

GATEWAY TO CENTRAL AND EASTERN EUROPE



SUSTAINABILITY REPORT 2019



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Letter from the CEO

I am very proud to see that over recent years, DCT Gdansk has evolved from a local container terminal to an important regional trade hub. As part of this journey, in 2019 the terminal passed the historic milestone of handling in-excess of two million TEU. The super-highway of world trade between Asia and Europe, is where the world's largest ships operate. At DCT Gdansk we handle the very largest ships afloat, demonstrating that Poland is now hard-wired into this critical tradelane. DCT Gdansk provides the most cost effective way to serve the Polish market as well as serving the upper-Baltic and the hinterland of land-locked countries providing millions of people and thousands of businesses the opportunity to access faster, more efficient and more cost-effective trade.

But with this improved efficiency comes another critical advantage – a reduced carbon-footprint. Clients using the advantages of DCT Gdansk can rest assured that they are using the most environmentally friendly method of moving goods between this region and the world.

A part of DCT's evolution there was another important milestone in 2019; the arrival of three new shareholders. IFM are an Australian investment fund, PFR are the investment arm of the Polish government and PSA International are a global ports operating

group. Between them they have 100% ownership of the business and all three have a vision of investing for the long-term to develop a sustainable terminal to meet the trade demands of this fast-growing region. I am delighted that the business is in such safe hands that will be able to guide our future development.

Through our new shareholders, DCT will continue to invest in the expansion and modernization of our facilities to serve all customers whilst reducing the impact on the environment and enhancing at every step our focus on safety. Safety remains our absolute priority, a fact that is well understood by our professional team of employees. As the DCT family continues to grow, our on-going success is down to the hard-work of all of our employees, they understand we are in a competitive market with a need to focus on service excellence, professionalism and the highest standards of safety compliance.

I am happy to present for public and peer review, our second non-financial corporate social responsibility report, providing information about how we operate our business and how we engage with our social stakeholders around us and key sustainability issues.

I hope you enjoy reading the report.

Cameron Thorpe

Chapter 1. DCT Gdańsk – gate to Central and Eastern Europe

People say that the **container is the box that has changed the world**. The largest container vessels, whose capacity increased almost fourteen times in the last five decades, call at DCT Gdańsk twice a week. If we removed all containers from one fully loaded ship and put them one on another, there would be built a tower of containers exceeding 50 km high, six times taller than Mount Everest. This huge cargo, up to two hundred thousand tonnes in weight per ship, transported on a regular basis from the other end of the world does not only constitute the evidence of the scale of global trade, but also lets us realise how important it is for Poland to be an active participant in the exchange of trade.

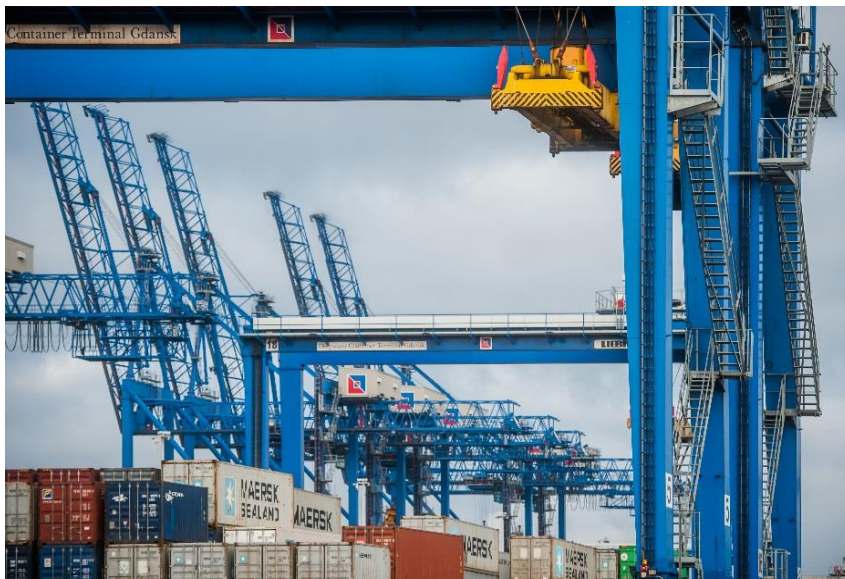
DCT Gdańsk is a response to the growing economic significance of Poland and the Baltic Sea region in international trade. More than a decade of experience and the dynamic growth have contributed to the strong position of DCT Gdańsk among the one hundred largest terminals in the world in 2017, when the terminal took the sixteenth place in Europe.

2019 volumes contributed to Gdansk being ranked in top 15 largest container ports in Europe, and 86th in top 100 container ports in the world.

Thanks to its strategic location in the heart of the Baltic Sea, DCT Gdańsk allows for Poland to be connected to the largest sea transport trade route between Europe and Asia, providing the simultaneous reduction of costs, delivery time and lower carbon dioxide emissions.



The terminal cooperates with the largest sailing allies. Every year it handles ca. 500 ships, 5,000 trains and more than 300,000 trucks. DCT Gdańsk offers its clients 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 great production, distribution and consumption centres in the countries of Central and Eastern Europe. In addition, by assuring direct access to the fastest growing region in Europe, DCT Gdansk 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.



Due to excellent geographical conditions, modern equipment and skilled human resources, DCT Gdańsk has unlimited opportunities for development. Almost two billion Polish zloty has been invested so far in the modern handling infrastructure focused around two deepwater berths integrated with stacking yards with high-quality equipment, presenting an innovative response to the global logistics challenge. Looking forward to the future, DCT has already taken further initiatives aimed at the purchase of additional equipment for the existing berths, increasing the area of stacking yards, automation of the gate complex and significant increase in the intermodal operating capacity at the rail. In the next two years DCT will spend more than PLN 200 million on these investments.

DCT Gdańsk - is 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. DCT Gdańsk undertakes strenuous efforts to deliver innovative solutions dedicated to providing its clients with enhanced service levels whilst also ensuring development is undertaken in a sustainable and harmonious manner; fully respecting the social and natural environment.



Adam Żołnowski, Chief Financial Officer, DCT Gdansk:

The establishment of DCT Gdańsk gave rise to creation of a completely new model of operation of the logistics sector in Europe. Nowadays the export of products from Poland is more and more competitive and imported goods can reach the end customer in Central and Eastern Europe faster, at lower prices and in a manner that causes less harm to the environment.

During a decade of activity DCT Gdańsk has become one of the drivers of the Polish economy. The role of transshipment ports has been minimised, which has resulted in the elimination of the necessity to transport containers by motorway or rail to Poland from other states.

DCT Gdańsk is also a synonym for a well-implemented investment. In only the last five years we have on investments more than one billion Polish zloty. What we took into account when making each investment decision was the environmental impact, the strive for cooperation with Polish companies, long-term economic consequences and care about the local community. We aim at continuous sustainable development, generating further benefits for consumers, exporters and the Polish economy.

The great functioning of DCT Gdańsk is a consequence of the involvement of our employees. The company's strategy assumes that a key to our further success is a stable base of well-trained, well-motivated employees, who are paid market level remuneration and are employed under contracts of employment. That is the reason why we attempt to attract and retain the best employees.

Each aspect of our strategy takes into account corporate social responsibility. It is of key importance for DCT, since we are a long-term investor that acts for the benefit of its shareholders, clients, employees, subcontractors, the local community and the environment, and always shares the best practices.

1.1. Characteristics of DCT Gdańsk

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

SHAREHOLDERS STRUCTURE:

- **PSA International Pte Ltd**

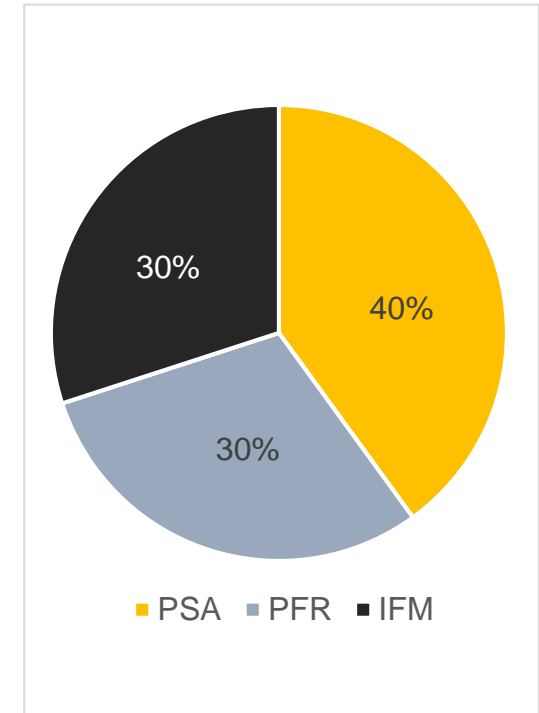
PSA is a leading global port group and a trusted partner to cargo stakeholders around the world. With flagship operations in Singapore and Antwerp, PSA's portfolio comprises a network of over 50 coastal, rail and inland terminals in 19 countries. Drawing on the deep expertise and experience from a diverse 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".

- **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\$82 billion under its management as of 31 December 2018. 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.

The basic objects of the activity conducted by DCT Gdańsk S.A. are the provision of services within the scope of intermodal transport – this means the shipment of cargo with the use of different means of transport. DCT Gdańsk S.A. handles in-particular deepsea container vessels of international shipping companies, transporting containerised cargo, both import and export, as part of the global trade exchange. In the course of the handling processes we also make use of road and rail modes of transport. The latter has a growing share on a regular basis, enhancing the more environmentally-friendly offer of DCT.

