



Sustainability Report

Based on Financial Year 2020

Port of Melbourne



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About this Report

This is Port of Melbourne's second Sustainability Report and has been prepared in accordance with the Global Reporting Initiative (GRI) Standards: 'Core option'.

This Report outlines our performance for Financial Year (FY) 2020, across the environmental, social, economic, and governance systems that Port of Melbourne is responsible for.

Following the publication of our first Sustainability Report in 2019, we reviewed our approach to strengthen transparency and achieve industry alignment. Changes made include:

- reporting year: Financial Year 2020 (as opposed to calendar year);
- applying Global Reporting Initiative (GRI) Standards; and
- conducting a Stakeholder Materiality Assessment to help guide our approach to sustainability decision-making and inform our Sustainability Strategy, supporting Framework and Policy which is currently being developed.

Reporting Boundary

Our reporting boundary includes Port of Melbourne's corporate office, located in Melbourne's Docklands District, and other Port of Melbourne-controlled external sites, assets and activities. These include our Short Road maintenance facility, Port Education Centre, common user facilities, hydrographic surveying vessel, pool cars, and staff operations. It does not include our regional offices based in New South Wales or Tasmania. Electricity and water data relate to our office and Port of Melbourne-controlled external sites. Our waste data relates to our Melbourne office only.



Message from the CEO

I'm pleased to present Port of Melbourne's second Sustainability Report, covering our 2020 Financial Year activities.

The past year has been challenging, unsettling and uplifting in equal measure.

Australia's bushfires and the emergence of the COVID-19 global health crisis caused significant social, economic and environmental impacts on our activities and among our communities.

Such a testing time brings into focus the critical role the Port plays in Australia's supply chain and national economy, operating 24/7 to ensure vital goods and services are delivered, contributing to the health of the state and national economy, and supporting thousands of jobs.

The past year also highlights the interconnected nature of our modern world and the real value of partnership, in creating stronger businesses and in building more resilient communities.

During the year we forged a new three-year partnership with Foodbank Victoria, helping to support one of Australia's largest charities tackling hunger and food insecurity in the community. Its work has never been more vital, given the social and economic dislocation cause by COVID-19.

In January we announced our Port Rail Transformation Project – the centrepiece to our rail plan that will see more freight moved on rail and therefore less congestion on the roads in inner Melbourne. The \$125 million project will play a vital role in Victoria's post-COVID-19 economic recovery, with a large construction project supporting jobs as well as supporting the more efficient movement of freight and contributing to a more productive supply chain for decades to come.

Our approach to sustainability is the outcome of collective discussions with our stakeholders – business, government and community – to better understand how we can work together to achieve our shared objectives. This is further enhanced through our engagement activities undertaken to create and finalise our long-term 2050 Port Development Strategy.

I encourage and invite your feedback on how together we can continue to grow and contribute to the prosperity and sustainability of our industry and our community.



Brendan Bourke
Chief Executive Officer

About Port of Melbourne

Welcome to the Port of Melbourne, Australia's premier maritime trade and transport hub. For more than 150 years, we have helped shape community and industry prosperity, and connected people, businesses and markets across Australia and around the world.

As a trading nation and amidst a rapidly expanding city, our world-class Port facilities and services help deliver more than a third of national container trade and bring quality and opportunity across the supply chain.

Each year, approximately \$90 billion in trade is handled through the Port of Melbourne, contributing more than \$7.5 billion to Australia's economy and supporting thousands of jobs – this characterises our vision to create an enduring city-port that drives the economy and enriches lives.



*Port of Melbourne Economic Impact Study conducted in 2017-18 undertaken by BDO Econsearch and GHD.

Our Vision, Mission and Values

Our Vision

Our passion for growing trade creates an enduring city-port, driving the economy and enriching lives.

Our Mission

Working together with customers and the community, delivering innovative and sustainable port solutions – creating the future and building on our proud history.

Our Values



ACCOUNTABILITY

We fulfill our commitments, take responsibility for our actions, and celebrate success.



ADDING VALUE

We embrace excellence, and innovation in what we do and how we do it.



INTEGRITY

We build trust by acting with honesty and transparency.



COLLABORATION

We achieve more by engaging and working together.

Who We Are

Port of Melbourne Operations Pty Ltd was awarded a 50-year lease of the Port of Melbourne by the Victorian Government in October 2016.

Port of Melbourne is responsible for the strategic planning, development and management of the Port and is owned by the Port of Melbourne Group, which is made up of large, well-established Australian and global infrastructure investors and managers. Together, we bring decades of local and global experience and expertise to the Port.

Port of Melbourne operates within a landlord model so that aside from direct employees and contractors engaged to undertake asset maintenance, assessment and repair, the Port of Melbourne largely consists of third party operators and service providers. These include stevedores, providedores, pilotage, towage and mooring services, and services relating to shipping operations.

As a landlord port, we rely on robust stakeholder engagement practices and commercial negotiations to influence behaviors in our highest priority areas, to ensure we have the capacity and capability needed to handle cargo, and that our facilities and infrastructure are developed and maintained as required. We operate a safe, secure and sustainable port.

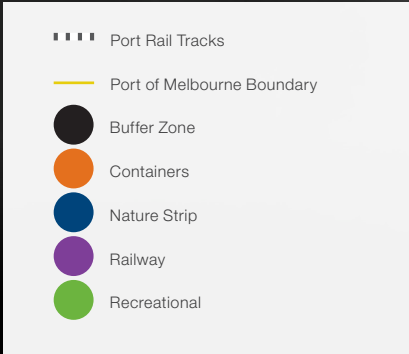


futurefund
Australia's Sovereign Wealth Fund



GLOBAL
INFRASTRUCTURE
PARTNERS





Our Location

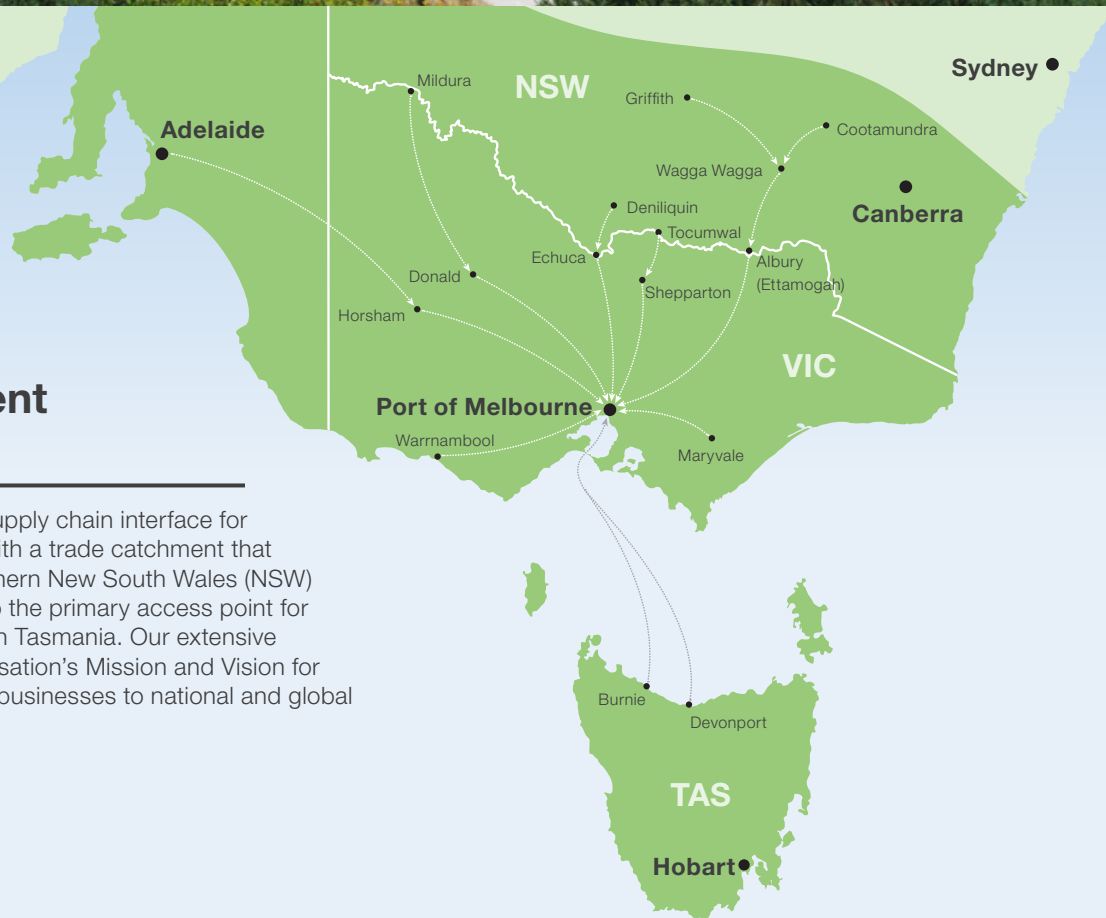
The Port of Melbourne is Victoria's only container port. Its central city location means that goods are efficiently distributed across metropolitan Melbourne and interstate, enabling the community to access the products it needs to live, work, study and play. The Port of Melbourne's footprint covers a land area of around 505 hectares of land, and 52 kilometres of shipping channels around Port Phillip Bay and the Yarra River. As a landlord port, Port of Melbourne is responsible for maintaining and developing these lands and waters, and overseeing the development of Port facilities and infrastructure.

Our facilities include: 30 commercial berths and wharves located along 21 kilometres of waterfront, multi-purpose terminals that handle a variety of cargo, landside buildings, and connections and services to surrounding road and rail networks.



Our Local Catchment and Trading Zones

The Port of Melbourne is a critical supply chain interface for the movement of cargo in Victoria with a trade catchment that extends across the border into southern New South Wales (NSW) and South Australia. The Port is also the primary access point for domestic and international trade with Tasmania. Our extensive catchment area supports our organisation's Mission and Vision for growing trade and connecting local businesses to national and global market opportunities.



Contributing to the Economy

Ports are an essential node in the global supply chain, to facilitate trade and contribute to the economy. This underpins our mission to grow trade and enhance prosperity and opportunity for everyone.

- The Port's operations bring in a multitude of goods and materials that help us live our daily lives, build new infrastructure and operate successful businesses. Similarly, millions of tonnes of goods leave our shores from the Port, supporting Australia's goods industry.
- Port of Melbourne handles more than one-third of Australia's container trade, contributing around \$7.5 billion to the Australian economy each year and around \$6 billion to the Victorian economy annually.*
- Port of Melbourne is also a significant part of the Tasmanian economy, with recent economic analysis showing that Port operations generated economic benefits worth \$600 million to Tasmania over 2017-18.*
- We are also a major source of local, state and national employment, with many of the Port's functions and activities across the import and export supply chain creating and supporting thousands of jobs.
- Each vessel visiting the Port of Melbourne brings an estimated average of \$1,850,000 in benefits for the Victorian economy, including \$500,000 in household income and six full-time equivalent jobs.*



*Source: Port of Melbourne Economic Impact Study conducted in 2017-18 undertaken by BDO Econsearch and GHD.

Trade Performance

Over the last 10 years, Port trade volumes have increased steadily from 71 million revenue tonnes in 2008-2009 to 97 million revenue tonnes in 2018-2019. However, total throughput for FY20 fell 5.8 per cent to 91.4 million revenue tonnes. Our container trade remains the most significant Port trade, and we exceeded three million TEUs** for the first time in FY19. Port of Melbourne's FY20 annual throughput declined 4.6 per cent to 2.88 million TEUs as a result of factors outlined below.

- Port of Melbourne's container trade activity typically reduces around the Lunar New Year (LNY) holiday period when manufacturing bases in Asia are closed. In 2020, LNY took place from 25 January to 2 February. With the impact of COVID-19 across Asia, factories remained closed beyond the LNY period.

- The impact of COVID-19 in Australia, which resulted in the closure of retail stores, meant that there were lower than expected import volumes of containerised electrical machinery, metal manufactures, transport equipment, clothing, domestic appliances, ceramic goods, iron and steel.
- Container trade was also impacted by persistent severe weather in May and June off the New South Wales coast, which delayed vessels bound for Melbourne. As a result, some container volumes expected in May and June were processed in July.
- The impact of Australia's bushfires decreased timber log exports, which is a leading export commodity for Port of Melbourne.
- A reduction in motor vehicle imports as a result of lower vehicle sales in FY20 also contributed to this overall decline.

Further information regarding Port of Melbourne's trade statistics and performance can be [accessed through our website](#).

**Twenty-foot Equivalent Unit refers to the standardised measurement for shipping containers.

Port of Melbourne FY20 Top Origin and Destination Countries

Top 5 IMPORTS: Country of Origin

- China
- USA
- New Zealand
- Thailand
- Malaysia

Top 5 EXPORTS: Country of Destination

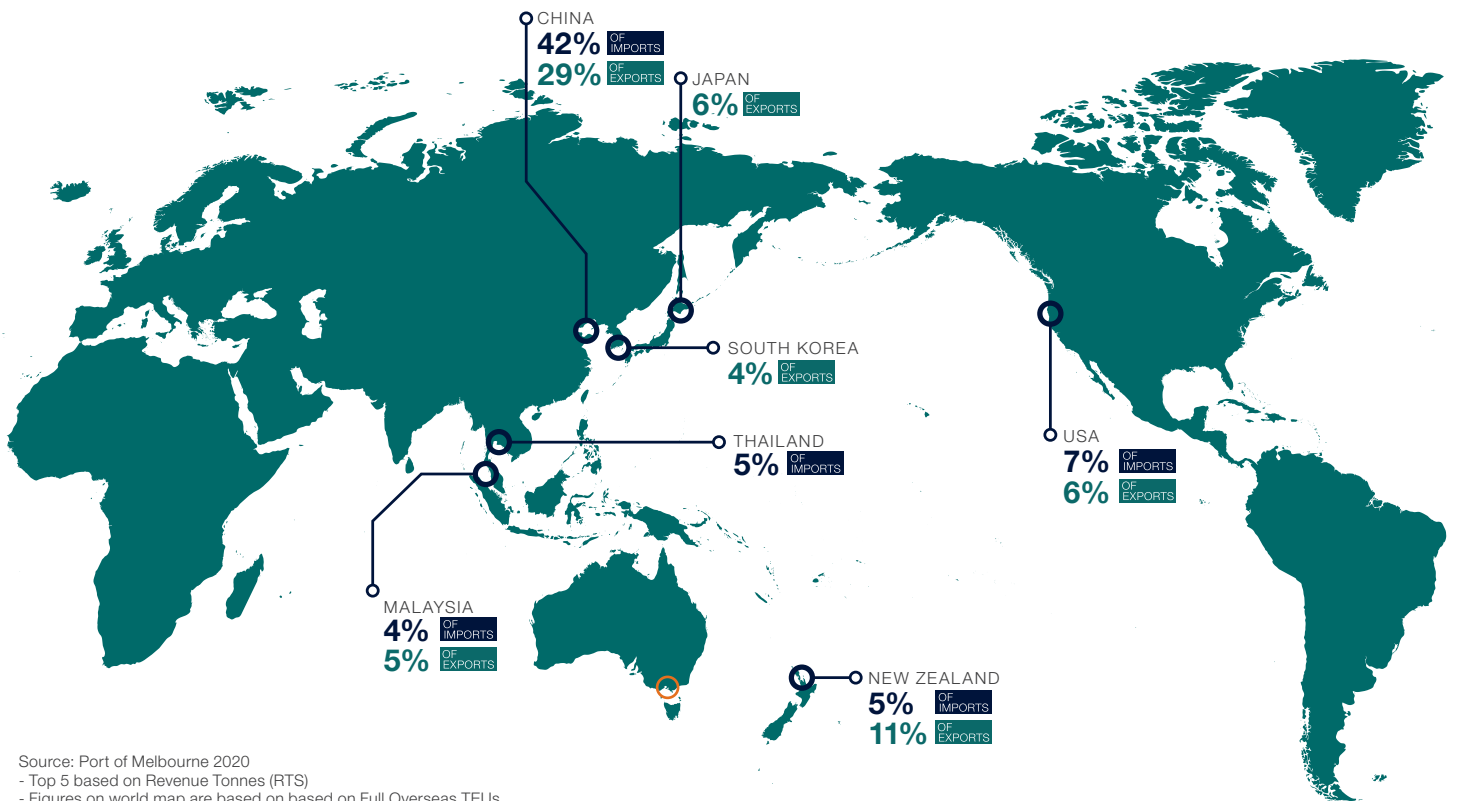
- China
- New Zealand
- Japan
- USA
- Malaysia

