



**PORTONAVE**

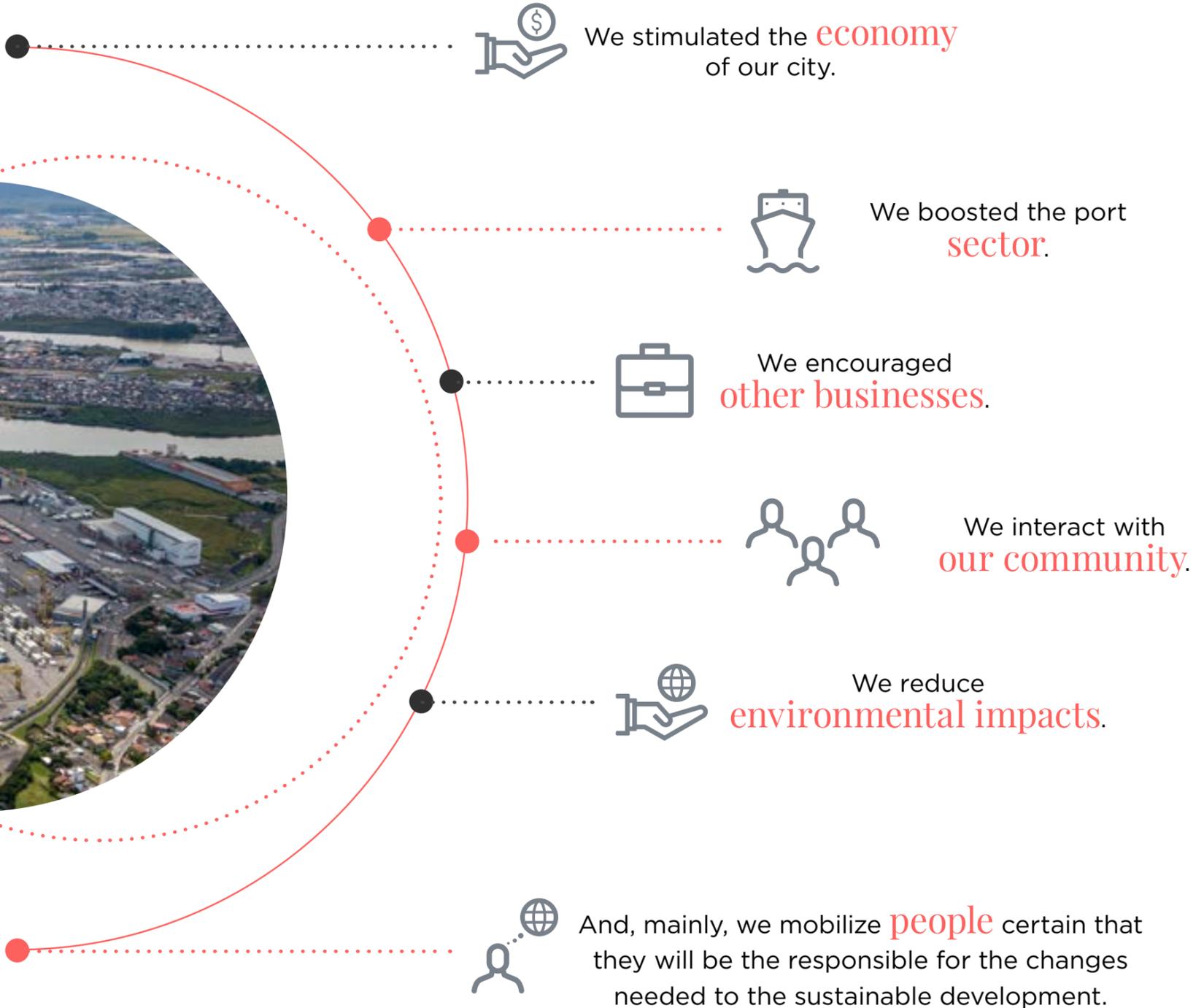
## Sustainability Report

2019

# Introduction

In 2019, Portonave completed 12 years of operation. Looking back, we proudly realize that, throughout that time, we handled much more than the TEUs registered.

This Report presents a portrait of all such movement in 2019, presenting information about the Company's economic, social, and environmental development, according to the guidelines of the Global Reporting Initiative (GRI) - to get to know further about the methodology of elaboration for the Report, click here. Whenever possible and applicable, the report will also connect our actions to the Sustainable Development Goals (SDG), to demonstrate Portonave's collaboration to reaching the goals of **Agenda 2030**, proposed by the United Nations Organization (UN).





# Message from the Management

[GRI 102-14]

Inserted 12 years ago to Vale do Itajaí, integrating the community of Navegantes, Portonave reaffirmed, in 2019, its commitment to the regional sustainable development. The history of our acting, regarding the economic, social, and environmental results obtained throughout the path of the Terminal allows us to recognize the relevance of our work, which surpasses the limits of our business. For such, we firmly affirm that we move much more than containers.

From such a perspective, we can see the potential of the Company's contribution to a more prosperous society, in which the wealth generation lives in harmony with the development of people, and the environmental preservation. Such vision guides the purpose of all our activities – both strategic or daily-basis operations. At the same time, it strengthens Portonave's capacity to deal with challenging scenarios, such as that registered in 2019, when we had an intense growth of competition in the port sector.

Despite such dynamics, inherent to the free market, our movement was not very much impacted, with the reduction of 1.2% in the volume of handled TEUs at our Terminal. To the commercial challenges, another factor was added in our region: the delay of the Evolution Basin of Itajaí Port Complex, which impacted the operational performance of the local terminals – at Portonave, for one, given the impossibility of mooring of bigger ships, we did not receive 32 scales, with about 22 thousand containers in loss of movement.

After overcoming such a barrier, we are certain that the new Evolution Basin, that now allows the mooring of large-size ships, launches a new local development cycle. This and other courses in-action contribute to strengthening our competitiveness, jointly with the other differentials that made Portonave a sectorial reference. In this sense, we anticipate the revision of our strategic planning, anchored by the Company's commitment to offering an excellent service to the users of the ter-

minal, Combining the differentiated infrastructure, intelligent systems, and specialized staff.

With such tenets, we served about 2.7 thousand clients in 2019 – a contingent of organizations that sees in Portonave a strategic partnership for business. We know that, way beyond quality service, such clients seek the Company's sustainable form of carrying out the operations, with full respect to the environment and the people. A practice that is manifested by a series of programs, projects, and actions oriented to environmental conservation and social responsibility.

With a robust environmental stewardship system, we minimize the impacts of our operations to the local ecosystem, especially through the control of the consumption of natural resources and generation of waste, that are added to the Environmental Education initiatives. In this sense, we must emphasize the initiatives developed throughout 2019 for the promotion of the

## Message from the Management

Sustainable Development Goals (SDG), especially the SGD 14, to which Portonave is now an ambassador. From the commitment to the preservation of rivers and oceans, we created a series of actions, which involve from the encouragement to surfing, a traditional practice in our region, to the organization of joint efforts for the cleaning of Navegantes beach.

The continuous enhancement of the environmental conditions benefits directly our community, to which we are connected also by the development of various social projects. Jointly with the Portonave Institute, the Company invested, just in 2019, about R\$ 2 million in shares of community interest, from own and encouraging resources, with emphasis on the initiatives in the fields of education, health, sports, and protection to child and teenagehood.

The efficacy of our social impact arises from the constant dialogue with our different stake-

holders: Professionals, suppliers, clients, communities, public bodies, companies from the sector, and financial institutions, among others. Through such an interaction in various relationship channels, various people and organizations have helped us to identify opportunities for continuous improvement, collaborating decisively to the Company's evolution.

This took place in 2019 and surely will continue as a sign of our work in the following years because we believe in cooperation as a path towards sustainability. We are happy to share this belief with a highly engaged team, ready to overcome any challenge. Therefore, we dedicate all the Company's achievements to our professionals, the main responsible for concretizing the corporate strategy, day after day. Boosted by the talent and dedication of each of those people, Portonave progresses towards an even more prosperous future, moving much more than containers.

**Osmari de Castilho Ribas**  
Administrative Superintendent Officer

**Renê Duarte e Silva Júnior**  
Operational Superintendent Officer



## Note: coping with Covid-19

Even though this Sustainability Report focuses on 2019 events, the impacts of the Covid-19 pandemics – lived intensively in Brazil since March 2019 – justify us approaching, here, some of the initiatives developed by Portonave concerning the crisis. Therefore, according to the Global Reporting Initiative (GRI)'s recommendations, we highlight the main actions performed by the Company until April 30, 2020, the publishing date of this Report.

### • Health and safety

Even before the World Health Organization (WHO) declaring the pandemics, on March 11, 2020, Portonave had already adopted additional preventive measures, according to the national health authorities, to minimize the risks of contamination among its professionals, providers of services, clients, and intervenient bodies. With the worsening of the situation in Brazil and the world, we started to execute the Contingence Plan in Public Health, which provides the protocols to be followed in the event of infectious diseases. Among the measures taken, we emphasize:

- » Continuous guidance to all, through the sharing, in several communication channels, of the official and updated information about preventive care.
- » Acquisition of additional stock of specific Individual Protection Equipment, such as masks and gloves.
- » Offer of alcohol gel in all the points of access to the Terminal and intensification of the cleaning and sanitization procedures in installations and equipment, based on the guidelines of the sanitary authorities.
- » Mandatory use of masks for professionals with on-board activities at ships and teams of service to the customers, such as Entrances, Vigilance, Ambulatory, and Cafeteria, among others.
- » Prohibition to the crewmen from getting off the crafts that dock at the Terminal.
- » Suspension of corporative trips and visits to Portonave.
- » Definition of home office for professionals of the administrative field.
- » Psychological counselling for all professionals and outsourced, extended to the families.
- » Survey on and leave from on-site activities and counselling for the professionals integrating the group of risk.
- » Service and counselling by the Health Staff for the collaborators presenting symptoms of flu.
- » Vaccination against Influenza to professionals and third parties.