The terminal handles cargoes in export and import, which contributes to the dynamic economic development of Poland as well as the whole region of Central and Eastern Europe. The handling operations performed at the terminal also allow for the transit of the cargoes transported from Asia to other countries located around the Baltic Sea, including Russia, the Baltic States, Finland and Eastern Sweden. Gdańsk is also an alternative for goods carried to and from Belarus, Ukraine, the Czech Republic, Slovakia and Hungary. The attractive location and wide opportunities for cooperation are what strengthens the role of DCT Gdańsk and its offer to importers and exporters and consequently, makes Gdańsk the only deepsea handling hub to the east of the Danish straits.

DCT Gdańsk container terminal was the first and is currently the only facility of this type in the Baltic Sea region, able to handle the largest container ships in the world, both because of the depth of the approach fairways and mooring alongside and because of the modern infrastructure of the berth with high-quality handling equipment.

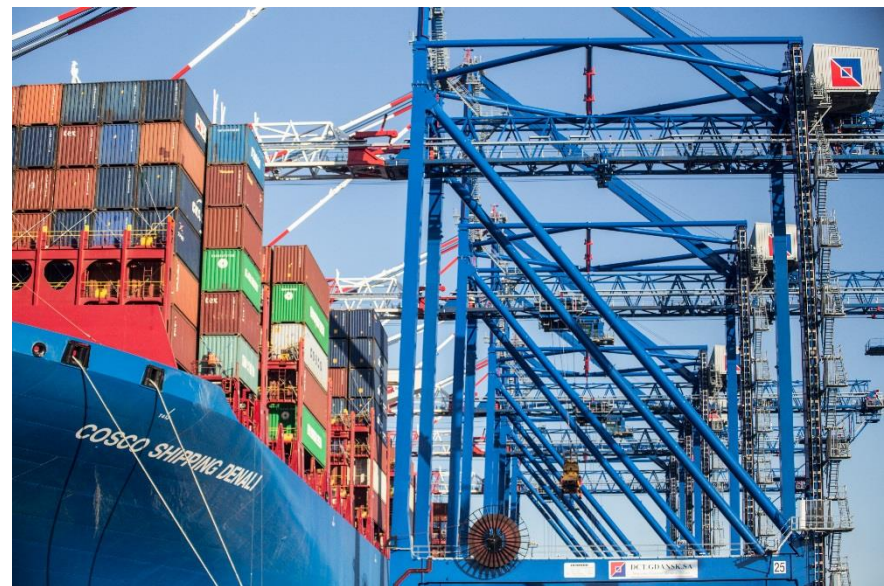
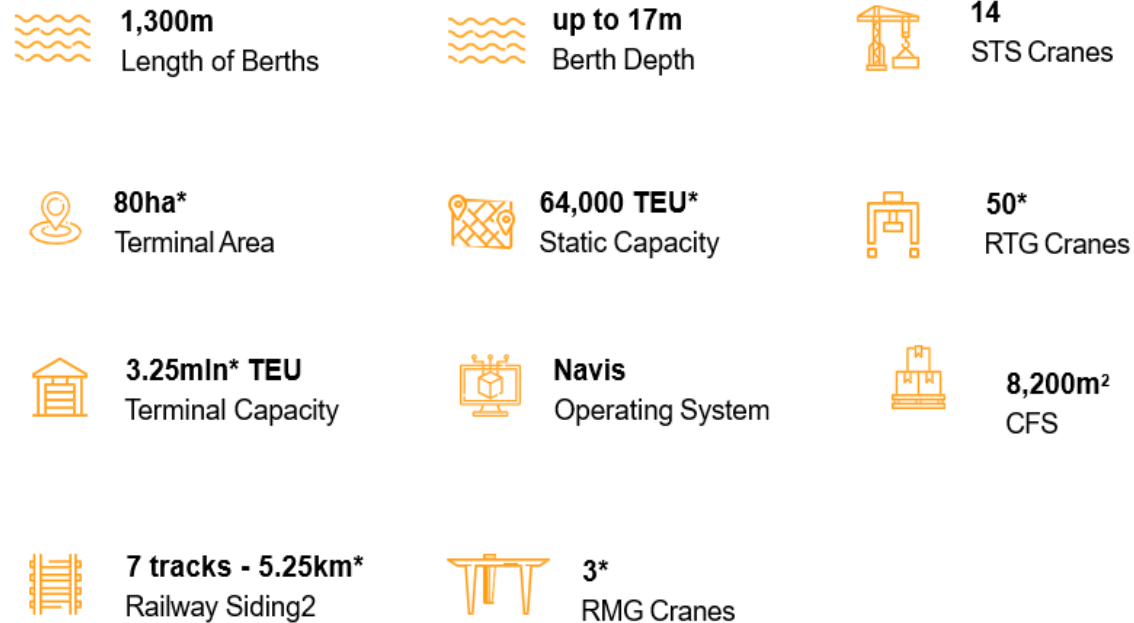


Figure 1. Specification of DCT Gdańsk S.A.



**After finalization of all current development projects 2022*

Because of the geographical and market location, DCT Gdańsk fulfils the role of a distribution centre directed to the region of the Baltic Sea and CEE. The terminal was established in one of the fastest-growing European regions and is within the Trans-European North-South Transport Corridor No. VI of TEN-T network, connecting Scandinavia with the Mediterranean countries.

Basic indicators and directions of operation in 2019:

2.069 million TEU
Volume

PLN 559 million
Revenue

PLN 113 million
Salaries

PLN 30 million
Taxes and fees

67%
Expenses to local suppliers

1070
Employees

17.2%
Women

61%
Contracts for an indefinite period

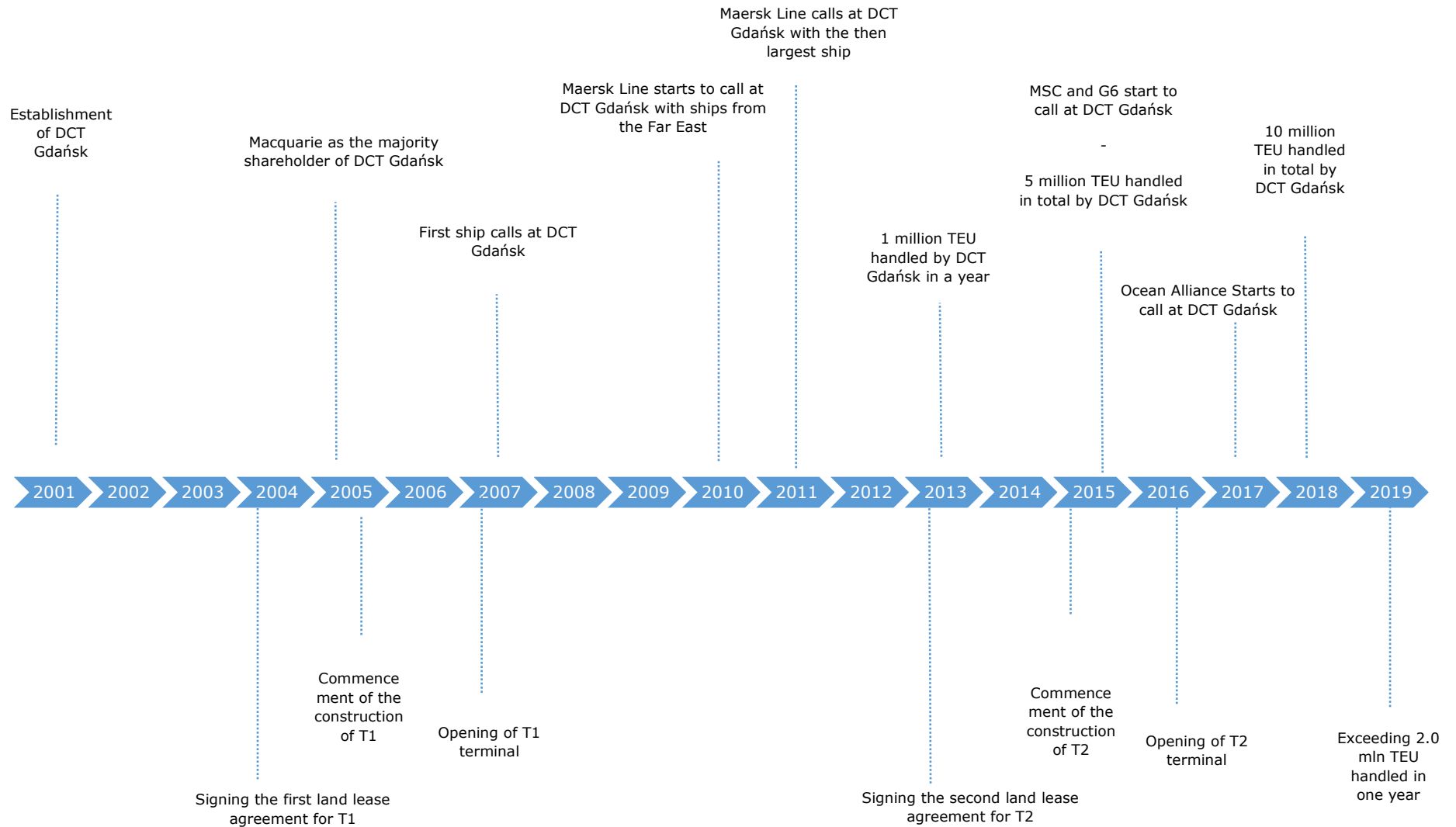
1320
Trainings

100%
Employees covered by the collective agreement

We support accomplishment of the UN Sustainable Development Goals:



History of the development of DCT Gdańsk



1.2. Basis for the operation

At its core, DCT Gdańsk provides services that take into account the impact on the environment, together with the provision of a safe work environment without discrimination for all interested parties, including contractors, clients, suppliers and partners.