Top 5 IMPORTS: Commodity

- Motor Vehicles
- Crude Oil
- Miscellaneous Manufacturing
- Electrical Equipment
- Furniture

Top 5 EXPORTS: Commodity

- Timber
- Dairy Products
- Fruit & Vegetables
- Meat
- Stockfeed



Source: Port of Melbourne 2020
 - Top 5 based on Revenue Tonnes (RTS)
 - Figures on world map are based on based on Full Overseas TEUs

Our FY20 Sustainability Highlights



4 ISO CERTIFICATIONS ACHIEVED



6 STAR OFFICE GREEN STAR RATING



RECOGNISED KINCENTRIC BEST EMPLOYER



34% EMPLOYEES INVOLVED IN VOLUNTEER PROJECTS



3,008 SHIP ARRIVALS



\$235,000+ FINANCIAL SUPPORT TO COMMUNITY GROUPS



266 EMPLOYEE VOLUNTEER HOURS



4,100 PORT EDUCATION VISITORS



49 ENVIRONMENTAL INSPECTIONS



**\$114.4 BILLION
TRADE VALUE**



**119
EMPLOYEES**



**69 HA OF SHARED PUBLIC
SPACE AND BUFFERS**



**4 NEW
COMMUNITY PARTNERSHIP
AGREEMENTS**



**148 SCHOOLS
THROUGH PORT
EDUCATION PROGRAM**



**1,288 OH&S
ASSURANCE ACTIVITIES
UNDERTAKEN**

Sustainability at Port of Melbourne

We take our responsibility to deliver sustainable business outcomes seriously. Be it our commitment to health and safety, economic prosperity, growing trade opportunities, community amenity, or respecting and enhancing the land and marine environments within which we operate, we recognise that a sustainable port is a successful port.

This section outlines our approach to understanding our stakeholders' views and expectations regarding sustainability priorities, which were obtained by conducting a Materiality Assessment. It follows with an overview of how sustainability is governed within our organisation and the initiatives we support and participate in, which inform our thinking and decision-making. We believe sustainability needs to be central to the mission of Port of Melbourne and integrated across all aspects of our business.



Materiality Assessment

Maintaining open, continuous and constructive dialogue is central to our mission to work together, and helps guide Port of Melbourne's whole of business to improve and build on its success and align internal efforts and meet stakeholders' expectations.

Port of Melbourne engaged an external consultant to conduct an extensive Materiality Assessment with targeted stakeholder engagement to help identify and prioritise the issues of most relevance. The results of this assessment are shown in the graph on page 14.

The input obtained through this process helps guide our overall approach to sustainability, including our current actions and our future ambitions, and sets the foundation for Port of Melbourne's Sustainability Strategy, currently under development.

We greatly appreciate the time our stakeholders took to be part of this process, and look forward to their continued engagement and input into progressing our Sustainability Strategy.

Port of Melbourne Materiality Assessment Methodology

Define Purpose & Scope

Tasks

- Desk Top Review
- Define purpose, scope, audience and key themes for Port of Melbourne's Materiality Assessment
- Identification of stakeholders
- Develop questions for stakeholder interviews to be reviewed and endorsed by Port of Melbourne.

Stakeholder Engagement

Our stakeholder selection was based on securing the views from those stakeholders with the greatest knowledge of and interactions with Port of Melbourne. These include:

Internal stakeholders

- Port of Melbourne Board of Directors and shareholders
- Port of Melbourne Executive Leadership Team

External stakeholders:

- Government and regulators
- Customers, Tenants and Port users
- Community groups and representatives
- Other industry partners

Analysis & Reporting

- Analysis of interview findings, categorisation of material issues
- Preparation of report presentation of findings
- Port of Melbourne review of report

Verification

- Present findings to key internal stakeholders to verify material sustainability issues
- Finalise report for internal review

Materiality Matrix

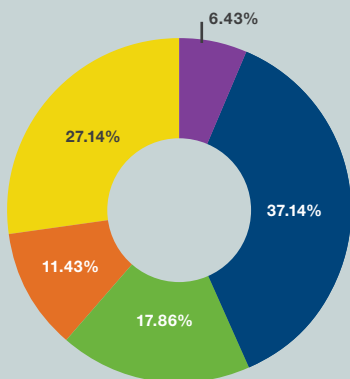


- | | | | | |
|---|--|--|--|--|
| <p>Social</p> <ol style="list-style-type: none"> 1. Workplace Diversity and Inclusion 2. Port Safety 3. Workplace Safety & Wellbeing 4. Human Capital 5. Community Engagement & Awareness | <p>Economic</p> <ol style="list-style-type: none"> 1. Business Model 2. Port Competition 3. Port Access 4. Transition to Low Carbon Economy 5. Climate Risk 6. Infrastructural Investment for the future 7. Port City – Growth & Competing Development 8. Economic Performance & Distribution | <p>Environment</p> <ol style="list-style-type: none"> 1. Environmental Impact & Amenity (Land Slide) 2. Environmental Impact & Amenity (Water, Coast & Marine Side) 3. Air Quality | <p>Governance</p> <ol style="list-style-type: none"> 1. Regulations & Compliance 2. Value Chain Sustainability 3. Ethical & Responsible Business Behaviour | <p>Technology</p> <ol style="list-style-type: none"> 1. Data & Information Management 2. New Technology Awareness |
|---|--|--|--|--|

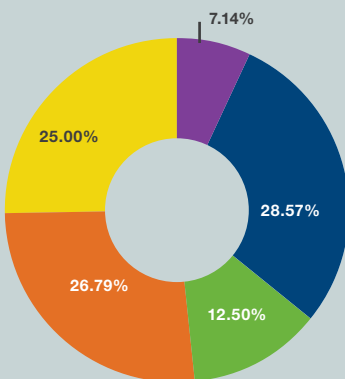
This Materiality Matrix reflects the outcomes of our stakeholder engagement process and helps to identify the areas of priority in developing our Sustainability Strategy. Port of Melbourne treats all issues with importance and the location of items towards the left side of the horizontal axis should in no way be interpreted to suggest that the specific issues are not a focus or priority of internal stakeholders.

Issues Breakdown

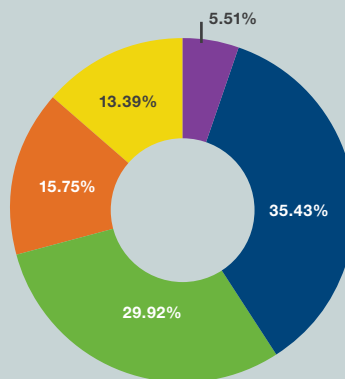
Internal Stakeholders
(Executive Management)



Internal Stakeholders
(Board of Directors)



External Stakeholders
(Government, industry, Port customers, users, community)



- Economic
- Environment
- Governance
- Social
- Technology

Sustainability Governance

Our approach to embedding sustainability objectives and Environmental, Social and Governance (ESG) practices within our organisation is a collective effort across Port of Melbourne.

This involves the guidance and agenda-setting by our Board of Directors and implementation across all Divisions led by the Executive Leadership Team.

We maintain that crafting a Sustainability Strategy with an accompanying Sustainability Framework and Sustainability Policy is an incremental journey that requires a long-term outlook, alignment with our business values and objectives, and, importantly, an understanding of the needs and expectations of all of our stakeholders.

Port of Melbourne is in the process of developing a comprehensive Sustainability Strategy that reflects the views and priorities captured in the Materiality Assessment. As part of this process, we are adopting an integrated approach to managing sustainability across our organisation that is based on strategy and innovation, operational excellence, and compliance – all of which will be supported by appropriate policies, performance indicators and reporting, and oversight by internal stakeholders.

We believe this approach best supports our organisational goals and ability to maintain our social license and grow a city based-port. The success of our strategy is defined by value creation over the short, medium and long terms. This will promote prosperity and opportunity, enhance shareholder value and investment opportunity, and position us strongly for the future. We look forward to sharing this upon completion to facilitate transparency regarding our ongoing sustainability performance and progress.

Board of Directors

Our Board of Directors provide guidance and approval on the management of our sustainability objectives and ESG practices and their integration across our business strategy. This oversight also includes a review of risk management and regulatory compliance obligations.

Executive Leadership Team

Port of Melbourne's Executives apply core business activities as they relate to ESG objectives across their respective Divisions. Their leadership also helps to foster and promote a culture of sustainability across the organisation.

Creation of Safety and Sustainability Committee

Port of Melbourne established a Safety and Sustainability Committee as a focused governing body to oversee our responsibilities relating to our Occupational Health and Safety measures, and our sustainability priorities.

Consisting of Board members and key Port of Melbourne representatives, the Committee demonstrates our deliberate focus to monitor and review our decisions, actions and achievements of our sustainability objectives. The Committee also provides the necessary foundation to develop a more cohesive and coordinated approach to enhance sustainability management across our organisation. The development of a formal Sustainability Framework and supporting Policy will provide additional progress on embedding a sustainability culture within Port of Melbourne and guiding key actions and initiatives that contribute to achieving not only our sustainability goals, but also our corporate Vision, Mission and Values.



Supporting the Sustainable Development Goals

Developed in 2015, the 17 United Nations Sustainable Development Goals (the Goals) provide the global opportunity for government, business, industry, and community to address social, environmental, and economic challenges and contribute a lasting, positive impact on their achievement.

The 17 interconnected Goals were adopted by all, including Australia, as a universal call to action to promote prosperity while protecting the planet.

As a critical infrastructure asset and vital contributor to the national economy, Port of Melbourne supports the United Nations Sustainable Development Goals as an overarching framework to be followed and applied to our business planning and operations to support our sustainability objectives. The actions and targets accompanying each of the Goals can be applied to Port of Melbourne's specific functions, operations and interests, making them an effective blueprint to guide our contribution towards achieving these Goals. We also believe that applying this universal framework recognises and supports Port of Melbourne's important role in the global supply chain.

Of the 17, we have identified the 14 Goals most relevant and applicable to our business operations and where we believe we can generate the most impact. A summary of our FY20 contribution to these Goals is provided over the following five pages.

Sustainable Development Goals Supported by Port of Melbourne



SDG Target 2.1 'By 2030, end hunger and ensure access by all people, in particular the poor and people in vulnerable situations, including infants, to safe, nutritious and sufficient food all year round.'

- Port of Melbourne signed a multi-year partnership with Foodbank Victoria to assist with ongoing delivery of its vital services throughout the Victorian community for those living with food insecurity.
- Continued to support the work of Foodbank Victoria through staff volunteering at the Foodbank warehouse and fundraising initiatives including, The Hunger Ride. Additional fundraising and staff support were provided during the Australian bushfire crisis.

SDG Target 2.4 'By 2030, ensure sustainable food production systems and implement resilient agricultural practices that increase productivity and production, that help maintain ecosystems, that strengthen capacity for adaptation to climate change, extreme weather, drought, flooding and other disasters, and that progressively improve land and soil quality'.

- Participated in The Other Side and the Tasmanian Fruit and Vegetable Export Facilitation Group, and provided tracking advice to promote transparency in food production, which is being used by the Plant Health Committee.
- Provided data to assist Tasmania's Department of Primary Industries, Parks, Water and Environment (DPIPWE) and agricultural producers.
- Provided award sponsorship to the Tasmania Export Awards and the Launceston Chamber of Commerce Business Excellence Awards. The respective recipients were:
 - Beauty and the Bees: supports local producers and farmers by purchasing their honey and inputs from local farmers and businesses wherever possible.
 - Harvest Markets: promotes ethically sourced agricultural production to strengthen community development.



SDG Target 3.4 'By 2030, reduce by one-third premature mortality from non-communicable diseases through prevention and treatment and promote mental health and wellbeing.'

- Achieved certification of ISO 45001: Occupational Health and Safety Management Systems.
- Continued to progress our workplace wellbeing program, MAST, and delivered a range of health programs and screenings for all staff.
- Conducted stress and resilience workshops for staff.
- Recognition and support for R U Okay Day campaign.
- Developed a Safety Matters program which prioritises workplace safety and awareness through training, workshops, and programs.
- Recognised Health Safety Month with presentations and workshops supporting health, safety and incident analysis in the workplace, on-site, and at home.
- As a result of COVID-19 and working from home arrangements, the Safety, Wellbeing and Employee Communications working group introduced a specific 'Working From Home Series' to

help staff manage their working requirements safely and with their wellbeing prioritised. The four-part series covered work-life balance, mental health and wellbeing, home ergonomics, and email management. Each topic provided important information, advice and considerations for further support if required.

- Updated Port of Melbourne's Occupational Health, Safety and Wellbeing Policy.

SDG Target 3.9 'By 2030, substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water and soil pollution and contamination'

- Creation of Safety and Sustainability Committee, which oversees the recording and reporting of health and safety data, sets objectives and identifies opportunities for improvement.
- Continued operational assurance activities, including safety and environmental inspections, and risk identification and management processes.
- Maintained stakeholder engagement to coordinate and participate in the delivery of disaster response exercises and health and safety initiatives, including management of hazardous materials and delivering emergency training and exercise programs.



SDG Target 4.3 'By 2030, ensure equal access for all women and men to affordable and quality technical, vocational and tertiary education, including university.'

- Implemented a Diversity and Inclusion Policy.
- Continued to deliver our Port Education Program (including online platforms) to students at all education levels, including technical and vocational education related to supply chain and logistics management. This is irrespective of sex, ability, or socio-economic status. Our Port Education Program and online education resources are provided free of charge.
- Continued to provide employees with professional learning and development training opportunities to enhance skills and knowledge.

SDG Target 4.7 'By 2030, ensure that all learners acquire the knowledge and skills needed to promote sustainable development, including, among others, through education for sustainable development and sustainable lifestyles, human

rights, gender equality, promotion of a culture of peace and non-violence, global citizenship and appreciation of cultural diversity and of culture's contribution to sustainable development'

- Introduced a Diversity and Inclusion Calendar, which acknowledges national and international dates and events of cultural significance.
- Continued to provide staff with professional development opportunities, including attendance of international conferences relating to sustainability.
- Created the inaugural Port Forum for employees to discuss and learn about key issues relating to sustainability.
- Conducted appropriate training for all staff, including Whistleblowers Compliance Training and Appropriate Workplace Behaviour Training.
- Collaborated with Port of Melbourne stakeholders to provide support for Clifton Creek Primary School, which was destroyed in the Australian bushfire crisis.



SDG Target 5.5 'Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life.'

