

DCT GDAŃSK THE BAL TIC HUB



SUSTAINABILITY AT DCT GDAŃSK 2020

LETTER FROM THE CEO CAMERON THORPE

2020 WAS A CHALLENGING YEAR FOR US DUE TO THE COVID-19 PANDEMIC, AND IT PROVED TO BE A REAL TEST OF THE RESILIENCE OF OUR OPERATIONS.

However, DCT took swift actions to implement high sanitary standards at its site to protect our employees and customers. As committed community members, we also played our part by offering help to the medical professionals fighting on the pandemic frontlines.

Despite the pandemic, we still managed to maintain good results by handling 1.912 m TEU, and we saw year-on-year growth of 4% for local import and export full containers. This proves DCT has a real opportunity to be the Singapore of the Baltics. The terminal contributes to the development of the Polish economy, but it is also a gateway to Europe for landlocked markets such as Czech Republic, Slovakia, Belarus,



Hungary, and Western Ukraine. This would not have been possible without the geographical advantage of Gdańsk or the potential and resilience of the Polish economy.

We are also proud of the investments made in 2020. DCT appointed a permanent representative in Prague to connect and serve the hinterland markets of the Czech Republic, Slovakia, Belarus, and Western Ukraine. We continued investments on the land (railway sidings, yard, new cranes) and implemented an OCR system for drivers, significantly reducing waiting time and increasing safety.

Here at DCT, we think of our presence in Poland from a long-term perspective; we aim to do our best to be a responsible corporate citizen and a good neighbour to our local communities with whom we continuously stay in touch. Their wellbeing and the care for the local environment rests at the core of what we do – that is why, among others, we leverage new technology in our continuous effort to reduce our CO2 footprint.

None of our success and development would have been possible if it had not been for DCT's employees, and we are thankful for their commitment.

Finally, I would like to thank all my colleagues for working together over the years. In the following report, you will be greeted by Charles Baker, appointed as a new CEO in July 2021. I am happy that such an experienced leader in the port industry took over to lead the largest container terminal in Poland and the Baltic into the next lap of growth and expansion.

I invite you to read the report and learn more about our activities in 2020.

Cameron Thorpe

CEO DCT GDAŃSK



CHARLES BAKER
NEW CEO DCT GDAŃSK

FROM JULY 2021

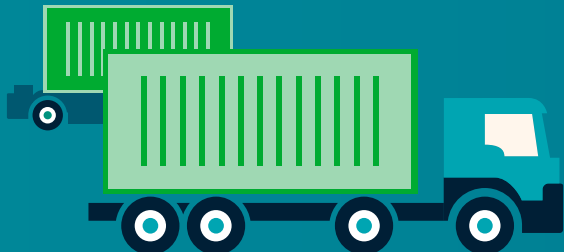
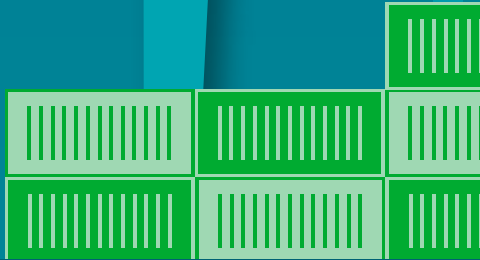
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ABOUT THE REPORT

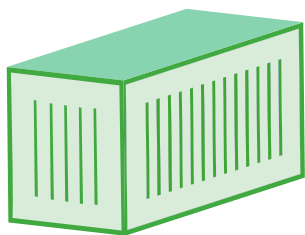
DCT understands the importance of responsible communication within the social environment in which we function. To assure transparency of our actions, this sustainability report, the first one being produced in 2018 by DCT Gdańsk and indeed the first within Polish containerisation, does not only depict our company from the social perspective but also presents some of the campaigns we have implemented and will continue to implement with our partners.

The publication has been prepared with reference to the indicators of the Global Reporting Initiative. We plan to publish future editions of the report in the coming years to track DCT's continued engagement in social, environmental, employee sustainability issues and ensure DCT maintains the highest standards as a good corporate citizen.



KEY INFORMATION ABOUT DCT GDAŃSK:

2020 volumes contributed to Gdansk being ranked in the

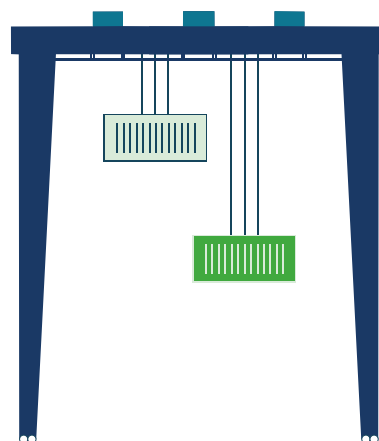


TOP 15

largest container ports in Europe and

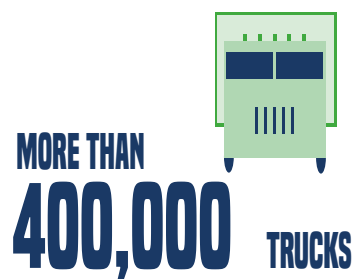
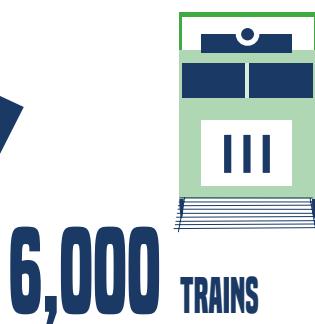
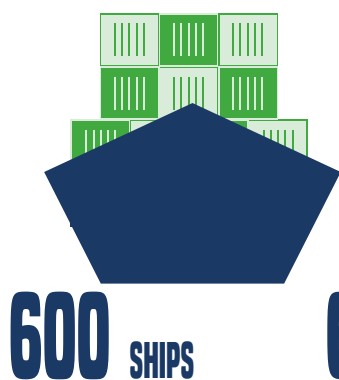
TOP 10

largest rail terminals in Europe.



The terminal cooperates with the largest shipping alliances.

Every year it handles ca.



The largest container vessels, which capacity increased almost fourteen times in the last five decades, call at DCT Gdańsk twice a week.

DCT Gdańsk is the largest and the only deep-water container terminal in the Baltic.

MEMBERS OF THE BOARD

***DCT GDAŃSK IS
SYNONYMOUS WITH A
WELL-IMPLEMENTED
INVESTMENT.***

What we considered when making each investment decision was the environmental impact, the strive for cooperation with Polish companies, long-term economic consequences, and our concern for the welfare of the local community. We aim at continuous sustainable development, generating further benefits for consumers, exporters, and the Polish economy.

Although the COVID-19 pandemic proved to be a serious concern and challenge, in 2020, DCT saw year-on-year growth of 4% for local import and export full containers. I need to stress that the health and safety of our employees and customers have always been of the utmost importance to DCT Gdańsk. Taking the global health crisis very seriously, we have immediately introduced strict sanitary precautions. By doing so, we not only prevented the pandemic from affecting our productivity levels, but we were also



*LAURENT SPIESSENS
DEPUTY CHIEF EXECUTIVE OFFICER
MEMBER OF THE BOARD*

able to proceed with our development plans the whole time.