To provide third-party verification that the company follows these core standards and acts in an integrated way, DCT Gdańsk has undertaken external validation through ISO certification, assuring:

- high quality of rendered services and meeting the client's expectations, **in compliance with ISO 9001**,
- maintaining energy efficiency of processes, **in compliance with ISO 50001**,
- creating conditions of safe work, **in compliance with ISO 45 001**,
- the condition of the natural environment, **in compliance with ISO 14001 and the EMAS certificate**.

DCT Gdańsk creates and actively participates in undertaking bottom-up initiatives, establishing local partnerships and strengthening social dialogue. In this respect DCT Gdańsk promotes talent and development of human capital by supporting diversity, striving for integration and participating in the exchange of experiences.

DCT understands it has a responsibility towards and a need to support the local community. One of the ways we can demonstrate this is by investing on a regular basis in schools and academic educational projects and the development of physical activity of children and young people, but we do not forget about help to elderly people.



Grzegorz Pawłowski, Legal and Corporate Affairs Director:

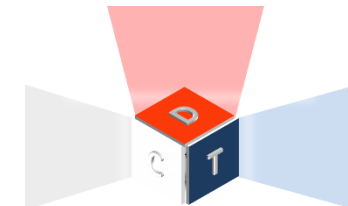
DCT Gdańsk is not just a transparent and fair business based on free market trade, financial transparency and respect for human rights. DCT Gdańsk also means responsibility. We have adopted and implemented an active CSR policy. Given the above, we have identified key areas of interests connected with the social involvement, given that we are a service company located in an exceptional place close to a sensitive Natura 2000 environmental protection network. In our everyday work we use expanded infrastructure and heavy equipment, handled by a few hundred people, most of whom inhabit the close vicinity of the terminal. Being aware of this situation and the responsibility arising from it, we have adopted a corporate social responsibility strategy, based on the three pillars: the natural environment and safety, the society and people. These three pillars are of a fundamental significance for the attitude adopted by DCT towards CSR and sustainable development. Due to the complex character of the area, some actions

are covered by more than one area of interest, which allows to reach the synergy effect and makes the corporate social responsibility strategy not merely a document but a real tool that affects the reality, and a full carrier of values.

DCT Gdańsk is a company with deeply-held values that is aware of its responsibility. The effectiveness of our actions is improved thanks to the regular cooperation and interaction with a wide range of entities:

- DCT cares about the natural environment: in cooperation with scientists from Tri-City we contributed to the establishment of the first artificial dune and the Dune Laboratory in Sobieszewska island,
- DCT cares about safety: we have built a safety culture by means of organising a wide range of actions, campaigns and workshops aimed at promoting a healthy, sustainable and safe life, both at work and beyond the work place,
- DCT has adopted a human-oriented approach: we believe in the potential of our Employees and permanently improve their abilities.
- DCT Cares about our local community: we work alongside community leaders to help enhance local education facilities and providing sporting and healthy outdoor activities for children.

KEY AREAS OF RESPONSIBILITY



SUSTAINABLE DEVELOPMENT VISION OF DCT GDAŃSK

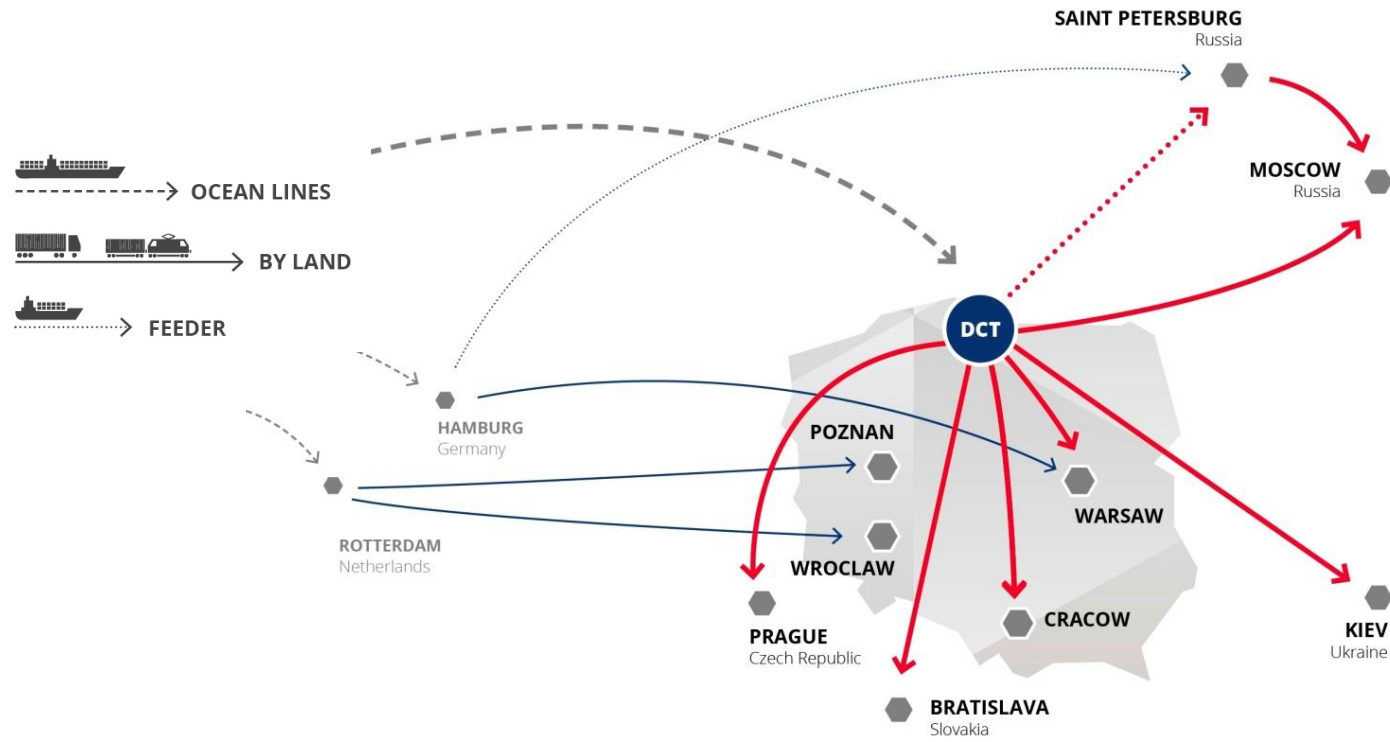
Pillar	Priority	Objectives
Environment	offering services that minimise the impact on the environment	<ul style="list-style-type: none"> – reduction of fume emission – reduction of energy consumption – implementation of environment compensation programmes

Safety	Promotion of the safe work	<ul style="list-style-type: none"> – elimination of accidents and building the safety culture
Society	supporting local partnerships and building social confidence	<ul style="list-style-type: none"> – social investments and support of bottom-up initiatives – building the social infrastructure and integration of partners – supporting education and promoting knowledge
People	promoting talents, supporting diversity and prevention of exclusion	<ul style="list-style-type: none"> – employee development – increasing the share of women on all positions and equal access to employment – supporting elderly people and people in need

1.3. Revolution at the Baltic Sea

DCT Gdańsk is the destination terminal in the Baltic for the worlds largest vessels departing from China, Korea and other Asiatic countries. DCT's offer, which aims to meet and exceed our clients' expectations, allows the generation of savings and the transfer of the handling centre from Western Europe to DCT Gdańsk contributes to noticeable environmental benefits resulting from reduction of emissions from transportation of goods, which were previously handled in the ports of Western Europe, despite the fact that their destination places were in Central and Eastern Europe. One may say that DCT Gdańsk has contributed to the division of the traditional Asia-Europe trade route into the Asia-North-Western Europe and Asia-Baltic Sea routes, which completely changed the hitherto transport model and brought benefits to the Polish economy and the whole CEE region.