- Continued to support opportunities and develop leadership pathways for all employees through the Jump on Board Program.
- Implemented a Diversity and Inclusion Policy to ensure highest governance level oversight and support.
- Provided opportunities for staff to attend industry stakeholder events relating to gender equality and women's leadership.

SDG Target 5.c 'Adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls at all levels'

- Implemented a Diversity and Inclusion Policy.
- Continued to support flexible work arrangements that allow employees to work from home, part-time, or have flexible working hours. In light of COVID-19, Port of Melbourne integrated these arrangement guidelines with additional protocols to support all employees while working remotely.



SDG Target 6.3 'By 2030, improve water quality by reducing pollution, eliminating dumping and minimising release of hazardous chemicals and materials, halving the proportion of untreated wastewater and substantially increasing recycling and safe reuse globally.'

- Ensured critical environmental consideration was applied to the Appleton Dock Fender Rehabilitation Project to maintain water quality. Project managers implemented innovative solutions to limit the potential for harmful construction materials and chemicals to enter the water.
- Applied 'Hull Painting, Cleaning and Maintenance Waters Guideline' and additional approval processes for vessel hull painting and cleaning activities.
- Continued to provide and maintain rock revetments to protect water quality.

- Maintained water-sensitive urban techniques in managing water along some road networks.
- Provided digital platforms for any water pollution incidents to be reported and actioned.
- Maintained appropriate water management, including risk identification of water hazards through Port of Melbourne's Corporate Risk Register.
- Undertook assurance activities of contractors, tenants, and third parties, and other relevant service providers to ensure compliance and effective monitoring and management of water practices.
- Ongoing maintenance of navigational aids.
- Continued to deliver training activities and emergency preparedness for Port of Melbourne staff and contractors related to marine pollution and dangerous goods management.
- Achieved certification of ISO: 14000 Environment Management.



SDG Target 7.3 'By 2030, double the global rate of improvement in energy efficiency.'

- Port of Melbourne's new workplace has significant energy-enhancing credentials including a 6 Star Green Star Design & As

Built certified rating, and a targeted energy rating by the National Australian Built Environment Rating System.

- Adoption and enhancement of energy-efficient practices across Port of Melbourne-managed sites and resources, including plant machinery, installation of solar units and LED lighting, and hybrid vehicle fleet for employee use.



SDG Target 8.3 'Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation, and encourage the formalisation and growth of micro-, small- and medium-sized enterprises, including through access to financial services.'

- Produced the 2050 Port Development Strategy that provides a roadmap for growth and development at the Port and certainty for private sector investment.
- Continued to support the economic growth and prosperity of Victorian and Commonwealth governments, industry, business and community through ongoing Port operations, services and growing trade.
- Ongoing trade operations and services throughout COVID-19 to support employment and economic development and ensure the delivery of vital goods and services in domestic and international markets.
- Launched the \$125 million Port Rail Transformation Project as part of Port of Melbourne's Plan for Rail, which supports an integrated freight rail network to facilitate increased movement of trade throughput in line with population growth.
- Continued to support our stakeholders across every aspect of our supply chain to facilitate trade opportunities.
- Continued to advance our capital investment program to support long-term trade growth through the Port. This includes more than \$140 million in the rehabilitation of key terminals, around \$20 million in supporting larger container vessels, and more than \$40 million in maintenance dredging.
- Signed four tenants to new 18+ year leases, which provide certainty of tenure, the confidence to invest (a total of almost \$200 million) and the ability to develop new infrastructure and facilities that will provide a range of benefits, including international partnerships, business diversification, expansion and the ability to meet future demand.

SDG Target 8.7 'Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms.'

- Updated Port of Melbourne's Procurement Policy.
- Advanced our understanding and consideration of Modern Slavery risks across our supply chain in preparation for the publication of our inaugural Modern Slavery Statement for 2020.

SDG Target 8.8 'Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.'

- 449 safety assurance activities of Port of Melbourne tenants, and third party operations.
- 839 Port of Melbourne contractors lead Occupational Health and Safety assurance activities undertaken to support Port of Melbourne's maintenance work and construction projects.
- Implemented Safety Matters program as part of Port of Melbourne's campaign to enhance our workplace safety culture.
- Achieved certification of ISO 45001 Occupational Health and Safety.
- Received certification of Best Employer for Australia under Kincentric.
- Prioritised and promoted health, safety and wellbeing programs for Port of Melbourne employees during COVID-19, including opportunity for working from home ergonomic assessments for all staff.
- Continued to uphold our commitment to State and Commonwealth workplace legislation for all Port of Melbourne employees.



SDG Target 9.1 ‘Develop quality, reliable, sustainable and resilient infrastructure, including regional and transborder infrastructure, to support economic development and human wellbeing, with a focus on affordable and equitable access for all.’

- Published our 2050 Port Development Strategy and our Plan for Rail to provide clear direction for future infrastructure investment.
- Continued to collaborate with our stakeholders to maximise freight solutions and support enabling infrastructure to enhance the efficient movement of freight.
- Progressed the development of our capital investment program to support key Port infrastructure projects including rehabilitation works to Swanson Dock and Swanson Dock East terminals, larger container vessel accommodation, maintenance dredging, and the development of our rail program.
- Installed new berthing aid systems at Victoria International Container Terminal, with the same to follow at other terminals.
- Undertook planning work to identify a feasible solution for reconnecting a heavy rail link from the Dynon precinct to Webb Dock.

SDG Indicator 9.1.2 ‘Passenger and freight volumes, by mode of transport’.

- Commenced the Port Rail Transformation Project to facilitate the movement of trade through an integrated freight rail network, bringing environmental and social benefits across Victoria.

- Invested approximately \$20 million to Port infrastructure to support larger container vessels, including upgrading bollards, deepening the swing basin, and hydro-dynamic surveys and simulation activities.
- Undertook dredging campaigns to ensure the safe and reliable navigation of vessels through Port waterways.
- Published our Plan for Rail and the 2050 Port Development Strategy Stakeholder Engagement Report.
- Integrated West Gate Tunnel works into Port rail and freight network.

SDG Target 9.4 ‘By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all countries taking action in accordance with their respective capabilities.’

- Completed key infrastructure projects within the Port including Appleton Dock Fender Rehabilitation Project and upgrades to Swanson Dock East and West Terminals. These projects were undertaken in accordance to specific environmental standards to enhance the longevity and resilience of Port of Melbourne infrastructure and support our 2050 Port Development Strategy.



SDG Target 11.4 ‘Strengthen efforts to protect and safeguard the world’s cultural and natural heritage.’

- Complied with state and Federal legislation and reporting requirements regarding cultural heritage and protection within Port of Melbourne’s dredging sites. No potential heritage items were identified during Port of Melbourne’s last dredging program.

SDG Target 11.6 ‘By 2030, reduce the adverse per capita environmental impact of cities, including by paying special attention to air quality and municipal and other waste management.’

- Conducted an air and noise monitoring program across various locations within the Port precinct and surrounding residential communities.
- Continued to undertake dust monitoring of tenanted sites where dry bulk cargo is present.
- Commenced the Port Rail Transformation Project that will promote more freight on rail to ease congestion and reduce truck movements within inner city residential areas that border the Port.

SDG Target 11.7 ‘By 2030, provide universal access to safe, inclusive and accessible, green and public spaces, in particular for women and children, older persons and persons with disabilities.’

SDG Indicator 11.7.1 ‘Average share of the built-up area of cities that is open space for public use for all, by sex, age and persons with disabilities.’

- Maintained 69 hectares of shared public spaces and Port buffers, including parks, footpaths, and shared pathways.
- Added safety barriers to fishing piers along the Webb Dock trail to enhance public safety, especially for children.
- Enforced COVID-19 access restrictions to play areas at Perc White Reserve to protect public safety.
- Provided additional signage along Webb Dock trail to promote safe and responsible behaviour by community patrons.

SDG Indicator 11.A.1 ‘Proportion of population living in cities that implement urban and regional development plans integrating population projections and resource needs, by size of city.’

- Published the updated version of Port of Melbourne’s 2050 Port Development Strategy, including a corresponding Stakeholder Engagement Summary.
- Continued to engage in dialogues with government representatives at all levels relating to community and Port development projects.



SDG Target 12.4 'By 2020, achieve the environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed international frameworks, and significantly reduce their release to air, water and soil in order to minimise their adverse impacts on human health and the environment.'

- Continued to support relevant stakeholders in the appropriate management and handling of dangerous goods through the Port.

- Conducted routine emergency response training exercises with relevant emergency services personnel to assess planning and preparedness as part of our whole of port emergency maritime procedures.

SDG Target 12.5 'By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse.'

- Continued to promote responsible waste management and recycling systems in our workplace and enable employees to adopt and incorporate these techniques at home.



SDG Target 13.1 'Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries.'

- Incorporated design standards and engineering strategies to Port infrastructure projects that mitigate impacts of climate change.

SDG Target 13.2 'Integrate climate change measures into national policies, strategies and planning'

- Development of a Climate Change Statement for future release that will incorporate actions to assist Australia meet its global climate commitments.
- Continued to identify climate change risks within Port of Melbourne's Corporate Risk Management Framework.

SDG Target 13.3 'Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning.'

- Supported the actions of national and institutional maritime bodies, including the International Maritime Organisation, the World Ports Sustainability Program and Ports Australia, to promote and enhance industry action on climate change through education awareness and policy development.
- Provided employees with knowledge and training to enable them to understand their environmental footprint, create environmental solutions and opportunities, and generate cultural change within our organisation.
- Advocated and encouraged Port tenants and contractors to incorporate climate change-related initiatives into their activities where possible.



SDG Target 14.1 'By 2025, prevent and significantly reduce marine pollution of all kinds, in particular from land-based activities, including marine debris and nutrient pollution.'

- Implemented environmental strategies in construction works within the Port to prevent harmful materials and chemicals from entering Port waters.
- Supported and participated in community-led initiatives to remove rubbish from waterways.
- Maintained infrastructure that supports compliance with relevant environmental legislation such as gross pollutant traps.
- Continued inspections and assessments of tenanted sites to ensure compliance with relevant environmental legislation.

SDG Target 14.2 'By 2020, sustainably manage and protect marine and coastal ecosystems to avoid significant adverse impacts, including by strengthening their resilience, and take

action for their restoration in order to achieve healthy and productive oceans.'

- Supported and contributed to the marine pollution clean-up with local community organisation Ocean Crusaders to remove a tonne of rubbish and debris from Port waters.
- Continued consultation with Department of Environment, Land, Water and Planning (DELWP) on the Port Phillip Bay Coastal Hazard Assessment and the Marine and Coastal Policy.
- Maintained engagement with local government in their preparation of marine and coastal management plans.
- Ensured hull painting and vessel cleaning activities are carried out in accordance to appropriate Port of Melbourne guidelines.
- Inclusion of seaports biosecurity awareness training into our online induction systems.
- Installed biosecurity response kits and reporting requirements at all Port of Melbourne Common User Berths.



Support for the Goal 'Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss.'

- Installed biosecurity response kits within Port of Melbourne Common User Berths and provided seaports biosecurity training in online inductions.
- Managed land-based invasive species by engaging contractors to manage weeds and pests on Port of Melbourne-controlled sites, as well as relocation of native animals within these areas.



SDG Target 16.6 'Develop effective, accountable and transparent institutions at all levels'

- Continued to uphold our obligations under relevant State and Federal legislation relating to port security and regulation, including compliance to a Maritime Security Plan approved by the Department of Home Affairs, Aviation & Maritime Security Division.
- Participated in forums at state and national levels with industry, Government, and relevant law enforcement and intelligence agencies relating to maritime security.
- As a landlord port, continued to require relevant tenants to comply with relevant legislation relating to the safety and security of the premises they lease through an approved security plan.
- Continued to uphold requirements for tenants to comply with relevant Biosecurity Legislation if the premises is determined to be a first point of entry to receive the arrival of vessels and goods.
- Ensured that the Australian Defence Force and Border Force are given rights of access within the Port.



SDG Target 17.14 'Enhance policy coherence for sustainable development.'

- Continued to participate in national and international platforms for sustainability reporting and disclosure to enhance knowledge about our actions as a critical infrastructure asset.

SDG Target 17.17 'Encourage and promote effective public, public-private and civil society partnerships, building on the experience and resourcing strategies of partnerships.'

- Contributed advice and information to federal and state government planning and infrastructure projects to ensure an integrated planning solution is achieved to accommodate port growth and trade forecasts.
- Participated in various government and industry stakeholder working groups to implement freight solutions over the short, medium, and long term.

Peer Benchmarking



We believe that there is significant value to be gained by participating in the Global Real Estate Sustainability Benchmark (GRESB) Infrastructure Asset Assessment as an industry-measuring tool and as an additional feature of disclosing our sustainability management practices.

Port of Melbourne participated in its second GRESB Infrastructure Asset Assessment in 2019. The results indicated positive outcomes for Port of Melbourne including:

- performing above both the Peer Group and GRESB averages across each reporting category;
- outperforming more than 80 per cent of participating peers;
- achieving the highest result of all peers in the governance policies and stakeholder engagement categories; and
- exceeding the GRESB averages in the Resilience Module as an additional reporting category.

Our results also showed opportunities for improvement in the following areas:

- Risks and Opportunities;
- Monitoring and Environmental Management Systems;
- Stakeholder Engagement; and
- Performance Indicators.

These results help inform Port of Melbourne's approach to sustainability and enhance our understanding and assessment of our performance against peers and broader industry leaders.

As a result of COVID-19, Port of Melbourne decided not to participate in GRESB in 2020, but is preparing to participate in 2021.

Long-term Outlook

Being an enduring city-port requires a comprehensive assessment of where we see ourselves going and how we can continue to grow state and national economic prosperity.

Following a multi-stage approach, Port of Melbourne released the final 2050 Port Development Strategy in 2020, outlining how we seek to approach the task of directing our future business operations and accommodating the opportunities and challenges of Victoria's growing freight task.

Carefully developed with valuable input from our industry, government, and community stakeholders, it is a comprehensive road-map of our future plans for developing the Port over the next 30 years. As identified by our stakeholders, effectively managing and harmonising the growth of the Port of Melbourne alongside land use and development surrounding the Port is of critical interest. We encourage readers to consult the 2050 Port Development Strategy document for a comprehensive review of our strategic management and response to these long-term considerations. An overview of some of our key infrastructure projects that support our 2050 vision can be found on pages 46–47 of this Sustainability Report.

In developing the 2050 Port Development Strategy, a broad stakeholder engagement process was undertaken to ensure diverse views were captured and considered in the final strategy. The Port Development Strategy can be accessed [here](#). A corresponding summary of the stakeholder engagement process is also available [here](#).



Our Stakeholder Community

As a critical actor in the supply chain and as a capital city-based port, collaboration and participation across our community and industry are fundamental to our success and achieving our organisational goals.

The complexity of the Port's operations is reflected in our diverse stakeholder network and industry partnerships that must be effectively and carefully coordinated to ensure shared outcomes and benefits.

We tailor our engagement methods to suit the specific needs and expectations of those we work with, helping to build government, industry and community confidence and progress shared objectives. Enhancing opportunities for mutual learning, joint project planning and implementation, feedback and improvement and new and renewed partnerships are the blueprint to deliver collective benefits.



