING FOR STAFF ON THE CODE OF ETHICS/GOOD GOVERNANCE/ESG

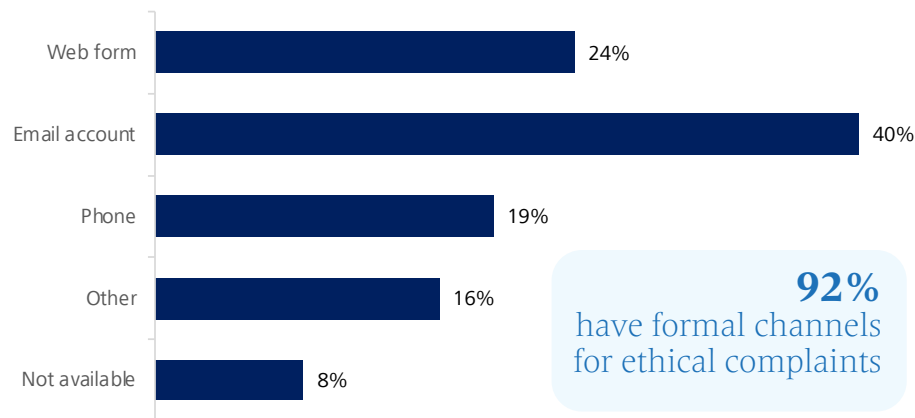**86,6%** COMPANIES REPORT HAVING AT LEAST ONE WHISTLEBLOWING CHANNEL

Availability of Code of Ethics

■ 2021 ■ 2022 ■ 2023

71,1%
70,7%
65,3%
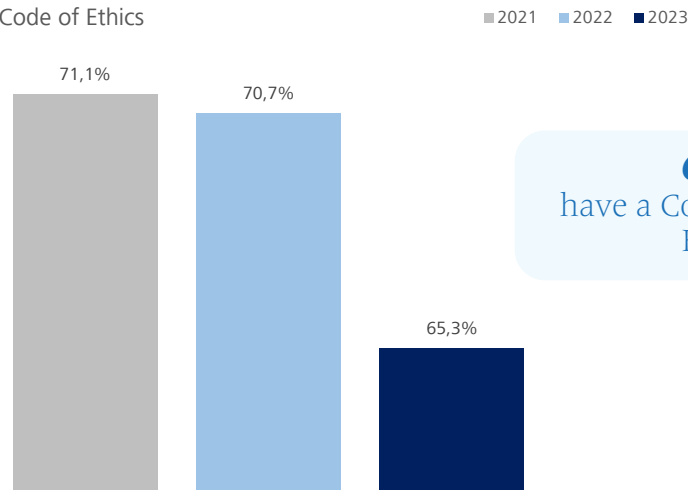
65%
have a Code of
Ethics

Graphic 15. Availability of written Code of Ethics

Formal channels for reporting ethical issues

Web form — 24%
Email account — 40%
Phone — 19%
Other — 16%
Not available — 8%

92%
have formal channels
for ethical complaints

Graphic 16. Typology of means of reporting ethical issues

72,1%
IMPLEMENT INTERNAL CORRUPTION
ASSESSMENT AND CONTROL
PROTOCOLS

*Promoting sustainable and
responsible innovation*

7.1.4
COMPETITIVENESS

Harnessing the economic strength of the Port of Barcelona in a responsible manner involves ensuring that its **growth and economic impact** are aligned with sustainability and community **benefits**. Several approaches can be adopted to achieve this:

- **Sustainable development:** Ensuring that the Port of Barcelona's economic growth is sustainable involves implementing practices that address current and future needs while minimizing environmental impact across logistics processes and resource management.

- **Corporate Social Responsibility:** Actively contributing to the welfare of the local community through social programs, creation of employment opportunities, and investment in local development.

- **Transparency and ethics:** Maintaining transparent communication with the community and businesses about its operations is essential for the Port of Barcelona, especially when emphasizing ethical and community-friendly practices.

- **Innovation and competitiveness:** Investing in constant improvement of operations to remain competitive in the international market and serve as a model of sustainable innovation is crucial for the Port of Barcelona.

- **Education and awareness:** Promoting awareness of social, economic, and environmental issues and fostering community engagement through educational programs are critical initiatives for the Port of Barcelona.

- **Collaboration:** Working in partnership with other institutions, organizations, and communities is crucial for the Port of Barcelona to address common challenges and achieve shared objectives that benefit the economic and social environment.

PRODUCT

37,7% | OFFER MORE AND **SUSTAINABLE PRODUCTS AND SERVICES**

46,8% | ENSURE **HEALTH AND SAFETY OF PRODUCTS AND SERVICES AND OPERATIONS**

9,1% | HAVE A **HIGH RATE OF INVESTMENT IN MORE SUSTAINABLE R&D**

19,5% | INVEST IN MORE **SUSTAINABLE R&D**

18,2% | APPOINT A **RESPONSIBLE CO-ORDINATOR FOR ALL SUSTAINABILITY INNOVATION PROJECTS**

7,8% | USE **TREND REPORTS AND PROPOSE INNOVATIONS IN PRODUCTS, PACKAGING, SERVICES...**

37,7% | SET **COMPLAINT REDUCTION TARGETS**

RESPONSIBLE SOURCING

29,9% | **PROMOTE THE VALUES OF THE CODE OF ETHICS TO SUPPLIERS** (IN THE INITIAL CONTRACT, ON ORDER FORMS, ETC.)

32,5% | **ASSESS AND MANAGE RISKS AND OPPORTUNITIES IN THE SUPPLY CHAIN**

33,8% | INTRODUCE **RELEVANT ENVIRONMENTAL AND SOCIAL CRITERIA IN THE CONTRACTING OF SUPPLIERS** AND THE POSSIBILITY OF REQUIRING CERTIFICATIONS (ISO 14001, 50001, EMAS, ETC.).

16,9% | ESTABLISH **CRITERIA FOR PREFERENTIAL SELECTION OF SUPPLIERS, INCLUDING ESG ASPECTS**, LOCAL COMPANIES, AND MINORITY OWNERSHIP (GROUPS AT RISK OF EXCLUSION, ETC.).

3,9% | HAVE **PROGRAMMES/INITIATIVES TO SHARE KNOW-HOW** WITH SUPPLIERS TO DEVELOP NEW ESG SOLUTIONS.

11,7% | ESTABLISH **ESG CRITERIA FOR KEY SUPPLIERS**

11,7% | ESTABLISH **CRITERIA FOR RESPECT OF HUMAN RIGHTS BY KEY SUPPLIERS**

7,8% | ESTABLISH **CRITERIA FOR ESG AUDITS AND DOCUMENTATION FOR KEY SUPPLIERS**

VALUE CHAIN

A good analysis of the value chain, of the **relevant strategic activities**, allows to identify the ESG aspects to be considered.

AVAILABILITY OF INFORMATION ON THE ORIGIN OF

27,4% | **MAJOR RAW MATERIALS**

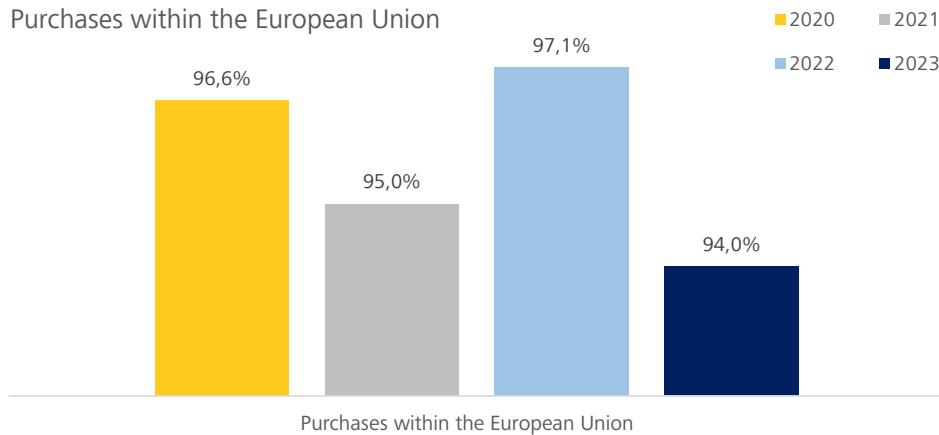**37,1%** | **THE ORIGIN OF THE MAIN PRODUCTS DISTRIBUTED**

Sustainability management must also include the organization's suppliers and partners, and they must be aligned with the defined strategy.

48%
have defined criteria for accountability in supplier contracting

Supplier evaluation and contracting

Has defined criteria of responsibility in the area of good governance.	45,6%
Has defined criteria for social responsibility.	35,4%
Has defined criteria of responsibility in the environmental area	48,1%
Links supplier contracting to adherence to the company's Code of Ethics.	34,2%
Not managed	27,8%

Graphic 17. Supplier management

Purchases within the European Union

Graphic 18. Average number of purchases made within the EU

FINANCIAL SUPPORT

Implementing ESG (Environmental, Social, and Governance) policies indeed requires financial resources, which can be sourced from internal funds and external financial aid from public administrations.

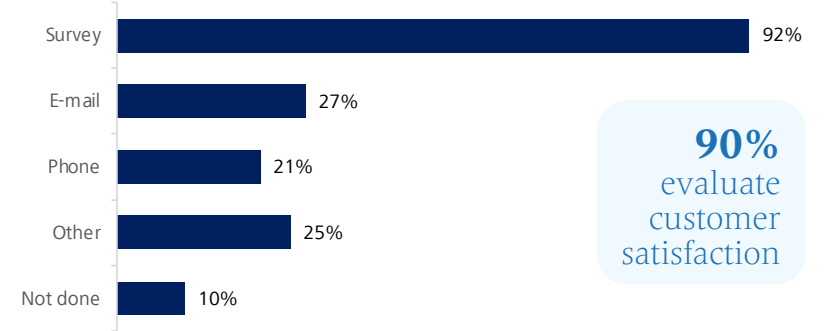## Areas of support received from the State or the European Union
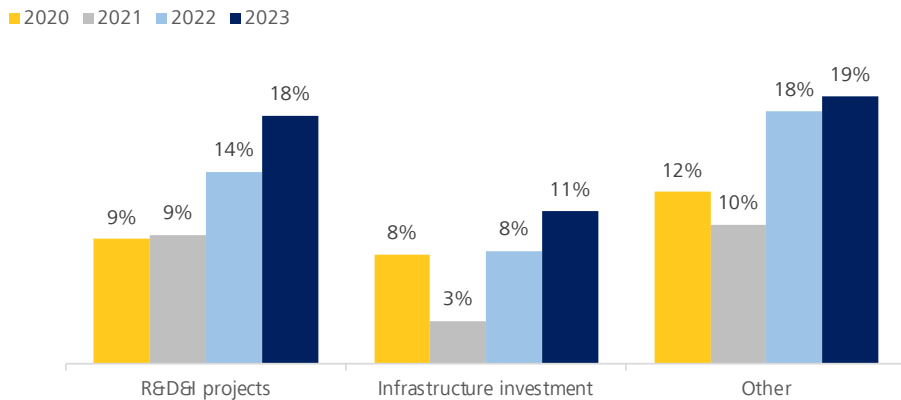
Graphic 19. Areas in which financial support has been received from the Administration

CUSTOMERS

Responding adequately to customers' expectations and needs is key to the organization's development.
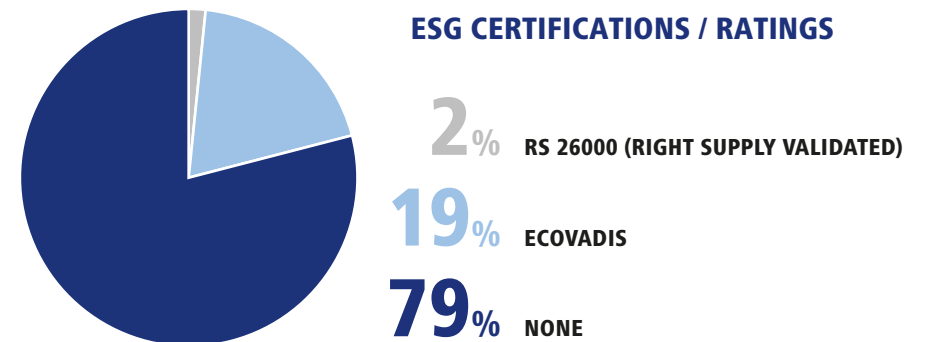
Customer satisfaction rating