We have been implementing several programs which are nearing completion, expanding the yard area, and adding new equipment. Many components of the said programmes have already been executed. We have installed three additional super-post-panamax quay cranes (now adding to a total of 14), which are capable of handling the largest ships afloat, five additional eRTGs, three new fully electrical RMG cranes for the rail, additional hectares of new area completed or being developed, a fully automated gate process with OCR cameras integrated with our 'E-gate' Vehicle Booking System, OCR cameras on our rail entry and a new access road to DCT.

DCT SIGNIFICANTLY RESHAPED THE LANDSCAPE OF LOGISTICS OPERATIONS IN EUROPE.

Cargo coming to and going out from the Central and Eastern Europe is now delivered faster, more competitively and environmentally friendly. Financing required to support the development of DCT's strategic infrastructure is one of the key elements guaranteeing that business and economic success is achieved along with environmental and social targets. As a result finance could deliver real positive environmental and climate impact.



*ADAM ŻOŁNOWSKI
CHIEF FINANCIAL OFFICER
MEMBER OF THE BOARD
DCT GDAŃSK*



ABOUT DCT GDAŃSK - GATE TO CENTRAL AND EASTERN EUROPE



DCT Gdańsk - the first-choice terminal that's located at the very heart of the Baltic Sea. Its development has created for both global and local carriers, an attractive location for planning the transportation chain, optimising costs, quality, safety whilst also delivering the lowest carbon footprint for delivering cargo to Poland, Central Europe, and the Baltic region.

We are a response to the growing economic significance of Poland and the Baltic Sea region in international trade. More than a decade of experience and the dynamic growth have contributed to the strong position of DCT Gdańsk among the one hundred largest terminals in the world.

By assuring direct access to the fastest growing region in Europe, DCT Gdańsk is also the most affordable way of reaching the inland foreign markets in the Czech Republic, Slovakia and other countries. The strong domestic market, developing markets in the region of Central and Eastern Europe and the growing scale of the sea transit in the Baltic Sea basin are what stimulates the growth of the terminal and makes it a container gate to Europe.



*Dominik Landa
Commercial Director*

DCT Gdańsk offers its clients a unique quality and its strategic location in the heart of the Baltic Sea is what allows for ocean connections from the Far East. Thanks to the expanded network of road and rail connections and short sea shipping, DCT Gdańsk terminal is perfectly connected with the largest production, distribution, and consumption centres in the countries of Central and Eastern Europe.



We offer one of the highest guaranteed berth productivities in northern Europe. DCT Gdansk is the European leader in container moves per single call with in-excess of 10 thousand moves per call. Put that together and we are one of the most consistent high-performing ports in Europe.



*Jacek Grabowski
Operations Director*

DCT GDAŃSK – KEY DATA



1300M
Length of Berths



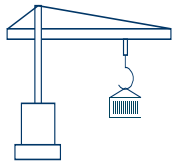
UP TO 17M
Berth Depth



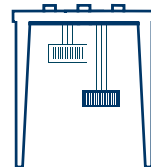
80 HA*
Terminal Area



64,000 TEU*
Static Capacity



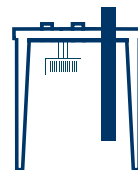
14
STS Cranes



50*
RTG Cranes



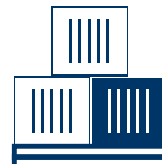
NAVIS
Operating System



3*
RMG Cranes



3,25MLN* TEU
Terminal Capacity



8,200M²
CFS

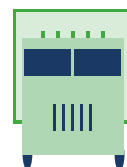


7 TRACKS
5,25km*
Railway Siding

In 2020, we handled:



620 SHIPS



415,650 TRUCKS



6,156 TRAINS



1,912 MLN TEU

*After finalisation of all current development projects 2022

Executive Summary



SAFETY

DCT cares about safety: we have built a safety culture through organising a wide range of actions, campaigns and workshops aimed at promoting healthy, sustainable, and safe life, both at work and beyond the workplace. Our main objective is to eliminate accidents and build a culture of safety. DCT Gdańsk has developed and implemented procedures to reduce hazards on workstations, prevent accidents and occupational diseases. We are proud of our support for the medical heroes during the COVID-19 pandemic.



ENVIRONMENT

In DCT Gdańsk, we are convinced that business objectives must be accomplished with respect for the natural environment. We are working on reducing CO2 emission, energy consumption optimisation, and implementing environment compensation programmes. We aimed to achieve zero single-use plastic consumption, and the goal was achieved in 2020. We run initiatives to support the preservation of the local environment, for example:

- ◇ Building the first artificial dune in Poland
- ◇ *Home of valuable species of birds*



EMPLOYEES

DCT has adopted a human-oriented approach: we believe in our employees' potential and continuously improve their capabilities. We promote our best talents and support diversity and inclusion. We advocate for a healthy and active lifestyle, allowing our Employees to indulge their sport passions. DCT wants our workplace to be a friendly environment for everyone, where thoughts, views, experiences, and competencies are freely exchanged. We pay close attention to increasing women's participation across all seniority levels and equal access to employment.



SOCIETY

DCT cares about our local community: we work alongside the community leaders to help enhance local education facilities and provide sporting and healthy outdoor activities for children. We also support older people and people in need. We put effort into social and charity activities such as:

1. The unusual edition of *Relay of Hope* April 2020
2. Train of dreams project, July 2020
3. #gaszynchallenge
4. Beach Cinema with the view of DCT Gdansk for neighbouring districts, August 2020

Sustainability in DCT Gdańsk



*Dominika Milion
Sustainability Director*

DCT Gdańsk is not just a transparent and fair business built around free market trade, strong financial stewardship and respect for human rights. DCT Gdańsk also means responsibility, and we know its meaning and significance very well. Our facilities are located near an area of exceptional natural significance, recognised as part of the Natura 2000 environmental protection programme. What is more, we recognise how impactful our presence and actions can be on the local community we strive to support – after all, most of our employees live in the surrounding areas. We are proud to say the local community are our people.

Endorsing this responsibility, we have adopted an active Sustainability policy centred around environmental preservation and supporting the local community. We do our utmost to ensure we make the best of our initiatives, and we value the close and regular cooperation with the local community, without which we would not be able to do so.

As a leading player in the maritime industry, we understand our broader responsibility in spearheading sustainable development initiatives – built upon deep and thorough consideration for the social and

economic impacts, the preservation of the natural environment, and the broader macroeconomic factors.

Our role in the global supply chain system both means we act as a barometer for the health of international trade and serves as the *lungs of the Polish economy*, enabling a key trade route linking the country with the rest of the world. How ethical and practical we are in conducting business will significantly impact the quality of life of both present and future generations of Poles.