### • Community Support

Besides intensifying the dialogue with the local community, sharing guidelines, and information about the cares to be taken to ensure the people's health and the continuity of the operations, Portonave sought to identify the specific supporting demands to fight the crisis. From the first survey on the local needs, the following actions were taken:

- » Donation to the Municipal Hospital of Navegantes of a bed for semi-intensive treatment, with breathing tube, monitor, infusion bomb, and surgery vacuum, with the investment of R\$ 128 thousand.
- » Donation of R\$ 20 thousand for the supporting Association of the Marieta Konder Bomhausen Hospital, in Itajaí, destined for the purchase of individual protection equipment.
- » Donation of 3 thousand individual protection masks by the City Hall and the Military Police of Navegantes. Disposable gloves and masks were also donated to the Firefighting and Ambulatory unities of the region.
- » Donation of basic baskets of foodstuff to socially vulnerable families from Navegantes.

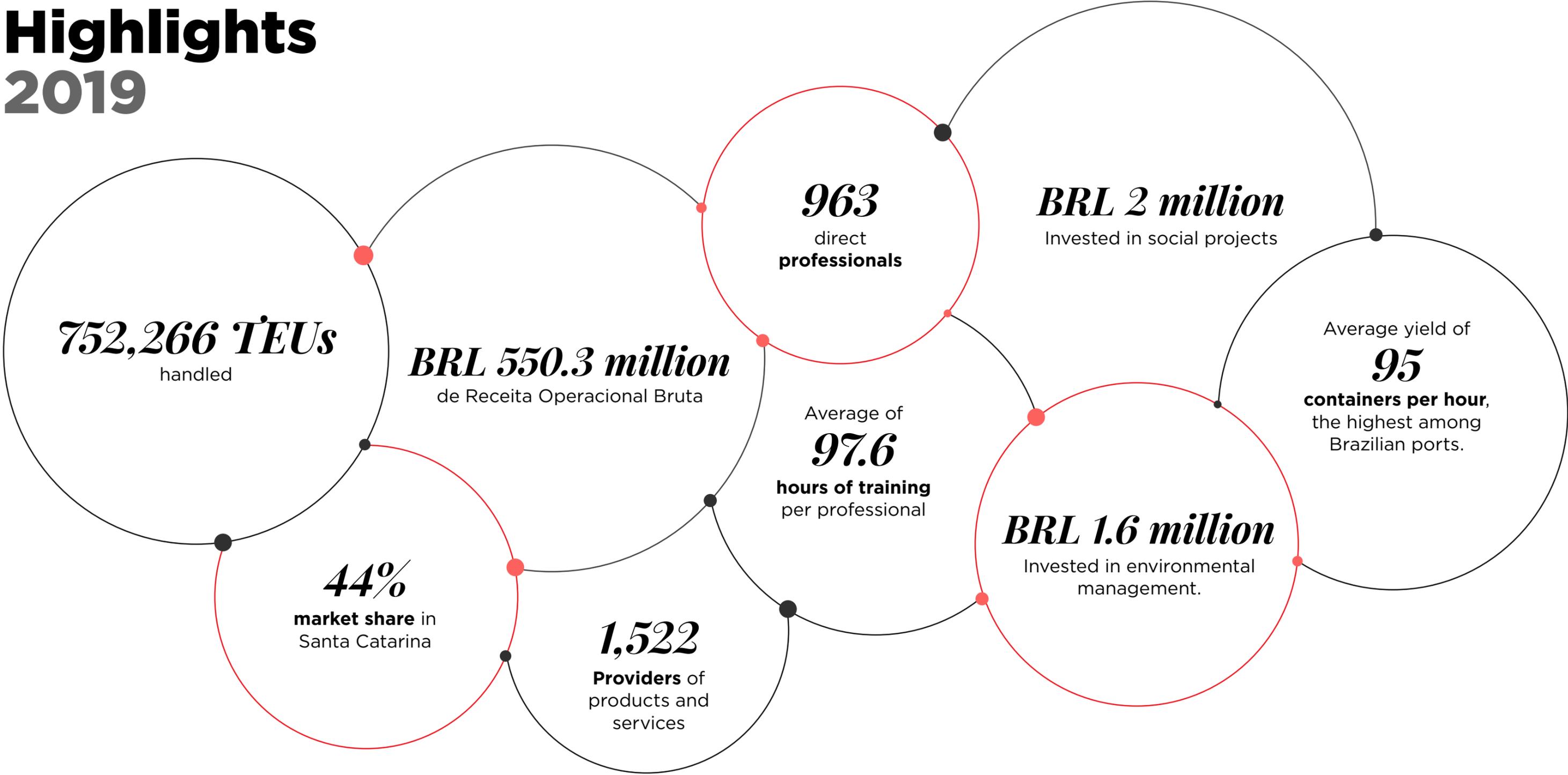
### • Support for other stakeholders

Besides the adaptations in the administrative and operational activities, we kept the full service to our clients, committed to ensure the quality of the services provided and minimize, at maximum, the negative impacts of the crises on the operations of import, export, and stocking of supplies. In this sense, we continued to serve our suppliers and providers of services to support them at the promotion of preventive and safety practices in the operations. Another audience that received special attention was the transporters that access the Terminal.

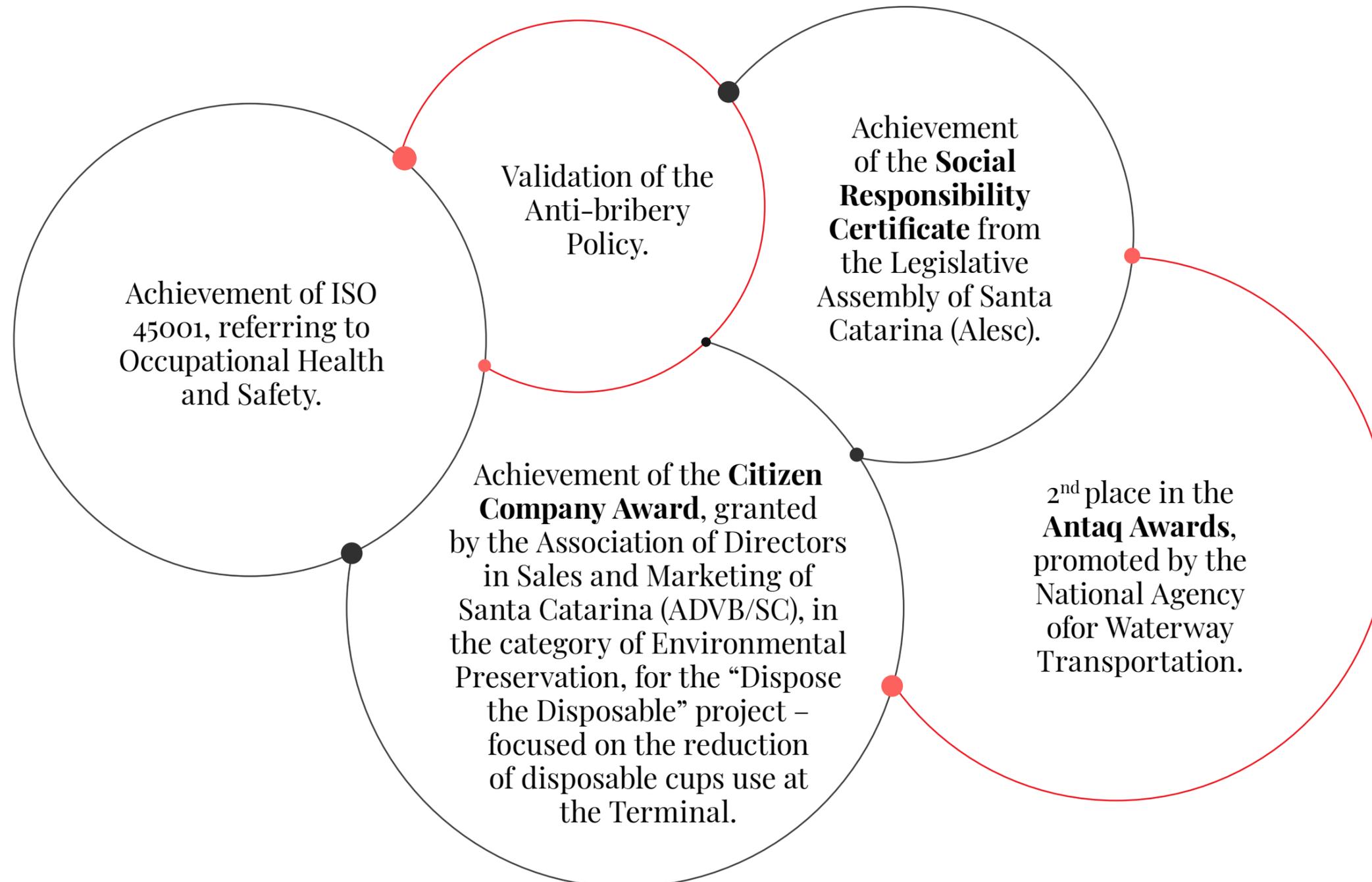
### Perspective

On the publishing date of this Report, it is not yet possible to predict the clarity of the future scenario, for the projections of the pandemics evolution and its socioeconomic effects are still full of uncertainty. Therefore, Portonave keeps monitoring the global and local situation – in direct contact with the authorities, sectorial entities, and other partners – fully committed to contributing to face and overcome the crisis. We are confident that, based on solidarity, cooperation, and strategic work, our society will win this battle.