Photo: Peter Corbett, Powerhouse Productions

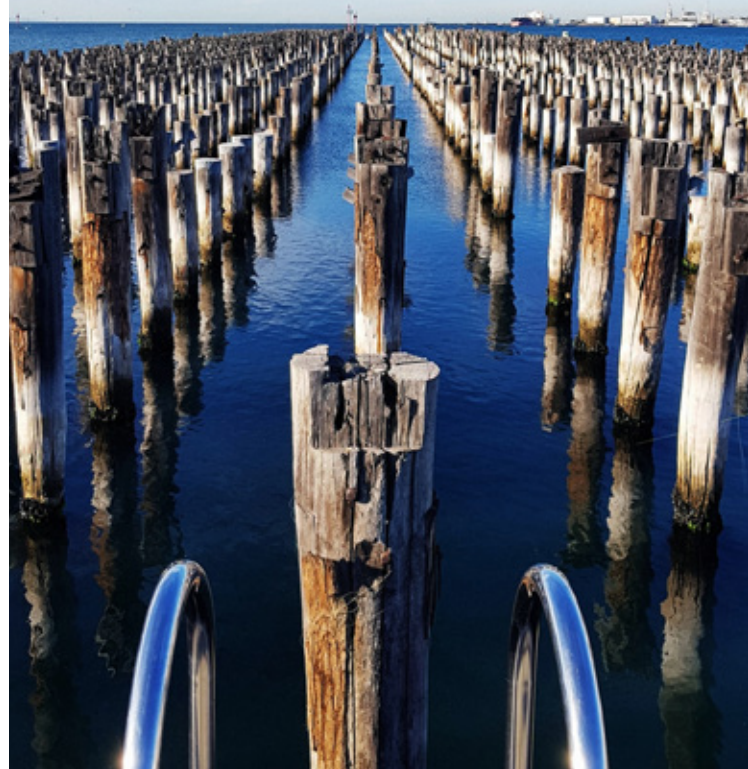
Our Stakeholder Dialogue

Stakeholder Group	Methods of Engagement	Key Interests and Topics of Engagement	Examples of Engagement
Our People <ul style="list-style-type: none"> • Employees • Board of Directors • Contractors • Consultants 	<ul style="list-style-type: none"> • Intranet and internal communications • Forums and workshops 	<ul style="list-style-type: none"> • Corporate strategy and operations • Business performance • Workplace culture and engagement • Health, safety, wellbeing and opportunity 	<ul style="list-style-type: none"> • Monthly 'Town Hall' staff meetings • Employee engagement surveys • Movers and Shakers Team health and wellbeing activities • Training and professional development
The Communities Across Our Trade Catchment Areas: <ul style="list-style-type: none"> • Victoria • Tasmania • New South Wales • South Australia 	<ul style="list-style-type: none"> • Focus groups, presentations and forums • Project engagement • Digital and print publications • Presentations, speaking engagements and public events • Port of Melbourne digital platforms (website, social media, email) 	<ul style="list-style-type: none"> • Port growth and development • Trade and economic impacts • Tourism • Community support 	<ul style="list-style-type: none"> • 2050 Port Development Strategy • Monthly trade data published on our website • Dredging activities • Port Education Program and public boat tours • Key milestones • Responsible behaviour in shared public interface areas
Our Customers, Operators and Tenants	<ul style="list-style-type: none"> • Face-to-face communication • Commercial negotiations • Online reporting platforms • Project-specific engagement • Surveys 	<ul style="list-style-type: none"> • Business development • Port operations and infrastructure • Port safety and security • Environmental management 	<ul style="list-style-type: none"> • Upgrades to Port infrastructure • Business Development visits to New South Wales and Tasmania • Dredging activities • Melbourne Port System Industry Induction (MPSII) • Annual stakeholder briefings • Port of Melbourne Materiality Assessment
State and Federal Government and Regulation Agencies	<ul style="list-style-type: none"> • Meetings and briefings • Partnerships and joint projects • Consultative committees and reference groups • Formal submissions regarding Port activities and trade output 	<ul style="list-style-type: none"> • Port development and planning • Business performance • Regulatory compliance • Responsible environmental management • Port safety and security 	<ul style="list-style-type: none"> • Port Rail Strategy • Ministerial roundtable • Tariff compliance • Melbourne Port Emergency Management Planning Committee • Submission to the National Heavy Vehicle Regulator
Local Government	<ul style="list-style-type: none"> • One-on-one meetings • Consultative committees and reference groups • Advisory panels • Submissions to relevant projects and initiatives • Participatory decision-making 	<ul style="list-style-type: none"> • Port growth and development • Economic prosperity • Community safety • Environmental management 	<ul style="list-style-type: none"> • 2050 Port Development Strategy • Sustainability Materiality Assessment • Port Phillip Bay Coastal Hazard Assessment
Industry Associations	<ul style="list-style-type: none"> • One-on-one meetings • Advisory panels and consultative committees • Multi-stakeholder initiatives • Event and award sponsorships • Speaking at industry webinars and events 	<ul style="list-style-type: none"> • Port growth • Supply chain management • Economic performance • Freight and logistics networks • Social and environmental stewardship 	<ul style="list-style-type: none"> • Melbourne Port System Industry Induction (MPSII) • Rail Access Strategy • Tasmanian Export Awards • Annual stakeholder briefings
Community organisations	<ul style="list-style-type: none"> • One-on-one meetings • Social media and digital platforms • Digital and print publications • Surveys 	<ul style="list-style-type: none"> • Health and safety • Social and environmental stewardship • Grants and sponsorships 	<ul style="list-style-type: none"> • 2050 Port Development Strategy community consultations • Air and noise monitoring programs • Multi-year partnerships secured • Port of Melbourne Materiality Assessment

Proactive Community and Industry Support

In achieving our city-port vision, we take proactive measures to be a positive member of our community and contribute to the wellbeing of those living in close proximity to the Port's daily operations.

Deliberate and meaningful engagement with our neighbours and the broader public helps nurture our city-port vision and encourages people's interaction with us. We achieve this through open and honest dialogue, responsible planning and maintenance, shared public spaces, education resources, public boat tours, and partnership building through our grants and sponsorships program.



Partnering with the Williamstown Football Club

In 2020, Port of Melbourne signed a three-year partnership agreement with the Williamstown Football Club. Our organisations share a proud and significant history dating back to the 1800s, and our activities continue to be intertwined with the fabric of the community we surround and support. Our partnership will help Williamstown Football Club deliver a terrific suite of activities including a dedicated high school program aimed at skills training and development, mentoring by senior players and coaches, and strengthened connections across a number of community and industry networks.

Photo: Williamstown Football Club – VFLW Pride Match



Support for Williamstown Open Water Challenge

In 2019, Port of Melbourne sponsored the Williamstown Open Water (WOW) Challenge swimming event, the largest multi-class Open Water swim in Australia and the premier event of the Victorian Open Water Championships. The event was held by the Williamstown Surf Life Saving Club and attracts around 1,000 swimmers from Australia and overseas. Countless more spectators and supporters attended the event, including the local Parliamentary Member, Melissa Horne MP.



Photo: Williamstown Open Water Swim event

Partnering to Support Seafarers

In 2020, Port of Melbourne proudly secured multi-year partnerships with two leading seafarer agencies, the Apostleship of the Sea Stella Maris Seafarers Centre and the Mission to Seafarers Victoria.



With more than 3,000 ship visits a year, the role of seafarers is critical to our daily operations. Often away for months at a time, seafarers can be at risk of poor mental health as a result of separation from family and friends. Our assistance to these organisations contributes towards their delivery of important support and wellbeing services for seafarers, including goods, transport, and telecommunications to contact family and friends back home. By supporting these organisations, we recognise and value the continued efforts of seafarers who are essential to the global maritime industry.

Our Industry Memberships and Associations

Port of Melbourne supports the following industry bodies and associations:

- Ports Australia
- Australian Logistics Council
- Infrastructure Partnerships Australia (IPA)
- Victoria Chamber of Commerce and Industry
- Victorian Transport Association
- Committee for Melbourne
- Bulk Liquids Industry Association
- Property Council of Australia
- Australasian Railway Association
- Australian Peak Shippers Association
- Australian China Business Council
- International Cargo Handling Coordination Association
- NSW Business Chamber
- Wagga Wagga Business Chamber
- Committed4Wagga
- Grain NSW
- Launceston Chamber of Commerce
- Tasmanian Fruit and Vegetable Export Facilitation Group
- Tasmanian Chamber of Commerce
- Tasmanian Transport Association

Launceston Chamber of Commerce Business Excellence Awards

Port of Melbourne sponsored the Building Communities Award at the Launceston Chamber of Commerce's 2019 Business Excellence Awards. With the largest number of finalists in any business category, Harvest Launceston was the winner. The Harvest Launceston Community Farmers' Market was established in 2011 to help businesses struggling in the wake of the global financial crisis and forestry collapse. Initially there were 24 stall holders and around 1,500 patrons, which has increased to 40-60 stallholders and around 5,000 attendees each Saturday morning. Having also won the 'Waste NoT' Award in 2019, Harvest Launceston is a great example of a sustainable business strengthening the fabric of the Tasmanian community.



Community Groups and Corresponding Activities

Our support of our key stakeholders includes ongoing financial sponsorship and contributions, event support, employee volunteer opportunities, and maintaining dialogue regarding community health, wellbeing, and environmental conservation.

FY20 Community Organisations Supported by Port of Melbourne

Organisation Community Group	Activity Supported
Beach Patrol 3207 Port Melbourne	<ul style="list-style-type: none"> Environment and safety actions including additional rubbish bins installed along public walking areas (Webb Dock Trail), improved signage to the area relating to responsible behaviour, safety barriers installed on fishing piers, and review of maintenance activities Monthly community beach cleans
Foodbank Victoria	<ul style="list-style-type: none"> Three-year partnership signed Monthly staff volunteering opportunities The Hunger Ride Inclusion into Port Education Program Bushfire fundraising
Mission to Seafarers Victoria	<ul style="list-style-type: none"> Three-year partnership signed to assist seafarer health and wellbeing
Ocean Crusaders	<ul style="list-style-type: none"> Three Paddle Against Plastic rubbish collections along Maribyrnong River and Moonee Ponds Creek
Port Melbourne Football Club	<ul style="list-style-type: none"> Match day sponsor for the Johnson-Callahan Cup and Frank Johnson Tribute Day
Stella Maris	<ul style="list-style-type: none"> Three-year partnership signed to assist seafarer health and wellbeing
Williamstown Seagulls Football Club	<ul style="list-style-type: none"> Three-year partnership signed to support community engagement, education, inclusivity, and healthy lifestyles.
Williamstown Surf Lifesaving Club	<ul style="list-style-type: none"> Key sponsor for Williamstown Open Water Swim event

FY20 Ad-hoc Community Support

Organisation Community Group	Activity Supported
Alma Doepel	Donation towards the Alma Doepel restoration
Clifton Creek Primary School	Donation of large shipping container and relief hampers to the School, which was destroyed in the January bushfires. This was in partnership with Swire Shipping and the Terry Floyd Foundation
Footscray Community Arts Centre	Due West Arts Festival sponsorship
St Vincent de Paul Society	CEO Sleepout corporate donation to Victorian Ports Corporation Melbourne
The Merchant Navy War Memorial Fund	Donation to support the Navy Memorial Construction in Canberra
Williamstown Sea Scouts	Purchase of new outboard and boat covers

Our Stakeholder Performance

100% INVESTIGATION RATE OF COMMUNITY CONCERNS REPORTED TO THE PORT

148 SCHOOLS VISITING PORT EDUCATION PROGRAM

35% OF EMPLOYEES INVOLVED IN VOLUNTEER PROJECTS



4,100 PORT EDUCATION VISITORS



19 STAKEHOLDER PRESENTATIONS & PORT TOURS

69 HECTARES Shared public space and buffers

18 PUBLIC BOAT TOURS



\$235,000+ total community partnership support

MEMBERSHIP OF 17 ORGANISATIONS

\$220,000+ TOTAL MEMBERSHIP & ASSOCIATION SUPPORT

41 PORT DEVELOPMENT STRATEGY STAKEHOLDER EVENTS



Public Boat Tours

As a city-port, vessel arrivals and crane operations of our world-class infrastructure are part of Melbourne's skyline. Our public boat tours go even further, providing the community with a front-row view of the Port's daily activities and insight into our connections to global trading gateways. Our boat tours also join broader initiatives that showcase our vibrant city and enhance people's understanding of Melbourne's rich maritime history.

Throughout FY20, Port of Melbourne conducted 18 public boat tours, supporting Melbourne Design Week, Open House Melbourne and the November Open Day. Together, these days raised more than \$10,000 for our community programs and had over 3,000 attendees.



Photo: Port Education Program school visit

Foodbank Victoria Partnership

Port of Melbourne proudly secured a three-year partnership with Foodbank Victoria in 2020. Foodbank is Victoria's peak food relief organisation and a vital actor within Victoria's state emergency response structure.

Our multi-year partnership supports the natural synergies between Port of Melbourne and Foodbank Victoria, based on supporting community growth through vital service delivery.

Our partnership activities include monthly staff volunteering opportunities at the Foodbank Victoria distribution centre, providing employees with valuable and rewarding first-hand experience of Foodbank Victoria's operations and its positive work across the Victorian community. We have also incorporated Foodbank Victoria into our Port Education Program, highlighting the issue of food insecurity and educating schools coming through our Centre.

During Australia's bushfire crisis in January 2020, Foodbank Victoria played a critical role in providing support to community members, firefighters, emergency service personnel and other volunteers who served on the frontline of the crisis.



Port of Melbourne extended its assistance through additional staff volunteering days in the Foodbank Victoria distribution centre. Port of Melbourne staff also held a fundraising initiative, which raised a further \$15,000 for crisis support.

Over FY20, Port of Melbourne has proudly had a significant impact on the lives of Victorians. This includes:

- assisting Foodbank Victoria to provide the equivalent of almost 200,000 meals to people in need thanks to Port of Melbourne's financial contribution;
- 226 employee volunteer hours;
- together raising over \$80,000 in the 2019 Hunger Ride; and
- packing more than 24,100 kilos of food packages, to provide the equivalent of 43, 820 additional meals through staff volunteering.



Airrish Floresca, Richard Linke and Glenn Brine

The Hunger Ride

In 2019, Port of Melbourne staff took part in the Hunger Ride – Foodbank Victoria's corporate cycling challenge through Victoria's High Country, raising awareness and funding to feed vulnerable children and families. The Hunger Ride helped raise more than \$80,000.



Bushfire Relief Effort Clifton Creek Primary School

Communities across Australia faced devastating hardship as a result of the 2019-2020 bushfires, which wiped out towns, businesses, homes, and schools. Port of Melbourne proudly supported a number of initiatives that helped communities, families, and businesses get back on their feet.

The Clifton Creek Primary School, located in Bairnsdale in Victoria's High Country, was completely destroyed in the summer fires, leaving its students without a campus or classroom to return to.

In partnership with Swire Shipping and the Terry Floyd Foundation, Port of Melbourne was able to donate a large shipping container to Clifton Creek Primary School to be used to store school supplies and classroom equipment to go alongside the school's rebuilding project.

This joint effort would not have been possible without the kind assistance provided by our stakeholders and the Victorian School Building Authority.



Supporting Sustainability Initiatives of Others

14.8 per cent of Port of Melbourne commodity trade* relates to agricultural exports that we send to markets across the world. As part of our commitment to stakeholders, Port of Melbourne supports and participates in a number of agricultural and farming import and export groups, committees and organisations that facilitate access to new markets for production, as well as importing and exporting opportunities. These groups include The Other Side and the Tasmanian Fruit and Vegetable Export Facilitation Group, the Plant Health Committee, and also the Tasmanian Department of State Growth, and Department of Primary Industries, Parks, Water and Environment.