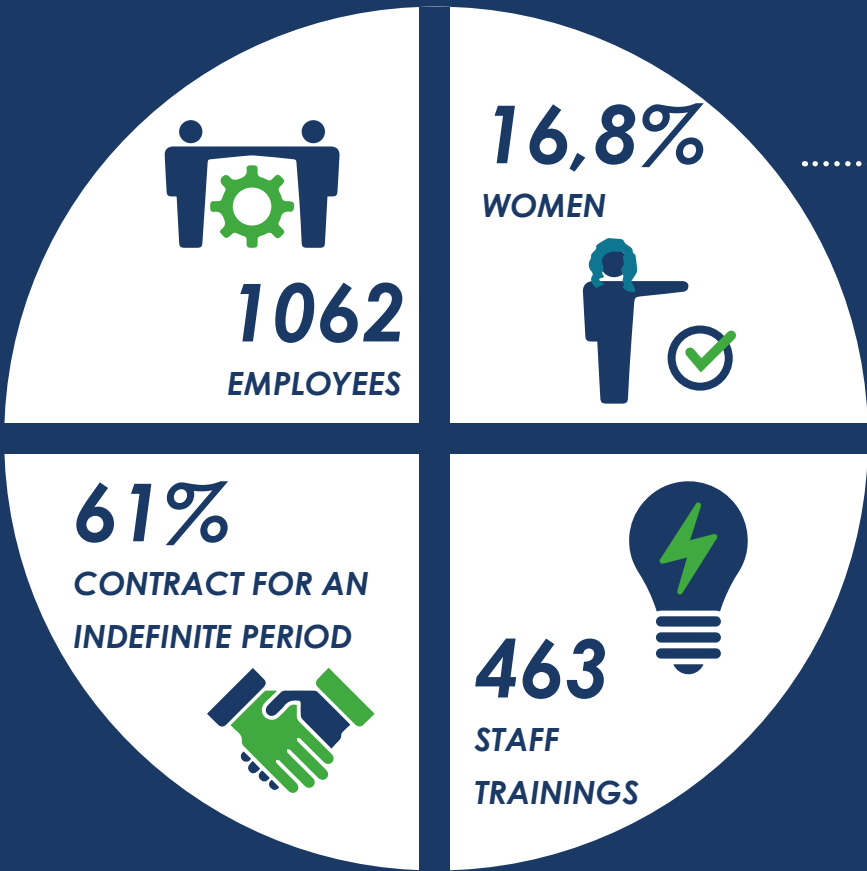
What does Sustainability mean for DCT Gdańsk?

DCT Gdańsk, as the first-choice terminal located at the very heart of the Baltic Sea, made a declaration to global and local carriers. The declaration defines our provision of favourable mechanisms and planning conditions within the transportation chain; optimising costs and quality, comfort, safety and minimising the environmental impact. This year, in the Declaration of sustainable development of DCT GDAŃSK - we declared:

- ◇ integrated organisation management and achieving business results in a socially responsible manner,
- ◇ reliability and competitiveness in meeting clients' needs and providing them with the highest quality services,
- ◇ increasing the terminal's capacity and supporting initiatives to expand the supplementary infrastructure in response to cargo volume growth to ensure comprehensive service for our customers,
- ◇ innovation in business processes and in purchasing of goods and services, including new technologies and solutions, which ensure accounting for quality, environment, energy, and occupational safety factors,
- ◇ execution and optimisation of processes in an energy-efficient manner aimed to provide sustainable energy use reductions (as a significant aspect of global climate policy and in connection with operating costs),
- ◇ assurance of safe and comfortable working conditions for all employees engaged in all activities on-site, including third parties; adherence to the principle of zero accidents,
- ◇ elimination of hazards and reduction of the risks level and prevention of occupational diseases,
- ◇ consultation and participation of workers and workers' representatives,
- ◇ respect for the environment and the natural world, reducing environmental impacts,
- ◇ reducing climate impact through a reduction in CO2 emissions by 50% by 2030 against a 2019 absolute benchmark of 19,210 MWh and becoming CO2 neutral by 2050,
- ◇ execution of investment processes while maintaining biodiversity, and when necessary, providing compensation measures.

You can read more about - in our **DECLARATION OF SUSTAINABLE DEVELOPMENT OF DCT GDAŃSK S.A.** on our [DCT webpage](#).

Basic Indicators and Directions in 2020



We are supporting the Sustainable Development Goals



Stakeholder Engagement

Our partnership with the key stakeholders helps us meet their needs and addresses their concerns regarding our sustainability policy. Through our openness to collaboration, we build clear, long-term communication based on mutual trust.

Our representatives remain in contact with all the key stakeholders and cooperate on an ongoing basis. This communication is carried out through meetings, correspondence, and participation in various conferences. Cooperation with each of the following groups is important to us and necessary to achieve mutual success.



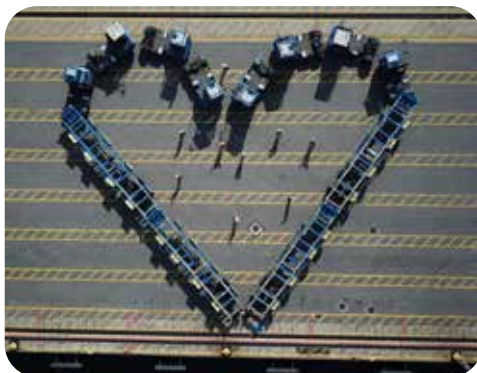
DCT Gdańsk Responsibility during Covid-19 pandemic

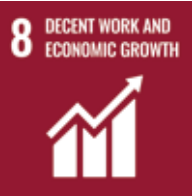


Our company is aware of how important it is to support and help others in our community fight against COVID-19. During the pandemic, we take care of our employees and local inhabitants, seniors, and medical professionals. We ran a series of actions called **#logisticsheroes** for **#medicalheroes** since these two professional groups have been working 24/7 a week during the lockdown. We appreciated them by wearing T-shirts with **NIEPRZERWANIE** (translation: constantly) printed in front.

We provided meals for seniors from Stogi District during the second wave of the pandemic. Seniors who could not leave their flats and were particularly exposed to COVID-19's fatal risks received meals daily from DCT's canteen operator. We also supported **A Meal for a medic** campaign, ran by the Foundation for Social Innovation. Further, we joined **A Meal for Effort** programme of the Gdańsk Foundation for Economic Development. We supported people from the neighbourhood who are the most vulnerable in the current pandemic while helping catering businesses survive.

DCT Gdańsk is full of appreciation for our heroes from the medical industry, who need all the support they can get. That is why we have donated funds for the fight against COVID-19, organised by Polish Red Cross. The funds were used to purchase a respirator with PEEP function, a cardio monitor, laser thermometers and an ozonizer to disinfect uniforms of our paramedics helping people in quarantine. We also donated funds to purchase equipment for the University Centre of Marine and Tropical Medicine in Gdynia to aid their fight against COVID-19.





DCT's priority is to provide safe and comfortable work conditions for our employees, clients, and subcontractors, complying with the basic principle: NO accidents.

We strive for continuous strengthening of the safety culture, both within the company and among our partners. For this purpose, we organise a wide range of training courses and initiatives, focusing on broadly understood safety. Above all, we care about the health and safety of our employees, make every effort to provide them with comfortable working conditions, and effectively prevent occupational diseases.