# Highlights 2019



## Highlights 2019



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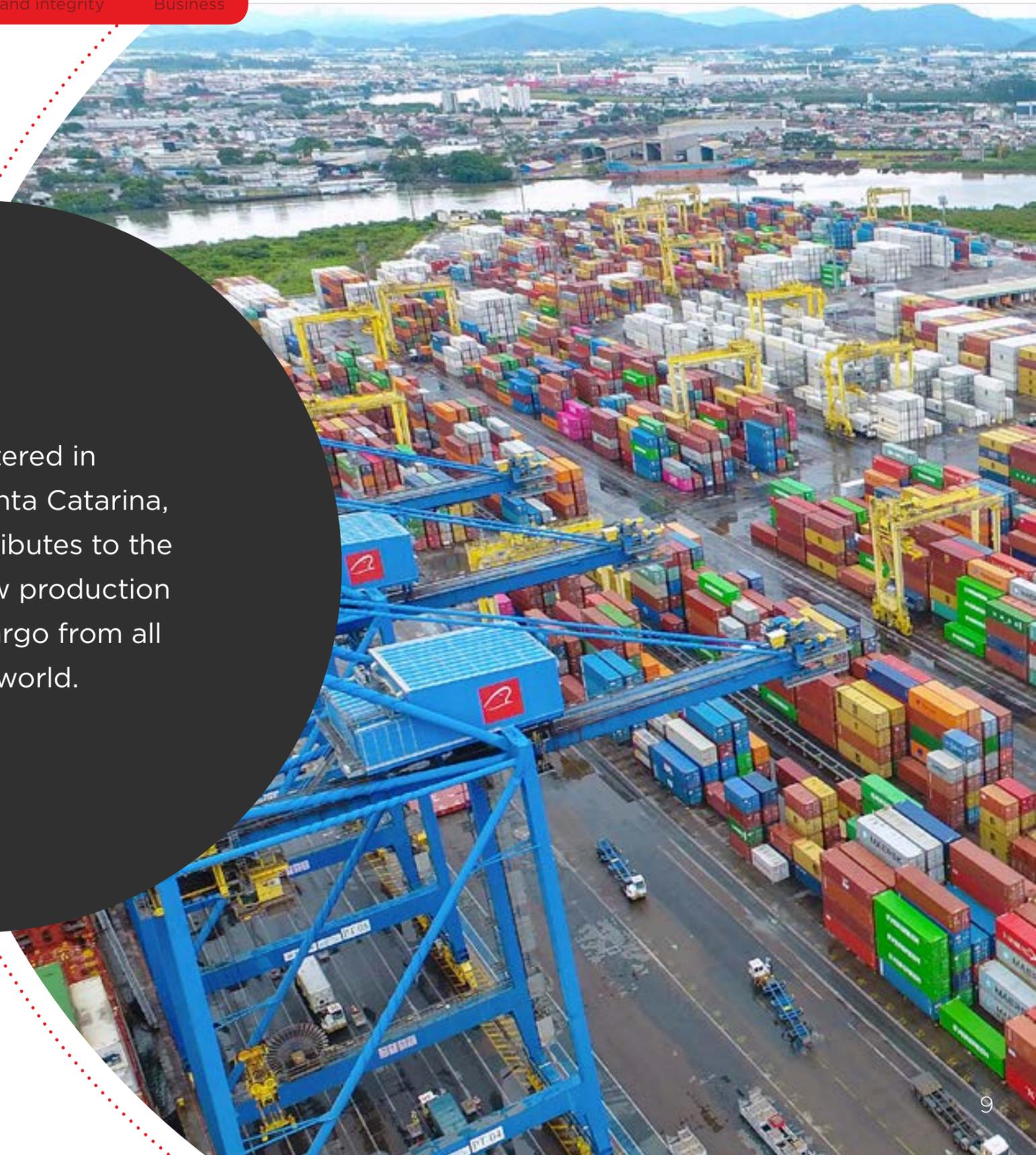
## GRI Exhibit

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# Our Company

Headquartered in Navegantes, Santa Catarina, Portonave contributes to the Brazilian outflow production and receives cargo from all over the world.



# The Terminal

[GRI 102-1; 102-2; 102-3; 102-4; 102-5; 102-6; 102-7; 102-8; 102-10]

Portonave S.A – Port Terminals of Navegantes<sup>1</sup> is a private company, headquartered in the city of Navegantes, Santa Catarina. With the infrastructure of 400 thousand m<sup>2</sup> in the area (as the box on the side), it outstands in the handling of containers in the state, contributing both to the production outflow of various Brazilian regions – and other South-American countries – and the receiving, in Brazil, of raw materials and supplies produced overseas. In 2019, Portonave handled 752,266 TEUs – a measure of twenty-foot equivalent container unities -, and its operations resulted in a Gross Operational Revenue of 550.3 million.



## Infrastructure

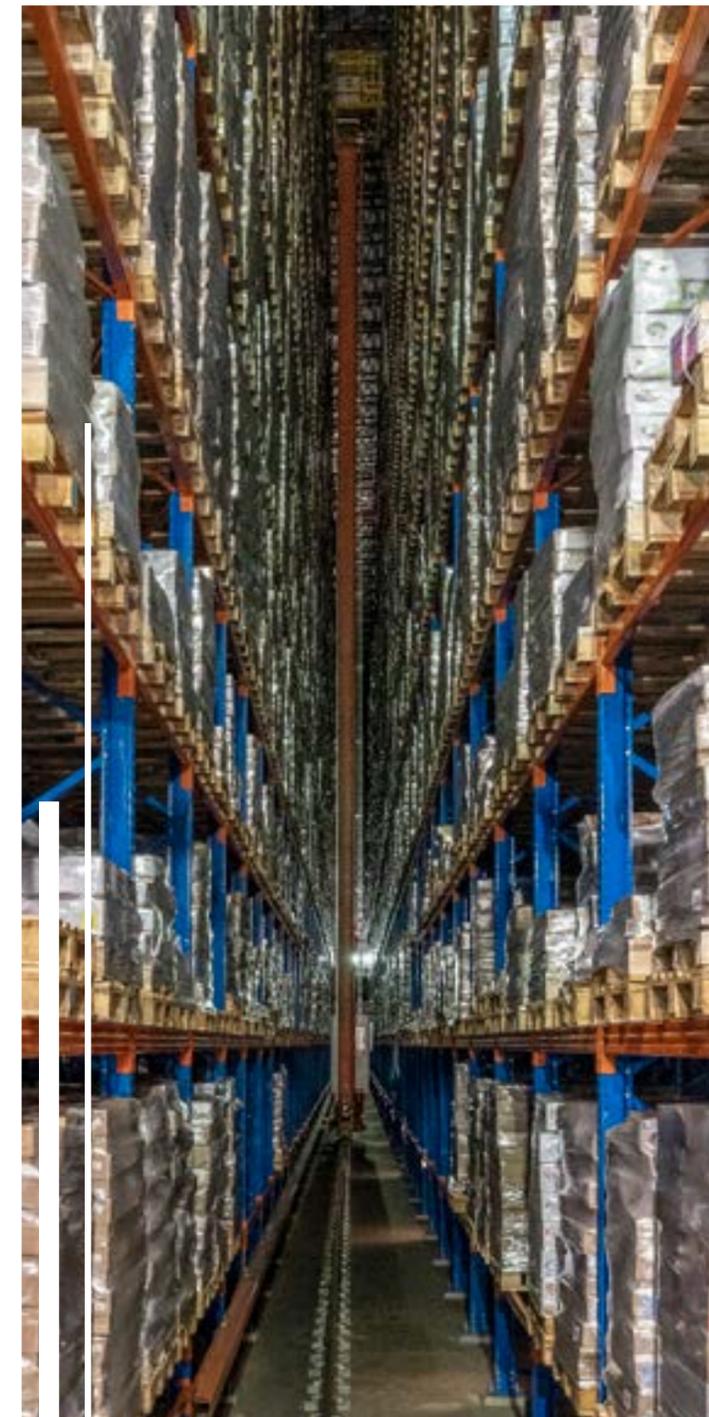
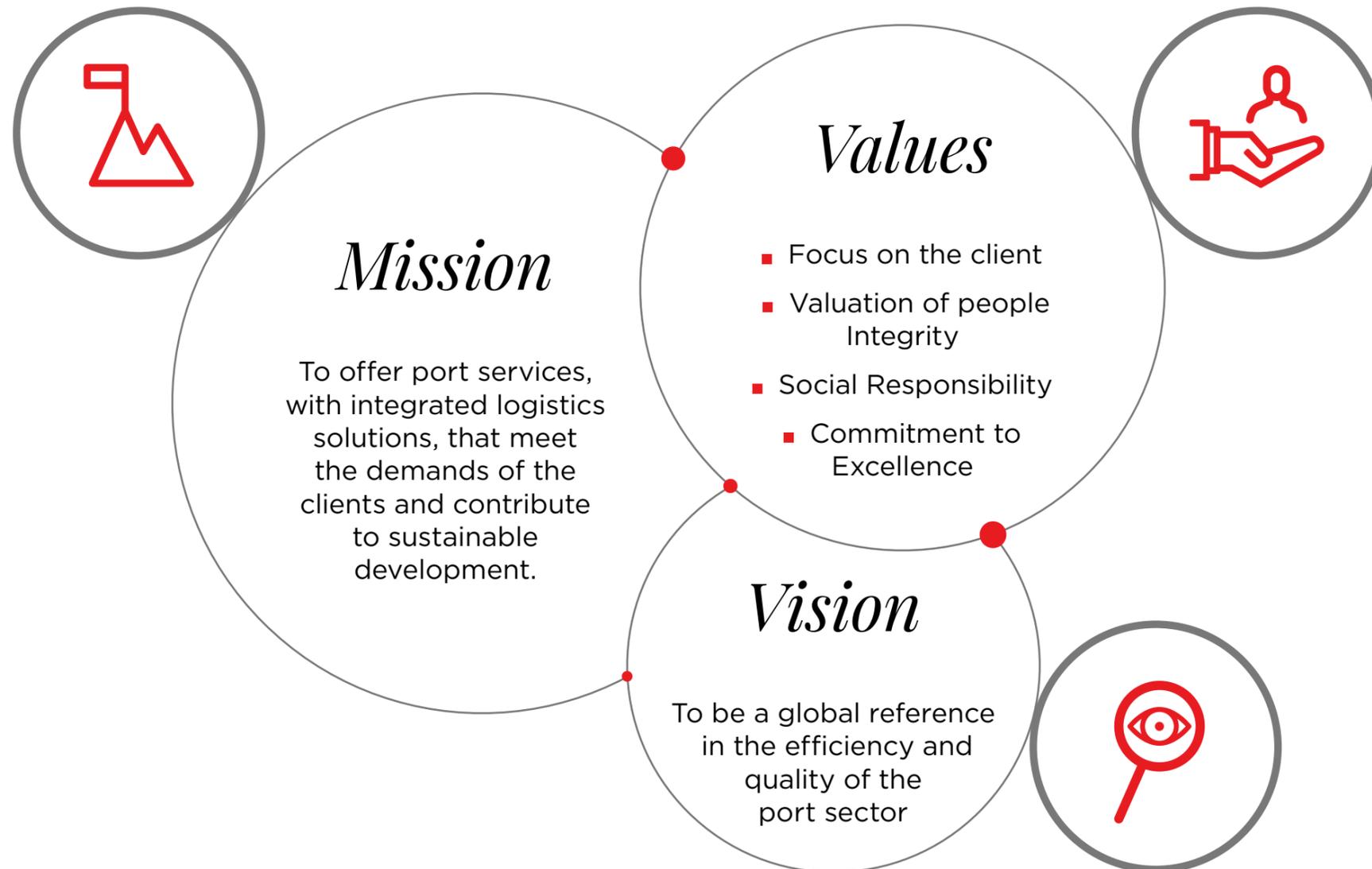
- **400 thousand** m<sup>2</sup> in area
- **3** docking berths
- **900** meters of linear wharf
- **30 thousand** TEUs of static stocking capacity
- **6** portainers
- **18** electrical transtainers
- **40** terminal tractors
- **5** Reach Stackers
- **4** Forklifts for empties
- **2** scanners
- **2.1 thousand** reefers outlets
- **1** Automated cold room, with:
  - **16 thousand** pallet positions
  - **13** docks to receive loads
  - **50** thousand m<sup>2</sup> of storage area