90% evaluate customer satisfaction

Graphic 20. Costumer evaluation channels
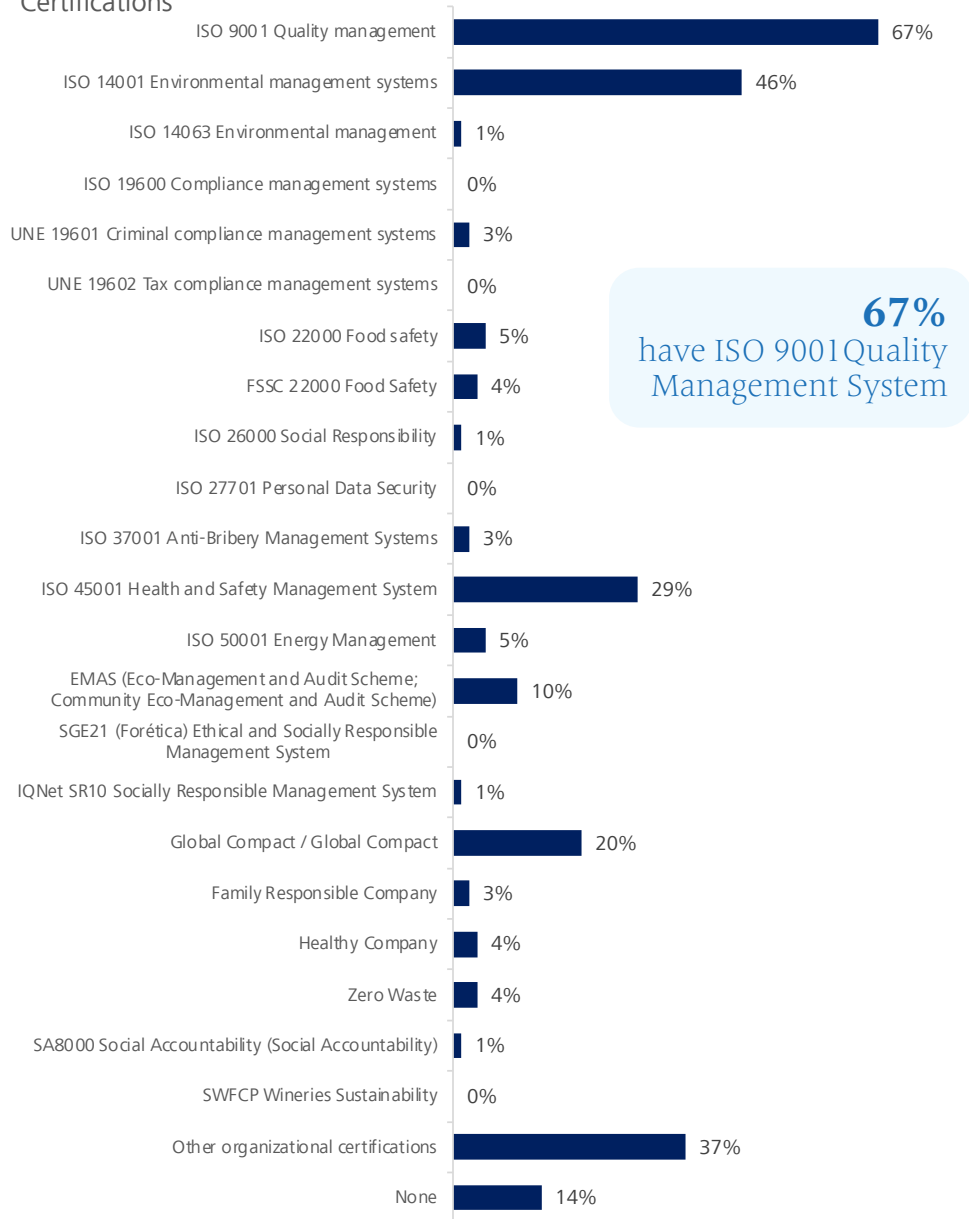
CERTIFICATIONS

Certifications are pivotal for organizations to validate their adherence to **standards** and **technical requirements**, as evaluated by **independent bodies**. Within the framework of Positive Impact organizations, certifications play a crucial role, particularly in the realm of sustainability.

The Positive Impact Port Community underscores its dedication to sustainability through rigorous adherence to global initiatives and the management of recognized certifications.

ESG CERTIFICATIONS / RATINGS

2% RS 26000 (RIGHT SUPPLY VALIDATED)

19% ECOVADIS

79% NONE

Graphic 21. Available certifications: ESG ratings

Certifications

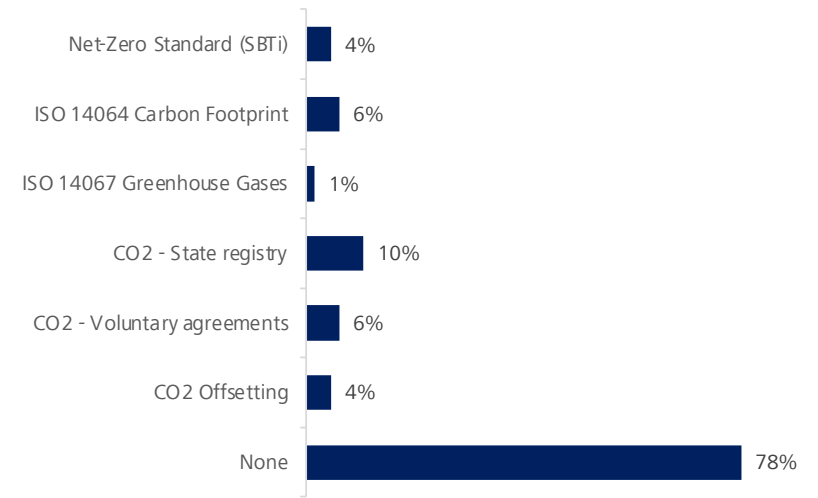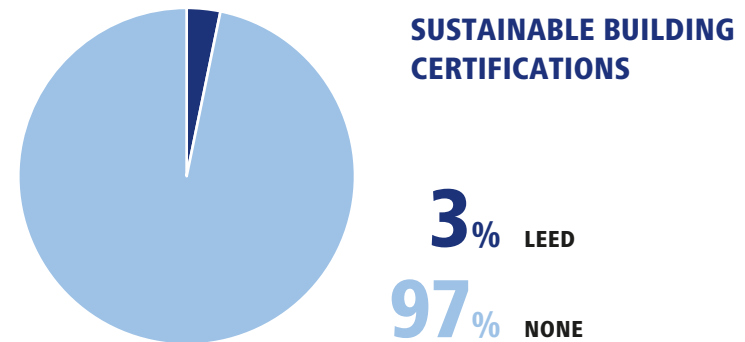|	
ISO 9001 Quality management	67%
ISO 14001 Environmental management systems	46%
ISO 14063 Environmental management	1%
ISO 19600 Compliance management systems	0%
UNE 19601 Criminal compliance management systems	3%
UNE 19602 Tax compliance management systems	0%
ISO 22000 Food safety	5%
FSSC 22000 Food Safety	4%
ISO 26000 Social Responsibility	1%
ISO 27701 Personal Data Security	0%
ISO 37001 Anti-Bribery Management Systems	3%
ISO 45001 Health and Safety Management System	29%
ISO 50001 Energy Management	5%
EMAS (Eco-Management and Audit Scheme; Community Eco-Management and Audit Scheme)	10%
SGE21 (Forética) Ethical and Socially Responsible Management System	0%
IQNet SR10 Socially Responsible Management System	1%
Global Compact / Global Compact	20%
Family Responsible Company	3%
Healthy Company	4%
Zero Waste	4%
SA8000 Social Accountability (Social Accountability)	1%
SWFCP Wineries Sustainability	0%
Other organizational certifications	37%
None	14%

67%
have ISO 9001 Quality Management System

Graphic 22. Available certifications: Organization
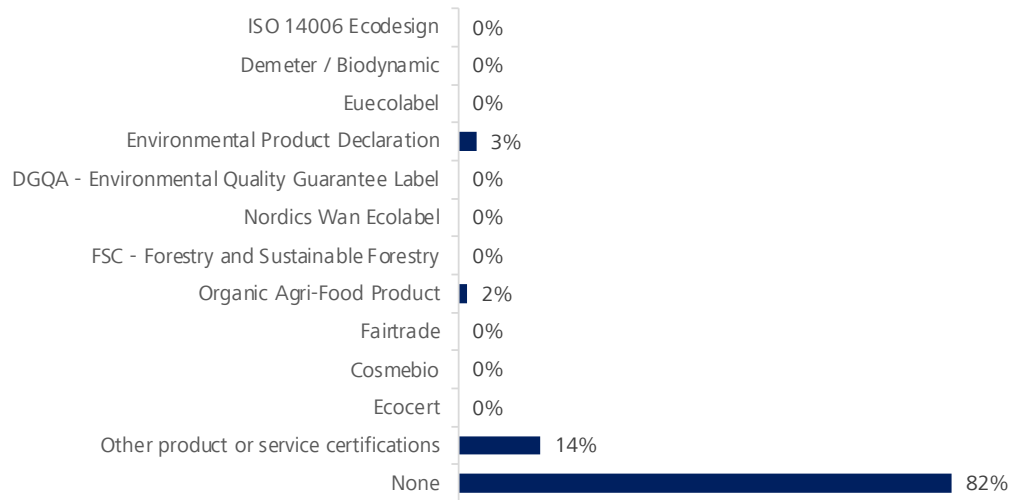
Climate change and carbon footprint Certifications

Net-Zero Standard (SBTi)	4%
ISO 14064 Carbon Footprint	6%
ISO 14067 Greenhouse Gases	1%
CO2 - State registry	10%
CO2 - Voluntary agreements	6%
CO2 Offsetting	4%
None	78%

Graphic 23. Available certifications: Climate change

SUSTAINABLE BUILDING CERTIFICATIONS

3% LEED

97% NONE

Graphic 24. Available certifications: Buildings

Product / service / installation Certifications

Certification	Value
ISO 14006 Ecodesign	0%
Demeter / Biodynamic	0%
Euecolabel	0%
Environmental Product Declaration	3%
DGQA - Environmental Quality Guarantee Label	0%
Nordics Wan Ecolabel	0%
FSC - Forestry and Sustainable Forestry	0%
Organic Agri-Food Product	2%
Fairtrade	0%
Cosmebio	0%
Ecocert	0%
Other product or service certifications	14%
None	82%

Graphic 25. Available certifications: Product, service, installation

Regarding **certifications** related to **packaging**, none of the organizations reported having such certifications.

7.2.
FAIR PORT WITH PEOPLE

The social sphere encompasses critical areas such as employment, labour relations, occupational health and safety, training, equal opportunities, and the management of products and services related to security and data protection.

Ensuring the well-being of individuals is fundamental to **societal development** and **organizational success**. As an international entity engaging daily with individuals of diverse **nationalities** and **economic backgrounds**, the Port of Barcelona aims to uphold and **advocate for their rights**, enhance their **quality of life**, and foster **equal opportunities**.

The commitment to safeguarding people's **welfare** and rights reflects a forward-thinking and inclusive approach, demonstrating a dedication to **social justice and equity**. Through active collaboration and support for human rights and equality, the Port of Barcelona endeavours to contribute to a **more just and sustainable future**. This involves promoting respect, celebrating diversity, and striving for equal opportunities for all individuals within its sphere of influence.

7.2.1
STAFF

The human capital of Positive Impact organizations is summarised as follows, as of 31 December:

9.377
TOTAL WORKFORCE

The labour policy of the organizations allows to define the needs and represents a roadmap in the management of human capital.

7.2.2
DIVERSITY, EQUITY, EQUALITY

Positive Impact organizations represent a cross-section of the Port Community in terms of **diversity** (cultures, ethnicities, languages, genders...), **equity** (fair distribution, correction of injustices in each case) and **equality** (principle of general law).
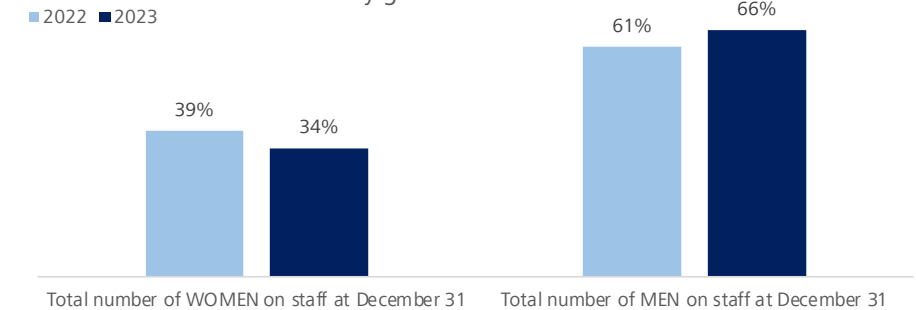
DIVERSITY

Diversity encompasses the presence of people with **varied backgrounds**, characteristics, skills and perspectives **collaborating** within a workplace or community. Identified diversity issues include gender, age, ethnicity, sexual orientation, skills, experiences and cultures, among others.