Tasmania Export Awards – Sustainability Award

In recognising and supporting the efforts of small export businesses that prioritise sustainability as a critical business objective, Port of Melbourne sponsored the 2019 Tasmanian Export Awards in the category of Sustainability. These Awards are the state's highest recognition of excellence for companies exporting goods and services. The deserving winner was Beauty and the Bees, a zero-waste natural skincare company that has saved over one million bottles from going to the landfill by not using any plastic packaging for over 26 years.

Port of Melbourne interviewed founder of Beauty and the Bees, Jill Saunders (right), about how sustainability has influenced her business: *"We have since day one, 26 years ago, used only glass, tin, paper and cardboard packaging. This was my number one priority, using packaging that could be reused, repurposed or recycled effectively... We also are now proudly able to employ migrants in our business, currently from the Nepalese community, and that in itself sustains those who can find it difficult to gain work in a very conservative community."*



Port of Melbourne was a Major Sponsor of the Rice Extension Rice Industry Awards

Rice Extension is funded by rice growers and the Australian Government through AgriFutures Australia. Rice Extension supports the adoption of innovation and research and development outcomes in the Australian rice industry. It connects rice growers with key R&D information for rice-based farming systems to improve the adoption of new research findings and leads to improved grower productivity, profitability and sustainability.

Sponsorship and participant of Grain NSW

Grain NSW is a non-profit association representing a broad spectrum of mostly regionally located agricultural businesses across NSW. It is made up of members involved in various aspects of the grain supply chain, including grain accumulation, trading, transport, container packing, farm input supply and sustainable agricultural practices.

Participation in these groups enhances our understanding of changes, influences, risks and opportunities across the agricultural exporting sector, and also identifies innovative ways to incorporate new technologies that assist with our overall trade forecasting.

*Figure based on mass tonnes.

Our Workplace

Our commitment to fulfil our organisation's Mission, Vision and Values is centred on providing a safe and supportive workplace that values and recognises the unique contribution of all of our employees.

The complexity of Port of Melbourne's operations is reflected in the diversity of expertise of our staff, each of whom plays a pivotal role in our daily operations and management.




FY20 WORKPLACE DATA

119 TOTAL NUMBER OF EMPLOYEES


5	114	77	42
CASUAL	PERMANENT	MALE	FEMALE

FULL TIME		PART TIME	
75	35	2	7
MALE	FEMALE	MALE	FEMALE

EXECUTIVE LEADERSHIP TEAM
MALE **4** / FEMALE **2**

 **100%** of full-time staff entitled to parental leave
100% of employees who took parental leave returned to work afterwards

EMPLOYEES WHO TOOK PARENTAL LEAVE 

\$15,000 Total employee fundraising for bushfire relief (\$7,500 matched by the business) 

AVERAGE AGE: 47

	49	44
	MALE	FEMALE

226 volunteer hours **23** average training hours per employee 

85.7% Of senior management hired from local community (Melbourne)

Port of Melbourne Office Relocation

In September 2019, Port of Melbourne undertook a significant office relocation and accommodation project, moving our head office from Melbourne's CBD to the Docklands District overlooking the Port. To assist with the transition, the internal project team created a dedicated intranet site to provide employees with regular updates and new information throughout each phase of the project. Staff also contributed to the workspace design and fit-out through short surveys and feedback channels.

Port of Melbourne celebrated its office opening with a stakeholder event and an official opening by the Victorian Minister for Ports.

Health and Safety Leadership

Port of Melbourne is committed to instilling a positive health and safety culture across everything we do and ensuring our employees, contractors and the wider Port industry and community feel safe and secure in all working environments. We manage this through a variety of health and safety procedures, staff training and development seminars, and frequent reporting practices. This approach is formally supported by our certification to ISO 45001 – Occupational Health and Safety, which we achieved in 2019.

In FY20, Port of Melbourne completed its surveillance audit of its certificated integrated management system with Bureau Veritas. While no non-conformances were identified, two (2) observations and seven (7) opportunities for improvement were identified.

It is a commitment that all Port of Melbourne employees and contractors actively contribute to upholding the highest health and safety standards, and undertake relevant training to ensure positive and safe workplace culture is understood and respected.



In 2019, Port of Melbourne introduced a new workplace program called Safety Matters which focuses on strengthening the cultural element in our existing safety management. In addition to upholding safe operational and environment practices, the Safety Matters program aims to implement a holistic safety culture change management program to improve the way staff consider their actions and leadership in relation to safety. Our best practice safety culture is built on leadership and stakeholder participation, effective risk management and communication, continuous improvement, and positive training and development.

Valuing Diversity and Equal Opportunity

Fostering an inclusive and balanced workplace is critical to achieving our diversity objectives and extends to all areas of our business.

Port of Melbourne implemented a Diversity and Inclusion Policy, which underpins our firm commitment to ensure employees, contractors and stakeholders feel welcome, respected and valued to fully participate and contribute.

We recognise that in the Australian community there are many cultural, human rights and religious dates of importance. Port of Melbourne introduced a Diversity and Inclusion Calendar to acknowledge a number of important national and international dates and events with the aim of celebrating the diversity of our community and raising awareness and understanding of different diversity issues. In our workplace, these are observed through a variety of formal and informal initiatives, including training workshops, team-building activities, and whole of staff social gatherings and fundraising drives.

Port of Melbourne has a formal support structure in place to assist employees with any concerns or grievances they may have. This includes a combination of policies, guidelines, and processes that allow issues to be reported and handled promptly and with appropriate sensitivity. These are outlined below:

- Issue and Grievance Guidelines;
- Code of Conduct;
- Appropriate Workplace Behaviours Guidelines;
- Whistle-blower Policy; and
- access to external counselling services under Port of Melbourne's Employee Assistance Program.



Sustainable Workplace

Prior to moving our office headquarters, a significant relocation campaign was undertaken within the organisation. We wanted to engage staff at every opportunity to be part of creating our new workplace and ensure their diverse needs and expectations for their working environment were considered and accommodated. This included incorporating sustainability credentials and smart workplace design into our working environment, and creating spaces that promote wellbeing at work.

The new office building and area have significant environmental and social benefits which include strong energy ratings and premium facilities for our staff. These are:

- Underfloor air distribution system to improve the comfort of all staff;
- rooftop terrace and garden, multi-purpose sports court, BBQ and entertaining facilities, fitness zones, shaded areas and informal breakout spaces; and
- premium end of trip building management amenities.

Our building's sustainability credentials

The new office building and area has significant environmental and social benefits which include the achievement of a 6 Star Green Star Design & As Built certified rating, and targeted energy rating, as well as premium facilities for our staff.



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Staff Survey

An annual Staff Engagement Survey is conducted to measure and evaluate employees' views, opinions and attitudes towards their working environment.

The results are valuable indicators of employee motivation and help identify areas of success and concern as well as opportunities for growth and improvement.

The Port Forum and Jump on Board programs were successful outcomes from previous survey results.

Staff Engagement Survey Results

	Overall Score	Participation Rate
2018	47% ↑	93%
2019	65% ↑	96%
2020	72% ↑	96%

Port of Melbourne has been officially recognised by Kincentric as a Top 10 Best Employer in Australia and New Zealand. This means that Port of Melbourne outperformed in each of the Best Employer survey categories, which included Engagement, Agility, Engaging Leadership and Talent Focus. This accolade reinforces the importance we place on establishing and nurturing a supportive and engaging work environment.

KINCENTRIC

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Staff Engagement Initiatives

Increasing staff engagement is important to us as it nurtures a culture of collaboration that encourages new ideas and ways of thinking to help employees reach their full potential.

Jump on Board

We introduced our Jump on Board program after staff survey results identified the need for a centralised communication platform aimed specifically at enhancing the unique contribution of our employees and contributing to their professional learning and development. The program is delivered through a variety of workshops, seminars and formal and informal meetings, and assists with performance management, identifying leadership pathways, and reward and recognition opportunities.

Port Forum 2020

In February 2020 we held the inaugural 'Port Forum' – a conference-style engagement initiative that provided staff with a platform to widen their understanding of emerging issues and think collaboratively about the future.

The Forum's themes centred on understanding the changing nature of our industry, including the potential disruptors facing our business and supply chain, and embracing the opportunities provided by rapid technological innovation. Panels were made up Port of Melbourne employees across all divisions, providing the opportunity to stimulate strategic dialogue amongst our staff and leverage our internal skills and capability as much as possible.

Common Operating Picture

In 2019, Port of Melbourne implemented the Common Operating Picture to streamline access to Company-wide communication. This is a map-based information-sharing platform that brings together key data across the business that is sourced from different divisions within the business.

In this way, assets, property, trade and finance information is presented in the one central location, accessible to all Port of Melbourne staff – a 'shared Port view'.



Staff Professional Development

Employees represented Port of Melbourne at the 2019 Yokohama Maritime Forum in Japan. They joined a host of others from ports and maritime industries around the world to discuss issues of sustainability, emerging technologies, supply chain digitisation, and industry challenges and opportunities.



Responding to COVID-19 as a Workplace

The COVID-19 global health crisis continues to impact every workplace around the world. Port of Melbourne enacted emergency management plans to support employees' health and wellbeing and assist the transition to working remotely.

It continues to be Management's priority that our staff remain healthy, safe, supported, and informed, and able to do their job to help keep the Port running. Awareness of varying staff home responsibilities, including caring, schooling, and mental health support, were primary considerations to guiding the creation of our emergency management plans at the beginning of the crisis, and helped ensure staff had flexible solutions to balance their home and work lives.

As an essential service to the Victorian and Federal Governments, Port of Melbourne's successful leadership and the contribution of all of our employees, have ensured trade continues to move in and out of the Port uninterrupted and adherent to government protocols.

Leadership

Port of Melbourne established a Crisis Management Team (CMT) as the cornerstone of our COVID-19 management strategy. The CMT monitors updates and critical business activities as well as any changes to risks across the business. Importantly, it acts as our primary communication centre that ensures all of our stakeholders remain informed. Fortnightly CEO updates are conducted via our online video platforms to keep staff engaged and informed of general business activities, as well as updates to working environments.

Employee health and wellbeing

To support staff health and wellbeing throughout this time we have provided a variety of services and activities to ensure staff remain connected with one another as well as the broader Port of Melbourne team throughout the shutdown period. This includes:

- integrated flexible working arrangements for all staff, supported by employee protocols;
- daily email updates and internal correspondence, including a dedicated Port of Melbourne intranet page;
- video-conferencing platforms to support teams;
- regular team briefings and check-ins with all staff;
- employee fitness, yoga and mindfulness programs delivered online;
- online ergonomic assistance to improve staff's working from home arrangements; and
- employee online sharing activities including baking, wellbeing and craft classes.

IT infrastructure

Prior to COVID-19, Port of Melbourne's IT Operations and Services Team architected and implemented a software system that would support staff mobility and agility and allow everyone to securely access the Port of Melbourne network from outside the office. State-of-the-art resources, including laptops for all staff, had been in place from late-2019, which made the transition to working from home as seamless as possible. During COVID-19, upgrades to Port of Melbourne's bandwidth continue to provide additional capacity to support staff, as well as the implementation of innovative software to support telephone and video-conferencing. Early risk management strategies were incorporated to ensure the Port of Melbourne network operates securely and any potential cyber vulnerabilities are identified and managed appropriately.

Health and Safety Data

Leading indicators

Port of Melbourne Management commitment and leadership lead indicators for the FY20 period exceeded all targets. Throughout the reporting year, Port of Melbourne leadership teams were actively engaged in undertaking site inspections and engagement activities particularly with the contracting groups. Including Board members, direct CEO reports and operational managers, a total of 190 engagements were undertaken, despite COVID-19 and the restrictions in field inspections that were able to be conducted. The engagement of the Senior Leadership Team is considered highly valuable, as it further supports and enhances Port of Melbourne's focus on strengthening the cultural element of our existing safety management, through the Safety Matters program.

Other leading indicator figures recorded by Port of Melbourne for FY20 include:

- 34 near-miss safety events; and
- 777 safety and environmental hazards recorded across Port of Melbourne for action.

The active management of this information helps Port of Melbourne with establishing direct opportunities for improvement to our integrated management systems, and where possible improving the safe work practices of our contractors by influencing the improvement opportunities within their management systems.

Other operational assurance activities undertaken by Port of Melbourne in FY20:

- 449 safety assurance activities of contractors, tenants and third party operations.
- 839 (Port of Melbourne contractor lead) OH&S assurance activities to support Port of Melbourne's maintenance work and construction projects.
- 75 Board-reportable incidents (including staff, contractor and third party incidents) were reported, investigated (as appropriate) and closed out by Port of Melbourne.

- One Port of Melbourne contractor lost time injury.
- Four medical treatment injuries (three contractors and one employee).

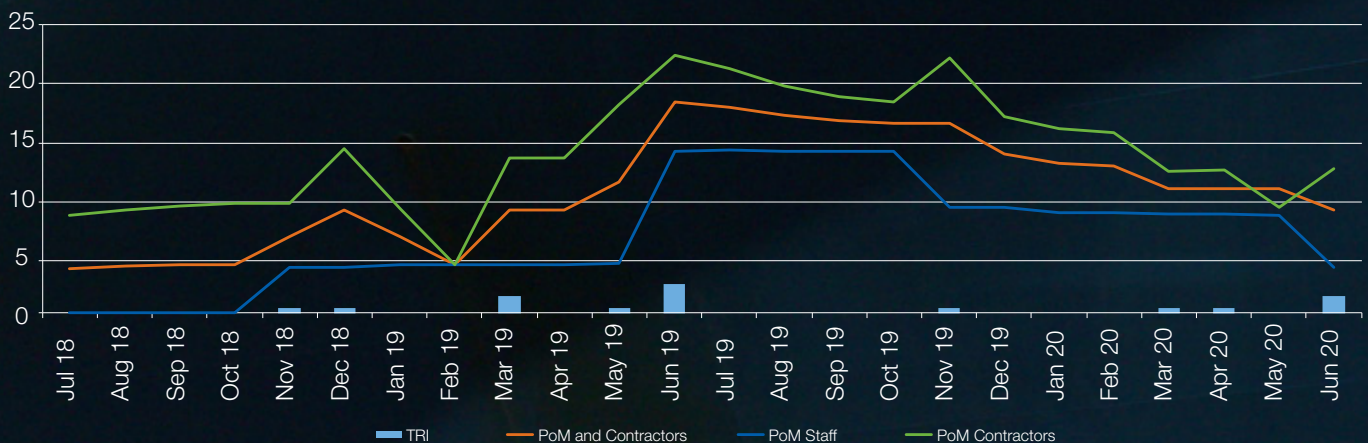
This resulted in a Total Recordable Injury Frequency Rate (TRIFR) of 12.77 per 1,000,000 hours.

The graph below details Port of Melbourne's TRIFR performance since July 2018. The peak of the graph in July 2019 was representative of five injuries that were sustained over a four month period. While this rate of injuries is not reflective of Port of Melbourne's more recent safety performance, it has provided the foundation for driving an improvement in safety culture that is built on leadership and engagement. This improvement is the result of an increased focus by leaders on promoting a positive change in workplace behaviours; supporting our workers in risk based decision making; and enhancing the overall safe operations of our assets. Port of Melbourne is excited about this continued journey of engagement, and to be guided by our workforce and the leadership team, as we embed our strategic plan for safety management.