In DCT Gdańsk, we perceive safety as an undertaking that determines the style of our work. We set up and document our safety procedures thoroughly to ensure we continuously and permanently improve the work organisation and reduce any risks and hazards associated with the work processes at the terminal.

PORT SECURITY





We ensure the safety and security of our port operations, which includes responsible handling of dangerous goods and working with relevant authorities and partners to put in place adequate controls safeguarding against terrorism and illicit trade.

CYBERSECURITY AND DATA PRIVACY

Protecting our IT systems and ensuring data privacy through the adoption of robust cybersecurity measures.



Our activities

- 
 Representatives of the managerial staff regularly walk on the terminal premises to talk to employees and make sure their work environment is safe (Walk&Talk). In 2018, 90 Walk&Talks were conducted; in 2019 – 104, and 2020 – 105 Walk&Talks.
- 
 Representatives of the OHS staff carry out regular safety reviews in all places at the terminal – more than 200 times per year.
- 
 Every day we display accident statistics on publicly available monitors, and every quarter we choose the Safe Employee of the Quarter.
- 
 We facilitate systemic reporting by our employees of near-miss situations to prevent possible risk and hazards identification.



Milena Raasz
Health & Safety and
Environmental Coordinator

In DCT Gdańsk, we perceive safety as an undertaking that determines the style of our work. Therefore, we have developed and implemented procedures to reduce hazards on workstations, preventing accidents and occupational diseases. Thanks to setting up and documenting thorough safety processes and tasks, DCT Gdańsk permanently improves the work organisation and strives to reduce risks and hazards connected with the work processes at the terminal.

How do we manage hazardous situations?

DCT Gdańsk conducts risk assessments for each of our workstations and posts and documents them on cards. The risk assessment cards are created in cooperation with our employees and Social Labour Inspector. All our employees undertake the initial OHS training on the first day of employment, and they are familiarised with the risks specific to their role and position by their Supervisor. They receive the risk assessment card and must confirm in writing they understand and are aware of the possible risks related to their tasks. Each time changes are implemented in the processes and/or there was an

accident at work, the risk assessment cards are updated. The employees are familiarised with the changes, which they need to confirm in writing.

We have established a process for reporting near-miss situations; all such reports are carefully investigated, and mitigating actions are taken if needed. OHS staff can halt work citing OHS reasons, as per the law, and the supervisors will not allow the employees to perform any task if it is determined unsafe. Further, the employees have the right to refuse to perform any task which may endanger their health and life (as per the law) and cannot be held accountable for that.

We are also providing occupational health and safety training to our workers, such as:

1. OHS initial and periodic training - to be carried out according to the law requirements - general information regarding rights and obligations of the employer and employees regarding OHS
2. On-the-job training - to be carried out according to the law requirements - during which employees are informed by their superiors about hazards and risks on their respective workstations
3. Firefighting training
4. First aid training
5. Working at heights training
6. DG training
7. Monthly training for Middle Management in OHS fields
8. Mindfulness training

Our employees are kept up to date in any OHS actions. They can access relevant OHS information through initial and periodic OHS training, on-the-job training, as well as safety campaigns - posters, movies, monthly safety newsletter *Serio*, DCT Newsletters, Toolboxes and Walk&Talks.

The Active OHS Day

The Active Occupational Health and Safety Day is an annual event organised by the OHS team from the Sustainable Development department. It aims to promote a safe culture in our work-place. The purpose of the campaign is to increase the employees' awareness of safety through workshops and practical drills in potentially hazardous situations.

Until 2015, all editions of the campaign were directed to employees. However, to further build and promote the safety culture, as of 2016 **the Active OHS Day** also cover truck drivers arriving at DCT Gdańsk, and as of 2017 - children and families of employees of DCT Gdańsk, to start safety education from the youngest

age. In 2020, due to COVID-19 pandemic and safety reasons we have organised the Active OHS Day online / in remote way. All activities were planned in a way so that our employees could perform them remotely. The competition **Activity Marathon - two weeks of safety** took place from the 21st of September until the 4th of October.

Employees collected safety books available in social rooms. The books contained twelve tasks with instructions on how to complete them. Among those there were exercises such as: Photographic competition, Near Miss Situation competition, Quizzes, Ecological workshops, Ergonomic exercises, Bicycle competition, and Upcycling workshops.



The usual OHS Day turned into unusual (due to COVID-19) edition of 2 weeks of safety while also promoting green attitudes when employees engaged remotely into different activities. Here are some results of their works as part of ecological upcycling.

Cybersecurity in DCT Gdańsk

Solid cybersecurity is nowadays a critical component of the overall safety infrastructure. Cyber thieves can target customer data and confidential company information, and the consequences of a cyber event can quickly spread throughout the organisation and the supply chain. Therefore, one of our primary goals is to have robust protection measures in place. Our commitment to cyber security is demonstrated through our full compliance with CSMS, GITSS and the maximum possible result achieved in BitSight (cybersecurity rating company).

DCT Gdańsk has implemented several cybersecurity policies, for example, an Acceptable Use Policy, a Passwords

Policy, use of external devices Policy, use of personal devices Policy, and an e-mail and internet use Policy. Our IT department is organising processes, projects, programmes, and initiatives to teach our employees to act in accordance with cyber security principles. We have organised:

- ◇ Security awareness campaigns almost every month
- ◇ Annual Cybersecurity day - live sessions for employees
- ◇ Quarterly phishing tests
- ◇ Monthly incident response exercises
- ◇ Quarterly users access review
- ◇ Annual policies and procedures review
- ◇ Annual pen tests

Port Security

DCT Gdańsk manages the safety and security of port operations, including handling dangerous goods, safeguarding against terrorism, and preventing illicit trade. We have set up policies and commitments as Port Facility Security Assessment, Port Facility Security Plan, and Security Policy to take care of port safety. We also hold an ISPS certificate (with all requirements of ISPS Code (International Ship and Port Facility Security Code)

implemented), and maintain technical security measures such as access control system, CCTV, anti-burglar system, etc. Our employees at the first day of work attend a dedicated training regarding security measures (including personal data training) which is carried out by our PFSO (Port Facility Security Officer); also all essential information regarding DG (dangerous goods) Management is given to all employees as a part of the initial OHS training.



In 2020 we recorded:

0

fatal
accidents

12

accidents
at work

172

reported
near-miss
incidents

In 2020 we performed

1,860,081
manhours

initial OHS trainings for

51

employees

Periodic OHS trainings
for

483

employees

zł

invested **7 mln PLN** in safety



35 training session for middle management



the budget spent on OHS is around **4,5 mln PLN**

In 2020 we reached
half a million hours worked without LTI
for the first time in 7 years.



In DCT Gdańsk, we are convinced business objectives must be accomplished with respect for the natural environment. The character of our economic activity, which fits into the history of Gdańsk, is inherently connected with the necessity of industrial use of natural coastal areas, including those adjacent to Natura 2000 areas. Sustainable development is at the core of all our business decisions to ensure terminal operations are carried in a way that mitigates and minimises any negative environmental phenomena. Compensation is made for any undue influence.



