

Sustainability

OUR PEOPLE

Port of Tauranga's influence on regional employment stretches beyond the 194 permanent staff members it directly employs. Many hundreds more work for other companies operating at the Port's sites in Tauranga, Auckland and the South Island.

To encourage young people into port-related careers, Port of Tauranga offers a cadetship in partnership with Bay of Plenty Polytechnic. The arrangement, in its third year, gives the recipients a part-time job in the Tauranga Container Terminal's receival and delivery office, as well as an insight into other parts of the operation.

Second year Diploma in Business students who have selected e-business and supply chain management as a course option are eligible to apply.

The Port also provides two apprenticeships – one in the electrical team and the other with the mechanical workshop team as a fitter.

We farewelled 10 employees during the year - four of whom retired, including Wayne Ruegg after a record 50 years working in property-related roles.

As a Company, we are privileged to have very low staff turnover (5%) – in fact nearly 40% of our permanent staff have been with the Company for more than 15 years. Equally, with the growth we've experienced, now nearly 40% have been with us five years or less. The growth in staff and the diversity of experience, ideas and thought this has brought is refreshing our business.

Our people are our strength, and their "can do" attitude is often cited as an enabler of our Company's success.

HEALTH & SAFETY

It is our responsibility to ensure our people leave work in the same state as when they arrived. We consider no injury, no matter how minor, as acceptable.

During the year there has been a significant effort put into the ongoing health and safety improvement journey. We are seeing real, sustainable and tangible benefits from process and system improvements and, most importantly, an improving safety culture.

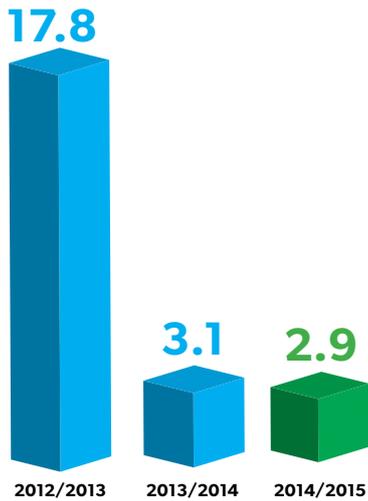
At the year end we achieved a 6% reduction in our Lost Time Injury Frequency Rate and a 52% reduction in our injury severity rate. The year over year reduction continues our improvement trend of the last few years.

Over the year we improved our reporting and capture of lead safety performance indicators. These too have produced some very positive outcomes including:

22% increase
in Near Hit Reporting

43% increase
in Safety Observations

It is evident that health and safety awareness and capability of staff, front line and senior management has significantly increased over the last twelve months. Health and safety is