<sup>1</sup> On May 8, 2019, Portonave communicated the incorporation market – according to what was approved in the Shareholders' General Assembly, held in December 2018 – of Portonave Participações S.A., belonging to the same economic group as Portonave S.A – Port Terminals of Navegantes, to optimize and create a synergy of the respective activities, expanding the efficiency and benefits to the business. [GRI 102-10]



*We contribute to the production outflow of various Brazilian regions and also to the entrance, in the country, of raw materials and supplies produced overseas.*

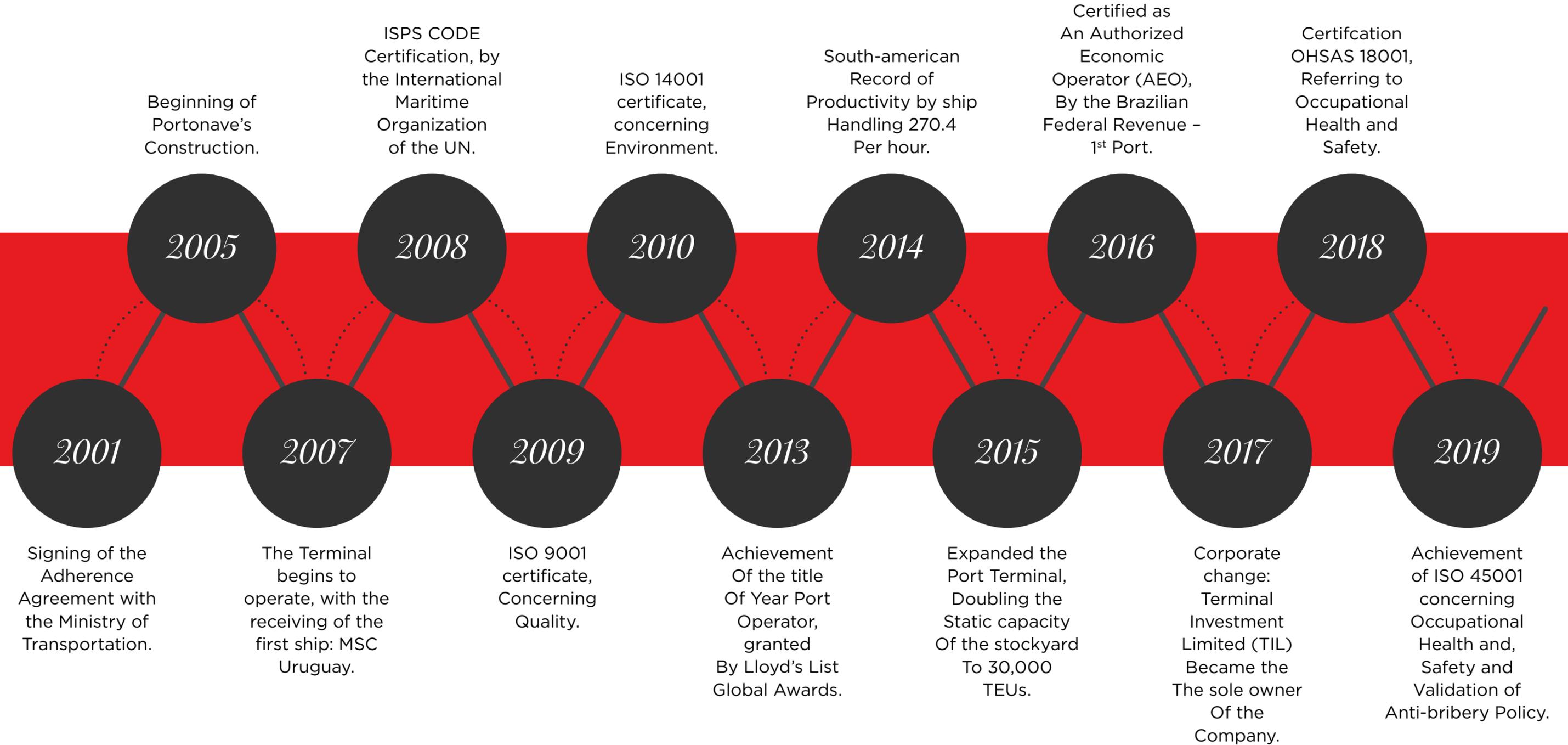
At the end of 2019, the Terminal figured among the 500 largest companies in Southern Brazil, according to the ranking published by Amanhã journal, and among the 20 largest Ports in Latin America, according to the 2018 ranking of the Economic Commission for Latin America and the Caribbean (ECLAC). Among the Company's competitive differentials, we find the excellence of the services offered to the market, jointly with the environmental responsibility, the privileged location, and high yield that characterize its activities.



## ICEPORT

Portonave provides the clients with a refrigerating chamber, Iceport, which acts as a logistical center, fully automated. Dedicated to stocking frozen cargos - such as meat, one of the main products exported by Santa Catarina -, the chamber has the stocking static capacity of 16 thousand pallet positions and an antechamber with 13 docks to receive and send products, distributed in an area of 50 thousand square meters. Just in 2019, Iceport handled 275.6 thousand tons.

## Timeline





*Since 2007, when it began its operations, Portonave has been working for sustainable development in the surrounding region.*

