

Port of Tauranga Sustainability Framework

Port of Tauranga is invested in the wellbeing of Tauranga city, the harbour and its people. The Port is an anchor for the Bay of Plenty economy, providing a gateway to international trade, resilient earnings for our region and creating prosperity for New Zealand. Port of Tauranga provides nationally significant infrastructure to enable essential access to global markets.



People



Planet



Prosperity



Partnerships

Material issues for our stakeholders				
	<ul style="list-style-type: none"> Health, safety and wellbeing Employee engagement Sector leadership Future of work Diversity and inclusion 	<ul style="list-style-type: none"> Environmental stewardship (air, water and land) Social licence Carbon footprint Climate-related business risk 	<ul style="list-style-type: none"> Sustainable financial performance Future-focused infrastructure and service provider Digitisation and technology Governance for sustainability Business continuity planning 	<ul style="list-style-type: none"> Customer engagement, connecting the world Collaboration and partnerships Communication and relationship management Cultural competency Community focus
Our long-term objectives				
	<ul style="list-style-type: none"> Foster a culture of empowerment, where health and safety is at the forefront of everything we do Build capability as outstanding leaders in teams, with our customers and in our field Equip our people to be their best, navigating successful futures by producing outstanding results Build internal capability for future automation, digitisation and AI Encourage a more diverse workforce, with at least 40% men and 40% women in leadership positions. 	<ul style="list-style-type: none"> Implement a decarbonisation strategy to achieve net zero emissions by 2050 Understand and adapt to the effects of climate change, including extreme weather events Reduce our impact on air quality, harbour water quality, soil health and noise pollution Communicate targets, goals and progress to stakeholders Protect and enhance existing flora and fauna habitats Prevent biosecurity incursions. 	<ul style="list-style-type: none"> Deliver steady earnings for our shareholders through sound financial management Provide employment and economic growth opportunities by providing resilient, efficient and evolving infrastructure and services Invest in capacity, including dredging, equipment, inland ports, wharf extensions and upgrades, automation and digitisation for efficiency Build accountability, transparency and credibility through sound governance Proactively manage risk, prepare for emergencies and build resilience, including cybersecurity risk. 	<ul style="list-style-type: none"> Co-create innovative supply chain solutions with our customers and suppliers Form effective partnerships to pursue an aligned vision of success Be a good neighbour, engaging with and investing in local communities Be culturally aware, recognise and respect the kaitiakitanga of iwi and hapū, and build authentic partnerships Communicate in a genuine, transparent and timely manner to create positive, enduring stakeholder relationships.
Our initiatives and activities (short-term, ~5 years)				
	<ul style="list-style-type: none"> Fatigue risk management initiatives Safety recognition programme (TeamSafe) to build culture Develop comprehensive health and safety reporting and assurance systems Review performance management system Implement continuous improvement strategy Build leadership skills of managers Continue to deliver employee-led, comprehensive wellbeing programme (ShipShape) Improve terminal employee wellbeing through new accommodation. 	<ul style="list-style-type: none"> Develop climate action strategy: <ul style="list-style-type: none"> Identify appropriate near-term greenhouse gas emission targets Investigate alternative fuel initiatives for marine fleet, straddles and automation projects. Continue energy efficiency initiatives for existing and new equipment Dust management, reduction and mitigation Stormwater management and treatment Water use reduction and leak identification and mitigation Spill prevention and management Avian habitat management and protection Continue Biosecurity Excellence Partnership education programme. 	<ul style="list-style-type: none"> Further develop big ship capacity by securing resource consent and commencing construction of Stella Passage project as well as automation Secure resource consent for capital dredging and maintenance dredging/disposal and commence construction when prudent Maintain dividend target of 70-100% of NPAT Achieve appropriate return on capital investment (ROIC) Seek new business and diversified earnings sources Undertake a Board performance review and implement any relevant recommendations Refresh strategic risk management and assurance process. 	<ul style="list-style-type: none"> Embed hub-and-spoke model utilising inland freight hubs, Kiwirail partnership and shipping line relationships Utilise stakeholder feedback (from brand refresh, customer satisfaction survey, materiality assessment and community sentiment survey) to further refine community and neighbour role Continuously review sponsorship strategy to ensure alignment with above Identify opportunities for economic development partnerships with local iwi and hapū, including scholarship and employment pathways Seek formal relationship agreements with Tauranga Moana iwi.