OUR KEY ACTIVITIES IN PROTECTING THE ENVIRONMENT:

The current recovery energy level is ca. **10-12% of the total electricity consumed by DCT Gdańsk.**

As of 2020, DCT Gdańsk **purchases green electricity.**

The complete electrification of one of our terminals allowed us to **reduce carbon dioxide emission and supply costs by ca. 80%.**

DCT introduced a single-use plastic policy, which helped to reduce the number of single-use plastics on our premises significantly.

We supported the construction of the **first artificial dune in Poland.**

DCT will expand (Baltic Hub 3); for BH3, eRMG will be used in the yard. On T2, we use 20 eRTG, and on our railhead, we use 3 eRMG.

5 focus areas in long-term environmental management plan



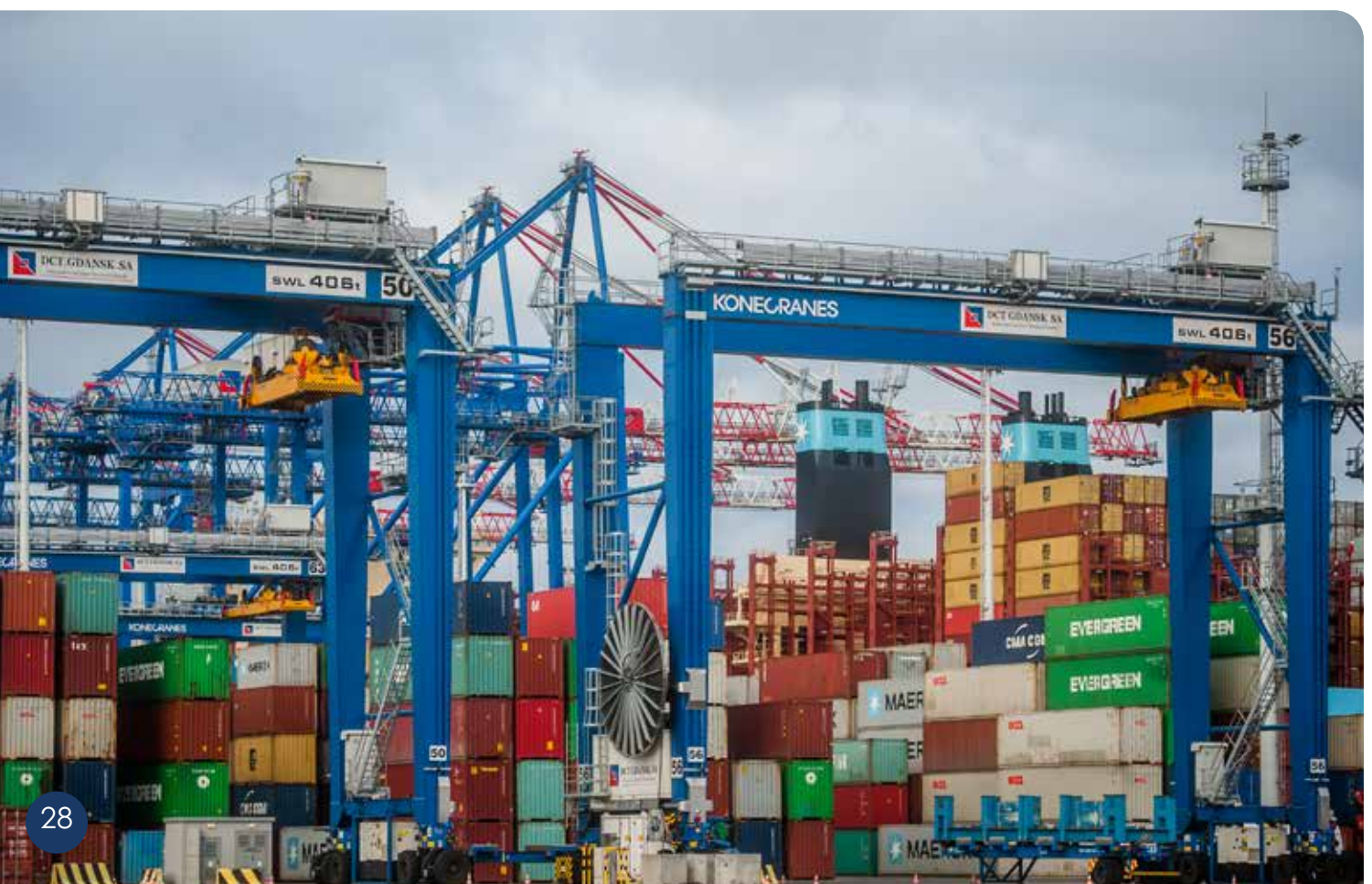
DCT Gdańsk cares about air quality and pays special attention to ecological solutions. Our priority is to reduce CO₂ emissions. Therefore, we have invested in new equipment that changes our RTG cranes' primary operating energy source from diesel fuel to electricity. Apart from that, we introduced a new energy consumption criterion into the tender requirements to purchase modern, electrically powered STS cranes.

Designing a dedicated formula for calculating energy savings during a crane's life cycle is what allowed us to promote, in a non-discriminatory manner, a steady replacement of our current infrastructure. Electrically powered cranes will contribute to the reduction of energy consumption and cost savings.

Additionally, for the purpose of emissions reduction, the above was supplemented by a decision made by DCT Gdańsk to

purchase electrical eRTG cranes to service the whole berth and stacking yards of T2 terminal, which was put into operation in 2016 and to replace diesel RTGs at the rail siding by RMG cranes. **The complete electrification of T2 allowed to reduce carbon dioxide emission and supply costs by ca. 80%.**

These innovative technical solutions form a key element of the control system, and both STS cranes and eRTG as well as RMG cranes used at the terminal of DCT Gdańsk are capable of energy recovery from the handling process. The recovered energy is transferred to the power system in DCT Gdańsk and subsequently used by other equipment and facilities all over the terminal, which results in the reduction of energy supplied to DCT Gdańsk. **The current recovery level is ca. 10-12% of the total electricity consumed by DCT Gdańsk.**



Goals related to the topic of climate change adaptation

1. Reduction of all emissions by 50% till 2030 (from the year 2019 baseline)
2. Reduction of all emissions by 75% till 2040
3. 0 emissions by 2050

In 2020 DCT Gdańsk energy consumption from all sources (electricity, diesel fuel and gas) reached 70 432,584 MWh. What is important to be mentioned, as of 2020 DCT Gdańsk started to purchase green electricity.

We also support the environment by undertaking other initiatives. In 2016 we reduced the number of used oil containers by 80%. We adapted our workshops to accept 1,000-litre DPPL oil containers (multiple-use containers), which replaced the 200-litre containers used so far. As a result, the number of containers used in a year was reduced by 100. Further, we limited the number of possible used oil spills. Currently, it is stored in a single, secured, 3000-litre container connected with collectors through a modern hydraulic system.