*Lost Time Injury Frequency Rate (LTIFR)
(per million hours worked)*

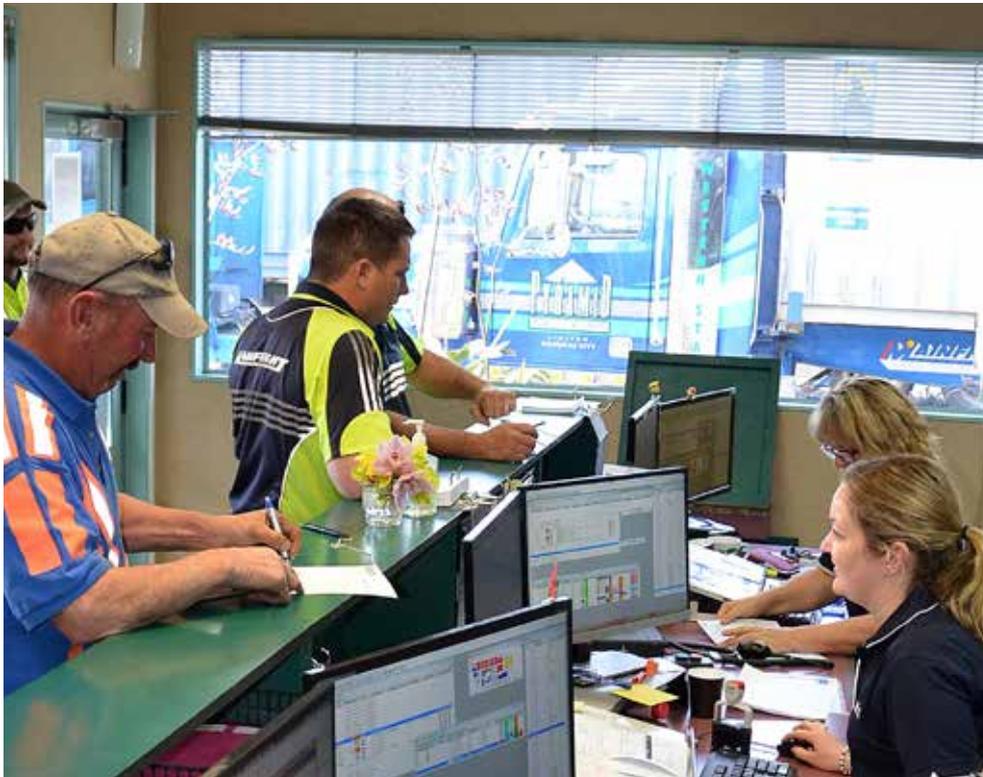
genuinely and sustainably at the forefront of our operations and practices.

While there are further improvements to be made, the foundation is solid. There is a continuing commitment to engagement throughout our organisation and to ensure we maintain momentum and progress.

The design and implementation of the new legislation has our full support and as we move into the new regulatory environment, we look forward to the positive outcomes we expect the changes to bring.

Port of Tauranga's zero tolerance to drugs and alcohol in the workplace has been formalised with the introduction of a comprehensive policy and training for all employees.

We support our employees' wellbeing by funding medical insurance, free medical checks, hearing tests and counselling services.



Customers at the R&D desk, Tauranga Container Terminal.

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OUR COMMUNITY

Port of Tauranga appreciates the community support for its operations and returns that support through a range of sponsorship investments and donations.

The Ports' sponsorship portfolio touches key segments of our wider community including: the community, the environment, education, arts and sport. In addition, we make a range of donations.

Our annual port tours are a fundraiser for the Bay of Plenty's Trustpower TECT Rescue Helicopter. Port of Tauranga supports the helicopter by sponsoring its rescue winch. Last year the rescue helicopter flew 110 missions and deployed the Port of Tauranga rescue winch 18 times helping forestry workers, farmers, and recovering members of the public from road and sea activities. The winch is used in many training exercises.

A total of eight young students received Port of Tauranga tertiary education scholarships in 2015. The Turirangi Te Kani Memorial Scholarships honour one of Tauranga's leading community figures and have been awarded annually by the Port for 25 years.

In sport, the Company has been the principal sponsor of the Port of Tauranga Half Ironman for the past 23 years. The Port also sponsors teams from the Company and its customers.

The Company donated \$6,000 to the Tauranga Community Foodbank in lieu of end-of-year gifts for customers. Port staff also collected food and made monetary donations of their own.

Each year, Port of Tauranga employees choose a charity to support at Christmas time, and this year CanTeen received \$4,000. CanTeen supports young people living with cancer and their

families. It is a cause close to the hearts of many at the Port.

At the Port's annual fishing tournament for staff and customers, a record \$1,735 was raised for the Waipuna Hospice from auction items.

The Port sponsors a number of staff teams in business house competitions for tennis, golf, beach volleyball and indoor volleyball.

Port of Tauranga is a member of the international port community. In 2014, we hosted Rarotonga's Harbourmaster Saungaki Rasmussen on a study visit. He spent the first week of his training with the Western Bay of Plenty Harbourmaster and then joined the Port's operations team for a week.