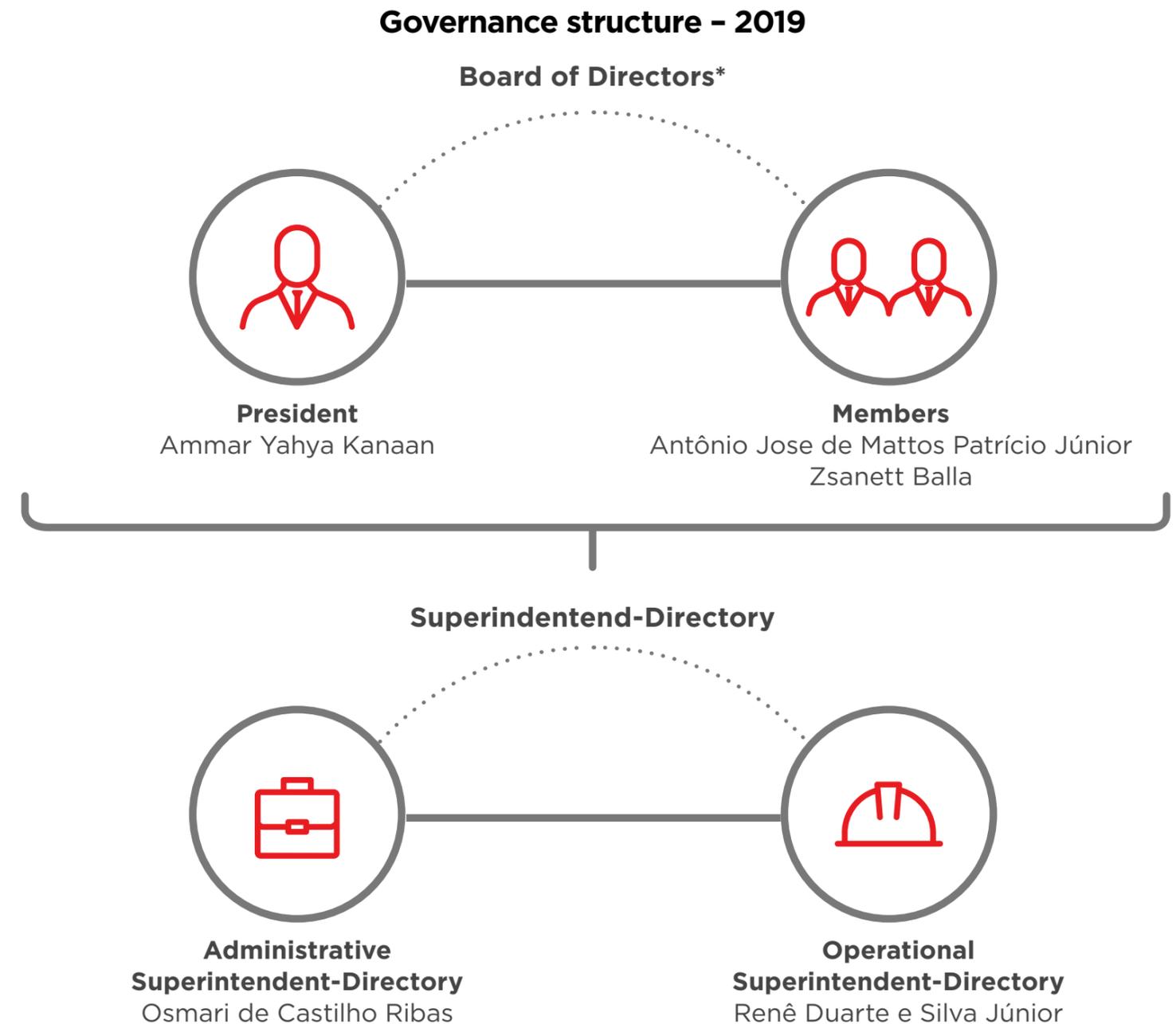
# Corporate governance

[GRI 102-5; 102-18; 102-19; 102-20; 102-22; 102-23]

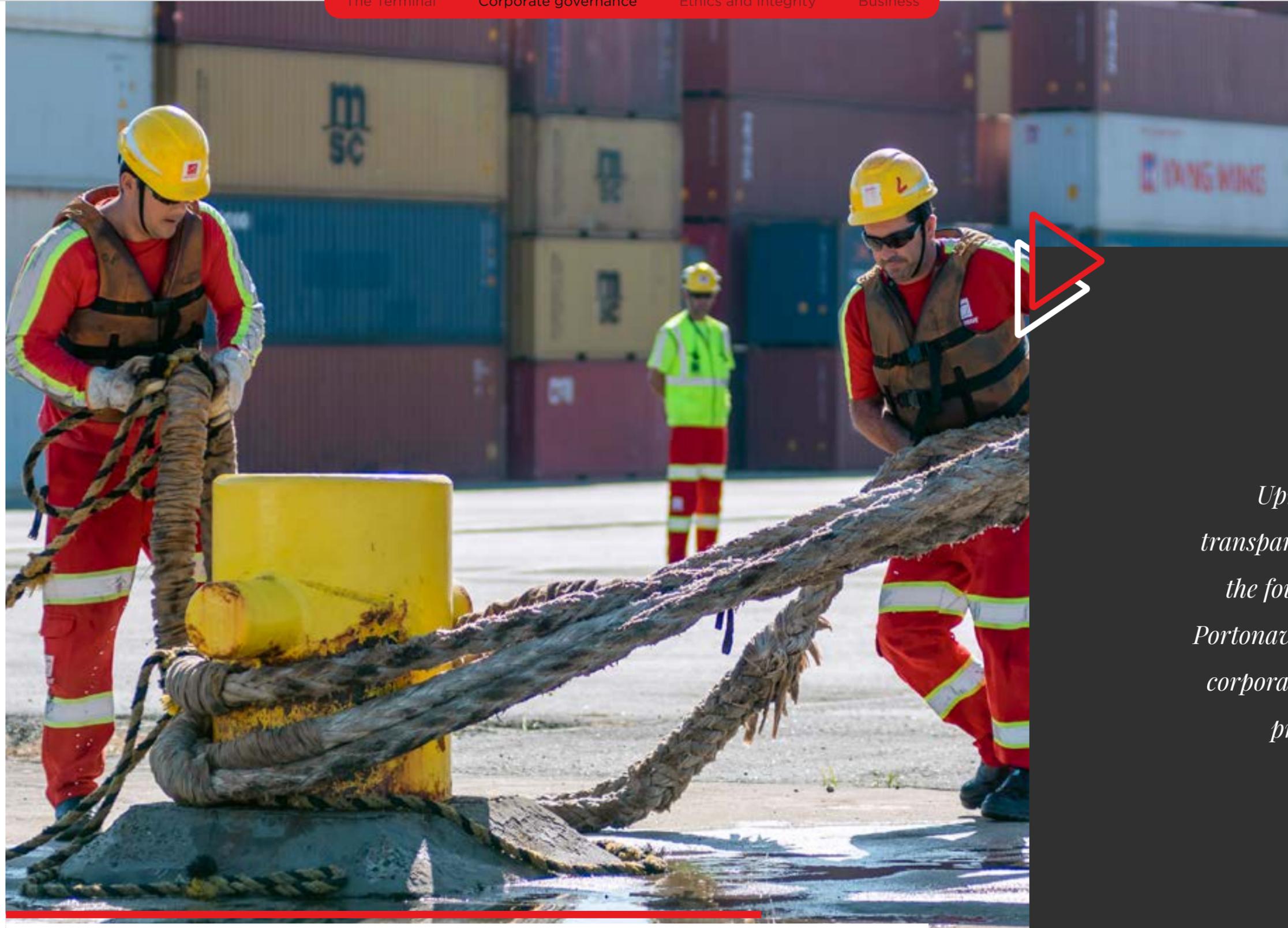
A private corporation, Portonave is fully controlled by Terminal Investment Limited (TIL), which develops and manages actively the port terminals all over the world. With its head office in Switzerland, TIL operates more than 30 port terminals in 26 countries from four continents - America, Europe, Africa, and Asia. To ensure that the business management occurs uprightly and transparently, Portonave adopts a governance structure composed of the Board of Directors and Superintendent-Directory.

The Board has as its main attribution the determination of policies, guidelines, and business strategies, evaluating the risks inherent to the nature of the Company's activities. It is composed of three members of the three-years mandate - with the possibility of reelection. Following the best governance practices, the Board's president does not have an executive function at the Company and there are no conflicts of interest between the work of the directors at other organizations and their relation with Portonave.

The Superintendent-Directory, on the other side, has an executive function, guiding the actions to reach the economic, social, and environmental results. Acting as a matrix, it has its activities distributed between the Administration Superintendent-Directory and the Operational Superintendent-Directory.



\* Instituted on 03.12.2018, with the reinstatement of all the members for the mandated ended on 31.12.2019.

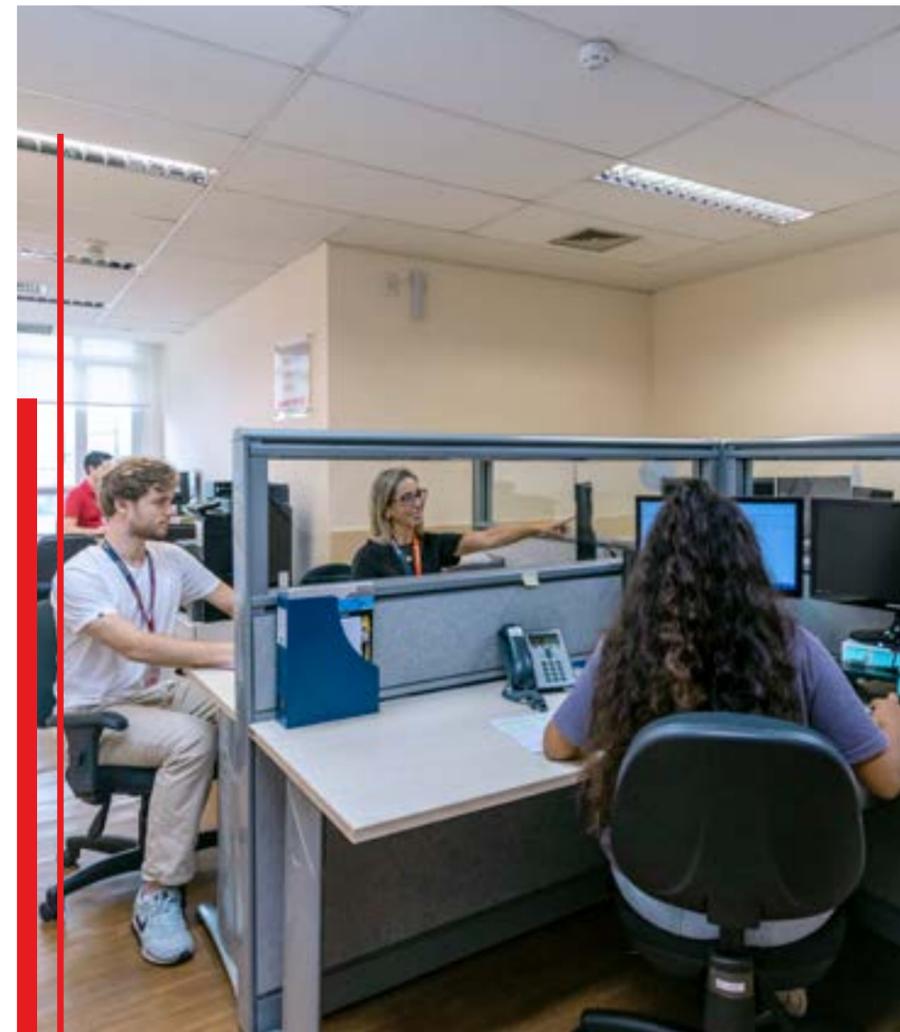


*Upright and transparent work form the foundations of Portonave's policies and corporate governance practices.*