There are many benefits to promoting diversity in the workplace:

- **Creativity and innovative thinking:** Diversity of experience and viewpoints can offer a wider range of ideas and approaches to tackling problems.

- **Better decision-making:** By having diverse perspectives, more robust and informed decisions can be made as a variety of opinions and approaches are considered.

- **Inclusive environment:** Fostering the creation of a more inclusive work environment, where everyone feels valued, respected and listened to, can increase job satisfaction.

- **Attracting and retaining talent:** Organizations that value and promote diversity are often more attractive to a wide range of talent, which can help retain employees with diverse backgrounds and skills.

- **Better representation of customers and markets:** Diversity in the workforce can help to better understand and serve both diverse customers and markets.
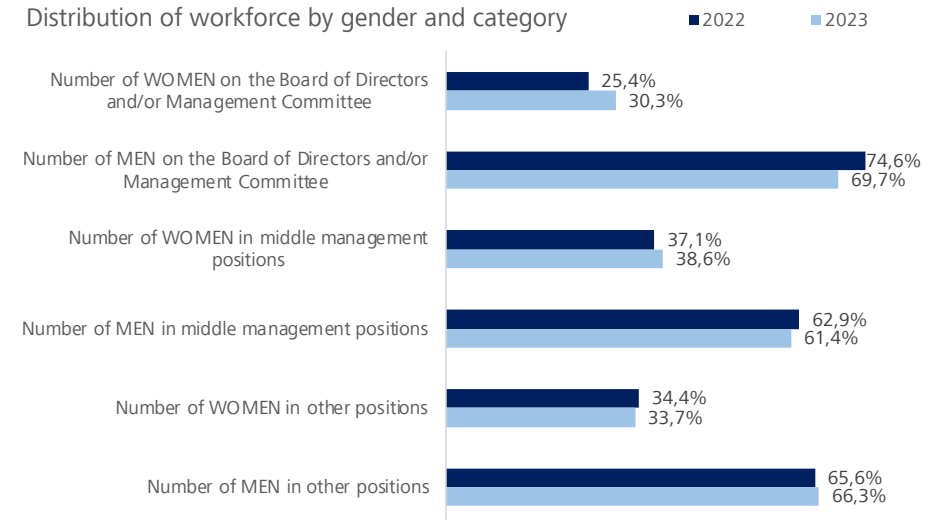
34%
women in the workforce

Distribution of the workforce by gender
■ 2022 ■ 2023

	Total number of WOMEN on staff at December 31	Total number of MEN on staff at December 31
2022	39%	61%
2023	34%	66%

Graphic 26. Total women and men

Distribution of workforce by gender and category
■ 2022 ■ 2023

	2022	2023
Number of WOMEN on the Board of Directors and/or Management Committee	25,4%	30,3%
Number of MEN on the Board of Directors and/or Management Committee	74,6%	69,7%
Number of WOMEN in middle management positions	37,1%	38,6%
Number of MEN in middle management positions	62,9%	61,4%
Number of WOMEN in other positions	34,4%	33,7%
Number of MEN in other positions	65,6%	66,3%

Graphic 27. Women and men by employment status

Promoting diversity in the workplace requires proactive implementation of **policies and practices** that prioritize inclusion, equal opportunity, and fairness. It requires a strong commitment from the organization's leadership to **support and foster** a diverse and inclusive environment.

DIVERSITY

33,8% | DEFINE A **WRITTEN HUMAN RESOURCES POLICY**

25,0% | **ASSESS THE DIVERSITY SITUATION**, WITH RELEVANT GENDER, AGE, NATIONALITY AND OTHER INDICATORS

11,3% | SET **CONCRETE DIVERSITY TARGETS**

8,8% | ASSESS THE **DIVERSITY OF GOVERNANCE AND MANAGEMENT BODIES** (EXECUTIVE COMMITTEE AND BOARD OF DIRECTORS, AS WELL AS OTHER EXISTING BODIES OR COMMITTEES).

42,5% | **ACTIVELY PROMOTE THE INCLUSION OF PEOPLE WITH DISABILITIES**. SOME INSTITUTIONS PROMOTE THEIR INCLUSION, AND SOME EMPLOYMENT PLATFORMS, SUCH AS DISJOBS, FACILITATE THEIR SEARCH.

18,8% | INCREASE **PURCHASES IN SPECIAL EMPLOYMENT CENTRES** (SEC).

32,5% | ENSURE THE **ACCESSIBILITY OF FACILITIES** (INCLUSIVE PHYSICAL SPACES FOR ALL).

25%
assess the diversity situation
using specific indicators

People with disabilities and at risk of social exclusion
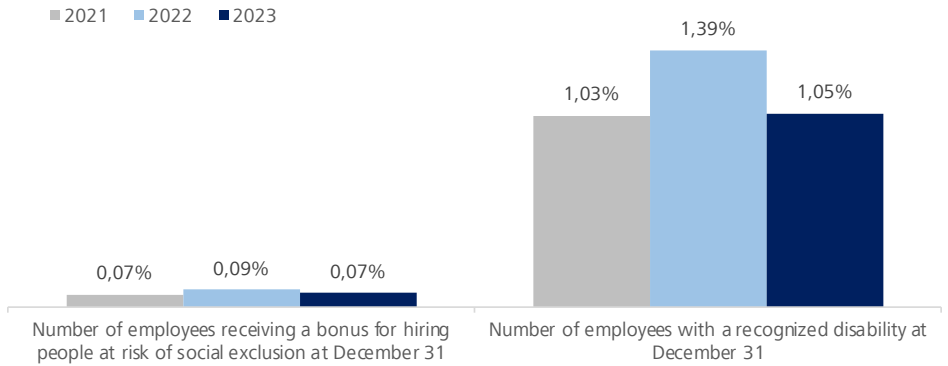
Graphic 28. Disabled staff and staff at risk of exclusion

EQUITY

The **pay gap** is the difference in average earnings between two groups, usually men and women, doing similar or comparable jobs.

To address the gender pay gap organizations need to implement specific policies and measures, such as:

- **Pay Transparency:** Disclose internal pay structures to eliminate unfair pay disparity.

- **Education and awareness-raising:** Provide training on the importance of gender equity and strategies for wage negotiation.

- **Equality policies:** Implement policies that promote equal opportunities, including equal parental leave and flexible working arrangements.

- **Pay audits:** Conduct regular audits to identify and correct gender-based pay discrepancies.

- **Promotion and career development:** Ensure equal access to career advancement and development opportunities for all staff, regardless of gender.

EQUITY

50,0% | PROMOTE **DECENT WORK AND A LIVING WAGE FOR ALL PEOPLE**

23,8% | **INCREASE THE PERCENTAGE OF PEOPLE EMPLOYED ON PERMANENT CONTRACTS**

15,0% | **INCREASE THE PERCENTAGE OF PEOPLE COVERED BY COLLECTIVE BARGAINING AGREEMENTS**

27,5% | **REVIEW AND REDUCE, WHERE APPROPRIATE, THE GENDER PAY GAP** BY OCCUPATIONAL CATEGORY, ESPECIALLY IN HIGHER OCCUPATIONAL CATEGORIES

32,5% | INCORPORATE **WOMEN IN HIGHER PROFESSIONAL CATEGORIES**

12,5% | SUPPORT **YOUTH EMPLOYMENT**

51,3% | HIRE **TRAINEES**

38,8% | HIRE **PEOPLE WITH VOCATIONAL TRAINING**

51%
hire trainees

Reducing the pay gap is a matter of social justice, that promotes economic growth and overall societal progress

Gender Pay Gap in Management Positions

Women get paid MORE. Gap < -25%. — 0%
Women get paid MORE. Gap between -15% and -25% Women get MORE. — 0%
Women get paid MORE. Gap between -5% and -15%. — 0%
Women are paid MORE. Gap between -0.x% and -5%. — 3%
Men and women are paid the same. Gap 0%. — 81%
Women are paid LESS. Gap between +0.x% and +5%. — 8%
Women get paid LESS. Gap between +5% and +15%. — 3%
Women are paid LESS. Gap between +15% and +25%. — 6%
Women are paid LESS. Gap < +25%. — 0%
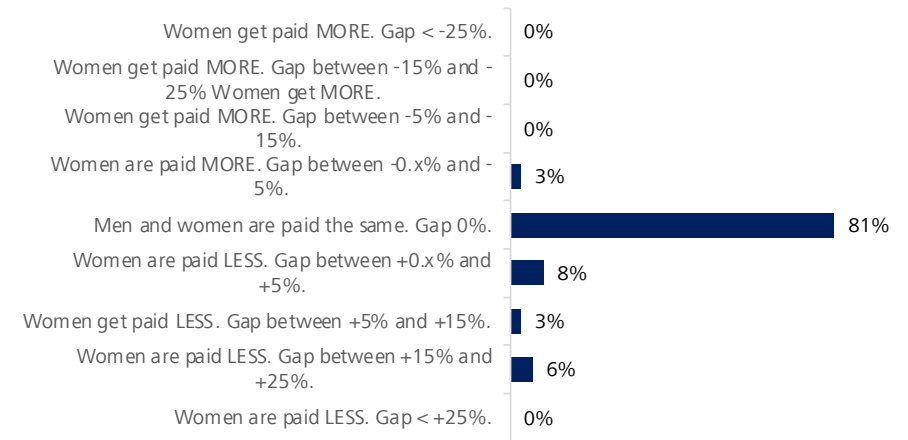
Graphic 29. Pay gap in managerial positions

Gender Pay Gap in Other Positions
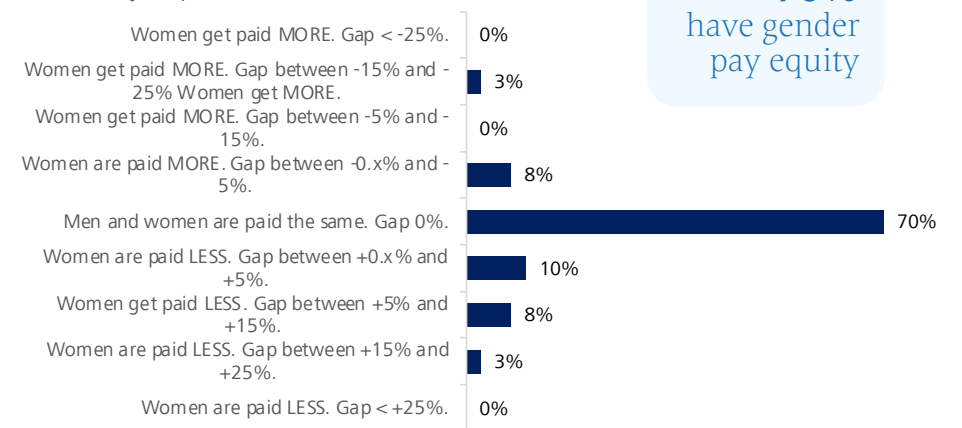
70%
have gender pay equity

Women get paid MORE. Gap < -25%. — 0%
Women get paid MORE. Gap between -15% and -25% Women get MORE. — 3%
Women get paid MORE. Gap between -5% and -15%. — 0%
Women are paid MORE. Gap between -0.x% and -5%. — 8%
Men and women are paid the same. Gap 0%. — 70%
Women are paid LESS. Gap between +0.x% and +5%. — 10%
Women get paid LESS. Gap between +5% and +15%. — 8%
Women are paid LESS. Gap between +15% and +25%. — 3%
Women are paid LESS. Gap < +25%. — 0%