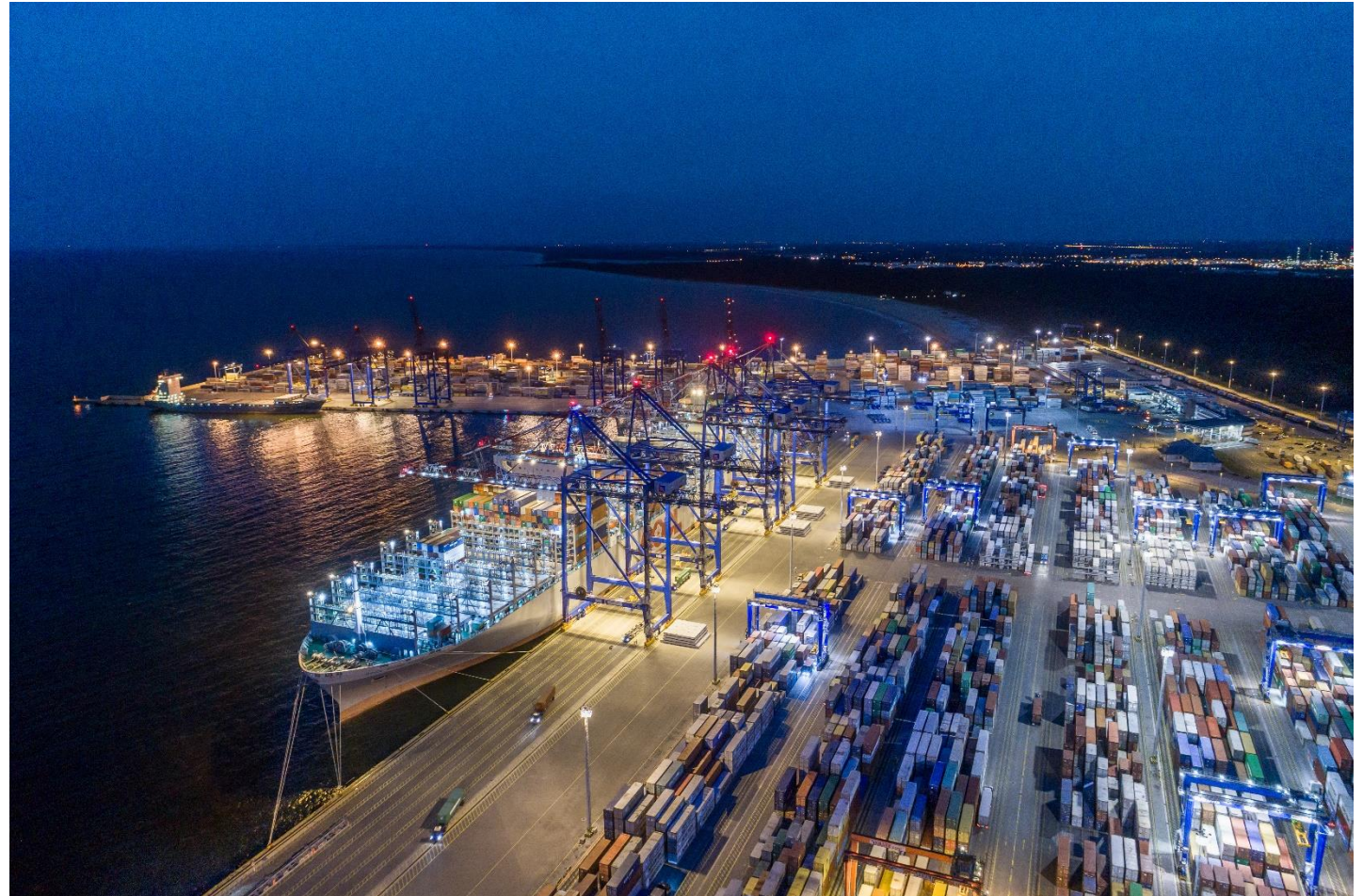
DCT Gdańsk - container revolution at the Baltic Sea



DCT Gdańsk is the largest container terminal at the Baltic Sea. The proven capability to handle the largest ships in the world and lack of navigation limitations are what provides clients from all over the world with the most competitive offer and access to the fastest-growing region in Europe. **DCT Gdańsk – the most cost-effective hub at the Baltic Sea, the gate to Central and Eastern Europe.**

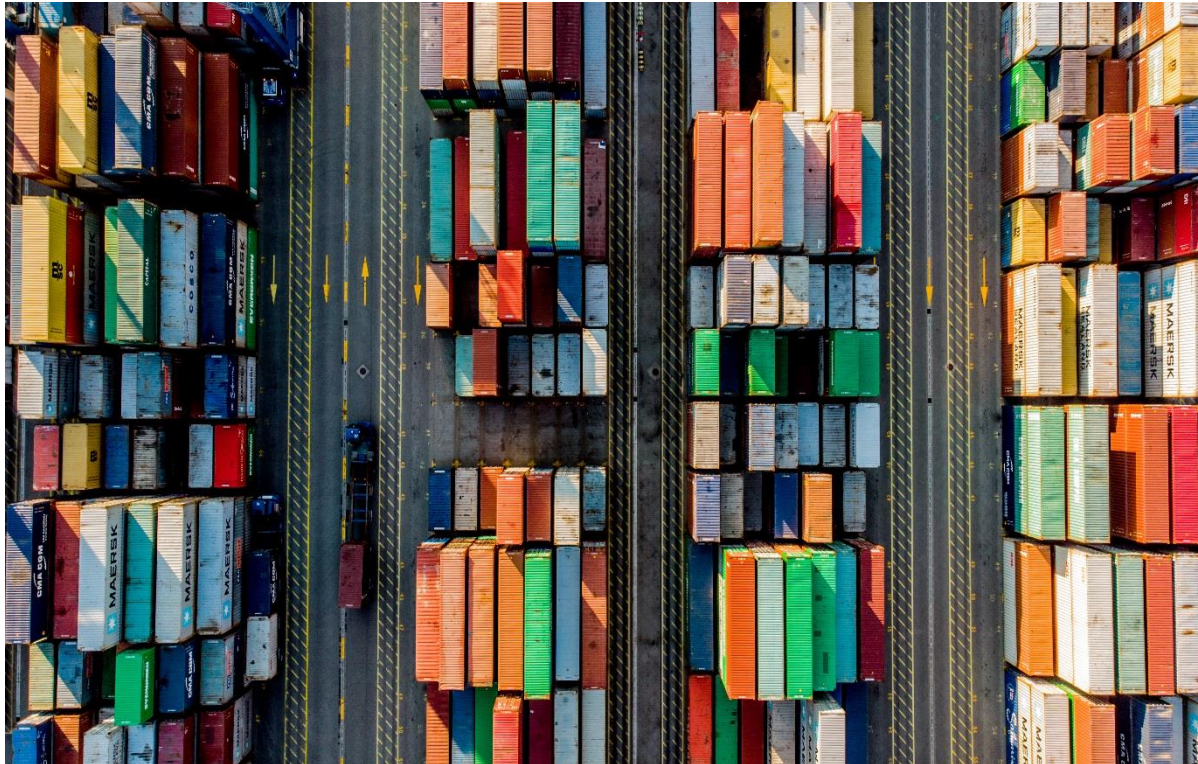
Dominik Landa,
Commercial Director:

The shipping industry deals with permanent changes. Ten years ago the largest ocean vessels had the capacity of 8,000 TEU, and now their capacity exceeds 20,000 TEU and are the largest ships in the world. What we perceive nowadays as a potentially stable and long-term cooperation may turn out to be short-term. Alliances of shipping lines undergo frequent changes, like the offered services and ocean services. What is the most important to us, being DCT's employees, is to be permanently



ready for adaptation to the clients' expectations and decisions, for offering solutions that allow us to build long-lasting partnerships. It is worth remembering that 20 years ago there were 23 shipping lines that offered services between Asia and Europe. Since then 60% of them have been acquired, merged or gone bankrupt. The others had to enter into

alliances in order to increase their range and offering. We are lucky to handle two out of three such alliances (and of course we happy to attract the third alliance as well). We believe that the support of the most ecologically-friendly means of transport, being the sea carriage of goods, is of significant importance in the sustainable development of the Polish economy.

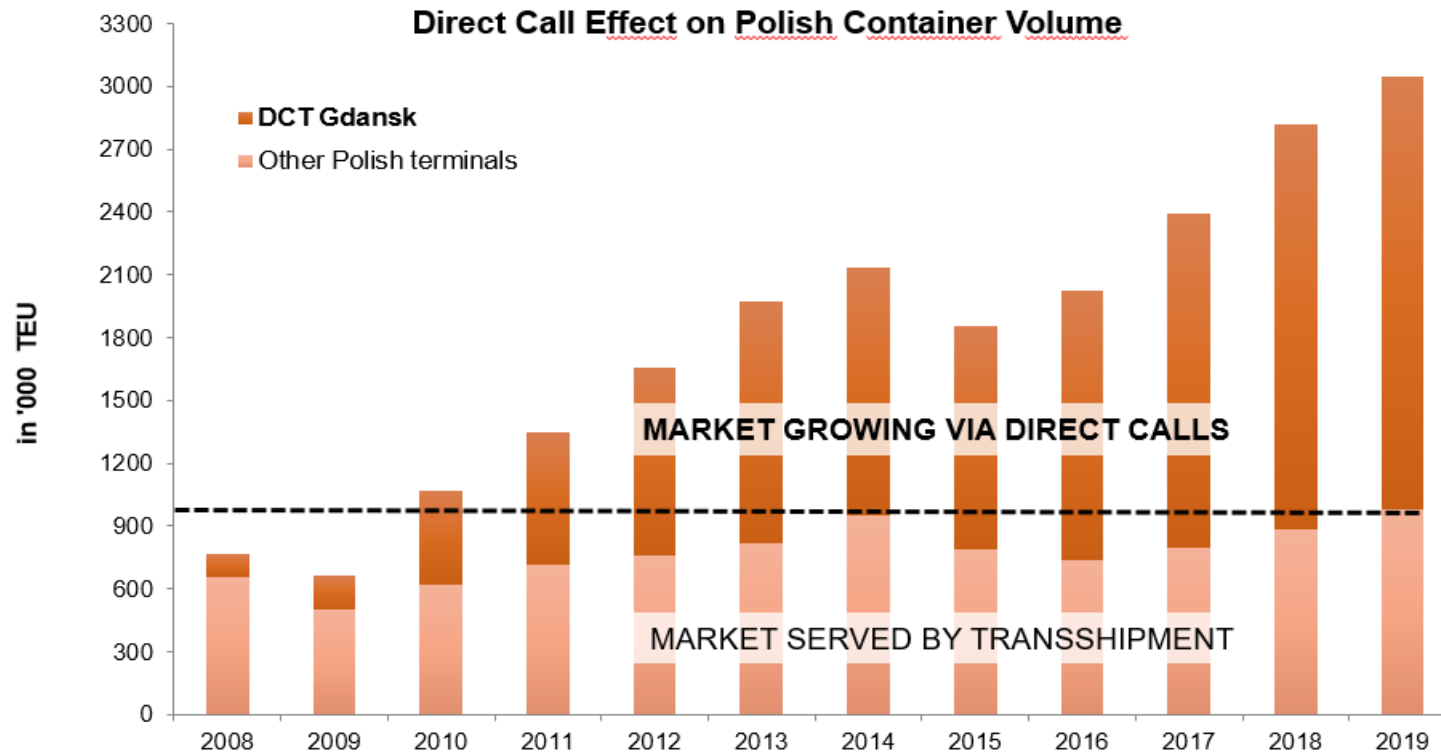


The current alliances of container operators and lines cooperating with DCT Gdańsk:

- **2M alliance** - shipping lines: Maersk Line (ML), Mediterranean Shipping Company (MSC)
- **Ocean alliance** - shipping lines: Cosco Shipping Lines (COSCO), CMA-CGM Group, Evergreen Marine Corporation (Evergreen), Orient Overseas Container Line (OOCL)
- **Other shipping lines:** SeaLand, Hamburg SUD, Unifeeder, Teamlines, Deutsche Afrika-Linien (DAL), HMM, Yang Ming Marine Corp. (Yang Ming), X-Press Feeders

1.4. Growth dynamics

DCT Gdańsk has had uninterrupted development of its operations for more than a decade. In the first year of our activity we handled 4,423 TEU¹, which is the volume we currently handle within less than a day. The employment increased from ca. one hundred employees in 2007 to more than a thousand employees in 2019.