## Integrated Management System

Present in Portonave's daily basis since the beginning of the Terminal's operations, the Integrated Management System (SGI) went through a broad revision in 2019, aiming to enhance the guidelines and the indexes related to the occupational quality, environment, safety, and health of the people involved in its activities. As a result, a new SGI Policy was approved, highlighting the Company's efforts to meet the following guidelines:

- To seek the **clients' satisfaction**, meeting their requirements under the terms agreed.
- To ensure **compliance with the legislation** and other requirements applicable to the Integrated Management System.
- To manage its environmental aspects and impacts, focusing on the management of waste and hazardous load to **prevent environmental pollution and protect it**.
- To eliminate its dangers and reduce risks, highlighting those related to the handling and stocking of loads and maintenance of assets, to provide safe and healthy working conditions **preventing lesions and occupational diseases**.
- To promote the **professionals' consultation and participation**, and wherever existing, their representatives, in the issues related to the Management System of Labor Safety and Health.
- To carry out the business with **honesty and ethics**, as established in the Anti-bribery Policy and the Code of Conduct.
- To **improve continuously** its processes and performance of the Integrated Management System.

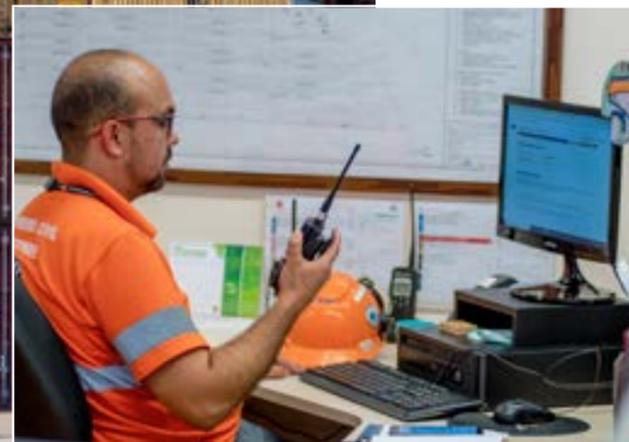


## Certifications

Among the SGI's premises, there are the requirements of the norms by which the Terminal is certified: ISO 9001 (Quality management system), ISO 14001 (Environmental management system), and ISO 45001 (Management systems for occupational safety and health).

The goals defined in the Company's strategic planning are followed in the Corporate Management System, allowing the managers to analyze the evolution and to adjust the actions whenever necessary.

It is important to emphasize that the certification audits are carried out by an external and independent company, Bureau Veritas Certification.



## Risks monitored

[GRI 102-15]

Macroeconomic, regulatory, financial, social, and environmental aspects - including the climatic issues -, create the Company's Risk Matrix, from which specific plans are derived, focused on eliminating or mitigating risks. Executed by the management, the plans are monitored by the Officers, and its results are regularly evaluated by the Board of Directors.

An important mechanism for the risk monitoring adopted by Portonave is the internal and external audits. Each year, an independent external organization audits the SGI, to verify eventual non-conformities and/or improvement opportunities. Also, specific audits are performed for the information systems and the control process of the people, vehicles, and load's access. These procedures are important for the intervenient bodies, such as the Federal Revenue of Brazil, the Agriculture, Livestock, and Food Supply (Mapa), and the National Agency for Sanitary Vigilance (Anvisa). In the accounting field, the Company's Balance Statements are submitted to the annual verification of the statutory statements, performed by independent auditors. In 2019, the company responsible for the Balance Statements was EY.

# Ethics and integrity

[GRI 102-16; 102-17; 103-1; 103-2; 103-3; 205-3]

Integrity constitutes a fundamental value for Portonave, expressed in a system of management guidelines and mechanisms oriented to ensure that the Company's interactions, at all levels, are carried out ethically. Therefore, aligned with the Anticorruption Law (Law no. 12.846/13)'s provisions, Portonave's Code of Conduct and Business Ethics reunites the groundings that guide the corporate and individual behavior – especially regarding its employees or out-sources – concerning integrity.

The Company's Ethics Committee – formed by professionals indicated by the Board of Directors, including a Superintendent-Director – is responsible for monitoring the compliance of the Code of Conduct as well as to evaluate the claims received in the Channel of Ethics – as in the beside box and the need for the revision of the guidelines.

## Channel of Ethics

Directed to professionals, clients, suppliers, or outsourced, the Channel of Ethics receives complaints or other claims referring to corruption, discrimination, harassment, disputes of interest, and suspicion of frauds, among other issues highlighted in the Code of Conduct.

The complaints can be sent anonymously or identified through e-mail ([etica@portonave.com.br](mailto:etica@portonave.com.br)) or phone (**0800 702 2312**).

Throughout 2019, the Channel of Ethics did not receive any complaint regarding corruption or discrimination.



## Anti-bribery Policy

In 2019, Portonave took another important step towards the consolidation of its integrity system, with the elaboration, validation, and promotion of its Anti-bribery Policy. Aligned with the guidelines of the shareholder in the theme, the document was widely discussed by the managers of different levels at the Company, and approved by the Board of Directors. Therefore, it restates Portonave's intolerance regarding corruption, bribery or receiving of bribing fees, guiding the conduct of its professionals towards the upright relationship with the representatives of private and public organizations – which includes many subjects, such as promotional gifts and presents, corporate hospitality, donations, and sponsorship, among others.

To ensure the knowledge and compliance of the Anti-bribery Policy, the Company began, in December 2019, a cycle of training destined to all professionals, which presents the guidelines of the Code of Conduct and Corporate Ethics document. Such initiatives reinforce the implementation, in 2020, of the Anti-bribery Management System, under the requisites of ISO 37001.



*In 2019, Portonave's compliance mechanisms were strengthened with the approval of the Anti-bribery Policy.*

# Business

[GRI 102-6; 102-7; 102-9; 103-1; 103-2; 103-3]

Shipowners, importers, and exporters form the group of Portonave's clients, which privileges, in its commercial strategy, both the attraction of new agreements and clients' loyalty. At the end of 2019, the Company kept eight maritime lines in operation, through agreements signed with 11 shipowners – responsible for the services performing the maritime transportation of supplies, and interconnect the ports all over the world.

Among the exporters and importers, Portonave's portfolio relied on 2,711 clients. In the year's accumulated amount, the main goods imported by the Terminal were chemicals, plastic and derived, textiles, and machinery, representing 67% of the shipments received.

Inserted in a highly competitive sector – both in national and regional level – Portonave kept, in 2019, the leadership in the handling of containerized shipments in Santa Catarina, with 44% of the state market share.



## Asia in focus

In 2019, the MSC, ONE, and Hapag-Lloyd shipowners – great players of the international commerce – united their forces to optimize the connection between the eastern coast of Southern America and the main ports in Asia, through the Ipanema's service – reformulated with the entrance of the shipowner Hapag-Lloyd.

Such reformulation positioned Portonave, which operates the service, as an important agent at the expansion of the transportation of goods between both continents.

Besides Ipanema, Portonave kept other two services dedicated to serve Asia: ESA and SSA. With it, Navegantes handled the highest number of containers of the Asian market in Santa Catarina.

The ESA and Ipanema services had to weekly schedules, one for imports and other for exports, which speeds up the operations, benefitting the clients.

## Productivity

In 2019, Portonave figured as the port terminal of highest average productivity by ship among the Brazilian ports. The information is provided by the Statistic Journal of the National Agency for Waterway Transportation (ANTQA) 2019. The Navegantes Port is the leader, with 95 containers per hour, followed by Brasil Terminal Portuário (BTP), and Santos Brasil, with 85 units, both in Porto de Santos.

The average productivity is calculated summing the total number of handlings (each container is a handling) divided by the total number of operating hours. The first position in the ranking consolidates the efficiency of Portonave operation, based on trained workforce, investments in technology and automation.

The Terminal has its levels of productivity similar to European ports and has, since 2014, the South-American records on productivity by ship, when the average of 270.4 handlings per hours was achieved.



## New Evolução Basin

As an old demand of the ports in the Itajaí Port Complex, in which Portonave takes part, the construction of the new Evolução basin ended in December, 2019. After the partial delivery performed by the state government – in April, without the needed depth – the ports from the Complex gathered their own resources for the continuity of the work – Portonave invested R\$ 5.5 million and Itajaí Port other R\$ 40 million. The delay in the construction impacted Portonave’s operational performance in 2019. Throughout the year, 32 scales were lost, of bigger ships, resulting in a loss of handlings of 22 thousand containers, approximately.

With the new basin, which will have 530 meters of diameter, ships up to 350 meters in length will be able to dock – previously, the limit was 306 meters. The expectation is that large-size ships will be able to stop over at Portonave in the first semester of 2020.

## Agribusiness

Portonave concluded, in November 2019, after six months of building and adjustment, its accreditation process to operate in the International Traffic of Agribusiness Goods. An area of access to the Chamber and Antechamber of Iceport was built, called sanitization and paramentation area, and a laboratory, duly equipped, for analyses. Therefore, some processes previously executed at another companies in the region can not be performed at Portonave, such as more specific inspections on animal goods, for example the collection and stocking of samples. The accreditation is a demand of the Normative Instruction that approves the functioning of the International Agribusiness Surveillance System (Vigiagro).