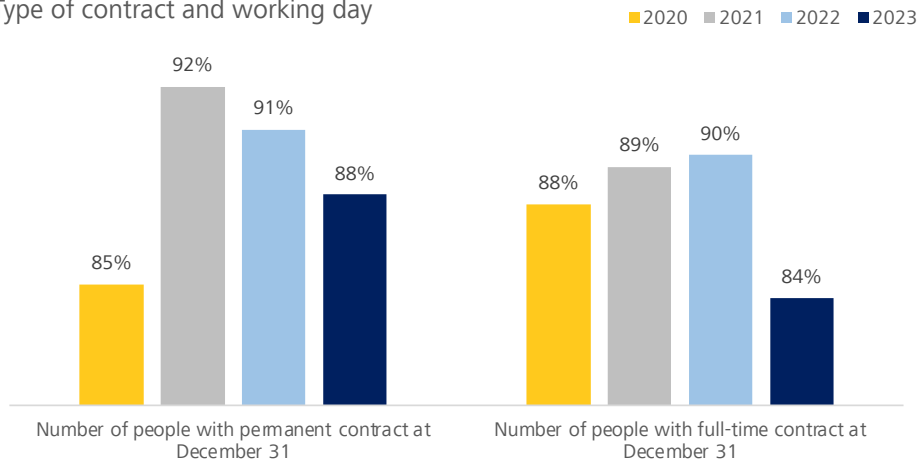*Graphic 30. Pay gap in other positions*

41,2% OF COMPANIES DECLARE THAT IN CASES **WHERE THE PAY GAP IS MORE THAN 5% THERE IS JUSTIFICATION ON THE BASIS OF OBJECTIVE AND NEUTRAL CRITERIA** (EU DIRECTIVE 2023/970)

37,5% OF ORGANIZATIONS HAVE PROMOTED **MEASURES TO STUDY AND REDUCE THE PAY GAP**

88%
permanent contract

Type of contract and working day

2020 2021 2022 2023

Number of people with permanent contract at December 31: 85%, 92%, 91%, 88%

Number of people with full-time contract at December 31: 88%, 89%, 90%, 84%

Graphic 31. Permanent contract and full-time contract

18,6% OF ORGANIZATIONS RECRUITING **EXTERNALLY (WITH TEMPORARY EMPLOYMENT AGENCIES)**

2,1% PERSONS HIRED IN 2023 EXTERNALLY (TEMPORARY EMPLOYMENT AGENCIES)

1,6 **AVERAGE TOTAL NUMBER OF DISMISSALS** CARRIED OUT DURING THE YEAR BY REPORTING COMPANIES

Staff with remote work for at least one day per week

2022 2023

30,2%   25,4%
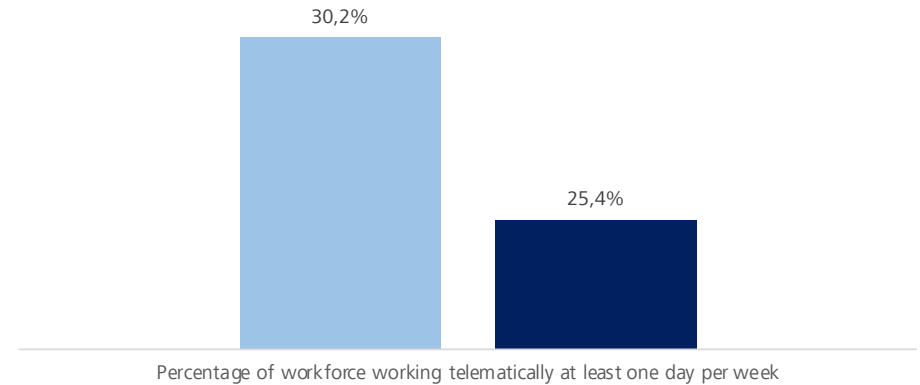
Percentage of workforce working telematically at least one day per week

Graphic 32. Staff with remote work for at least one day per week

More organizations are offering their staff **various fringe benefits** in addition to salary in order to improve working conditions.

71%
flexible
working hours

Employee benefits applicable to the entire workforce

Benefit	%
Productivity bonuses	41%
Favorable credit terms	9%
Favorable purchasing conditions	5%
Extended maternity/paternity leave	16%
Flexible working hours	71%
Equity participation	6%
Pension plans / savings funds	10%
Life insurance	24%
Medical insurance / health care	41%
Canteen services	27%
Day care services	10%
Transportation services	13%
None	9%
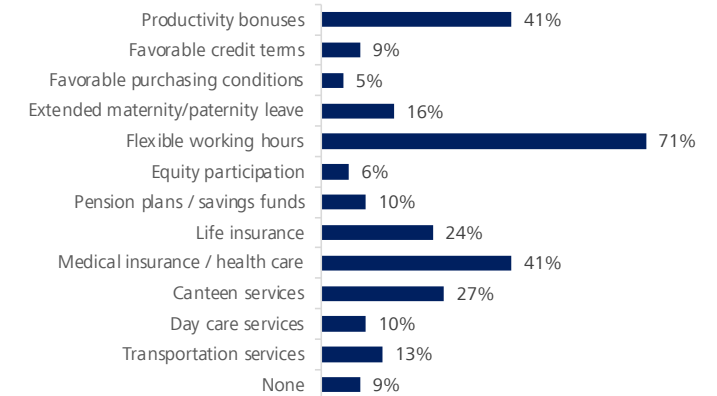
Graphic 33. Employment benefits available to staff
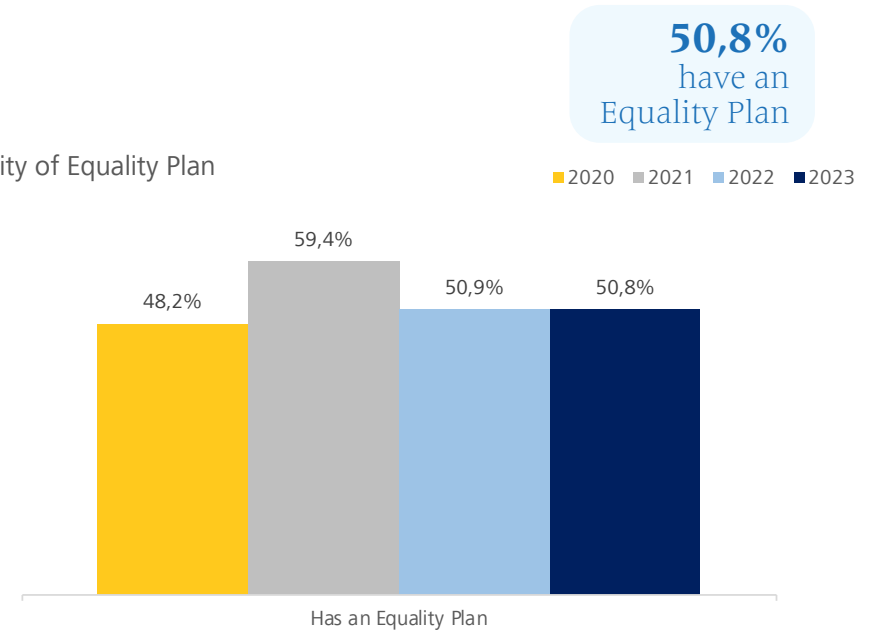
EQUALITY

The equality plan is **indeed** a critical tool for promoting gender equality within an organization. It is a strategic instrument that seeks to **identify, address and eliminate** gender-based inequalities and discrimination in the workplace.

> Equality plans reflect an organization's social commitment towards equity, respect, and social justice

Its importance lies in several aspects:

- **Employment equity:** An equality plan is designed to ensure that all individuals within an organization have equitable opportunities for **professional development** and advancement, irrespective of their gender. This includes equal pay, promotion, access to positions of responsibility, among others.

- **Work climate and diversity:** It contributes to creating a more inclusive, diverse and respectful work environment. It promotes awareness and respect for diversity of gender, cultures and sexual orientations.

- **Legal compliance:** Complying with regulations avoids sanctions and demonstrates the organization's commitment to equality and human rights.

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

- **Sustainable growth:** Gender diversity in management teams and at all levels of the organization can bring different perspectives and approaches, promoting creativity and innovation.

50,8%
have an
Equality Plan

Availability of Equality Plan

■ 2020 ■ 2021 ■ 2022 ■ 2023

Graphic 34. Availability of an Equality Plan

EQUALITY

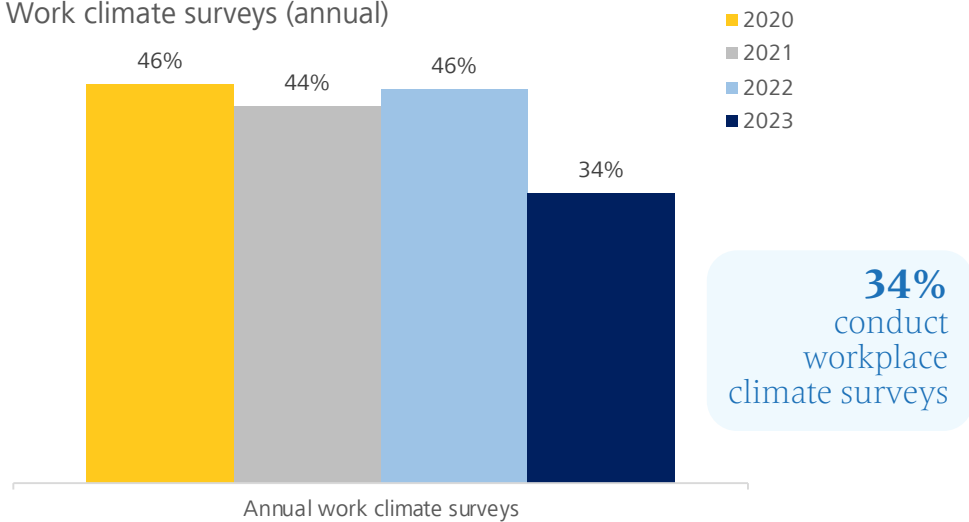|	
52,5%	HAVE A **PROTOCOL AGAINST SEXUAL AND LABOUR HARASSMENT** (WHEN THE COMPANY IS NOT OBLIGED BY LAW TO DO SO)
41,3%	PROMOTE **ADEQUATE MEASURES TO PREVENT, DETECT AND SANCTION CASES OF SEXUAL OR WORKPLACE HARASSMENT**
23,8%	CONDUCT **AWARENESS-RAISING SESSIONS ON EQUAL OPPORTUNITIES** AND PREVENTION OF SEXUAL OR WORKPLACE HARASSMENT

52,5%
have an Anti-Harassment
Protocol

7.2.3

TALENT

The unique skills, knowledge, aptitudes and abilities that an individual possesses can be productively applied in a professional environment.

61,5%
have staff
training programs

Work climate surveys (annual)

- 2020
- 2021
- 2022
- 2023

46%   44%   46%   34%

Annual work climate surveys

Graphic 35. Annual work climate surveys
* Note that this year "annual" was introduced

34%
conduct
workplace
climate surveys

FLEXIBILITY

| **53,8%** | HAVE FLEXIBLE WORKING HOURS, TELEWORKING, AND OTHER MEASURES FOR **WORK-LIFE BALANCE** |
| **42,3%** | COLLECT **TRAINING INDICATORS** |

TRAINING

59,0%	IDENTIFY THE **TRAINING NEEDS OF THE WORKFORCE**
19,2%	INCENTIVISE AND **HELP STAFF TO STUDY**
2,6%	OFFER **SCHOLARSHIPS FOR EMPLOYEES' CHILDREN**
61,5%	HAVE **TRAINING PROGRAMMES FOR STAFF**
25,6%	THEY OFFER A **HIGH NUMBER OF TRAINING HOURS** PER EMPLOYEE
28,2%	HAVE **CAREER PROGRAMMES FOR THE STAFF** (INTERNAL PROMOTION)

CAREER

| **10,3%** | ACTIVELY PARTICIPATE IN THE **TRAINING AND EMPLOYMENT WORKING GROUP** |
| **11,5%** | ACTIVELY PARTICIPATE IN ANY **PROJECT GROUP OF THE TRAINING AND EMPLOYMENT WORKING GROUP** |

COMMITMENT

15,4%	DEFINE **WRITTEN SELECTION CRITERIA**, ALIGNED WITH VALUES AND PI VISION
32,1%	ENSURE **FREE EXERCISE OF COLLECTIVE BARGAINING AND ASSOCIATION**
43,6%	**DIALOGUE WITH WORKERS' REPRESENTATIVES** TO MAINTAIN SOCIAL PEACE
21,8%	BUILD **INDICATORS OF STAFF DEPARTURES** (KNOW THE CAUSES OF DEPARTURES OF PEOPLE WHO LEAVE THE COMPANY)
24,4%	STUDY THE **NEEDS (VITAL/PERSONAL/HOURLY) OF THE WORKFORCE**

TRAINING

29,5% | THEY HAVE AN **ESG AWARENESS PLAN** FOR ALL STAFF (WORKSHOPS, COMMUNICATION, ETC.).