DCT introduced a "single-use plastic free" policy, which helped reduce the number of single-use plastics on DCT premises by twenty thousand in 2019 vs the year before. In 2020 the company aimed to achieve zero single-use plastic consumption, and the goal was achieved.



Among different conservation programmes conducted, environmental experts appreciated the concept we supported, which resulted in the construction of the first artificial dune in Poland, corresponding in character to the areas occupied by the terminal. In cooperation with the Biological Station of the University of Gdańsk, on Sobieszewska island, we created a unique ecosystem that perfectly imitates the natural coastal habitat with almost five thousand tonnes of sand. The established Dune Laboratory of the University of Gdańsk allows for the use of its resources by students and scientists from the university for gaining and promoting knowledge of plant species that are typical of the seaside, their adaptation in the construction, life functions, significance in the ecosystem and the protection of nature.



Source: Dune Laboratory of the University of Gdańsk, Sobieszewska island



Another example is the compensatory measures related to the occurrence in our area of rare and precious species of birds. The initiatives undertaken by DCT Gdańsk considerably exceed the recommendations of the Regional Directorate for Environmental Protection. To protect the unique species of birds, we fenced off (among other things) the beach adjacent to the terminal, where nests and breeding sites were built for the four species: common ringed plover, shelduck, merganser and little tern. The fencing protects birds' new hatching sites from people and predators, and the part of the beach where protected bird species settled is under permanent supervision by ornithologists.

We continuously work to ensure DCT Gdańsk is an open, inclusive company that puts great emphasis on caring for people, both internally and externally. We strive to maintain good relationships among and between our stakeholders, including our employees, clients, partners, suppliers, and visitors. We value and pay close attention to the role we can play in the life of the local community.

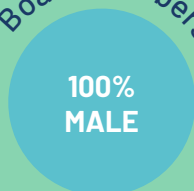


As of 2020, we have **1062 Employees**, including **178 women**. During the year, we held **463 training courses** and invested **528,000 PLN** in employee development programmes.

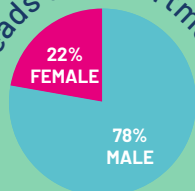


Gender diversity in our workforce

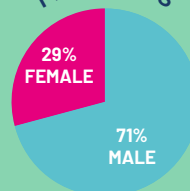
Board Members



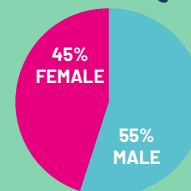
Heads of Departments



Managers



Leaders



What do we do for our employees?

Our people are our most valuable asset. They give their best every day to keep our operations going at peak performance – so it is only fair we do the same for them. In DCT, we:

- ◇ Invest in the education and development of our cadres through offering training courses, co-financing university degrees, and foreign language classes.
- ◇ Encourage and support the sporting spirit of our employees by organising activities within the company (running, soccer, and others) and by offering tickets for tournaments and other sports events.
- ◇ Work to foster stronger bonds and healthy working relationships through team building activities.
- ◇ Empower our employees by setting up the first collective employment agreement in the history of Polish containerisation.

DCT offers the same benefits to all DCT employees, regardless of their employment contract.



Based on labour law regulations:

- ◇ parental leave,
- ◇ retirement provisions,
- ◇ disability and invalidity coverage.



Based on internal regulations:

- ◇ additional health care insurance,
- ◇ additional retirement provisions,
- ◇ funds for additional health and life insurance,
- ◇ sports activities,
- ◇ others, e.g. health promotion: fruit baskets in the office, celebration of national holidays /practices.

Working hours:



We strive to create an optimal work environment where each employee has a sense of safety and comfort. Competitive remuneration coupled with a fringe benefits package, a clear and transparent career path and broad development opportunities allow us to attract and retain the best professionals. We believe a skilled and engaged workforce is fundamental to the success of DCT Gdańsk. That is the reason why we undertake to build employees' confidence by enacting transparent regulations, enforcing equal treatment, and conducting periodic assessments and open conversations with employees. We want the place of our work to be a friendly environment for everyone, where thoughts, views, experiences, and competencies are valued and freely exchanged. We want everyone to feel a part of this exceptional community and to be appreciated for all their contributions to the development of our organisation.



*Marzena Grzonkowska-Przyklęk
HR Director*

Here at DCT Gdańsk, we believe social dialogue is more than just a buzzword used to build a positive corporate image. It is fundamental in ensuring we successfully and sustainably grow our business in the spirit of mutual trust and respect for all our stakeholders' interests. People are our most valuable asset, and it is their commitment and hard work which built DCT Gdańsk and brought it to where we are today. Maintaining social dialogue assures their voices are heard, and through it, we build our future success together.

We understand very well what can guarantee the success of our organisation are the employees that are motivated, satisfied with their work and recognised for their commitment. That is why **we ensure our employees receive fair remuneration, as well as an attractive and transparent bonus system. We continuously invest in their development through training courses, co-financing university degrees, and foreign language classes.**



Additionally, to complement the external competence courses available, we have established an internal team of experienced instructors tasked with training and preparing our future operators for the state examination and further work at DCT Gdańsk with some of the largest handling equipment we utilise in our facilities.

Moreover, each of our employees is covered by the cafeteria system, offering a selection of balanced meals they can choose from each day. Thanks to our cooperation with multiple external partners, we can obtain tickets for sports games, cultural and artistic events, and concerts – which we distribute among our employees. We also co-finance private healthcare and group insurance, providing our employees with quick access to medical specialists, and contributing to the betterment of their livelihood.

In DCT Gdańsk, knowledge and experience are a common good that is shared and exchanged. Our employees lecture at WSB University, teaching students about the maritime industry and seaport management.

We also participate in different academic initiatives, contributing to disseminating knowledge on the marine economy and sea upbringing among students and academics from all over Poland. More locally, we organise workshops on international trade, exchange, and logistics within our facility for students from Pomerania in cooperation with external partners and foundations. Finally, every year we offer internships in all departments of our company, giving young people an opportunity to gain valuable business insights and work experience in the industry.

We promote a healthy and active lifestyle, nurturing our employees' passion for sports and physical activity. Besides offering them tickets for games and other sports events, we also support the running team of DCT Gdańsk. We equip our runners with professional gear and finance their participation in regional and national running events.

We also encourage our employees to commute to the workplace emissions-free,

if possible, and we have installed a bike rack in front of the admin building for their convenience. For many years now, DCT Gdańsk has participated in the „Getting to Work by Bike” campaign, competing with other companies in Poland on the number of kilometres done. The current results are displayed on wall-mounted monitors and constitute an additional motivation to ride more frequently. Additionally, our internal bulletin DCT News publishes information about exciting cycling routes in the surroundings of the Tri-City.

While we do not expect our employees to be involved in volunteering and charitable actions, we applaud such initiatives and support the pro-social attitude among our staff. Since 2013, DCT employees have organised and participated in many charity events held internally, such as the December Cake fair, or „Run under the crane” competition. All the proceeds are donated to charity. Every year they also organise themselves in collecting food, household chemistry and school supplies for those in need.