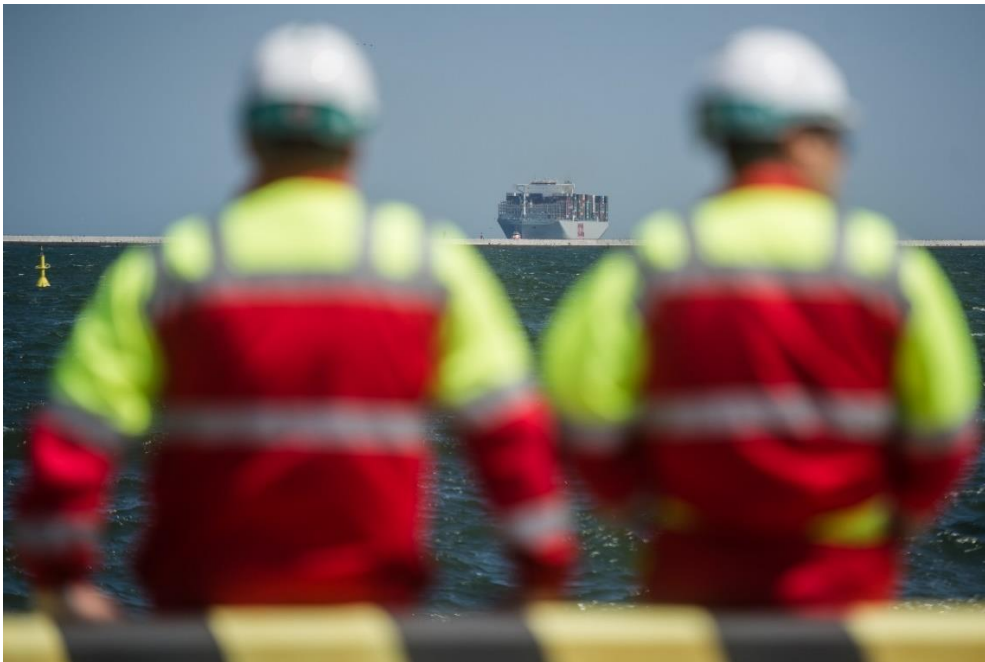
¹ TEU (*twenty-feet equivalent unit*) – a freight unit corresponding to one 20' container. It is used for defining the container capacity of ports and ships. Its name derives from the standard container of the dimensions of 20 × 8 × 8.5 feet, i.e. 6.10 × 2.44 × 2.59 metres or ca. 39 m³. Such containers had been commonly used since the 1960s. . Nowadays the standard size of containers is twice longer.

We have become the largest and fastest-developing container terminal in the Baltic Sea, being the destination and transit port for the largest sailing alliances in the world.

In 2018 DCT Gdańsk saw a growth rate of 20 per cent, with volumes growing up to approx. 1.93 mln TEU, and in 2019 we exceeded the milestone of 2.0 mln TEU, and our current potential capacity is around 3 million TEU per year. It positions DCT Gdańsk as one of the top one hundred container ports in the world and ranked 15th place amongst ports in Europe and of course for a long time now, 1st place among container terminals in the Baltic Sea.

In 2017 DCT Gdańsk was the fifth fastest-growing container terminal out of one hundred largest container terminals in the world and the second fastest-growing container terminal in Europe.

Thanks to our professional staff and permanent investments in the development of the terminal, Poland is able to effectively compete with the largest ports in Europe, with benefits for the state budget. The current growth dynamics, allows us to believe that this position will be at least maintained. It will result in an increase of receipts from customs duty, VAT and excise duty to the state budget, currently reaching more than PLN 10 billion a year.



Jacek Grabowski, Operations Director:

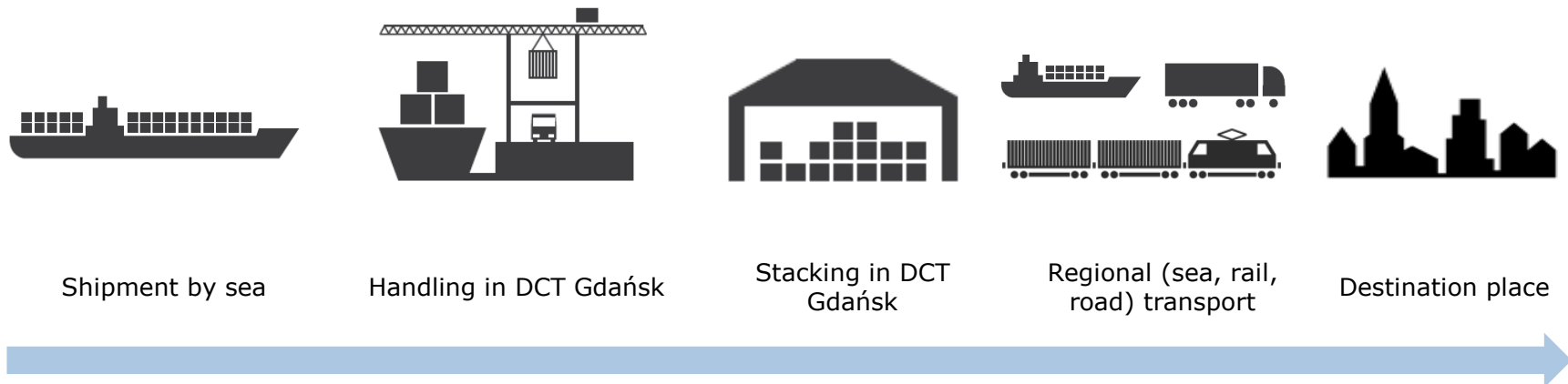
It is our ambition to be the first-choice terminal in the Baltic for the largest shipping lines in the world. For this purpose we do not only offer them services that meet or exceed their growing operational challenges. But in addition a professional terminal whose day-to-day priority is occupational health and safety and the continuous development of its staff, of which we have a growing number year-on-year. Our basic task is to efficiently handle containers, but when making our operational decisions we always remember that the key to success is the satisfaction of our clients. The high qualifications and dedication of our well prepared staff are what help to strengthen the role of DCT Gdańsk as a responsible leader of the Polish intermodal

industry and an active participant of the social life and the environment in which we operate. Our strength is based on human resources. Understanding that teamwork provides the potential for our growth is what motivates us.

1.5. The handling process

We are prepared to meet the challenges presented by our clients. Despite the impressive parameters of the largest container ships in the world, these are not an operational impediment to us. We have modern infrastructure that meets and exceeds all market expectations. What makes the value of the offer of DCT Gdańsk is not only having the most modern handling equipment, but that it is operated by motivated and professional staff and installed on durable and safe infrastructure.

Unloading container ships is a complicated process during which the great power of the cranes and huge gantries requires absolute precision and concentration of the operator. Our employees work 24 hours day and night in order to assure that the containers unloaded from ships are taken to the proper place at the stacking yard and prepared for further on-carriage. What happens to containers later depends on our clients. Being a modern terminal and hub for Central and Eastern Europe, we offer handling services in all modes, with the use of different means of transport (sea, rail, road).



The excellent infrastructure available in the vicinity of DCT is what allows us to quickly and safely ship containers by rail or road, and also handle them onto smaller ships, able to reach smaller ports in the upper Baltic Sea. We are able to handle all container types that are currently used. Our berths and equipment allow us to also handle untypical cargoes, for example oversized cargoes and extremely heavy ones. We also offer services in the scope of storage for containers, or stuffing or unstuffing of containers together with the safe and covered storage of goods.

Apart from regular rail handling services within Poland provided on our owned and operated railway siding, we also serve on a regular basis trains arriving from the Czech Republic. As compared with terminals in Western Europe, Gdańsk is located closer to many cities and production centres in the north of the Czech Republic and Slovakia, and our southern neighbours appreciate the quality of our services and the better economic outturn resulting from transportation of goods across Poland than countries of Western Europe.

In 2019 we handled:

676 ships

6,250 trains

390,000 trucks

2.069 million TEU



Chapter 2. Corporate social responsibility

We understand our wider corporate social responsibility as actively playing the role of the leader in the maritime industry, undertaking development in a sustainable manner, taking into account the social and economic impacts, the natural environment and the macro-economic factors. Within the terminal, our CSR values are reflected in our uncompromising approach to occupational health and safety, developing our people and respecting the local community and environmental resources. To ensure sustainability, it also includes responsibility for the quality of work performed by us. To be a responsible and sustainable employer it is important that we strive for and maintain financial stability. It is also equally important that we care about social and economic development. Being a barometer of international trade, **“the lungs of the Polish economy”**, we are responsible for sustainable development and supply of oxygen to the whole economic system, whose effectiveness is the guarantee of better quality of life for both the present and future generations. In DCT Gdańsk we understand that the great role played by enterprises as regards to their responsibility for their influence on the society results mainly from integration of the business, macro-economic and social factors, combining for a synergy effect to the overall increase in social welfare based on the concept of sustainable development. We are convinced that sustainable development is the factor whose proper understanding and adoption will be ingrained into and will help shape the company’s business strategy. In our work we believe that the processes of social and economic transformation need to be integrated with actions aimed at balancing, profits, development costs and the needs of the current generation without adversely impacting the opportunities for development of future generations. We make efforts to put this concept into practice by combining a sustainable development strategy with our business strategy. It enables us to design initiatives that are closely related to our everyday operations and to measure their effectiveness and long-term efficiency.