All new employees with Port of Melbourne completed the Safety and Environment Induction Program, with a further 683 individuals signed up to the Port of Melbourne Online Induction. Throughout FY20 there were zero (0) induction non-conformances identified or reported.

Incident reporting and responding

To ensure any incidents, events, injuries and hazards are reported and managed appropriately, Port of Melbourne maintains The 'Port Incident Emergency Response' (The PIER) database as a central incident communication system. In the event of an accident occurring to a member of the public, we maintain an incident reporting form that is available via the Port of Melbourne website. We also provide the opportunity for members of the community to connect via email, phone, mail and social media platforms.



Our Environmental Responsibilities

It is our responsibility to ensure that the Port operates in accordance with ‘Good Environmental Practice’** and that all Port activities are undertaken in a way that minimises any potential negative impacts to Port Phillip Bay and surrounding environments.

Our approach to effective environmental management is underpinned by a commitment to implementing formal actions and processes that ensure our overall impacts are understood, and efforts to minimise them are identified and considered accordingly. These processes also inform our stakeholders of expectations and protective measures that are in place to ensure the long-term health of the environment and natural surrounds.

Port of Melbourne’s Environment Policy, Port Environment Strategy, Risk Management Framework, and an ISO 14001 – Environmental Management Systems accreditation are the formal pillars that guide our actions and activities and provide the roadmap for continued improvement and learning.

The Port is situated within an estuarine environment, surrounded by a variety of different urban land uses and has a broad range of community interactions. Port of Melbourne has a responsibility to ensure that the development and use of the Port is environmentally sustainable and that areas of environmental sensitivity within and next to the Port are well understood and managed.



Port Tenants Are Key to a Safe Port Environment

As most of the Port’s operations are delivered by tenants that operate the Port’s facilities, tenant compliance with environmental obligations is core to a safe Port environment. Each tenant is required to prepare and operate within the parameters of a site-specific Environmental Management Plan (EMP) for the land and facilities it leases. The EMP must be consistent with the overarching Port of Melbourne Safety and Environmental Management Plan and applicable environmental legislation.

*Dredge Material Ground

**Definition of ‘Good Environmental Practice’ can be found in the Appendix





Dredging Operations

Dredging activities have been conducted on a routine basis in the shipping channels throughout Port Phillip and the Port area for over 100 years.

More recently, Port of Melbourne conducted maintenance dredging works over the 2019-2020 summer period at various locations within the Port precinct and South Channel to maintain safe access for commercial shipping to the Port of Melbourne. This channel maintenance activity is increasingly relevant as trends in global shipping design continue to move towards wider and longer vessels that facilitate more cost effective movement of trade with a lower environmental footprint per trade volume.

The FY20 maintenance dredging campaign was conducted by the international dredging contractor Boskalis using their backhoe dredge the *MV Magnor* – a large, specialised dredge of high productivity and work efficiency. The availability of this specific dredger to Port of Melbourne coincided with active planning across key capacity and operations projects that allows for the introduction of larger vessels within Port waters, as well as optimising movement of existing vessels.

As part of our future development strategy and capacity to handle larger ships, Port of Melbourne will continue to seek opportunities to undertake dredging works when efficient dredging equipment and new methodologies are available in Australia. This dredging campaign removed around 800,000 cubic metres of sediment from shipping channels and placed all dredged materials in designated areas within the Port of Melbourne Dredged Material Ground.

The dredging campaign was timed to commence following the completion of the migration of juvenile Australian grayling, a native freshwater fish listed as vulnerable, from Hobsons Bay and Port Phillip Bay to the freshwater environment of the Yarra River. The delay in commencement of dredging operations was initiated in order to limit the potential for the turbidity, generated by the dredging, to act as a barrier to the juvenile grayling.

[More information about our dredging strategy can be found on here.](#) All Port of Melbourne's dredging works are approved by the Department of Environment, Land, Water and Planning (DELWP) and delivered according to the conditions/ controls specified within the Dredging Environmental Management Plan (EMP).

In-house hydrographic surveying team

Port of Melbourne has a specialist team of hydrographic surveyors, which conducts routine surveys to map the depths and contours of the seabed in Port-managed waters. Port of Melbourne owns and operates a specialised survey vessel, the *MV John Norgate*, from which surveys are undertaken throughout the year.

These activities contribute valuable data required by the Harbour Master to safely manage vessel navigation throughout Port Phillip, help inform the development and delivery of key projects, as well as enhance our understanding of potential operational impacts.

Importantly, surveying initiatives provide the data to analyse trends in sedimentation and seabed dynamics to inform improvements in the design and delivery of future channel maintenance activities.

Sustainable Resource Management

Prior to the workplace restrictions imposed by COVID-19, a total of 49 environmental inspections were undertaken around the Port, tenant facilities, common User Berths, public spaces and construction/development projects.



Noise and Vibration

The Port of Melbourne is Victoria's only container port. Its central location requires the Port to be mindful of working with neighbouring residents, who co-exist with a 24/7 operation. Noise and truck movements are regularly raised as challenges. As the Port grows, these challenges continue, and we look to engage with community and government at all levels exploring opportunities to mitigate the impact on neighbouring communities.

Port of Melbourne, our tenants, and other Port users are subject to state and council regulations regarding noise levels. For any new projects, developments, or works, Port of Melbourne requires EMPs to include noise and vibration mitigation measures and encourages Port tenants and contractors to use innovative solutions to achieve compliance with the relevant standards.

Dredging works and noise mitigation

As part of its routine maintenance dredging operations, Port of Melbourne makes an effort to minimise the potential impact of noise levels during dredging. Port of Melbourne commissioned AECOM Australia to undertake air borne noise modelling

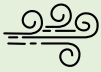
and install a noise monitoring station for its recent dredging campaign, which provided noise level data in real time for relevant dredge personnel.

The modelling identified a number of potentially impacted noise receptors in the vicinity of Williamstown/Newport and at Station Pier, where residents may experience increased noise levels as a direct result of the dredging activities.

The use of the station by dredge personnel optimised the time dredging could be undertaken in areas close to houses without causing impact to the residents. Port of Melbourne will consider similar arrangements to be put in place for future campaigns in noise-sensitive areas.

Ongoing noise monitoring

In June 2020, Port of Melbourne commenced a noise monitoring program, working in collaboration with all relevant port operators and the EPA, to identify noise levels at various locations, which include Port Melbourne and Williamstown. Once completed, the program will help establish the specific sources of noise emissions that are of concern to some members of the surrounding residential community.



Air Quality

Operations conducted within the Port of Melbourne must adhere to the requirements of the *Victorian Environmental Protection Act* and AMSA requirements. It is also a statutory requirement for Port tenants and contractors to comply with these standards. We undertake assessments of tenant and

contractor EMPs and conduct spot checks and monitoring to ensure compliance. Effective air quality management also involves dust monitoring relating to major construction activities and dry bulk cargo inspections that may negatively impact air quality.



Hydrology, Water Quality and Sedimentation

We regularly monitor a network of groundwater wells across the Port to provide information on potential high environmental risk sites. We provide and maintain rock revetments to protect water quality from increased sedimentation from riverbank scour and erosion.

Any waste waters contained in a vessel's bilge tank can only be discharged in accordance with the Victorian Port Corporations Melbourne (VPCM) Port Information Guide and EPA Victoria requirements.

A total of two incidents of minor pollution events within Port waters were reported to the regulators via The Pier. Where necessary, Port of Melbourne initiated a total of two 'first-strike' clean-up responses using the services of our long-term specialist pollution response contractor, Oil Response Company of Australia (ORCA). There were no significant water quality issues during FY20.



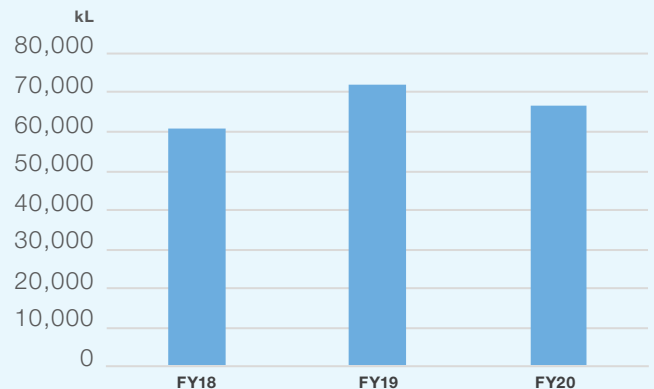
Water Conservation, Use and Management

Port of Melbourne minimises the use of potable water wherever possible. Our water use includes:

- offices and facilities - water use in Port of Melbourne's new head office at 839 Collins Street, Docklands, has been designed and implemented in accordance with the National Australian Built Environment Rating System (NABERS) 5 Star rating and the Green Building Council of Australia (Green Star) 6 Star rating;
- Port of Melbourne projects – water continues to be collected and treated arising from the hydro-demolition works at the ongoing Swanson Dock East Rehabilitation Project; and
- for the period 1 July 2019 to 30 June 2020, Port of Melbourne consumed 66,214.75 kL of potable water.

We encourage Port contractors to reduce their water consumption where possible through review of contractor engagement requirements, contractor EMP reviews and discussions during site inspections.

Port of Melbourne Comparative Water Consumption



Stormwater Management

Stormwater management on Port of Melbourne-controlled sites has always been designed and constructed in accordance with the required standards. Tenants are required to meet legislative requirements in relation to preventing pollution, including implementing suitable stormwater controls. Periodic inspections of tenant facilities undertaken by Port of Melbourne allow for any safety or environmental improvement opportunities to be identified and communicated.

To ensure effective stormwater management, Port of Melbourne maintains a number of Gross Pollutant Traps (GPTs), shut-off valves and interceptor pits in open areas and common user facilities within the Port precinct. These help mitigate potential harmful materials such as pollutants or litter from entering the water.

Responding to Climate Change Risks

Port of Melbourne acknowledges and accepts the scientific consensus on climate change and supports the goal of governments around the world seeking to limit greenhouse gas (GHG) emissions. Importantly, we accept that our unique place within the global supply chain provides the opportunity to contribute to actions that mitigate the risks associated with climate change and drive positive change.

We recognise the importance of understanding and addressing risks associated with climate change ranging from the resilience of Port of Melbourne infrastructure, disruptions to operations across our supply chain, and reduction in trade throughput that may negatively impact the Port's competitive advantage.

Our actions so far:

• Governance and risk management

Port of Melbourne's Board has oversight of the Risk Management Framework through the Audit and Risk Committee (ARC). In this setting, risks associated with climate change are discussed on a quarterly basis to ensure they remain current. Updates, including current practices, responses, and mitigation efforts, are provided by Port of Melbourne Management to the ARC and reviewed accordingly.

Port of Melbourne's Safety and Sustainability Committee oversees the implementation of the Sustainability Strategy, including the Sustainability Principles, which incorporate climate change risk and response into the organisation's broader sustainability commitment.

Port of Melbourne's Environment Policy is a formal document that incorporates climate change management, including actions and adaptation strategies, to ensure it is embedded into our responsible environmental stewardship.

• Infrastructure resilience

The Port's infrastructure and land have been developed based on existing sea levels. In response to rising sea levels, Port of Melbourne has adapted sea level implications into recent designs for new and upgraded Port infrastructure.

• Our next steps

As part of the development of our Sustainability Strategy, Port of Melbourne will be incorporating a Climate Change Statement into its Sustainability Framework that outlines our current approach to progressing key actions and achieving practical outcomes to help Australia meet its climate commitments under the Paris Agreement.

Supporting International Actions

With more than 80 per cent of global trade, by volume, carried by sea and anticipated growth for the foreseeable future, the maritime transport industry understands it has a fundamental role to play in leading global action against climate change.¹ Studies conducted by the International Maritime Organisation (IMO), a United Nations specialised agency and sector leader, have shown that global shipping accounts for about 2.2 per cent of the total GHG emissions.² In this light, the IMO has adopted a strategy that sets out a vision to reduce total annual GHG emissions from international shipping by at least 50 per cent by 2050.³

A central pillar of this effort has been new regulatory developments requiring ships to reduce their sulphur dioxide emissions, introduced on 1 January 2020 and applicable to all ships and vessels globally, including those operating domestically in Australia. This is expected to bring significant benefits for human health and the environment. In addition to this obligation, the strategy also identifies supportive measures including capacity building, technical cooperation, and research and development.⁴

Australia, as a signatory to the IMO, places Port of Melbourne in a position of influence to contribute to these measures and assist in enabling energy and climate transition across the broader maritime industry where practicable.



¹ United Nations Conference on Trade and Development, 'Review of Maritime Transport 2019', October 2019.

² International Maritime Organisation, 'Third IMO GHG Study 2014', August 2014.

³ International Maritime Organisation, 'UN body adopts climate change strategy for shipping', 13 April 2018.

⁴ United Nations Sustainable Development, 'IMO Action to Reduce Greenhouse Gas Emissions from International Shipping: Implementing the Initial IMO Strategy on Reduction of GHG Emissions from Ships', September 2019.

FY20 Environmental Performance Data

This reporting data refers to Port of Melbourne's corporate office and other Port of Melbourne-controlled external sites, assets and activities. These include our Short Road maintenance facility, Port Education Centre, common user facilities, surveying vessel, pool cars and staff travel.

GHG Emissions

This table shows the breakdown of Port of Melbourne's environmental data across Scope 1, 2 and 3 emissions for FY20*.

Scope	Energy type	Quantity	Units	GHG (tCO2e)	Scope
Scope 2	Electricity	2,203,180.30	kWh	2,357.40	Scope 2
Scope 1	Fuel – ULP	2,225.16	Litres	5.13	Scope 1
Scope 1	Fuel – Diesel	5,380.55	Litres	14.52	Scope 1
Scope 1	Fuel – Diesel (Marine Survey)	124,380.30	Litres	335.60	Scope 1
Scope 3	Fuel – Diesel (Marine Dredging)	1,474,800.00	Litres	3,979.22	Scope 3
Scope 1	Natural Gas	59,771.35	MJ	3.07	Scope 1
Scope 3	Air Travel	414,907.00	km	48.60	Scope 3
Scope 3	Waste (landfill/organics)	2,497.50	kg	3.50	Scope 3
Total			tCO2e	6,747.03	
Scope 1			tCO2e	358.31	Scope 1
Scope 2			tCO2e	2,357.40	Scope 2
Scope 3			tCO2e	4,031.31	Scope 3
Water		66,214.75	kL	FY20	

*Definitions for Scope 1, Scope 2 and Scope 3 emissions are provided in the Glossary.

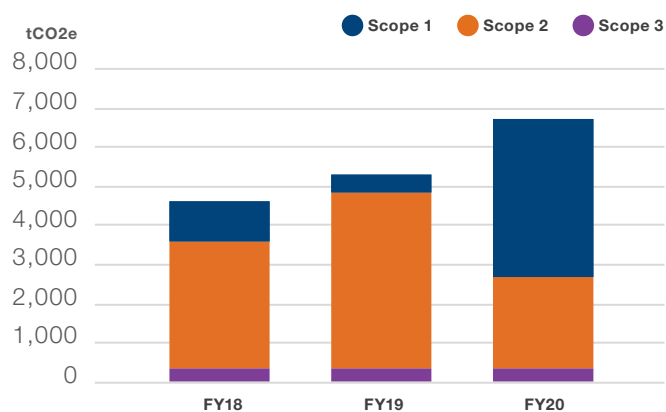


This graph provides a broader representation across each emissions scope.