DETAILS OF TRAINING CARRIED OUT DURING THE YEAR

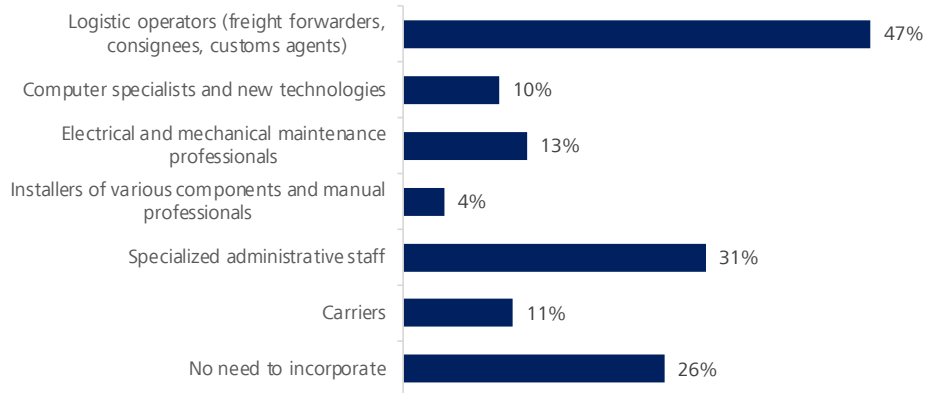**14,11** | AVERAGE **HOURS OF TRAINING PER PERSON PER YEAR**

30,7% | TOTAL **HOURS OF TRAINING PER YEAR BY WOMEN**

Promoting training at the organizational level enhances staff activity and professional development

EMPLOYMENT

In vocational education and training (VET), Positive Impact organizations cultivate strong ties with students from various training centres.

Required profiles to incorporate

Profile	%
Logistic operators (freight forwarders, consignees, customs agents)	47%
Computer specialists and new technologies	10%
Electrical and mechanical maintenance professionals	13%
Installers of various components and manual professionals	4%
Specialized administrative staff	31%
Carriers	11%
No need to incorporate	26%

Graphic 36. Required professional profiles to be incorporated

Logistics Operators are the professional profile most demanded by organizations

Evaluation of students' internships
■ 2022 ■ 2023

Score	2022	2023
1	0%	5%
2	0%	0%
3	1%	0%
4	0%	2%
5	16%	9%
6	2%	2%
7	22%	19%
8	22%	33%
9	17%	9%
10	20%	22%
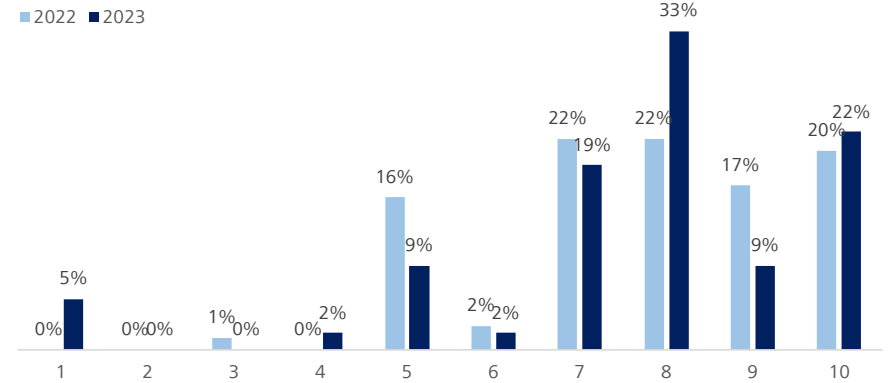
Graphic 37. Assessment of the experience of vocational training

49,4%
have recruited people with a VET degree in 2023

With regard to **vocational training**, the year has enabled the link between training centres and companies to continue to be strengthened. In the field of **dual vocational training**, the link between training and business is also being kept alive.

Vocational Education and Training (VET)
■ 2022 ■ 2023

Question	2022	2023
Have you hired people with a VET degree during the previous year?	43,7%	49,4%
Does the company currently employ VTE students in internships (on-the-job training)?	41,4%	41,0%
Has the company hired people with a Dual VET degree during the previous year?	43,7%	32,1%
Does the company currently incorporate students in Dual VET mode?	27,6%	25,0%
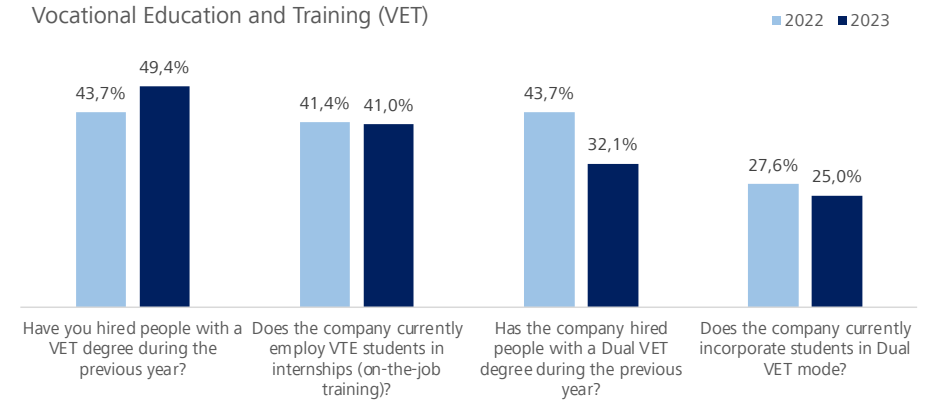
Graphic 38. Vocational Training Collaboration

7.2.4
HEALTH AND SAFETY

Occupational health and safety are indeed critical aspects of any organization. They involve the implementation of measures and policies that ensure the physical, mental and emotional well-being of workers, as well as the prevention of accidents, injuries and occupational diseases.

49,3%
report a number of occupational accidents below the sector average

HEALTH AND SAFETY

6,8% | ACTIVELY PARTICIPATE IN THE **WELFARE COMMITTEE**

31,5% | THEY **SET SHORT-, MEDIUM- AND LONG-TERM OBJECTIVES** FOR THE HEALTH AND SAFETY OF WORKERS

56,2% | COLLECT **OCCUPATIONAL RISK PREVENTION (ORP) DATA** FOR YEAR-ON-YEAR COMPARABILITY

49,3% | DECLARE A **NUMBER OF ACCIDENTS BELOW THE SECTOR AVERAGE**

31,5% | HAVE **ISO 45001 HEALTH AND SAFETY CERTIFICATION** / OR OTHER CERTIFICATION AUDITED BY AN INDEPENDENT THIRD PARTY

47,9% | IMPLEMENT ACTIONS TO **IMPROVE THE PHYSICAL WORKING ENVIRONMENT** (PHYSICAL, CHEMICAL, BIOLOGICAL, ERGONOMIC, ELECTROCHEMICAL FACTORS...)

38,4% | IMPLEMENT ACTIONS TO **IMPROVE THE PSYCHOSOCIAL WORK ENVIRONMENT** (INSTITUTIONAL CULTURE, POSITIVE LEADERSHIP, MANAGEMENT STYLES, EQUAL TREATMENT, RIGHTS AND OPPORTUNITIES)

49,3% | IMPLEMENT ACTIONS TO **IMPROVE TIME MANAGEMENT** (TIMETABLES, FLEXIBILITY, CONCILIATION, TIMETABLE REFORM, IT TOOLS...)

34,2% | IMPLEMENT ACTIONS TO **INCREASE HEALTHY LIFESTYLE HABITS** (E.G. PHYSICAL ACTIVITY, PROPER NUTRITION, PREVENTION OF SUBSTANCE ABUSE, ACTIVE LIFE AND SOCIAL ACTIVITY...)

35,6% | ESTABLISH PROCESSES FOR CARRYING OUT **PSYCHOSOCIAL AND WORK CLIMATE SURVEYS**

24,7% | ENCOURAGE THE **PRACTICE OF SPORT**: CONTRIBUTE TO GYM MEMBERSHIP FEES, SPORTING EVENTS, ETC.

11,0% | PROMOTE **CONFERENCES ON MENTAL HEALTH AND WELLBEING**

4,1% | PROMOTE **WORKSHOPS ON THE PREVENTION OF ADDICTIVE SUBSTANCES**

12,3% | PROMOTE **WORKSHOPS TO REDUCE ROAD TRAFFIC ACCIDENTS**

5,5% | PROMOTE **ANTI-SMOKING CAMPAIGNS**

Reducing risks in health and safety requires defining objectives, collecting data and managing it effectively
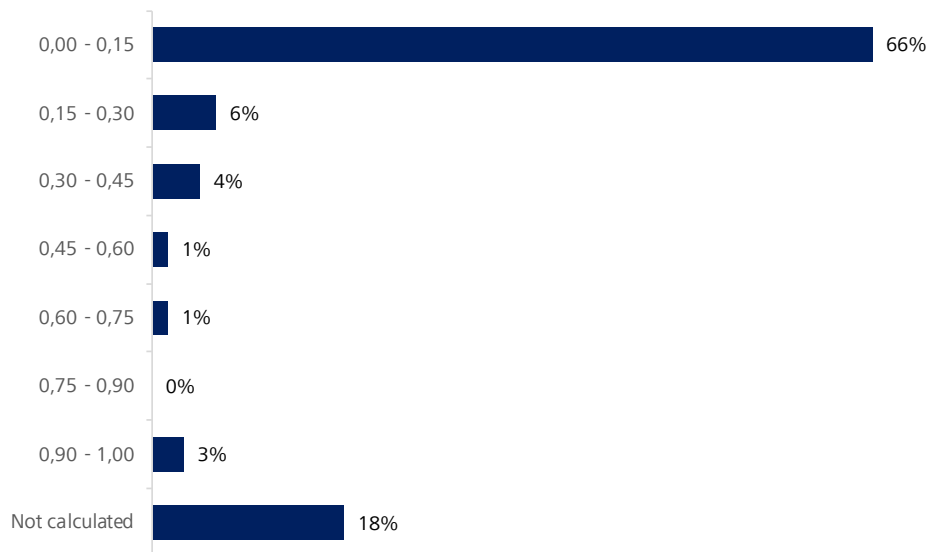
MANAGEMENT AND PREVENTION

20,7% | **COMPLY WITH LEGAL REQUIREMENTS**; DO NOT MANAGE IT FURTHER

ACCIDENT RATE

Occupational accidents or accidents affecting the public can occur at any time, and proper recording and analysis is necessary to reduce the likelihood of their occurrence.

66%
of organizations have
the lowest accident severity rate

Accident severity rate

0,00 - 0,15	66%
0,15 - 0,30	6%
0,30 - 0,45	4%
0,45 - 0,60	1%
0,60 - 0,75	1%
0,75 - 0,90	0%
0,90 - 1,00	3%
Not calculated	18%

Graphic 39. Accident severity rate distribution

7.2.5
COLLABORATIVE PORT

Achieving sustainable development involves addressing social impact as a significant challenge. Engaging society, both at the individual and organized levels, is crucial for tackling various issues, ranging from raising awareness to safeguarding vulnerable groups and fostering connections with the environment.

The Port of Barcelona is deeply dedicated to innovation as a cornerstone in its pursuit of sustainability and its contributions to society and the environment.

BCN PORT INNOVATION FOUNDATION

Barcelona Port Innovation is a private foundation supported by the Port of Barcelona, in collaboration with *Ackcent* and *Aggity*. Its mission is to attract talent to revolutionize the maritime-port sector into a *leading smart hub*. By leveraging knowledge, technological innovation, and a strong commitment to society and the environment, it aims to embody the principles of the blue economy, essential for advancing sustainability.