2.1. Environment and safety

2.1.1. Environment

In DCT Gdańsk we are convinced that 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 connected with the necessity of industrial use of natural coastal areas, including those that are adjacent to Natura 2000 areas. We take into consideration development in a sustainable manner to ensure that the terminal's functioning helps to mitigate and minimise any negative phenomena and compensation is made for any undue influence.

DCT Gdańsk cares about air quality and pays special attention to ecological solutions. It is our priority to reduce CO2 emissions and as a result, we have invested in new equipment that changes the main operating energy source of our RTG cranes from diesel fuel to electricity. Apart from that, in order to purchase modern, electrically powered STS cranes, we introduced a new energy consumption criterion into the tender requirements. Designing a dedicated formula for calculation of energy savings in the reference life cycle of a crane is what allowed us to promote, in a non-discriminating manner, the stable and safe but possibly light structures of electrically powered cranes, which will contribute in the long-term to reduction of energy consumption and cost saving. Additionally, for the purpose of reduction of emission of fumes, the above was supplemented by the decision made by DCT Gdańsk to purchase



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

As a result of innovative technical solutions as part of the control system, both STS cranes and eRTG 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 is subsequently used by other equipment and facilities all over the terminal, which results in reduction of the demand for the energy supplied to DCT Gdańsk. **The current recovery level is ca. 10-12% of the total electricity consumed by DCT Gdańsk.**

In 2019 the consumption of energy by DCT Gdańsk from all sources (electricity, diesel fuel and gas) reached 74 088,488 MWh. As it stems from our analyses, the next year the consumption of resources and energy should be shaped on a similar level, indicating a reduction in all areas. Thanks to the energy intensity of STS cranes and electrification of RTG cranes we expect **savings as regards the consumption of diesel fuel on the level of 330 thousand litres per year and reduction of the total emission of CO₂ in the following years**. In turn, the purchase of new electrical cranes, the replacement of traditional RTG cranes with electrical RMG cranes for service of the railway siding and will contribute to significant improvement of the energy output of the emission effect.

Ratio	2016	2017	2018	2019
GHG (kg CO₂ / total TEU)	7.53	7.90	7.39	7.30
MWh / total TEU	0.0188	0.0181	0.0174	0.0176
Toe / total TEU	0.01617	0.00156	0.001500	0.001519
Water (litres/manhours)	7.08	6.41	5.86	5.20

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 acceptance of 1,000-litre DPPL oil containers (multiple-use containers), which replaced the 200-litre containers which had been used so far. As a result, the number of containers used in a year was reduced by 100. Additionally, we limited the number of possible spills of used oil. At present it is stored in one, secured, 3000-litre container connected with the places of collection with the use of a modern hydraulic system.

In 2019 DCT introduced "No plastic" policy, which helped to reduce the number of single-use plastics by twenty thousand in one year (2018 vs. 2019). In 2020 the company's aim is to achieve zero single-use plastic consumption.



Among numerous environmental campaigns experts appreciated the concept supported by us, consisting in **construction of the first artificial dune in Poland**, whose character corresponds to the character of the areas occupied by the terminal. In cooperation with the Biological Station of the University of Gdańsk, at Sobieszewska island we created, with the use of almost five thousand tonnes of sand, a unique ecosystem that perfectly imitates the natural coastal habitat. The established Dune Laboratory of the University of Gdańsk allows for use of its resources by students and scientists from the university for gaining and promoting knowledge of plant species that are typical of the sea coastal line, their adaptation in the construction, life functions, significance in the ecosystem and in the protection of nature.



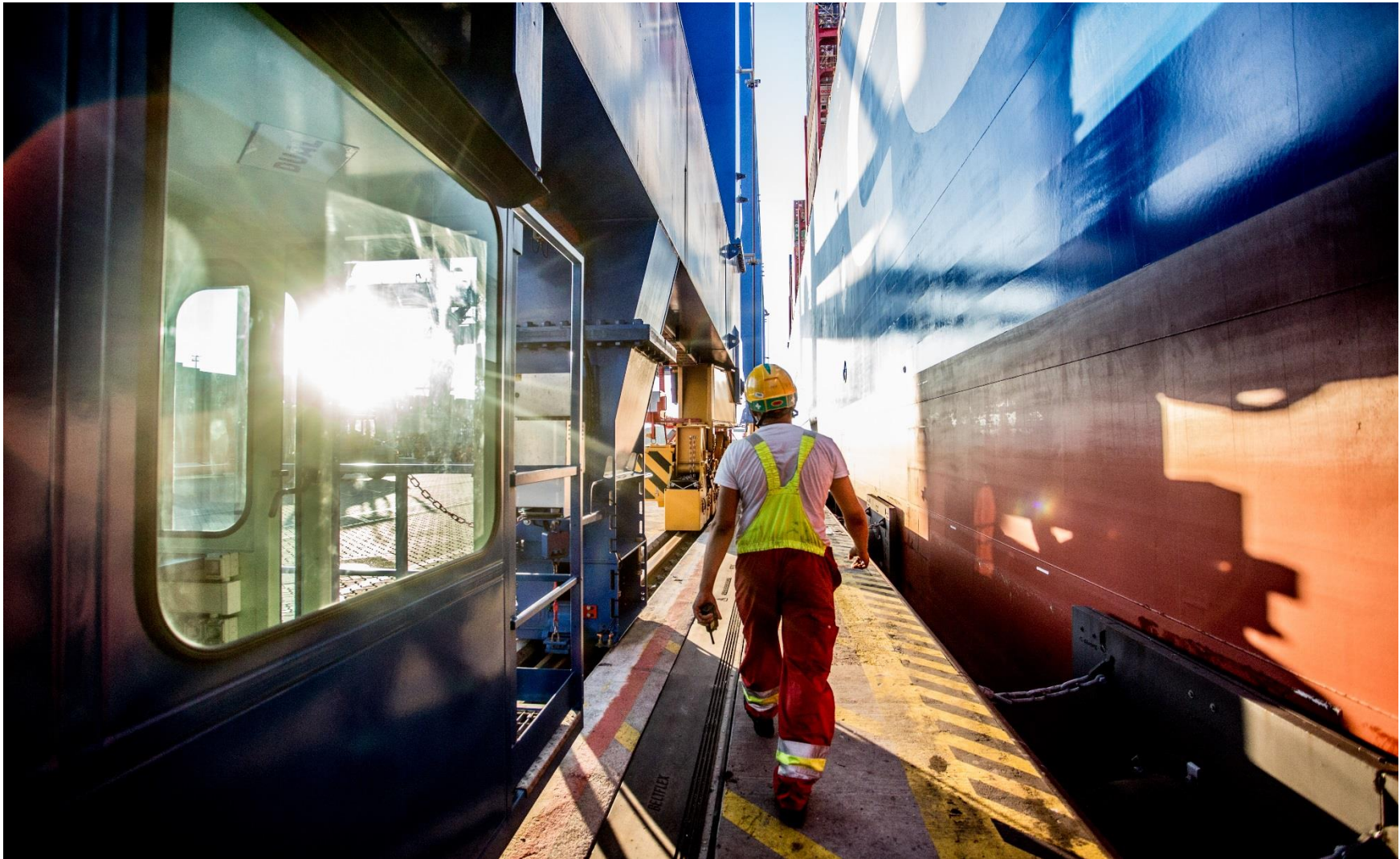
Source: Dune Laboratory of the University of Gdańsk, Sobieszewska island



Another example is the compensatory measures connected with the occurrence in our area of rare and precious species of birds. Initiatives undertaken by DCT Gdańsk considerably exceed the recommendations of the Regional Directorate for Environmental Protection. For the purpose of protection of unique species of birds we fenced off (inter alia) 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 purpose of the fencing was to provide for the protection of new hatching sites of birds against people and beasts of prey, and the part of the beach where protected species of birds settled is under permanent supervision of ornithologists.

2.1.2. Safety

DCT's priority is to provide safe and comfortable work conditions for the whole staff, the staff of our clients and subcontractors, in compliance with the basic principle: **NO accidents.**



We strive for **improvement of the culture of safety** both within the company and among our partners. For this purpose we organise a wide range of trainings and initiatives focusing on the broadly-understood safety. We care about the health of our employees, make every effort to provide them with the most comfortable working conditions, and to effectively prevent any occupational diseases as a result of the preventive actions taken by us.

In 2019 we performed:

1,823,572 manhours

796 OHS trainings

24 safety campaigns

and invested **7 million PLN** in safety

Every year DCT Gdańsk organises **the Active OHS Day** on the premises of the terminal. The purpose of the campaign is to increase the employees' awareness of safety by means of running workshops and practical drills in potentially hazardous situations. Till 2015 all editions of the campaign were directed to employees. However, in response to the social need to build the culture of safety, in 2016 the Active OHS Day also covered truck drivers arriving at DCT Gdańsk, and in 2017 - children of employees of DCT Gdańsk, in order to start safety education from the youngest age.