GIANT CRUISE SHIPS ON THEIR WAY

Eighty-four cruise ships brought nearly 150,000 passengers to the Port of Tauranga in the 2014/2015 season.

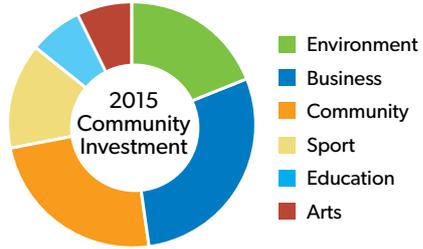
Cruise ships bring direct economic benefit to tourism and associated businesses in the Bay of Plenty, estimated at around \$35 million for the 2014/2015 season.

Port of Tauranga will host the mega cruise ship *Ovation of the Seas* in its maiden voyage to New Zealand in the summer of 2016/2017.

The Caribbean vessel is 348 metres long, more than 50 metres high and can accommodate nearly 5,000 passengers and 1,500 crew members.



Port of Tauranga Half, January 2015.



The Trustpower TECT Rescue Helicopter involved in a rescue at McLaren Falls, utilising the Port of Tauranga winch.



Mark Cairns presenting donation to CanTeen.



2015 Recipients of the Turirangi Te Kani Memorial Scholarship with Mark Cairns, Samantha Grace, Tiare Dickson, Paula Hemana-Smith.



Three cruise ships berthed at Port of Tauranga.

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OUR ENVIRONMENT

Port of Tauranga embraces its role as a cornerstone and building block for, a stronger Bay of Plenty economy. We respect the Te Awanui Tauranga harbour environment we operate in and support various community activities.

Promoting the wellbeing of Te Awanui Tauranga harbour is at the heart of the Ngā Mātarae Charitable Trust, established by Port of Tauranga and iwi organisations.

The Trust was set up to mitigate the impact on the cultural and spiritual values of iwi from the harbour dredging work about to begin on the shipping channels. It is comprised of representatives of Tauranga Moana iwi – Ngāi Te Rangi, Ngāti Ranginui and Ngāti Pukenga – the Mauāo Trust, the Tauranga Moana Iwi Customary Fisheries Trust and the Port of Tauranga.

Chairman Charlie Tawhiao, from Ngāi Te Rangi, says although the Trust was established as a result of the resource consent process, it has a wider purpose.

“It’s taken a much more positive role than just compliance,” he says. “All the trustees come from a slightly different perspective and it has given us a platform to work together to maintain and improve the health of the harbour.

“While not everyone agrees with the decision to go ahead with the harbour dredging, the Trust has opened up another line of communication in a wider context,” says Charlie.

The Trust has established a scholarship programme and is seeking other projects for funding. It has a wide remit, to promote any

initiative that improves the wellbeing of Te Awanui Tauranga harbour and its environs.

Port of Tauranga is continually striving to reduce the impact of its operations on the environment.

Port of Tauranga works alongside the Tauranga City Council to replenish the sand on the beach at Pilot Bay. Last year, 500 cubic metres of sand was relocated for the enjoyment of both locals and many holiday makers.

The Port has formed a biosecurity working group with Kiwifruit Vine Health, the Ministry for Primary Industries and other organisations.

The group will look at initiatives such as port user education, web-based information, increased detector dog use and site signage.

The Port’s two new tug boats were specifically designed with a number of energy-saving features. Each tug uses approximately 30% less fuel than their predecessors and all floodlighting is 85 watt LED, versus the usual 500 to 1,000 watt halogen bulbs usual for such vessels.

Each tug is also fitted with a sewage treatment plant and fuel overflow tanks and lines reduce the possibility of fuel spills. Closed circuit cameras enable the tugmaster to monitor the engine room and spot on-water hazards such as small boats, kayaks and the occasional swimmer.



Charlie Tawhiao, Chairman, Ngā Mātarāe Charitable Trust.



Seal on the bonnet of a staff members car by the tug berth.