For more information about **BCN Port Innovation you can click HERE.**

AWARENESS-RAISING

24,3% THEY CARRY OUT **INFORMATIVE AND AWARENESS-RAISING ACTIVITIES** (WORKSHOPS, TALKS, MATERIALS, ETC.) IN SHORT FORMATS AND ACCESSIBLE TO EVERYONE IN THE COMPANY ON SPECIFIC RELEVANT TOPICS (PERSONAL INVOLVEMENT, CIRCULAR ECONOMY, HEALTHY COMPANY, ETC.), WITH ANNUAL CONTINUITY AND DIFFERENT FORMATS

20,0% CARRY OUT INTERNAL AWARENESS-RAISING ACTIVITIES ON **ENVIRONMENT DAY**

1,4% INTERNAL AWARENESS-RAISING ACTIVITIES ON **HUMAN RIGHTS DAY**

17,1% CARRY OUT INTERNAL AWARENESS-RAISING ACTIVITIES ON **WASTE COLLECTION DAY** IN FORESTS, ON BEACHES, ETC

14,3% ESTABLISH THE CONSIDERATION OF **SUSTAINABILITY IN ALL PROCESSES AND PROCEDURES**, MAKING A REVIEW PROCESS OF THE CURRENT ONES AND SETTING THE FUTURE REQUIREMENT. FOR EXAMPLE: INTRODUCE ESG-RELATED TARGETS IN THE ANNUAL OBJECTIVES OF MANAGEMENT LEVELS

7,1% DEFINE **ESG CRITERIA IN PERFORMANCE EVALUATION**, BOTH AT THE PERSONAL LEVEL AND AT THE LEVEL OF AREAS OR DEPARTMENTS

7,1% REMUNERATE **THE MANAGEMENT TEAM BY ASSOCIATING IT WITH ESG OBJECTIVES**

10,0% **RAISE AWARENESS OF ESG AMONG ALL EMPLOYEES IN THE COMPANY**: WORKSHOPS, COMMUNICATION, MANUAL OF CONTRIBUTION TO THE 17 SDGS, GAMIFICATION OF THE CONTRIBUTION OF EMPLOYEES, ETC

12,9% THEY HAVE MEASURES FOR **INVOLVEMENT WITH THE IMMEDIATE ENVIRONMENT** (NEIGHBOURHOODS AROUND THE PORT, ETC.)

DONATIONS

14,3% ESTABLISH **WRITTEN CRITERIA FOR DONATIONS AND ALLIANCES WITH NGOS** (IN TERMS OF PRODUCTS / SERVICES/MONEY)

7,1% COLLABORATE WITH **STELLA MARIS**

15,7% COLLABORATE WITH **CONTENIDOR SOLIDARI** DE LA COMUNITAT PORTUÀRIA (PORT COMMUNITY SOLIDARITY CONTAINER)

28,6% COLLABORATE WITH **NGO**

SOCIAL CONTRIBUTION

11,4% HAVE **SOCIAL CONTRIBUTION PROGRAMMES** (SPONSORSHIP, PATRONAGE...) WITH CONTINUITY AND SPECIFIC COMMITMENTS OF THE COMPANY WITH THE NGO

VOLUNTEERING

4,3% COLLABORATE WITH **NGO** THROUGH **CORPORATE VOLUNTEERING**. INVOLVE STAFF IN VOLUNTEERING DURING WORKING HOURS

28,6%
collaborate with NGOs

7.3
ENVIRONMENTALLY FRIENDLY PORT

Our planet's **resources** are **finite**, and many have already felt the impacts of their **overexploitation** over the years. A primary goal of Positive Impact is to contribute positively to the **protection of these natural resources**. This involves raising **environmental awareness** among participating organizations, adopting sustainable practices, and promoting respect for the environment.

By implementing actions and policies focused on responsible resource management, reducing environmental impact, and preserving ecosystems, Positive Impact organizations play a vital role in **conserving natural resources**. This not only **benefits** the environment but also supports the long-term health of our planet and society. It is a crucial step towards **more environmentally conscious and sustainable management** practices for a better future.

7.3.1
ENVIRONMENTAL MANAGEMENT

POLICY AND MANAGEMENT

An organization's environmental policy enables it to identify and manage its impact on the planet.

56%
have a waste policy / commitment

Policy, written commitment

The organization has a climate change policy/commitment The organization has a policy/commitment on climate change — 33%
The organization has an air pollution policy/commitment The organization has a policy/commitment on air pollution — 39%
The organization has a policy/commitment on water — 36%
The organization has a policy/commitment on ecosystems — 23%
The organization has a policy/commitment on waste (e.g. chemical spills, solid waste, hazardous waste, plastics, etc.) — 56%
The organization has a policy/commitment on energy and resource use — 49%
The organization has identified environmental impacts and has mitigation and prevention measures in place — 47%
Not managed — 20%

Graphic 40. Written commitment on environmental policy

45%
internally audit their environmental management

Standardized Environmental Management Systems and Equipment

Has one or more people with sustainability-related functions — 62%
Has working groups or management committees in which sustainability actions are planned — 33%
Has an induction and training plan on sustainability issues — 25%
Has an updated and applied Environmental Policy for all employees — 51%
Internally audits its environmental management — 45%
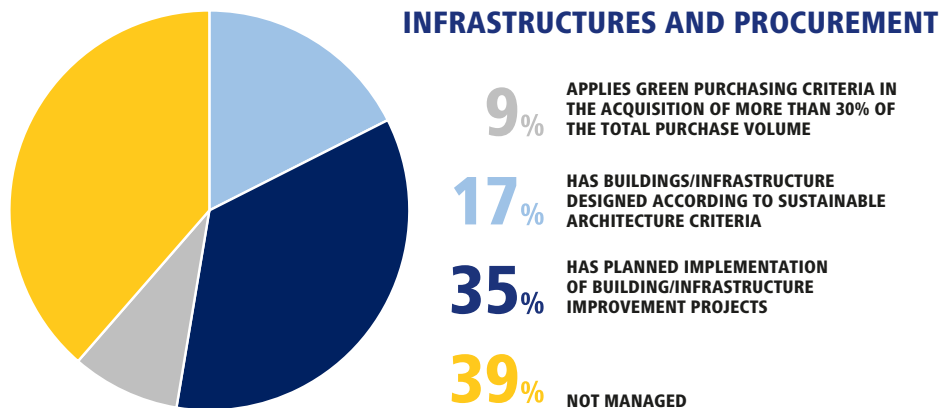Not managed — 23%
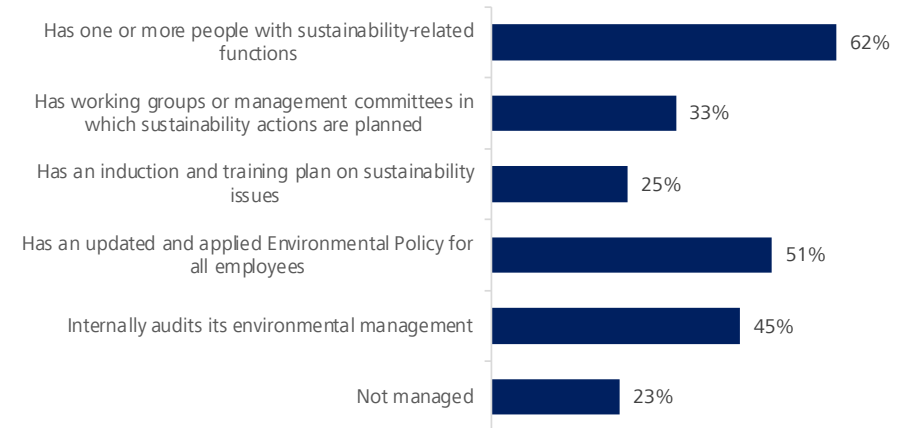
Graphic 41. Standardised environmental management

INFRASTRUCTURES AND PROCUREMENT

Climate change poses a significant **threat** to **infrastructure** due to more **intense weather events and projected sea level rise**. This necessitates redesigning infrastructure to enhance **resilience** while prioritizing environmental **friendliness** and ensuring a fully **sustainable** approach.

> **35%**
> plan to implement programmes for building/infrastructure improvement

INFRASTRUCTURES AND PROCUREMENT

9% APPLIES GREEN PURCHASING CRITERIA IN THE ACQUISITION OF MORE THAN 30% OF THE TOTAL PURCHASE VOLUME

17% HAS BUILDINGS/INFRASTRUCTURE DESIGNED ACCORDING TO SUSTAINABLE ARCHITECTURE CRITERIA

35% HAS PLANNED IMPLEMENTATION OF BUILDING/INFRASTRUCTURE IMPROVEMENT PROJECTS

39% NOT MANAGED

Graphic 42. Focus on infrastructure and procurement

7.3.2
EFFICIENT USE OF RESOURCES

All resources are, to a greater or lesser extent, finite. Efficiency in their management during all phases is necessary to reduce their need for acquisition and to optimise their use.

> **49%**
> have measures in place to reduce water consumption

WATER

23,9% | THEY ARE ACTIVELY INVOLVED IN THE **ENVIRONMENT WORKING GROUP**

16,9% | ACTIVELY PARTICIPATE IN A **PROJECT GROUP OF THE ENVIRONMENT WORKING GROUP**

49,3% | HAVE **MEASURES IN PLACE FOR THE REDUCTION OF WATER CONSUMPTION**

15,5% | HAVE **MEASURES FOR THE REUSE OF WATER**

ENERGY

63,4% | HAVE **MEASURES TO IMPROVE ENERGY EFFICIENCY**

FUELS

25,4% | USE **FEWER POLLUTING FUELS**

7,0% | CONTRACT **TRANSPORT SERVICES WITH LESS POLLUTING FUELS**

MANAGEMENT SYSTEMS

43,7% | HAVE **ISO 14001, EMAS** OR OTHER INTERNATIONALLY RECOGNISED CERTIFICATION

47,9% | **COLLECT RELEVANT ENVIRONMENTAL DATA** (ACCORDING TO RECOGNISED STANDARDS SUCH AS ISO 14001, EMAS, NON-FINANCIAL REPORTING STATEMENT -NFI-...)

42,3% | SET **SPECIFIC ENVIRONMENTAL TARGETS** (% REDUCTION, MONITORING INDICATORS, KPIS...)

32,4% | **ASSESSING AND COMMUNICATING THE ENVIRONMENTAL IMPACT** (THROUGH THE SUSTAINABILITY REPORT, WEBSITE...) ON CO_2, WATER CONSUMPTION, USE OF RECYCLED PLASTICS...

15,5% | **WRITTEN SOCIAL AND ENVIRONMENTAL IMPACT ASSESSMENT** (ASSESSING DIFFERENT ASPECTS RELEVANT TO THE ORGANIZATION) **PRELIMINARY** TO THE START OF NEW PROJECTS

Efficient use of resources

63%
implement measures to
improve energy efficiency

Active participation in the Environment Working Group	24%
Active participation in some Project Group of the Environment Working Group	17%
Measures to reduce water consumption	49%
Measures for water reuse	15%
Measures to improve energy efficiency	63%
Use of cleaner fuels	25%
Contracting transportation services with cleaner fuels	7%
ISO 14001, EMAS or other internationally recognized certification	44%
Collection of relevant environmental data (according to recognized standards, such as ISO 14.001, EMAS, Non-Financial Information Statement -EINF-)	48%
Establishment of specific environmental targets (% reduction, monitoring indicators, KPIs...)	42%
Evaluates and communicates the environmental impact (through the Sustainability report, website...) in CO2, water consumption, use of recycled plastics...	32%
Written social and environmental impact assessment (evaluating different aspects relevant to the organization) preliminary to the start of new projects	15%
None	15%

Graphic 43. Actions 2023 in Resource Efficiency

Energy efficiency is a key strategy to reduce
resource use and energy consumption

ENERGY

Enhanced energy efficiency decreases **pollution** and green-house gas emissions, thereby mitigating climate change and safeguarding planetary health. This practice also lowers **economic expenses** linked to energy consumption, as heightened efficiency often leads to substantial savings in energy costs.

Introducing energy efficiency measures represents a lasting investment that not only promotes environmental sustain-ability but also offers significant economic advantages for businesses, industries, and individual consumers alike.

72,1%
MEASURE ANNUAL
**ENERGY
CONSUMPTION**
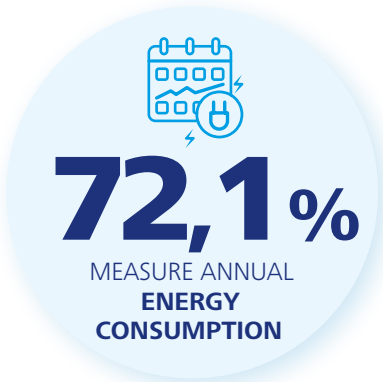
WATER

Water is a **crucial and limited** resource that profoundly affects human life, ecosystem health, and the global economy. Achieving water sustainability involves ensuring its availa-bility, maintaining its quality, and optimizing its efficient use.

Challenges such as scarcity and pollution have widespread impacts on communities and biodiversity alike. It is imperative to conserve and protect this resource, ensuring equitable distribution and promoting responsible prac-tices across all levels. Preserving freshwater sources and minimizing the water footprint are essential steps toward securing a sustainable future.