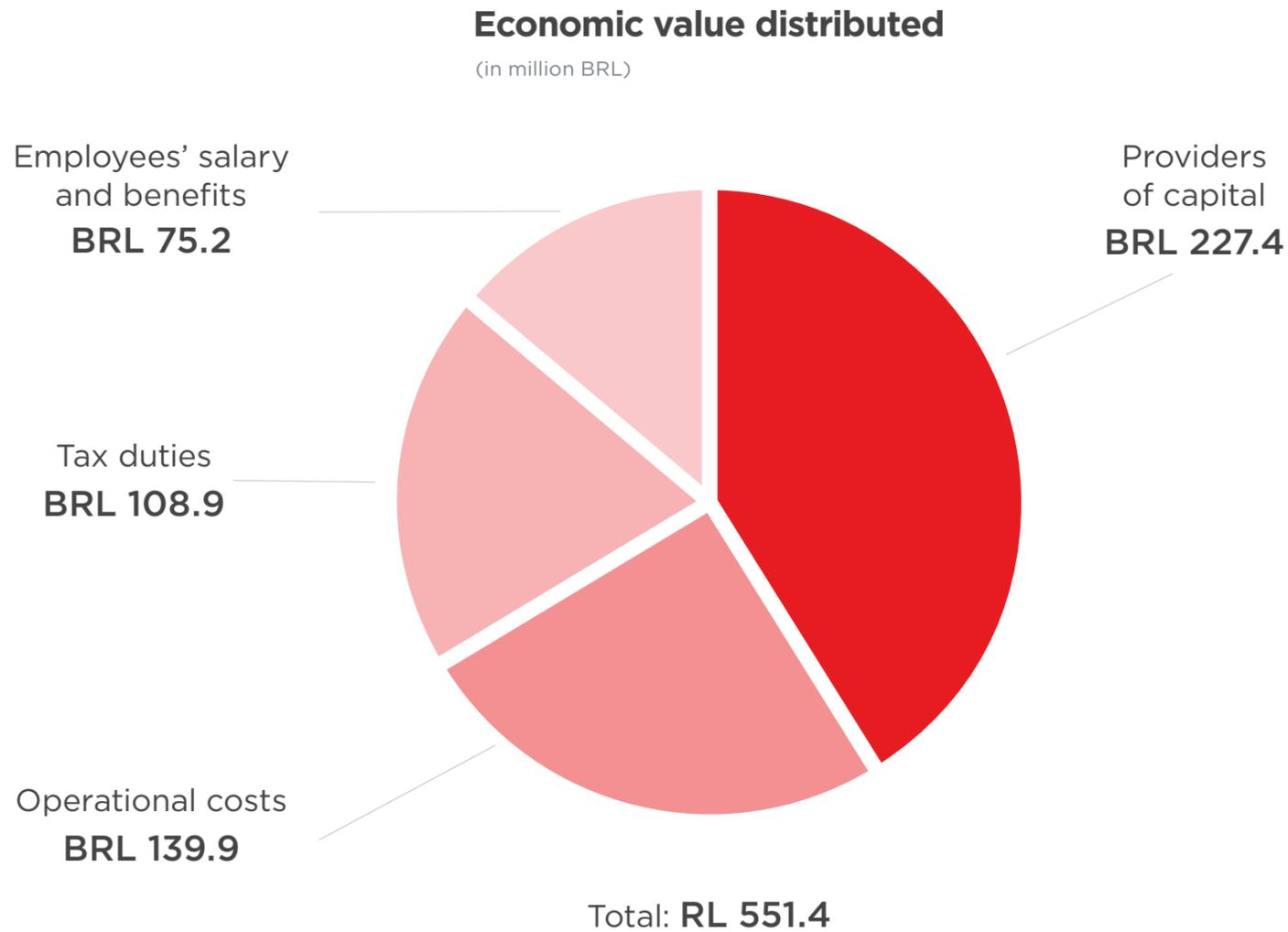
Among the agricultural and livestock goods that went through the Terminal last year, apple stands out. Portonave was the Brazilian Terminal that exported the 2019 harvest group, with the participation of 53% in the total amount, handling 69% more than the second place. The main destinations of the cargo were Russia, Portugal, Ireland, India, and the United Arab Emirates. The main producer of apple in Brazil are Santa Catarina and Rio Grande do Sul, and Santa Catarina exports 97.6% of the exported apple in the country. Portonave leads the exports of such a fruit in the country since 2015.



## Generation and distribution of value

[GRI 201-1]

In 2019, Portonave's Added Value reached about BRL 551.4 million. The following graphic demonstrates how this economic value was distributed:



## Supply chain

[GRI 102-9; 103-1; 103-2; 204-1; 308-1; 414-1]

Portonave's supply chain involves producer companies of goods and providers of services from different regions in the country and, in some cases, from abroad. Committed to the local development, the Company seeks to contract closer companies, whenever possible. In 2019, from BRL 118.8 million paid to suppliers, 57% were destined to organizations headquartered in the state - most of them in Itajaí and Navegantes.

When contracting suppliers and services from third parties, Portonave holds a minutious process of evaluation, which in 2019 was improved by the digitalization of the procedures related to the supply chain - aiming to strengthen the Company's compliance policy, reducing the risks of fraud. As standard, it is required the presentation of documents that state the compliance of environmental, labor, legal, administrative, and labor safety obligations. Semi-annually or whenever a contract is concluded, the suppliers go through a new evaluation. The term of the documents and the proof presented is verified, as well as the quality of the service provided, the compliance of deadlines, and other specifications. Whenever deemed necessary, the compliance of the legal requirements can be checked in loco by the Company.

All the agreements signed with the suppliers include clauses prohibiting the usage of child, forced, or slavery-related labor, as well as for corruption practices.

# Our team

The well-being and development of Portonave's professionals are the Company's priority.



# Professional profile

[GRI 102-8; 401-1]

Our professionals are the main responsible for Portonave's success – they materialize, on a daily basis, the execution of the strategy, making the Company increasingly competitive and sustainable. Therefore, promoting an adequate work environment, based on ethical and transparent relations, constitutes a permanent commitment, shared with all the people who work at the Terminal – at the end of 2019, they summed 963 direct employees.

As a reflection of Portonave's involvement with the community it is inserted, 94% of the workers live in Navegantes or in two neighbor cities – Itajaí and Penha.



## White-shirt day

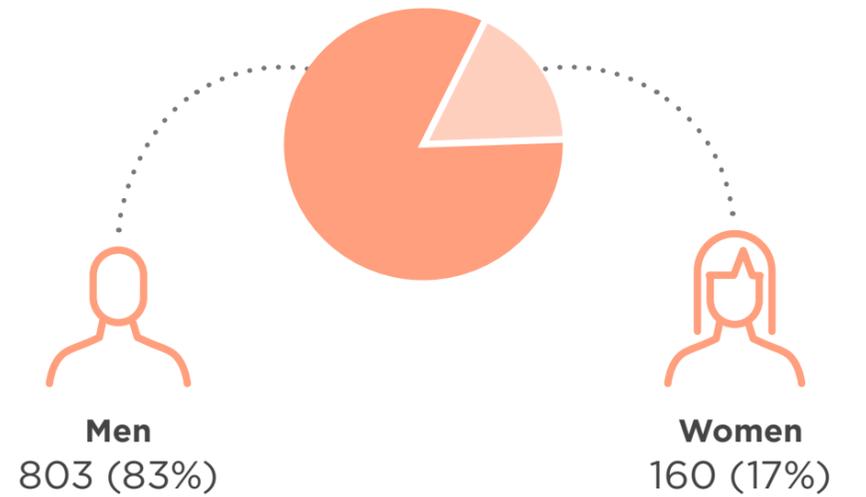
In August 2019, Portonave returned with the “White-shirt day”, an event of team integration that seeks to reinforce the Company's purpose and values among its professionals. With the theme “I handle more than containers”, the initiative remembered achievements – such as the arrival of the first equipment and the first records –, and also challenging moments, such as the 2008 flood – when Portonave's professionals mobilized to aid the people affected.

The Company's values were reinforced in a playful manner, represented by super-heroes with the powers of focus on the client, valuation of people, integrity, social responsibility and excellence.

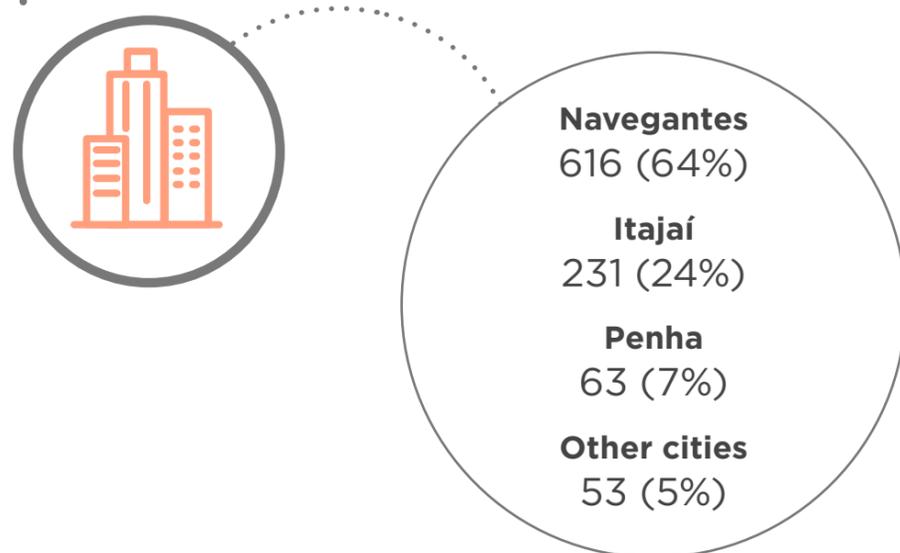
Each professional receives a white shirt when starting his/her journey at the Terminal, together with an welcoming letters that present the Company's purposes and values. In the event, ia new version of the shirt was delivered, but now stamped with the company's values to better reinforce what Portonave expects from its team.