- The reduction in Scope 2 emissions in FY20 is predominantly due to Port of Melbourne decommissioning one of its assets in April 2019, resulting in a saving of over two million kWh, or more than 2,000 tCO2e annually.
- Scope 3 emissions were higher in FY20 than FY19 due to a more intense maintenance dredging campaign by Port of Melbourne in FY20 as explained previously.

As part of its Sustainability Strategy, Port of Melbourne is developing a more focused approach to climate change management that will help progress existing work and identify new areas where we can contribute meaningful actions to reduce our GHG emissions across our operations.

Port of Melbourne comparative GHG emissions



Source: Port of Melbourne June 2020

Adoption of Energy-Efficient Practices

Port of Melbourne continues to benefit from previously adopted energy efficient practices including:

- replacing low-efficiency lights with LED lighting where practicable at berths, street lights, area lighting and Port of Melbourne facilities;
- automatic shutdown of PCs;
- sensor lights in meeting rooms;
- hybrid work vehicles;
- IT server rationalisation, leading to reduced power consumption;
- Port of Melbourne replaced desktop PCs with more energy efficient laptops for all staff.

Minimisation of emissions and hazardous or harmful materials

While Port of Melbourne's operations are well below the thresholds required for reporting to the Commonwealth Department of Energy and Environment's 'National Pollutant Inventory', we seek to minimise emissions and materials that may be harmful to the environment. We have included the following aspects that may be considered hazardous or harmful to land, air or water environments:

- maintenance and operation of the survey vessel *John Norgate* is conducted in accordance with the vessel's Safety Management System, which aligns with AMSA requirements. This includes refuelling, waste management and regular servicing to manage exhaust emissions and possible oil or fuel leaks;
- generators are used as back-up power in case of power outages at Port of Melbourne facilities and common User Berths. Generators are regularly tested and maintained to ensure efficient operation; and
- Port of Melbourne also works with industry to reduce dust emissions by inspecting common User Berths during dry bulk operations.

Port of Melbourne influences tenants and contractors through review of operation and construction EMPs and site inspections to identify possible risks from hazardous materials.

Waste and Recycling Practices

Port of Melbourne has an office-based recycling program including co-mingled recyclables, organic waste, paper and cardboard. Total office waste for FY20 was 3.59 tonnes, with a 31 per cent office recycling rate.

The maintenance of Port of Melbourne's survey vessel *John Norgate* generates waste oil that is managed by a marine servicing contractor in accordance with EPA requirements.

Where Port of Melbourne is not in direct operational control of sites such as those occupied by contractors or tenants, we encourage the recycling of construction and maintenance wastes through review of tenant development EMPs, contractor EMP reviews and during works site inspections.

Biodiversity and Habitat Protection

Protection of marine and landside environments from biosecurity threats is a very important aspect for the sustainability of native flora and fauna, as well as to protect the agricultural industry.

To assist in preventing invasive marine species and vessel hull-coating pollutants from entering Port of Melbourne waters, hull painting and cleaning activities must be carried out in accordance with the 'Hull Painting, Cleaning and Maintenance in Port of Melbourne Waters Guideline'. It is a requirement that any vessel planning to carry out this type of maintenance submits an application form and receives conditional consent from the Port of Melbourne.

In accordance with the *Biosecurity Act 2015*, biosecurity response kits are provided at 'first point of entry' sites within the Port. Port of Melbourne has included Department of Agriculture Water and Environment (DAWE) seaports biosecurity awareness training in our online induction to ensure that those who work in the maritime environment are equipped with the right knowledge and resources to be able to effectively manage a biosecurity incident. Information on any identified potential biosecurity threat is provided to DAWE to take further action as required.

Management of ecosystems – stakeholder consultation and other activities

Throughout FY20, we have continued to undertake a number of activities that contribute to the management of ecosystems within the Port environment. These include:

- participation in the Port Phillip Bay Coastal Hazard Assessment;
- managing land-based invasive species by engaging contractors to manage weeds and pests on Port of Melbourne-controlled areas;
- relocating native animals; and
- participation in the Hobsons Bay City Council Marine and Coastal Management Plan.



Joining our Community to Clean and Protect Waterways

Paddle Against Plastic

Port of Melbourne joined the Ocean Crusaders – Paddle Against Plastic initiative for the second year. Port of Melbourne staff assisted more than 100 community volunteers to conduct rubbish collection using a ‘plastic vacuum’ along Moonee Ponds Creek. Port of Melbourne was a key sponsor for the event, donating \$15,000 to support this important community initiative that collects more than a tonne of rubbish and debris at each clean-up. Ocean Crusaders is an Australia-wide network that has been running the Paddle Against Plastic initiative since 2012.

Port Melbourne Beach Patrol

Beach Patrol is a long-standing organised network of community volunteer groups arranged by suburb that conducts monthly clean-ups along Melbourne’s beaches. The Port Melbourne 3207 chapter works along Port of Melbourne

interfaces, including Sandridge Beach, Webb Dock Trail, and the Perc White Reserve and Maritime Cove Playscape areas. We are grateful for the continued action of this passionate community group, which has done an outstanding job in removing litter from beaches and public areas, and ensuring these spaces remain inviting and safe for public use. It continues to raise awareness of the litter problem and help educate communities about reducing, reusing and recycling goods.

Port of Melbourne has engaged with Beach Patrol over the last two years, participating in monthly beach clean-ups and also establishing a dialogue to strengthen our actions and activities along our shared public spaces. This has included adding more signage to the area about responsible rubbish collection and installing new safety barriers around the fishing piers to protect those fishing and playing in the area.



Our Investment in Infrastructure

As the Port manager and landlord, maintaining and improving the Port's essential infrastructure is one of our key responsibilities and the critical overarching aspect of our mission to deliver innovative and first-class facilities that enhance our operational excellence.

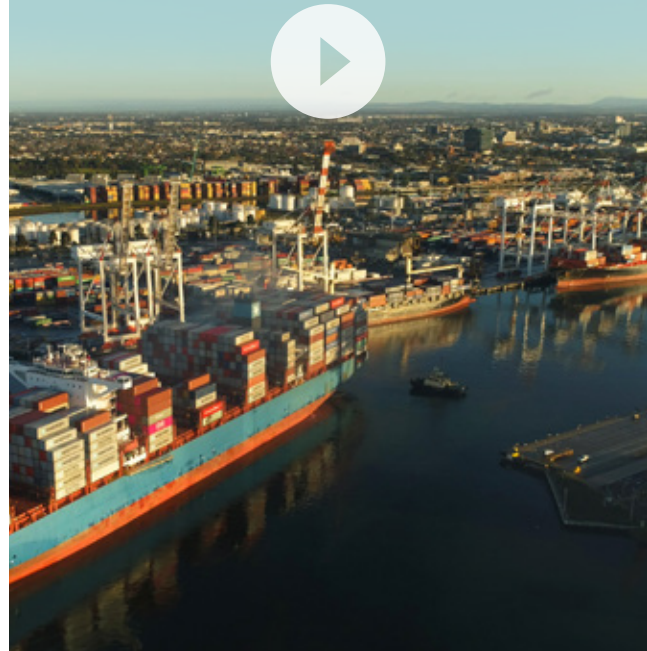
Our capital investment program drives the long-term trade growth through the Port and delivers important projects that consider the future growth of the Port, our operations and our supporting infrastructure. This program includes more than \$140 million in the rehabilitation of key terminals, around \$20 million in supporting larger container vessels, and more than \$40 million in maintenance dredging. We acknowledge the importance of adopting a forward looking approach to balance the necessity of trade while recognising the importance of managing the environmental and community interfaces associated with Port development.

Throughout FY20, Port of Melbourne has commenced and delivered some of its key projects which are outlined here. We encourage readers to consult our 2050 Port Development Strategy released in 2020, for a comprehensive insight into our future infrastructure development plans.

Supporting Big Ideas and Smart Infrastructure

Port of Melbourne featured in the [NAB Big Ideas Campaign](#), which showcased our purpose now and into the future, the big projects, the communities that benefit, and the people involved in the financial negotiations that help make it happen.

[Click the video to find out more.](#)



Appleton Dock Fender Rehabilitation Project

In April 2020, Port of Melbourne and engineering firm Freyssinet Australia completed reconstruction works at the Appleton Dock Terminal to improve berthing facilities for incoming ships.

Throughout the project, Port of Melbourne and Freyssinet ensured critical environmental consideration was given to maintaining water quality and limiting the potential for any construction materials, chemicals and concrete breakout materials from falling into the Yarra River.

In order to mitigate this, the Freyssinet team specially designed the access platform footprint to capture any flying debris and contain it within the platform. Freyssinet also implemented shade cloth along the bottom of the platform to prevent the loss of potentially hazardous materials into the water.

The design of this platform will further assist Port of Melbourne in any future works and provide a blueprint for innovative ways of working over the water that are safe and minimise environmental impacts.

[Click the video to find out more.](#)



Upgrades to Swanson Dock East and West Terminals

In accommodating the structural changes to international vessel fleets, Port of Melbourne undertook significant upgrade works to the Swanson Dock East and West Terminals.

New 150-tonne bollards have been installed at these terminals to support the berthing of larger vessels and allow Port of Melbourne stevedoring companies, to service these larger vessels.

The \$8.5 million, 15-month project conducted by Port of Melbourne engineers and lead contractor McConnell Dowell (MCD) used a number of innovative techniques that contributed to enhancing health, safety and environmental outcomes. This included MCD's temporary work platform for hydro-demolition activities, and a mooring rope protection frame and water access frame.

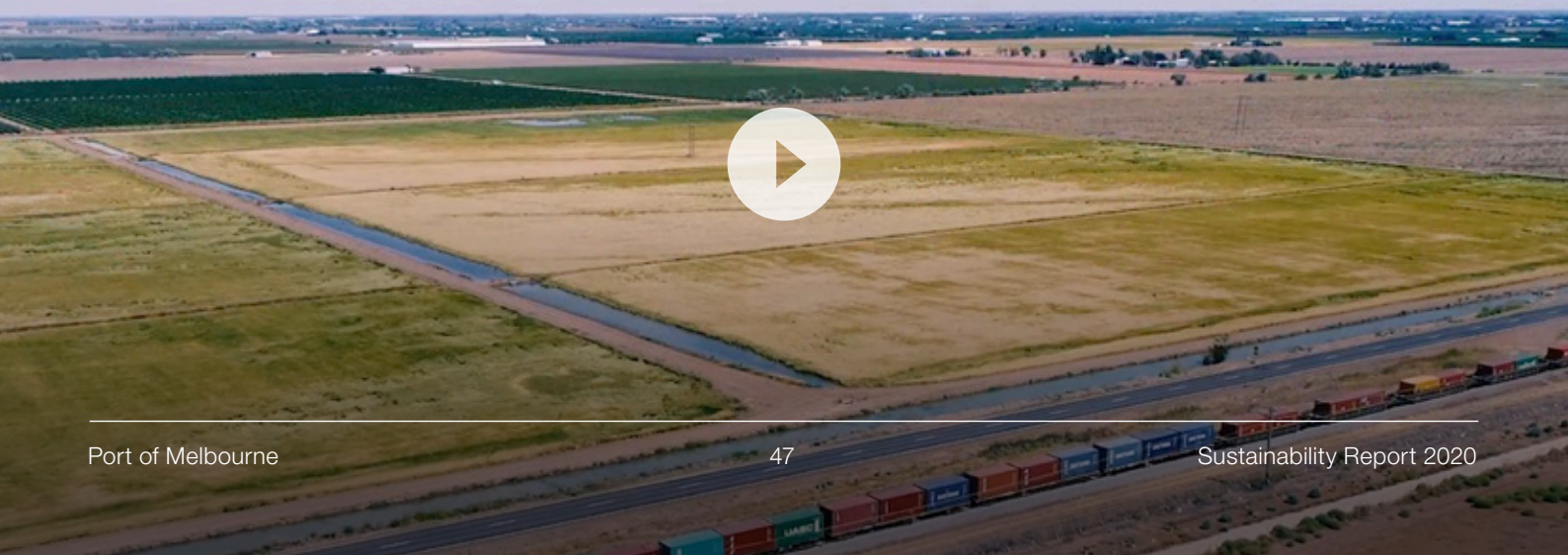


Port Rail Transformation Project

In January 2020, Port of Melbourne announced the Port Rail Transformation Project (PRTP), which will be developed over the next three years. The PRTP will see more containers being moved by rail to ease congestion and reduce truck movements in the residential areas that border the Port. This solution helps meet the needs of our growing Port, while ensuring a sustainable outcome for industry and community stakeholders. The \$125 million project, supported by a contribution by the Victorian Government, is the cornerstone to our comprehensive

Plan for Rail, which is our approach to support an integrated freight rail network across Victoria.

A result of significant engagement with our stakeholders, we believe that this rail solution plays a critical part in linking Melbourne's transport network with our wider supply chain. Importantly, the expansion of rail will offer greater environmental and community benefits by reducing truck movements, congestion and pollution. [Click the video to find out more.](#)



Governance

The integrity of our organisation is underpinned by sound governance practices. This commitment is supported by a suite of policies, frameworks and guidelines that articulate the outcomes expected from our business functions. To secure trust and protect the long-term interests of our stakeholders, consistent reporting and reviewing procedures are in place to strengthen transparency and accountability.

Governance Structure

Independent Board Chairperson: Overall leadership and oversight of organisational governance, performance, operational planning, and strategic decision-making.

Board of Directors: Review current operations and development, oversight and assurance of Executive performance. Assistance with strategy setting, including guidance and approval of sustainability initiatives.

Executive Leadership Team: Strategic management, planning and operational implementation of core business functions and projects. Setting and embedding Mission, Vision and Values. Development of key business objectives, including defining, establishing and achieving sustainability objectives.

Committees to support the Board:

- Audit and Risk Committee;
- Remuneration and Nomination Committee; and,
- Safety and Sustainability Committee.

Key governance documents:

- **Board Charter:** Articulates the roles and responsibilities of the Board of Directors and Management.
- **Code of Conduct:** Establishes the principles and expectations that guide employees' behaviour in the workplace.
- **Enterprise Risk Management Framework:** Port of Melbourne has an established Enterprise Risk Management System that ensures robust and consistent risk management principles are applied to all strategic and operational functions across the business. As part of this system, our Corporate Risk Register is reviewed and updated regularly to ensure currency and allow for new risks to be identified and managed accordingly.
- **Auditor Independence Policy:** Ensures the independence and objectivity of the appointed external audit engagement team, and enables thorough oversight of activities and operations and their corresponding reporting requirements.
- **Whistleblowers Policy:** Provides a clear framework to enable staff, community and other stakeholders to speak up on matters that involve wrongdoing and corporate malpractice.

Our Leadership Divisions

BOARD

COMMERCIAL

- Property Management
- Business Development

FINANCE

- Corporate Finance
- Financial Control
- Information Technology
- Treasury Risk and Insurance
- Regulation

LEGAL AND COMPANY SECRETARY

- Corporate Governance and Legal
- Compliance
- Board Secretariat
- Legal Services

OPERATIONS

- Infrastructure Delivery
- Engineering and Asset Management
- Survey and Spatial Data
- Safety, Security and Emergency Management
- Environmental Management

PEOPLE AND CULTURE

- Business Support
- Health and Wellbeing
- Internal Communications
- Sustainability Program

PORT GROWTH AND PLANNING

- Strategic and Business Planning
- Intermodal Operations
- Supply Chain
- Land Use Planning and Compliance Management

Achieving Certification for Business Excellence

Port of Melbourne developed and operates within an integrated management system (The Compass) framework that is certified to the most contemporary Asset Management, Quality, Safety and Environmental management ISO Standards.