61,2%
MEASURE ANNUAL
**WATER
CONSUMPTION**
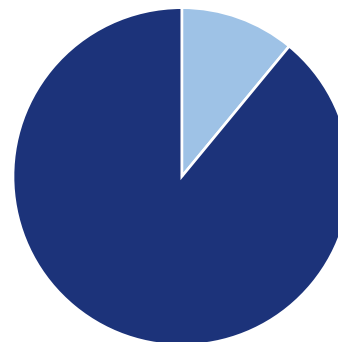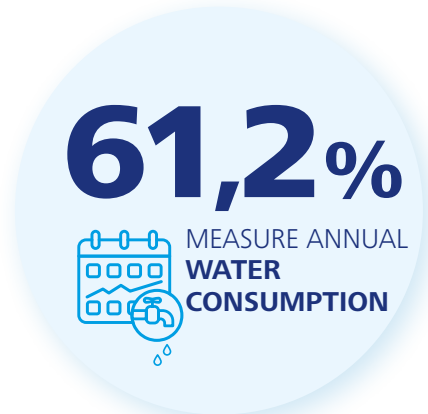
WATER FOOTPRINT AND WATER MANAGEMENT

11% CALCULATE WATER FOOTPRINT

89% NOT MANAGED

Graphic 44. Water footprint calculation

7.3.3
WASTE

Effective waste management is crucial for safeguarding the environment, human health, and natural resources. Within the Port, **significant efforts** are dedicated to the collection and proper management of various types of waste, such as oil, bilge, and general waste.

In order to ensure proper waste management, the Community's organizations implement various measures such as:

- Inventory of waste-generating activities in the Port.

- Periodic monitoring of concessions and service providers.

- Application of sanctions for abandoning waste in unauthorised places.

- Preparation of guides to good environmental practices.

- Clean points for separate collection.

- Composting and drying areas for inert waste.

- Awareness-raising campaigns.

- Projects to recover fishing waste.

The **waste management process** includes collection, treatment, and final disposal, focusing on recycling, reuse, or sorting where applicable. Proper management is crucial to minimize adverse impacts on the environment, public health, and natural resources.

25,8%
promote the purchase of
of recycled products

WASTE

56,1%	HAVE MEASURES TO **REDUCE WASTE GENERATION**
25,8%	PROMOTE **SUSTAINABLE PACKAGING** (PROMOTING THE USE OF PAPER FROM RESPONSIBLE FORESTS, REDUCTION OF PLASTICS, RECYCLED PLASTICS, ETC.).
25,8%	PROMOTE THE **PURCHASE OF RECYCLED PRODUCTS** (RAW MATERIALS, BY-PRODUCTS, CLEANING PRODUCTS, IT, ETC.).
25,8%	PROMOTE THE **PURCHASE OF LESS POLLUTING PRODUCTS** (PRODUCTS, CLEANING PRODUCTS, ETC.).
7,6%	HAVE **MEASURES TO REDUCE FOOD WASTE**.
18,2%	HAVE **MEASURES FOR THE PREVENTION OF POLLUTION IN THE SOUTH-WEST**.

WASTE MANAGEMENT

7% NOT MANAGED

14% OWN RESOURCES

79% SPECIALIZED COMPANY

Graphic 45. Waste management

Waste fractions generated and segregated

Waste type	Percentage
Glass	50%
Paper, cardboard	99%
Plastic	82%
Organic	50%
Waste	60%
Oils	33%
Wood	33%
Chemicals	23%
Metals	38%
Electronics	52%
Hazardous	38%
Others	22%
Not managed	0%
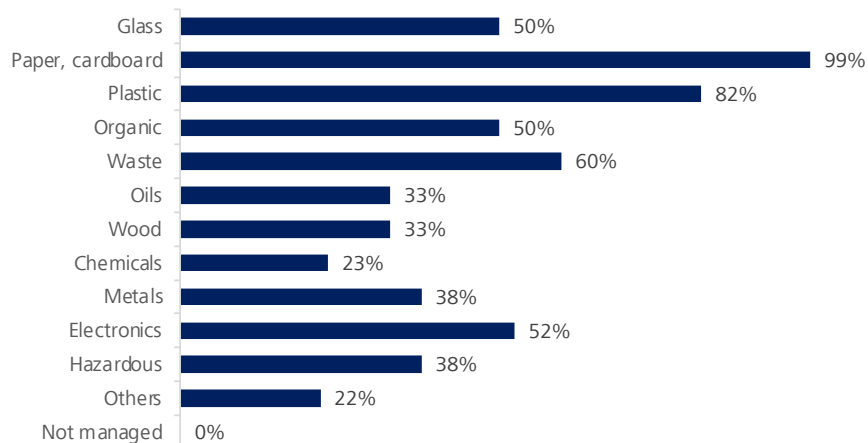
Graphic 46. Type of waste generated and separated
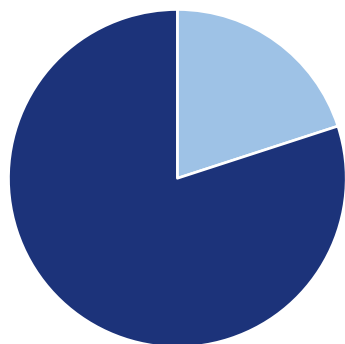
CIRCULAR ECONOMY AND LCA

20% HAS A LIFE-CYCLE ASSESSMENT IN PLACE

80% NOT MANAGED

Graphic 47. Circular economy and Life-Cycle Assessment (LCA)

7.3.4
DECARBONISATION

The Authority and the Port Community carry out a series of measures and actions to guarantee environmental quality in the port:

• **Measurement of air quality:** Fixed stations for monitoring air quality are established within the Port, alongside atmospheric monitoring during port operations, and the control of soy allergens.

• **Reduction of greenhouse gas (GHG) emissions:** Commitment to voluntary agreements for reducing greenhouse gas (GHG) emissions includes a dedication to steadily decreasing both direct and indirect emissions over time.

• **Water quality control:** Implementation of programs includes conducting inventories of pollution sources, conducting periodic campaigns to characterize water and sediment quality, and promoting voluntary guidelines and codes of conduct.

• **Cleaning of the water surface:** Daily services are provided with dedicated boats for cleaning, collecting, and delivering collected waste to the appropriate managers.

• **Noise map and action plan:** The development of a noise map and acoustic action plan includes establishing measurement networks, conducting monitoring and inspection campaigns, and implementing best practice standards aimed at reducing noise emissions.

• **Environmental complaints management procedure:** Specific measures are in place for receiving and managing environmental complaints, ensuring timely and effective responses, and continuously improving processes.

All these measures are critical steps to ensure that the Port maintains a high standard of environmental management and demonstrates responsibility in its interactions with the natural environment.

25,4%
set specific CO_2
reduction targets

RENEWABLE ENERGIES

35,2% | CONTRACT AN **ENERGY SUPPLY WITH A SHARE OF RENEWABLE ENERGY SOURCES**

21,1% | GENERATE/PRODUCE RENEWABLE ENERGY FROM **PHOTOVOLTAIC** (KWH)

2,8% | GENERATE/PRODUCE RENEWABLE ENERGY FROM **OTHER SOURCES** (KWH)

EMISSIONS

14,1% | HAVE **SPECIFIC CLIMATE CHANGE ADAPTATION AND MITIGATION MEASURES IN PLACE**

25,4% | SET **SPECIFIC CO_2 REDUCTION TARGETS AND MONITORING INDICATORS**

7,0% | HAVE OWN OR THIRD PARTY **GHG EMISSION OFFSETTING** / TREE PLANTING (VOLUNTEER DAY) PROGRAMMES IN PLACE

14,1% | ASSESS **ENVIRONMENTAL IMPACTS IN TRANSPORT AND LOGISTICS**

11,3% | PROMOTE THE USE OF MORE SUSTAINABLE TRANSPORT (LOGISTICS PROVIDERS WITH SUSTAINABLE ALTERNATIVES, SUSTAINABLE MOBILITY MEASURES FOR THE WORKFORCE)

19,7% | INCREASE **VEHICLE FLEETS IN PLACE OF FOSSIL FUELS**

25,4% | HAVE PLUG-IN **INSTALLATIONS FOR PLUG-IN VEHICLES** ON THE ORGANIZATION'S PREMISES

52,1% | **DIGITISE PROCESSES**

CLIMATE CHANGE

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

> Climate change is a global challenge that requires coordinated global efforts to mitigate its effects and adapt to changes in climate

The main **causes** of climate change are:

- **Fossil fuel burning:** Burning coal, oil and gas releases large amounts of CO_2.

- **Deforestation:** Cutting down trees decreases CO_2 absorption capacity and contributes to an increase in emissions.

- **Animal food production:** Livestock farming and waste management generate methane, a greenhouse gas with a high impact

Climate change generates several **impacts**:

- **Temperature increase:** Extreme weather events, such as heat waves, droughts and more intense hurricanes.

- **Melting of the polar ice caps:** Sea level rise, a consequence of climate change, poses a threat to coastal areas worldwide.

- **Ecosystem changes:** Can affect biodiversity, freshwater availability and species distribution.

25,4% | HAVE IMPLEMENTED **FOSSIL FUEL REDUCTION MEASURES** (CLEANER FUELS)

25%
implement fossil fuel
reduction measures

Fossil fuel reduction measures

■2023
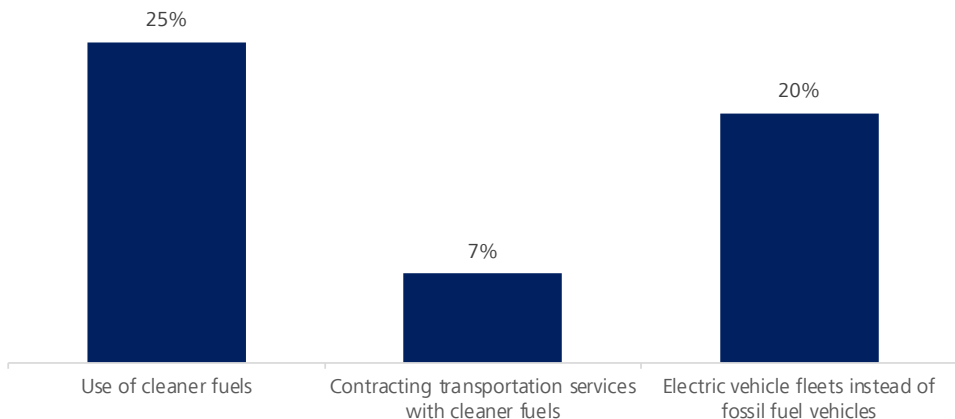
Graphic 48. Fossil fuel reduction

Emissions, whether gases, solid particles, or liquids, exert a significant impact on the environment and human health. They originate from various sources such as industrial operations, vehicles, combustion processes, agricultural practices, and other routine activities.

57,3%

MEASURE THE
**CARBON
FOOTPRINT**
(CO$_2$)
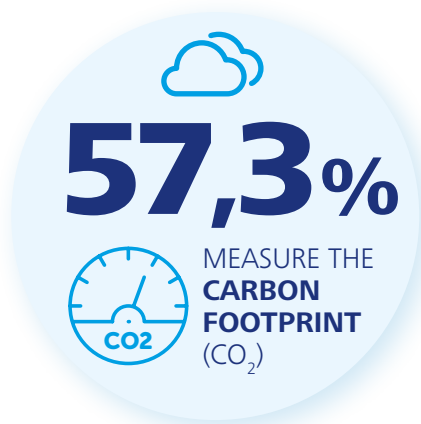
RENEWABLE ENERGIES

As we strive towards a more sustainable future, the utilization of energy sources like solar, wind, hydro, and others is becoming increasingly crucial.

Renewable energies provide a **cleaner** and more sustainable alternative as they do not emit pollutants or contribute to **global warming**. They also promote energy source **diversification**, reducing **dependence** on fluctuating fossil fuel prices and contributing to a more stable and secure energy landscape.

The shift towards renewable energy represents a pivotal step in building a sustainable future and addressing climate change effectively.