We also try to contribute to a good atmosphere by remembering small celebrations like Women's or Men's Day, Valentine's Day, Fat Thursday, and many others. We also maintain Fruit Thursdays since September 2019 and ensure there is plenty of fruit available for a healthy snack. Further, every year we organise many picnics and festivals offering some entertainment and good pastime to our employees and their families. In 2020, while respecting the restrictions given the COVID-19 pandemic, we still organised some surprises for our employees to celebrate Christmas and the end of the year jointly.



First collective agreement

Cooperation and mutual respect are fundamental to a healthy work environment, in which all stakeholders' interests are respected and incorporated in the business' value creation plan. Social participation is its essential facet, and here in DCT, we have included that in our policy by maintaining an ongoing dialogue with the local trade union. At its core rests our deep conviction that the employer and the employees can come together to realise their joint objective, which is to create an optimal work environment. Fair, open social dialogue gives them the means to achieve it. This is fundamental in building a durable and fruitful partnership between the employer and the trade union.

We strive to put that into practice by utilising reliable and justifiable data to support our line of thinking and jointly weighing the arguments put forward by all sides of the dialogue. We strongly believe this contributes to a greater understanding of the issue at hand, facilitating a solid

compromise and overall strengthening the organisation, which development is built upon mutual respect and a common understanding of our business objectives and how we can jointly meet them.

With that in mind, we have held rounds of successful talks with our social partner, which in 2016 resulted in signing **the very first collective agreement in the history of Polish containerisation. The provisions of the said agreement grant our employees a wide range of benefits, including pay rises, allowances for shifts held over public holidays and in non-standard schedules, and overnight work exceeding those specified in Polish labour law.**

In 2018, the collective agreement was updated and renewed for three years, and, starting from January 2021, a new Collective Agreement was signed and put in force. It regulates salary revisions for 2021-2023 and other areas of employment until the end of 2026.



For DCT Gdańsk, corporate social responsibility revolves around paying close attention to and addressing the needs of our surroundings.

As responsible corporate citizens, we want to be involved. We strongly believe social participation is not just a corporate obligation but a natural consequence of our presence among the communities we inhabit and interact with every day.

Therefore, we actively participate in the life of the local community, invest in the social infrastructure, support education and physical activity of children and young people, and help the senior citizens to stay involved in the life of the society. We cooperate with the police, the fire department, schools, universities, teachers, scientists and academics, sports clubs, foundations, and hospices. Lastly, we do not forget about the needs of those less fortunate, and we support various charitable initiatives – both internally and externally.

Throughout 2020, we implemented 20 social projects with over 15 partners.

Some of our key projects realised together with the local society:

- ◇ *Train of Dreams* project, supported by DCT Gdańsk, together with other Pomeranian companies
- ◇ Beach cinema with the view of DCT Gdańsk for neighbouring districts
- ◇ #gaszynchallenge
- ◇ Relay of Hope Action



Marcin Kamola
Communications and Sales
Support Manager

*For DCT, our involvement in the local social life is equally natural as it is important. **We are deeply convinced we have the means and the ability to make a meaningful impact on the local communities surrounding us. Through consultations and building local partnerships, we strongly believe that we can make the most of our social initiatives. Through that, a strong social infrastructure can be attained – significantly improving the lives of our local communities where it is needed the most.** Among all the social campaigns we took an active part in, we are particularly proud of the following projects:*



Cooperation with primary school no. 61

DCT Gdańsk has been supporting this school for years, among others DCT financed the purchase of interactive whiteboards and mobile tablets, thus contributing to the creation of „Tabletownia61”. DCT also comprehensively equipped the first School Cooking Academy „SP61” in Gdańsk. The company regularly sponsors bus trips of SP61’s older students to the Biological Station of the Faculty of Biology of the University of Gdańsk on Sobieszewska Island.

DCT Gdańsk SA. is a highly responsible, professional and socially engaged partner in education, which since 2014 supports the Józef Wybicki Primary School No. 61 in Gdańsk in implementing educational projects, as well as supplying the school with resources and equipment.

Anna Kuchta - School Director, Primary School No. 61 in Gdańsk



Train of dreams project

DCT Gdańsk, together with other Pomeranian companies, supported the „Train of Dreams” project financially, jointly led by the Hospice Foundation and *Dziennik Bałtycki*. The initiative aims to organise a holiday trip for orphaned children from the Orphaned Children’s Fund.

In July 2020, thirty children aged from 7 to 14 years, under the care of Dutkiewicz Hospice in Gdańsk, Hospice in Gdynia, Hospice in Tczew, Pomeranian Hospice for Children and Hospice Pomerania for Children, departed for a summer camp in Kashubia. The education and recreation camp took place in the Recreation Centre in Wielu, Karsin commune and lasted ten days.



Beach cinema with the view of DCT Gdańsk for neighbouring districts



Source: Port of Gdańsk

DCT Gdańsk, in cooperation with the Port Authority of Gdańsk, organised a field cinema and Movie Fridays on Stogi beach. Moviegoers could enjoy their movies among the soft sand and sound of waves splashing, with the port facilities towering in the distance. We offered them deck chairs and warm blankets and held competitions with gadgets to be won as prizes. Unfortunately, due to sanitary restrictions in 2020, we could let in a limited number of people. But the cinema became so popular that many viewers watched the movies from behind the tapes separating the cinema area from the rest of the beach. Before each movie was aired, a short video of DCT Gdańsk and Port Authority was played, with both CEOs wishing people an enjoyable experience.



Relay of Hope action

Due to the prevailing pandemic, the 11th edition of the charity run „Relay of Hope” took a slightly different form than usual. While the competition has been usually held in the „Baltic Gallery” shopping centre, this time, the participants ran or cycled „online”, joining the event from the comfort of their homes and logging into an application. The unique circumstances allowed runners from all over the world to join the action, including PSA employees. Participants from Singapore, Buenos Aires, Mumbai, or Antwerp also took part in the relay. DCT paid 1 PLN for each kilometre reported and donated the proceeds to the Pomeranian Hospice.



We have been cooperating with DCT Gdansk company for seven years during a charity event for Pomeranian Hospice for Children Relay of Hope. It is a unique 24h action, which symbolically shows the kilometres covered by the whole hospice team to reach our patients. Thanks to the support of DCT Gdansk, during the event, we can raise the necessary funds for the functioning of the hospice and providing all our patients with free medical care in their family homes 24 hours a day, seven days a week, all year round.

Monika Bojarczuk - Pomeranian Hospice for Children Foundation



DCT in #gaszynchallenge

In June 2020, DCT Gdańsk participated in #gaszynchallenge. It is a charity action in which employees gather to do ten push-ups or ten squats. If successful, for each of the participants, 5 PLN is donated for Tosia, a little girl awaiting expensive treatment in the USA. Every challenge is filmed, and you can nominate three other companies. The challenge #gaszynchallenge comes from Gaszyn, a village in Poland, where a firefighter living there started it all. The video #gaszynchallenge by DCT was published on our social media.