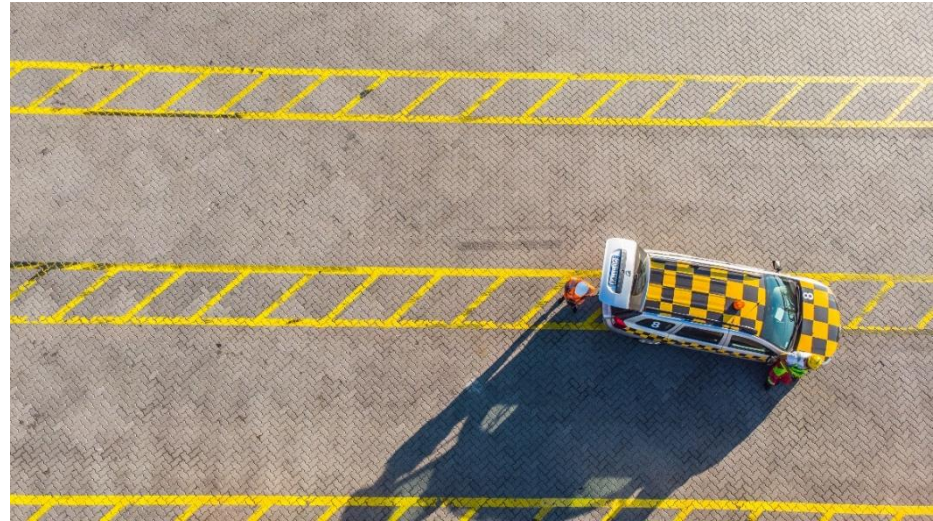
During the Active OHS Day we offer the following events and attractions:

- fire drills
- evacuation drills at the STS crane
- demonstration of the terminal equipment
- simulators of eco-driving, crashes and overturning
- alco glasses and reflex metre
- possibility of donating blood and entering into the register of bone marrow donors
- charity race and competitions with awards



DCT Gdańsk has developed and implemented procedures aimed at reduction of hazards on work stands, prevention of accidents and occupational diseases.

Thanks to defining the manner of handling, establishing and maintaining the documented objectives and tasks in the scope of safety DCT Gdańsk permanently improves the work organisation and strives for reduction of risks and hazards connected with the processes at the terminal. In DCT Gdańsk we perceive safety as an undertaking that determines the style of our work.



As part of numerous initiatives:

- representatives of the managerial staff walk on a regular basis on the premises of the terminal in order to talk to employees and make sure that their work environment is safe (Walk&Talk) - more than 80 times per year (in 2018 – 90 Walk&Talks; in 2019 – 104 Walk&Talks)
- representatives of the Safety Department 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
- every quarter we choose the Safe Employee of the Quarter,
- we facilitated systemic reporting by employees of near-miss incidents, for the purpose of prevention of possible risk and identified hazards

In 2019 we recorded:

ZERO fatal accidents

29 accidents at work

202 reported near miss incidents

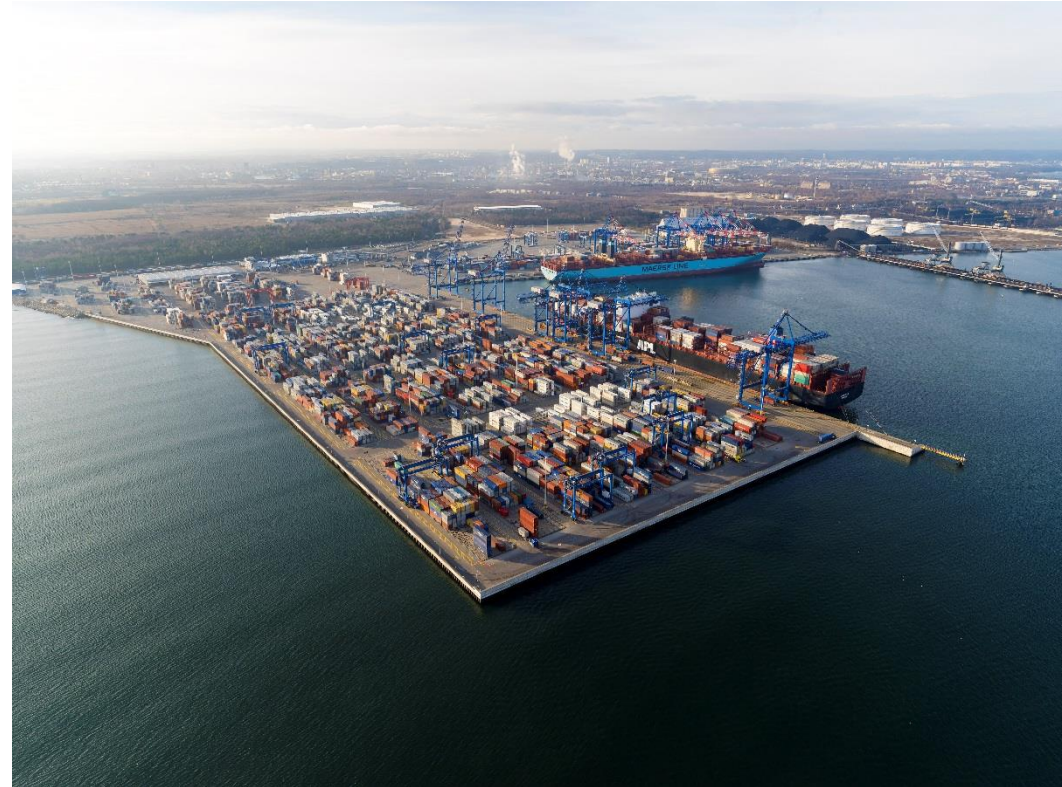
2.2. Society

Corporate social responsibility of DCT Gdańsk is reflected in perceiving the needs of our surroundings.

We participate in the life of the local community, invest in the social infrastructure, support education and physical activity of children and young people, help seniors to participate in the life of the society, but we also remember about people in need.

We cooperate with the police, the fire service, teachers, schools, universities, scientists, sports clubs, foundations and hospices.

We take a lot of initiatives aimed at permanent influence on our surroundings. We believe that social involvement is a value in itself rather than a corporate obligation.



In 2019:

We implemented **20** social projects with more than **15** partners

One of our flagship social projects is **Programme "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, in order to teach them how to behave in a safe way from the earliest years. All children starting education in the first class of Primary School No. 61 in Gdańsk take part in the programme, and the total number of children who have already participated in it reaches almost 300. The programme is aimed at acquisition by the youngest participants of the road traffic of desirable behaviours, safe habits and awareness of threats connected with everyday life and participation in the road traffic. Apart from the principles of the road traffic, children also become familiar with the principles of behaviour towards strangers, staying at home on their own, they learn about how to be safe near water and how to safely do winter sports and play outside with their peers. The educational classes are held as part of the programme four times in the school year, and lessons are run by skilled police officers. Within the framework of the programme children receive:

- 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;
- high-visibility vests and bands;
- educational materials in the form of board games and colouring books.



DCT is an active participant of the social life. **We believe that our actions allow us to support, integrate and jointly develop local partnerships, and the broadly-understood social investments will contribute to permanent construction of the social infrastructure and confidence.** From all social campaigns in which we take an active part we are particularly proud of participating in the following projects:

DCT Gdańsk finances biological workshops held on the premises of the Biological Station of the University of Gdańsk, being the location of the dune, dedicated to schoolchildren and seniors from the nursing home located in the vicinity of the container terminal. The workshops are conducted by biologists and scientists from Gdansk University. The classes are based on practical knowledge and fun.



A few times a year, DCT Gdańsk hosts high school students from the Pomeranian region as part of cooperation with the Inspirational Examples Foundation. The entrepreneurship lesson program at the terminal consists in presenting the activities of DCT Gdańsk and providing the practical knowledge of job positions in DCT as well as a tour of the terminal.

As part of our cooperation with Pomeranian Ice-Hockey Club, DCT employees receive tickets for each home game. In 2019, DCT Gdansk employees with their families also had the chance to ice-skate with Gdansk hockey team players in Hala Olivia. They could ice-skate and spend time with hockey players and their Mascot – they could practice ice-skating and benefit from professional tips on skating.



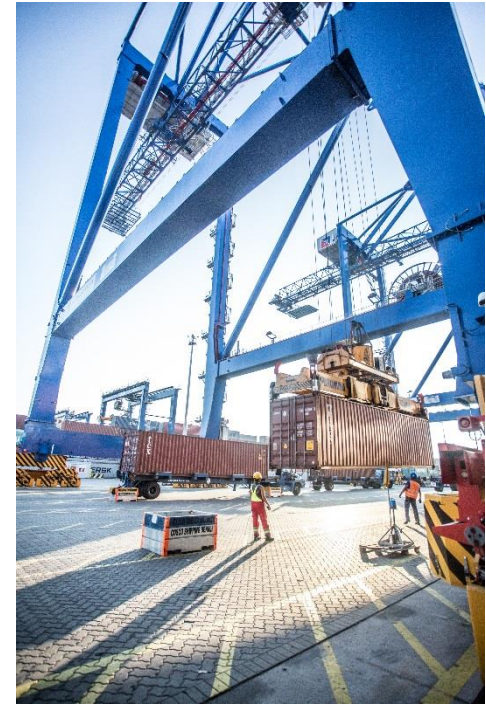
2.3. People

DCT Gdańsk is a company that is open to people. We pay a lot of attention to relations among people, both within the organisation and in our contacts with the business environment. By establishing good relations with employees, clients, partners, suppliers and all visitors we want to take part in the life of the local community. We strive for creating an optimum work environment in which each employee has a sense of safety and comfort, where competitive remuneration together with a pack of fringe benefits, clear and transparent career path and wide opportunities for development allow to attract and retain the best professionals. We believe that perfectly skilled and involved staff is the basis of the success of DCT Gdańsk. That is the reason why we build employees' confidence by transparent regulations, equal treatment, periodic assessment and open conversations with employees. We want the place of our work to be a friendly environment for everyone, where thoughts, views, experiences and competences are exchanged. We want everyone to feel a part of the exceptional community and, at the same time, to be duly appreciated for the contribution made by them towards the development of the organisation.