The use of renewable energy is a crucial alternative to reduce dependence on fossil fuels and address climate change

Certified renewable origin

0% - 5%	15%
5% - 10%	4%
10% - 20%	0%
20% - 40%	19%
40% - 60%	8%
60 % - 80%	12%
80% - 90%	8%
90% - 100%	35%
Not managed	0%

35%
of organizations state that 90-100% of their purchased energy is of certified renewable origin
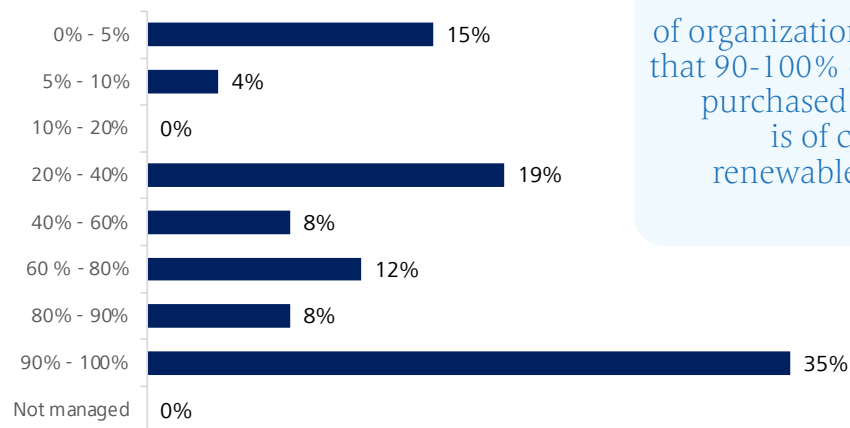
Graphic 49. Distribution of certified renewable energy

Photovoltaic generation

0% - 5%	15%
5% - 10%	15%
10% - 20%	31%
20% - 40%	8%
40% - 60%	8%
60 % - 80%	0%
80% - 90%	0%
90% - 100%	8%
Not managed	15%
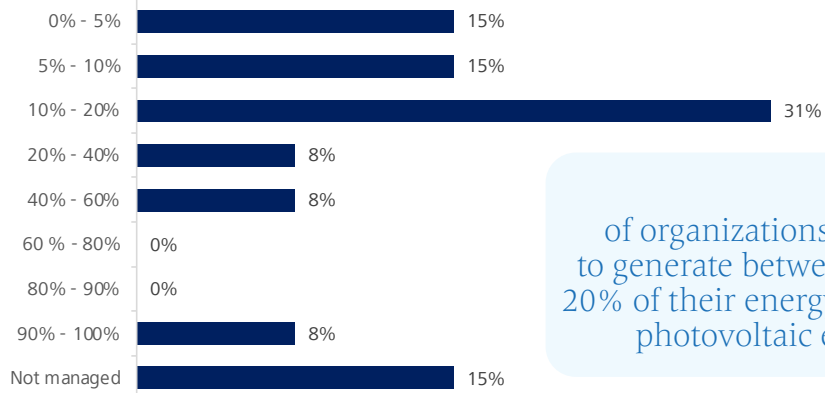
31%
of organizations claim to generate between 10-20% of their energy from photovoltaic energy

Graphic 50. Photovoltaic energy production

Other sources generation

0% - 5%	9%
5% - 10%	9%
10% - 20%	27%
20% - 40%	0%
40% - 60%	0%
60 % - 80%	9%
80% - 90%	0%
90% - 100%	0%
Not managed	45%
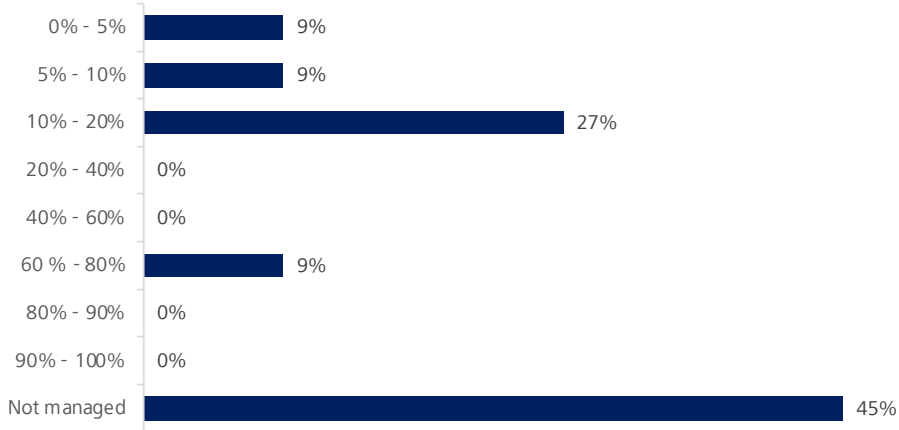
Graphic 51. Renewable energy production from other sources

18,8% SELL SURPLUS RENEWABLE ENERGY PRODUCED AT THEIR FACILITIES

7.3.5
PROTECTION OF SEAS AND OCEANS

Protecting the oceans is a collective responsibility that demands action at both individual and global levels to safeguard the health and sustainability of these crucial ecosystems.

Protecting biodiversity and ecosystems is essential to maintain the planet's health and ensure a habitable environment for all forms of life

POLLUTION PREVENTION

29,6% HAVE THEIR OWN **MEASURES TO PREVENT POLLUTION OF SEAS AND OCEANS** (OIL SPILLS)

20,4% HAVE THEIR OWN **PROGRAMMES AND INITIATIVES TO REDUCE THE USE OF PLASTICS**

CLEANING UP THE SEAS

13,0% ADHERED TO INITIATIVES AND/OR PROGRAMMES FOR **CLEANING UP BEACHES, SEAS AND OCEANS**, CARRIED OUT BY THIRD PARTIES

9,3% IMPLEMENT OWN **INITIATIVES AND/OR PROGRAMMES TO CLEAN UP BEACHES, SEAS AND OCEANS**

5,6% IMPLEMENT **INITIATIVES AND/OR PROGRAMMES FOR THE PROTECTION OF UNDERWATER LIFE**

29,6%
have measures in place to prevent pollution of seas and oceans

REGARDING BIODIVERSITY AND ECOSYSTEMS

11,7% HAVE CONDUCTED **IMPACT STUDIES ON A VOLUNTARY BASIS**, BEYOND THOSE THAT ARE LEGALLY REQUIRED

6,7% HAVE ASSESSED **MITIGATION AND/OR REMEDIATION STUDIES**

10,0% HAVE IMPLEMENTED **MITIGATION AND/OR REMEDIATION PROJECTS AND/OR MEASURES**

7.3.6
MOBILITY

Positive Impact organizations are dedicated to advancing **more sustainable and efficient** transportation alternatives.

> Promote fossil fuel-free modes of transport, optimise transport routes to reduce environmental impacts and encourage the use of public or shared transport

Electric **vehicles** and other vehicles powered by renewable energy play a crucial role in reducing greenhouse gas emissions. Optimizing transportation routes **minimizes** travel distances and associated emissions, while **alleviating** traffic congestion.

Public or shared transportation is essential for reducing dependence on **private vehicles** and individual **carbon** footprints. This approach not only enhances **air quality** but also mitigates urban **congestion**, thereby fostering sustainable urban environments and improving overall environmental health.

15,2% | HAVE A **SUSTAINABLE MOBILITY PLAN**

12,1% | HAVE PLANNED THE **IMPLEMENTATION OF A SUSTAINABLE MOBILITY PLAN**

18,2% | HAVE A **FLEET OF ELECTRIC VEHICLES OF MORE THAN 25%**

27,3% | HAVE **ELECTRIC VEHICLE CHARGERS FOR THE FLEET AND/ OR AVAILABLE TO THE WORKFORCE**

15%
have a sustainable mobility plan

77,5% | **PUBLIC TRANSPORT STOPS** ARE AVAILABLE **WITHIN A 10-MINUTE WALK**

50,5% | YOU HAVE **INFORMATION ON YOUR EMPLOYEES' TRANSPORT OPTIONS**

77,5%
of organizations have public transport within a 10-minute walking distance

Type of mobility of the staff to the work place

PM. Percentage of staff arriving by car or motorcycle — 63%

PM. Percentage of the workforce that arrives by public transportation — 26%

PM. Percentage of the workforce that arrives by personal mobility vehicle (PMV) — 8%

PM. Percentage of the workforce arriving by foot — 2%
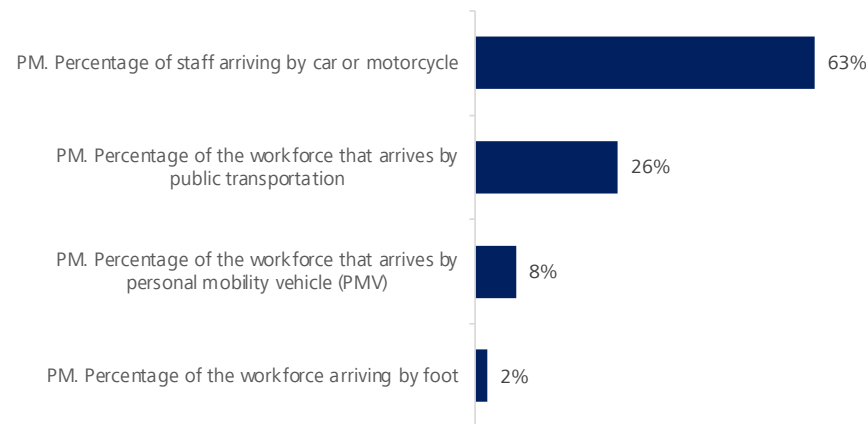
Graphic 52. Modes of transport of staff to the workplace

Mobility on foot / bicycle

High risk	52%
Too far / too long travel time	37%
Lack of bike lanes	51%
Impossible to access on foot or bicycle	14%
Lack of sidewalks for pedestrians	20%
No one walks or bicycles	22%
Pollution	14%
Deficits in itineraries (sidewalks, obstacles, lighting, no pedestrian crossings, etc.)	28%
Lack of bicycle parking	23%
Not applicable	25%

Graphic 55. Assessment of non-motorised access

MOBILITY BENEFITS

4% DISCRETIONARY TRANSPORTATION

9% COMPENSATION OR CARDS FOR PUBLIC TRANSPORTATION

38% NOT OFFERED

49% FREE PARKING SPACES AVAILABLE TO WORKERS

Graphic 53. Mobility promotion benefits

7%
have spaces available for
personal mobility vehicles (PMV)

Rating of public transportation serving your company

It has a low / insufficient frequency	26%
It is non-existent or too far away	23%
Insufficient combinations with other transport	21%
Metro too far away	30%
Not direct (transfers are required)	37%
Non-compliance with timetables	16%
Overcrowding at rush hour	32%
Does not adapt to arrival/departure schedules	23%
Other	7%
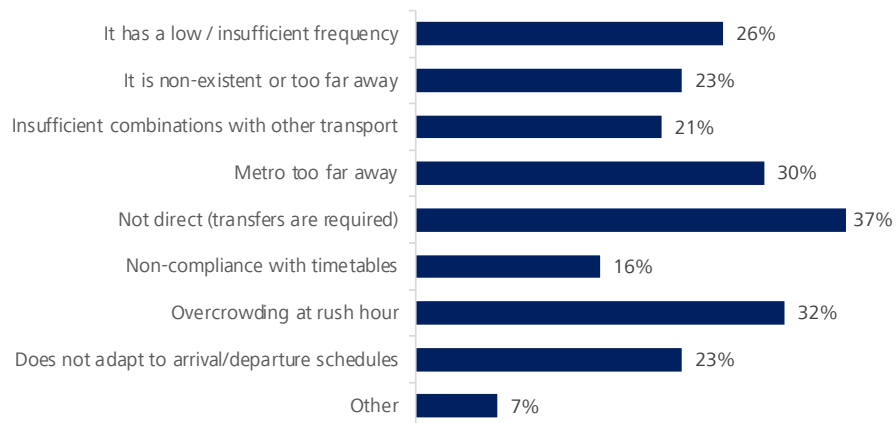
Graphic 54. Opinion on public transport

ON-SITE PARKING SPACES

7% PM. NUMBER OF BICYCLE AND ELECTRIC SCOOTER PARKING AND CHARGING SPACES ON SITE

18% PM. NUMBER OF PARKING SPACES FOR MOTORCYCLES ON SITE

75% PM. NUMBER OF PARKING SPACES FOR CARS ON SITE

Graphic 56. Types of parking spaces available on the site

8.
SUSTAINABILITY AS A JOURNEY

Sustainability is an ongoing journey of improvement and adaptation, rather than a fixed end-point. It is a dynamic process that entails continuously taking progressive steps to minimize environmental impact, foster social and economic equity, and ensure the long-term viability of operations.

> We understand **sustainability as a journey** involving continuous actions to improve and move towards a more sustainable future

This entails adopting practices and policies that adhere to sustainability principles, continuously assessing their effectiveness, and making adjustments as needed to tackle emerging challenges and opportunities for enhancement.

By acknowledging sustainability as an ongoing journey, organizations and communities can consistently prioritize continuous improvement, adapting to evolving circumstances and needs. This commitment necessitates long-term dedication to innovation, collaboration, and accountability, all aimed at fostering a more prosperous and equitable future for current and future generations.

9.
POSITIVE IMPACT 2023 **ORGANIZATIONS**

ANNEX.
LIST OF GRAPHS, TABLES, AND ILLUSTRATIONS

GRAPHICS

TABLES

ILLUSTRATIONS

Port de Barcelona