Programme *Safety for children in the city*

One of our flagship social projects is “Safety of Children in the City”, which is held on an annual basis. This educational initiative was developed and has been implemented since 2014 jointly with the Prevention and Road Traffic Department of the Provincial Police Headquarters in Gdańsk. The programme was designed for the youngest children to teach them how to behave in a safe way from their earliest years.



The classes are led by police officers prepared to work with young children. Each participant of the programme receives *primers for the whole school year, focusing on safe movement on the road, contacts with strangers, safety during stay at home on their own, during summer and winter holidays, a board game, a high-visibility vest and a pendant that increases the safety of our students in their everyday life, preparing them for a conscious participation in the life of the city of Gdańsk.* In 2020 the programme was realized only partially due to COVID-19 (without the in-person classes with policemen) but the project has been extended to all Primary Schools in DCT’s neighbourhood and all 1st class pupils in the vicinity of DCT Gdansk received their high-visibility vests and friendly reflective mascots with DCT pendants.

Corporate Social Responsibility is an integral part of DCT’s business strategy. It is reflected in our respect and care for natural environment, occupational safety, our constant support for employees and local communities as well as responsible and ethical behaviour towards them and all the business partners.

Katarzyna Frankiewicz – Communication Specialist



ABOUT DCT GDAŃSK

DCT Gdańsk S.A., a Polish commercial company, was established on May 11th 2011, when it was then mostly owned by GIF II (Global Infrastructure Fund II), a special fund managed by the Macquarie Group of Companies with its headquarters in Australia, one of the largest infrastructural investment funds in the world. Since March 2019, DCT Gdańsk is a member of the PSA Group, with joint ownership by the Polish Government investment arm PFR and Australian investment fund IFM.

Shareholders structure

Polish Development Fund S.A. (PFR)

The Polish Development Fund (PFR) is a financial group which offers instruments supporting the development of companies, local governments and individuals, and invests in sustainable social development and national economic growth. The mission of PFR as a Polish promotional financial institution is to implement programs enhancing the long-term investment and economic potential and supporting equal opportunities and environmental protection.



IFM Global Infrastructure Fund

IFM Investors is a global institutional funds manager with US \$118 billion under its management as of 31 March 2021. Established more than 20 years ago and owned by 27 Australian pension funds, IFM Investors' interests are deeply aligned with those of its investors. Investment teams in Australia, Europe, North America and Asia manage institutional strategies across debt investments, infrastructure, listed equities and private equity. IFM Investors has offices in nine cities: Melbourne, Sydney, London, New York, Berlin, Tokyo, Hong Kong, Seoul and Zurich.

PSA International Pte Ltd

PSA International (PSA) is a leading port group and trusted partner to cargo stakeholders. With flagship operations in Singapore and Antwerp, PSA's global network encompasses over 50 locations in 26 countries around the world. The Group's portfolio comprises more than 60 deepsea, rail and inland terminals, as well as affiliated businesses in distriparks, warehouses and marine services. Drawing on the deep expertise and experience from a diverse global team, PSA actively collaborates with its customers and partners to deliver world-class port services alongside, develop innovative cargo solutions and co-create an Internet of Logistics. As the partner of choice in the global supply chain, PSA is *The World's Port of Call*.



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GRI CONTENT INDEX

This report has been prepared with reference to the GRI Standards. The table below presents our GRI content index, which specifies each of the GRI Standards and disclosures referenced in the report, including where the information can be found.

GRI STANDARD	GRI DISCLOSURE NUMBER	GRI DISCLOSURE TITLE	PAGE REFERENCES
GRI 102: General Disclosures 2016	General Information		
	102-1	Name of organization	40
	102-2	Activities, brands, products, and service	10-12
	102-3	Location of headquarters	40
	102-4	Location of operations	40
	102-5	Ownership and legal form	40
	102-6	Markets served	2,12
	102-7	Scale of the organisation	2,12
	102-8	Information on employees and other workers	31
	102-9	Supply chain	24
	102-10	Significant changes to the organisation and its supply chain	There were no significant changes to our organisation and supply chain in 2020.
	102-11	Precautionary Principle or approach	20
	102-12	Externally developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes or which it endorses	36
	102-13	Membership of associations	SOCIAL RESPONSIBILITY REPORT 2019
	102-14	Statement from senior decision-maker	2,8-9
102-16	Values, principles, standards, and norms of behaviour	14	
102-40	List of stakeholder groups	40	
102-41	Collective bargaining agreements	35	
102-42	Identifying and selecting stakeholders	40	

GRI STANDARD	GRI DISCLOSURE NUMBER	GRI DISCLOSURE TITLE	PAGE REFERENCES
GRI 102: General Disclosures 2016	General Information		
	102-43	Approach to stakeholder engagement	18
	102-44	Key topics and concerns raised	13
	102-46	Defining report content and topic Boundaries	13
	102-50	Reporting period	6
	102-51	Date of most recent report	6
	102-52	Reporting cycle	6
	102-53	Contact point for questions regarding the report	41
	102-54	Claims of reporting in accordance with the GRI Standards	6
102-55	GRI content index	42-44	
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GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	20
	103-2	The management approach and its components	20-25
	103-3	Evaluation of the management approach	20-25
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	22
	403-2	Hazard identification, risk assessment, and incident investigation	22
	403-3	Occupational health services	22
	403-4	Worker participation, consultation, and communication on occupational health and safety	23
	403-5	Worker training on occupational health and safety	22

GRI STANDARD	GRI DISCLOSURE NUMBER	GRI DISCLOSURE TITLE	PAGE REFERENCES
GRI 403: Occupational Health and Safety 2018	403-6	Promotion of worker health	23
	403-9	Work-related injuries	25
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	103-2	The management approach And its components	26-30
	103-3	Evaluation of the management approach	26-30
GRI 302: Energy	302-1	Energy consumption within the organization	28
	302-3	Energy intensity	28
	302-4	Reduction of energy consumption	28
GRI 304: Biodiversity	304-2	Significant impacts of activities, products, and services on biodiversity	30
	304-3	Habitats protected or restored	30
GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts"	29
	306-2	Habitats protected or restored	29
Employees			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	31-35
	103-2	The management approach And its components	31-35
	103-3	Evaluation of the management approach	31-35

GRI STANDARD	GRI DISCLOSURE NUMBER	GRI DISCLOSURE TITLE	PAGE REFERENCES
GRI 401: Employment 2016	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	34
GRI 403: Occupational Health and Safety	403-1	Workers representation in formal joint management-worker health and safety committees	35
GRI 404: Training and Education 2016	401-1	Average hours of training per year per employee	16
	401-2	Programmes for upgrading employee skills and transition assistance programmes	32-34
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GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	36-39
	103-2	The management approach And its components	36-39
	103-3	Evaluation of the management approach	36-39
GRI 203: Indirect Economic Impacts	203-1	Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind, or pro bono engagement. Their impact on the society.	36-39
GRI 413: Local Communities	413-1	Operations with local community engagement, impact assessment, and development programs	36-39



DCT GDANSK

A Member of the  PSA Group

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