The Compass provides a whole of business strategic and operational framework to support the achievement of Port of Melbourne's overarching business strategy and goals. Port of Melbourne became the first organisation in Australia to have certified a fully Integrated Management System to the most contemporary versions of these four Standards. We are also the first Australian port to attain certification of its Asset Management System to ISO 55001:2014.

A successful annual audit of The Compass was conducted by Bureau Veritas in 2020, demonstrating Port of Melbourne's commitment to continuous improvement and business excellence.

Modern Slavery Act Legislation

The presence of modern slavery across industries and sectors is distressing and causes great harm to its victims and the wider community. As a landlord port and with a large supply chain footprint, Port of Melbourne welcomes the introduction of the *Modern Slavery Act 2018 (Cth)* as an important measure to combat this and provide the necessary transparency and accountability to protect workers and ensure ethical labour standards are upheld.

Port of Melbourne is developing a Modern Slavery Framework, which underpins our response to managing our obligations under the Commonwealth legislation. This includes a number of initiatives rolled out across the business within the categories of due diligence, governance, and awareness and communication. Importantly, Port of Melbourne's actions supporting this new legislation are a critical component of our Procurement and Contractual Framework.

Port of Melbourne's first Modern Slavery Statement will address the seven mandatory criteria prescribed under the legislation for the reporting period 1 July 2019 to 30 June 2020, with the statement to be submitted to the Department of Home Affairs in March 2021. To ensure transparency, Port of Melbourne will also make its statement accessible to the public via our website.

Appendix

Port of Melbourne has shifted to Financial Year reporting in its 2020 Sustainability Report. To ensure no gaps in reporting from its previous sustainability publication, which covered 2018 calendar year, this appendix records environmental, health and safety, and workplace data for the period covering 1 January 2019 – 30 June 2019.

Good Environmental Practice

Means the implementation of all those measures for:

- (a) the protection or enhancement of the Environment; and
- (b) the conservation or sustainability of natural resources, which would reasonably be expected from a reasonably experienced, competent, prudent and qualified operator of the Port (where what is appropriate is not to be read down or limited at any time based on the fact that the Transaction Documents and Port Lessee and Port Manager's occupation of the Port have a finite term), including at a minimum, complying with the environmental standards required or recommended in ISO 14001 (or any equivalent standard issued in its place), and may include:
 - (i) efficient waste and recycling management;
 - (ii) water conservation, use and management;

- (iii) minimisation of emissions and matters that may be hazardous or harmful to air, land or water quality or environments;
- (iv) adoption of energy-efficient practices;
- (v) use of energy-efficient plant machinery and equipment;
- (vi) minimisation of energy use;
- (vii) minimisation of matters that may be hazardous or harmful to the environment;
- (viii) management of ecosystems; and
- (ix) undertaking investigation actions to determine whether a duty arises to notify any government authority about contamination, pollution or environmental harm relating to the Total Concession Area, or whether a breach of an environmental law has occurred.

Environmental Performance Data

GHG Emissions for reporting period 1 January – 30 June 2019

Energy type	Quantity	Units	GHG (tCO ₂ e)	Scope
Electricity	1,836,109.88	kWh	1,964.64	Scope 2
Fuel – ULP	1,206.82	Litres	2.78	Scope 1
Fuel – Diesel	2,790.09	Litres	7.53	Scope 1
Fuel – Diesel (Marine Survey)	65,628.78	Litres	177.08	Scope 1
Fuel – Diesel (Marine Dredging)	140,481.00	Litres	379.04	Scope 3
Natural Gas	28,483.51	MJ	1.46	Scope 1
Air Travel	248,676.00	km	60.68	Scope 3
Waste (landfill/organics)	1,934.55	kg	2.71	Scope 3
Total		tCO₂e	2,595.92	
		tCO₂e	188.85	Scope 1
		tCO₂e	1,964.64	Scope 2
		tCO₂e	442.43	Scope 3
Water	45,704.20	kL		

Glossary

Revenue tonnes

The overarching measurement for Port cargo. One revenue tonne equals weight in metric tonnes or volume in cubic metres, whichever is higher in terms of weight

TEU

Twenty-Foot Equivalent Unit: the standardised measurement for shipping containers, calculated by converting containers to 20-foot equivalents.

Scope 1, 2 and 3 greenhouse gas emissions

Scope 1 greenhouse gas emissions (direct emissions) are the emissions released to the atmosphere as a direct result of an

activity. For Port of Melbourne, this includes fuel from Port of Melbourne-operated vehicles and natural gas burned as part of base building electricity co-generation.

Scope 2 greenhouse gas emissions (indirect emissions) are the emissions released to the atmosphere from the indirect consumption of an energy commodity, and the generation of electricity through the burning of coal.

Scope 3 emissions are indirect greenhouse gas emissions other than Scope 2 emissions that are generated in the wider economy, and generally include fuel used by contracted services and air travel, and emissions due to landfill waste.

Workplace Data 1 January 2019 – 30 June 2019

- Total number of employees: 112
- Full Time Equivalent (FTE): 105.8
- Total FTE: 105.8 (Port of Melbourne employees) + 2.4 contractors = 108.2
- Part-time employees: 6
- Casual employees: 6
- Executive Leadership Team: Male: 5 / Female: 1
- Employees entitled to parental leave: All full time staff
- Per cent of employees who took parental leave: 0
- Employees that returned to work after taking parental leave: N/A
- Average age all employees: 47. Average age male: 49. Average age female: 44. Port of Melbourne does not track data related to employee ethnicity.

Health and Safety data 1 January 2019 – 30 June 2019

Port of Melbourne employee and contractor

Lost time injuries

- For the period 1 Jul 2018 – 30 June 2019 there were two (2) lost time injuries reported.

Total Recordable Injury Frequency Rate (TRIFR) per 1,000,000 hours worked:

- 18.45 per 1,000,000 hours for Port of Melbourne and Port of Melbourne contractors.

Safety hazards recorded and actioned across Port of Melbourne or Port tenant management

- 20 near-miss safety events,
- 640 safety and environmental hazards recorded across Port of Melbourne for Port of Melbourne action and/or tenant action.

Incidents and hazards recorded in Port of Melbourne's 'Port Incident and Emergency Response' (The PIER) database:

- 62 incidents (including staff, contractor and third party incidents) were reported, investigated (as appropriate) and closed out by Port of Melbourne.
- All incidents and hazards were closed out within the allocated target timeframes in accordance with Port of Melbourne's management system requirements.

Occupational Health and Safety assurance activities undertaken

- 331 safety assurance activities of contractors, tenants, and third party operations undertaken.
- 660 (Port of Melbourne contractor lead) OH&S assurance activities undertaken, to support Port of Melbourne's maintenance work and construction projects.

Online inductions undertaken by Port of Melbourne staff and contractors

- 21 new starters completed the Induction Program.
- 993 individuals completed the Port of Melbourne online induction.
- Zero (0) induction non-conformances were reported.

GRI Content Analysis

GRI Standard	Disclosure	Relevant Chapter
GRI 101: Foundation GRI 102: General Disclosures		
	Organisational Profile	
	102-1: Name of the organisation	About Port of Melbourne
	102-2: Activities, brands, products and services	About Port of Melbourne
	102-3: Location of headquarters	
	102-4: Location of operations	About Port of Melbourne
	102-5: Ownership and legal form	About Port of Melbourne
	102-6: Markets served	About Port of Melbourne
	102-7: Scale of the organisation	About Port of Melbourne; Our Workplace
	102-8: Information of employees and other workers	Our Workplace
	102-9: Supply chain	About Port of Melbourne; Our Stakeholder Community
	102-10: Significant changes to the organisation and its supply chain	Our Workplace
	102-11: Precautionary principle of approach	Our Environmental Responsibilities
	102-12: External initiatives	Global Sustainability Guidance (United Nations Sustainable Development Goals); Governance (ISO Certification)
	102-13: Membership of associations	Our Stakeholder and Customer Community
	Strategy	
	102-14: Statement from the senior decision-maker	Message from the CEO
	Ethics and Integrity	
	102-16: Values, principles, standards and norms of behaviour	About Port of Melbourne; Our Workplace; Governance
	Governance	
	102-18: Governance structure	Governance
	102-19: Delegating authority	Sustainability at Port of Melbourne
	102-20: Executive-level responsibility for economic, environmental and social topics	Sustainability Governance

The Port of Melbourne Group comprises the following entities:

- Lonsdale Operations Hold Pty Limited (LOH)
- Lonsdale Operations Hold Trust (LOHT)
- Port of Melbourne Operations Pty Limited (POMO)
- Port of Melbourne Unit Trust (PoMUT)
- Lonsdale Asset Hold Pty Limited (LAH)
- Lonsdale Asset Hold Trust (LAHT)
- Lonsdale Asset Property Pty Limited (LAP)
- Lonsdale Asset Property Trust (LAPT)
- Lonsdale Finance Hold Pty Limited (FinCo Hold); and
- Lonsdale Finance Pty Limited (FinCo)

There have been no significant changes to our supply chain in FY20

GRI Standard	Disclosure	Relevant Chapter
	102:21: Consulting stakeholders on economic, environmental, and social topics	About This Report
	102-22: Composition of the highest governance	About Port of Melbourne; Our Workplace; Governance
	102-23: Chair of the governance body	Governance
	102-24: Nomination and selection of the highest governance body	N/A
	102-25: Conflicts of interest	N/A
	102-26: Role of highest governance body in setting purpose, values and strategy	Sustainability Governance
Stakeholder Engagement		
	102-40: List of stakeholder groups	Our Stakeholder and Customer Community
	102-41: Collective bargaining agreements	
	102-42: Identifying and selecting stakeholders	Our Stakeholder Community
	102-43: Approach to stakeholder engagement	Our Stakeholder Community; Sustainability at Port of Melbourne
	102-44: Key topics and concerns raised	Sustainability at Port of Melbourne
Reporting Practice		
	102-45: Entities included/not included in the consolidated financial statement	
	102-46: Defining report content and topic boundaries	Table of Contents; Sustainability at Port of Melbourne
	102-47: List of material topics	Sustainability at Port of Melbourne
	102-48: Restatements of information	N/A
	102-49: Changes in reporting	About This Report
	102-50: Reporting period	About This Report
	102-51: Date of most recent report	About This Report
	102-52: Reporting cycle	About This Report
	102-53: Contact point for questions regarding the report	Back page of document
	102-54: Claims of reporting in accordance with the GRI Standards	About This Report
	102-55: GRI content index	[final pages]
	102-56: External assurance	N/A
GRI 103: Management Approach	103-1: Explanation of the material topic and its boundary	N/A
	103-2: The management approach and its components	N/A
	103-3: Evaluation of the management approach	N/A

Notes

Omissions

The Directors of the Port of Melbourne Board are appointed by securityholders in accordance with the securityholders; agreement. Committees are established by the Board and once established the membership of each Committees is reviewed by the relevant Committee annually

30 per cent of Port of Melbourne staff are covered by Enterprise Agreements

This Sustainability Report has not been externally assured. A specialist sustainability consultant has provided guidance regarding this document

Provided throughout

Provided throughout

Provided throughout

GRI Standard	Disclosure	Relevant Chapter
GRI 200 Economic Standards		
GRI 201: Economic Performance	201-2: Financial implications	Contributing to the Economy
GRI 202: Market Presence	202-1: Ratios of standard entry level wage by gender compared to local minimum wage	N/A
GRI 103: Management Approach	103-1: Explanation of the material topic and its boundary	N/A
	103-2: The management approach and its components	N/A
	103-3: Evaluation of the management approach	N/A
GRI 202: Market Presence	202-2: Proportion of senior management hired from the local community	Our Workplace
GRI 203: Indirect Economic Impacts	203-1: Infrastructure investments and services supported	Key Infrastructure Projects
	203-2: Significant indirect economic impacts	Contributing to the Economy
GRI 205: Anti-corruption	205-3: Confirmed incidents of corruption and actions taken	N/A
GRI 206: Anti-competitive behaviour	206-1: Legal actions for anti-competitive behaviour, anti-trust and monopoly practices	N/A
GRI 300: Environmental Standards		
GRI 302: Energy	302-1: Energy consumption within the organisation	Our Environmental Responsibilities
	302-4: Reduction of energy consumption	Our Environmental Responsibilities
GRI 303: Water and Effluents	303-3: Water withdrawal	Our Environmental Responsibilities
GRI 304: Biodiversity	304-1: Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Our Environmental Responsibilities
GRI 305: Emissions	305-1: Direct (Scope 1) GHG emissions	Our Environmental Responsibilities
	305-2: Energy indirect (Scope 2) GHG emissions	Our Environmental Responsibilities
	305-3: Other indirect (Scope 3) GHG emissions	Our Environmental Responsibilities
	305-5: Reduction of GHG emissions	Our Environmental Responsibilities
	306-2: Waste by type and disposal method	Our Environmental Responsibilities

Notes

Omissions

Port of Melbourne's general workplace protections and employment terms and conditions comply with the *Fair Work Act 2009*

All Port of Melbourne employees are paid above the minimum wage

Provided throughout

Provided throughout

Provided throughout

Economic studies completed in 2018 for the Port of Melbourne showed that the Port supported almost 30,000 full-time equivalent (FTE) jobs in Australia, one-third of which were directly related to the delivery of Port services

No incidents of corruption have taken place in the reporting year

No legal actions for anti-competitive behaviour, anti-trust and monopoly practices have taken place in the reporting year

Regular inspections of publically accessible Port lands have not detected any ecosystem impacts from Port activities in FY20

GRI Standard	Disclosure	Relevant Chapter
	306-4: Transport of hazardous waste	N/A
GRI 307: Environmental Compliance	307-1: Non-compliance with environmental laws and regulations	N/A
GRI Social Standards		
GRI 401: Employment	401-3: Parental leave	Our Workplace
GRI 402: Labour/ Management Relations	402-1: Minimum notice periods regarding operational changes	N/A
GRI 403: Occupational Health and Safety	403-1: Occupational Health and Safety management system	Our Workplace
	403-6: Promotion of worker health	Our Workplace
GRI 404: Training and Education	404-1: Average hours of training per year per employee	Our Workplace
	404-2: Programs for upgrading employee skills and transition assistance programs	Our Workplace
GRI 405: Diversity and Equal Opportunity	405-1: Diversity of governance bodies and employees	Our Workplace
GRI 406: Non-Discrimination	406-1: Incidents of non-discrimination and corrective actions taken	N/A
GRI 411: Rights of Indigenous Peoples	411-1: Incidents of violations involving rights of Indigenous peoples	N/A
GRI 413: Local Communities	413-1: Operations with local community engagement, impact assessments and development programs	Our Stakeholder and Customer Community
GRI 418: Customer Privacy	418-1: Substantiated complaints concerning breaches of customer privacy and losses of customer data	N/A
GRI 419: Socio-economic compliance	419-1: Non-compliance with laws and regulations in the social and economic area	N/A

Notes

Omissions

Port of Melbourne engages contractors to conduct activities regarding dangerous waste. Relevant contractors provide monthly Health, Safety and Environment reports as part of their management activities

Port of Melbourne has implemented an Environmental Assurance Program to determine whether contamination, pollution or an environmental hazard exists via the following:

- inspection and assurance activities;
- groundwater monitoring programs; and,
- marine pollution response.

There have been no incidents of non-compliance with environmental laws and regulations in FY20

Port of Melbourne seeks to provide employees with as much notification as possible regarding any workplace changes



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Port of Melbourne