In DCT Gdańsk we understand that only motivated employees who are satisfied with their work may guarantee economic success of the organisation. That is why **we provide our Employees with fair remuneration, an attractive and just bonus system. We permanently invest in the development of competences by means of trainings and co-financing of university education.** Apart from a wide range of educational possibilities available on the market we have appointed an internal team of instructors, who prepare operators of the largest handling equipment at the terminal for the state examination and work in DCT Gdańsk.

Apart from that, each Employee is covered by the cafeteria system, as part of which he/she makes a decision on which benefits to choose. When establishing the terms of cooperation with numerous business partners we remember about our Employees. Thus, apart from the ordered service we receive for employees of DCT Gdańsk tickets for sports events, cultural and artistic events and concerts. We distribute all received tickets among our Employees. We also co-finance private medical packs, providing Employees with quick access to specialist healthcare.



In 2019²:

We employed **1070** Employees, including **180** women

and performed **1320** trainings, investing in the staff development PLN **543,000**

² In 2019 the employment in DCT Gdańsk increased by more than 130 people, including ca. 65% employees who were employed as a result of the referral system, based on recommendation of candidates by current Employees.

In DCT Gdańsk we widely share knowledge and experience. Our employees are lecturers at WSB University, who teach students how to manage a sea port. Apart from that, every year we organise student practice, offering young people practical opportunities for education in all departments of our company. In cooperation with foundations we promote knowledge of sea economy, international trade, trade exchange and logistics, by running workshops at the terminal for students from Pomerania. We also take part in academic initiatives, in order to support the concept of sea upbringing and sea economy among students and academic staff from all over Poland.

We promote a healthy and active lifestyle, allowing our Employees to indulge their sport passions. Apart from offering Employees tickets for matches and other sports events, we also support the running team of DCT Gdańsk. We equipped runners with professional clothes promoting DCT Gdańsk and finance participation of athletes in regional and all-Poland running events. **DCT's running team also takes an active part in numerous pro-social campaigns, such as the annual Hope Relay, the great charity campaign of the Pomeranian Hospice for Children.** During this event sportspeople, including Olympic winners, supported by volunteers, including runners from DCT Gdańsk, take it in turns to run on the running track and ride stationary bikes. DCT Gdańsk pays 1 zloty for each kilometre done, and the campaign is accompanied by many shows, attractions and contests.



The Employees of DCT Gdańsk have established a Football Team, which represents the company in regular matches as part of the Football League of the Tri-City, grouping more than 100 amateur football teams. Footballers also play in the newly inaugurated Port Football League for teams from the broadly-understood sea



industry. After the end of 2019 season DCT's Football Team got promoted to the first Football League of the Tri-City, confirming its permanently growing potential. DCT Gdańsk purchased professional uniforms for players, finances their participation in matches, awards for the team and the lease of the sports hall. The use of the hall is not only limited to our team, though. Each employee is offered an opportunity to use the hall once per week, when it is reserved for employees of DCT Gdańsk.

More and more of us arrive at work by bike, popularising this means of transport among our Employees.

We have installed a bike rack in front of the administration building, and DCT Gdańsk has participated for many years in the campaign "Getting to work by bike", competing with other companies in Poland as regards the number of kilometres done. The current results are displayed on monitors installed in the company and constitute an additional motivation for riding more frequently. Additionally, in our internal bulletin DCT News we publish information on interesting cycling routes in the surroundings of the Tri-City.

In 2019:

Our runners ran **2,000** kilometres, our footballers shot **243** goals

We do not expect our Employees to become involved in voluntary actions and no such actions are taken into account when establishing the amount of remuneration or bonuses. However, we do appreciate such activity and support pro-social attitudes and initiatives of our staff. Some of the numerous campaigns held by our Employees include all-company charitable "Run under the crane", and the raised funds were used for supporting people in need. Since 2013, DCT employees have been



organizing and taking active part in internal charity events, like December Cake fair, and the income generated from it is given to charity. For years they have become involved in collecting food, chemistrty or school supplies for those in need.



Another evidence of the good atmosphere in DCT Gdańsk is the great number of picnics and festivals, organised every year for Employees and their families. Back in 2017, on our 10th anniversary, we organised an integrative event, during which we jointly celebrated the past decade of our work and thanked Employees for their involvement. This event was preceded by a lot of surprises and campaigns held on the premises of DCT. In September 2019 DCT introduced Fruit Thursdays. The company always remebers about their employees during small celebrations like Women's or Men's Day, Valentine's Day, Fat Thursday etc.



Cooperation and respect for other people are very important values in our everyday work. In DCT Gdańsk we try to put into practice the social participation model by actively conducting the dialogue with the company branch of the trade union organisation. What motivates us in the cooperation with the trade union is the awareness that the social dialogue is a valuable relation between the employer and employees, whose joint objective is to create an optimal work environment that brings benefits for each of the parties. In practice we try to implement this idea by presenting reliable data in the course of the dialogue, fair justification of such data and joint weighing of the arguments. We believe that it contributes to greater understanding of each problem and facilitates acceptance of ultimate solutions. We see that this approach also constitutes a great value for the development of our organisation. We are convinced that looking for understanding and perceiving the problem from both angles of perspective are of key significance for building a durable and partnership-based relation between the employer and the trade union organisation.

The afore-mentioned conviction is what enabled us to effectively talk to the social partner and sign, in 2016, **the first collective agreement in the history of the Polish containerisation. As a result of the agreement Employees received a wide range of benefits, such as pay rises, allowances for work on holidays and special shifts, such as the jubilee award, allowances for work at night whose amount exceeds that provided for in the provisions of the labour law.** In 2018 the collective agreement was updated and renewed for the further three years, and apart from further pay rises and maintaining the acquired rights Employees were also granted a right to an attractive Christmas award, the incentive scheme was expanded and the envelope of funds to be paid was increased.

In 2019:

100% of Employees were covered by the collective agreement

Marzena Grzonkowska-Przyklęk, HR Director:

In DCT Gdańsk we believe that social dialogue is much more than a good catchphrase. It is a value in itself in the aspect of the influence and the benefits for the parties and the company itself. It is what drives evolution for sustainable development. We treat social dialogue in a serious and responsible manner. It may not be merely a slogan that creates the corporate image, but it should be a real value for organisations whose basic value is people. As we see it, it is people who create DCT Gdańsk and success is built by the whole crew from a scratch.

About the report

DCT understands the importance of responsible communication within the social environment in which we function. In order 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 it 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 prepare future editions of the report in the coming years, to track DCT's continued engagement on social, environmental and sustainability issues and to ensure DCT maintains the highest standards as a good corporate citizen.

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List of GRI indicators

1. DCT Gdańsk – gate to Central and Eastern Europe

GRI 102	General disclosures	102-1	Name of organization
GRI 102	General disclosures	102-2	Activities, brands, products, and services
GRI 102	General disclosures	102-3	Location of headquarters
GRI 102	General disclosures	102-5	Ownership and legal form
GRI 102	General disclosures	102-8	Information on employees and other workers
GRI 102	General disclosures	102-13	Membership of associations
GRI 201	Economic Performance	201-1	Direct economic value generated and distributed (including revenues, operating expenses, salaries and wages, subsidies and other investments for the community, undistributed profits and payments to capital owners and state institutions)
GRI 204	Procurement Practices	204-1	Proportion of spending on local suppliers
GRI 102	General disclosures	102-16	Values, principles, standards, and norms of behaviour
GRI 102	General disclosures	102-11	Precautionary Principle or approach

GRI 102	General disclosures	102-12	Externally developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes or which it endorses
GRI 102	General disclosures	102-40	List of stakeholder groups
GRI 103	Management Approach	103-2	The management approach and its components in the following areas: <ul style="list-style-type: none"> - environmental, - social, - human rights, - prevention of corruption, - HR, with indication of significant themes as part of a given area.

2. Corporate social responsibility

GRI 102	General disclosures	102-41	Collective bargaining agreements
GRI 202	Market Presence	202-1	Ratios of standard entry level wage by gender compared to local minimum wage
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.
GRI 401	Employment	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees
GRI 403	Occupational health and safety	403-2	Rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities, by region and by gender
GRI 403	Occupational health and safety	403-3	Occupational health services
GRI 404	Training and Education	404-1	Average hours of training per year per employee

GRI 404	Training and Education	404-2	Programs for upgrading employee skills and transition assistance programs
GRI 302	Energy	302-1	Energy consumption within the organization
GRI 302	Energy	302-3	Energy intensity
GRI 302	Energy	302-4	Reduction of energy consumption
GRI 305	Emissions	305-1	Direct (Scope 1) GHG emissions
GRI 306	Effluents and Waste	306-1	Water discharge by quality and destination
GRI 306	Effluents and Waste	306-2	Waste by type and disposal method
GRI 306	Effluents and Waste	306-3	Significant spills
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
GRI 304	Biodiversity	304-2	Significant impacts of activities, products, and services on biodiversity
GRI 304	Biodiversity	304-3	Habitats protected or restored
GRI 307	Environmental Compliance	307-1	Non-compliance with environmental laws and regulations
GRI 419	Socioeconomic Compliance	419-1	Non-compliance with laws and regulations in the social and economic area