## Professional profile

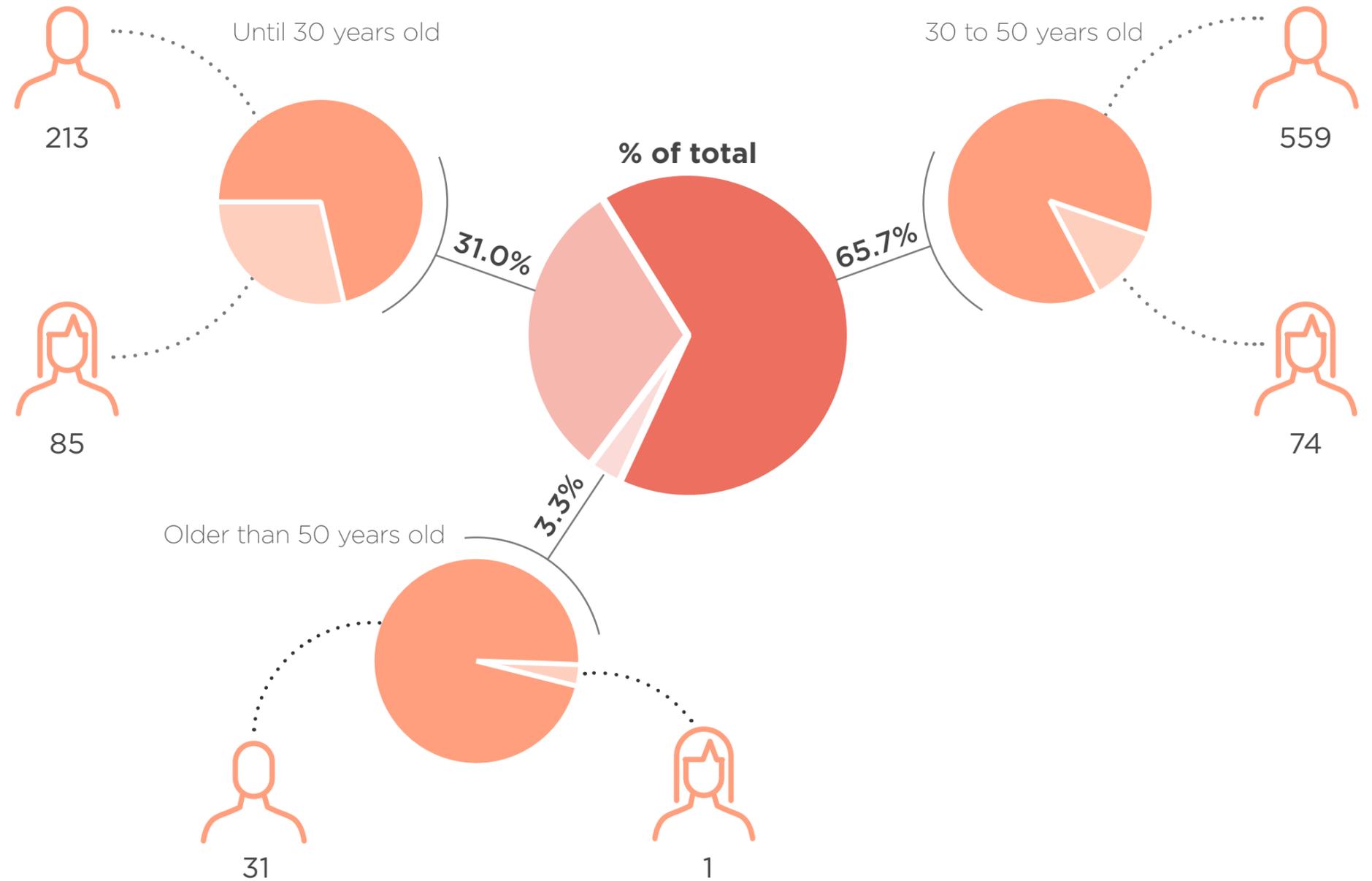
### Gender

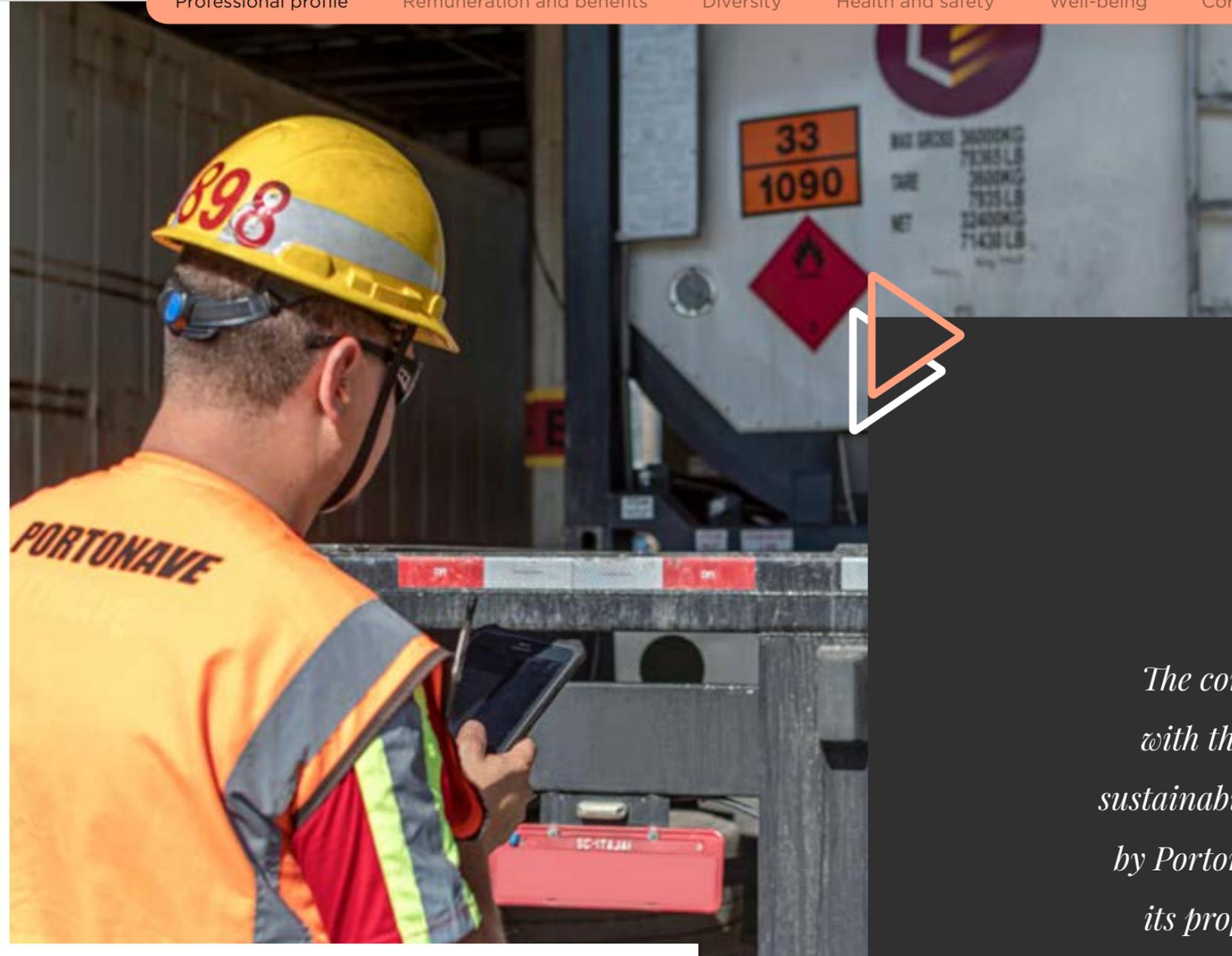


### Origin / Residence



### Age group



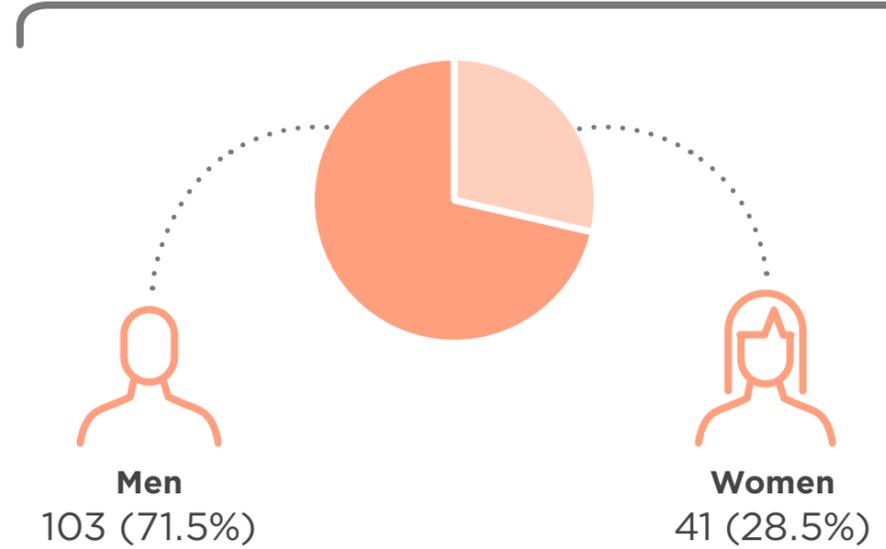


*The commitment with the business sustainability is shared by Portonave and all its professionals.*

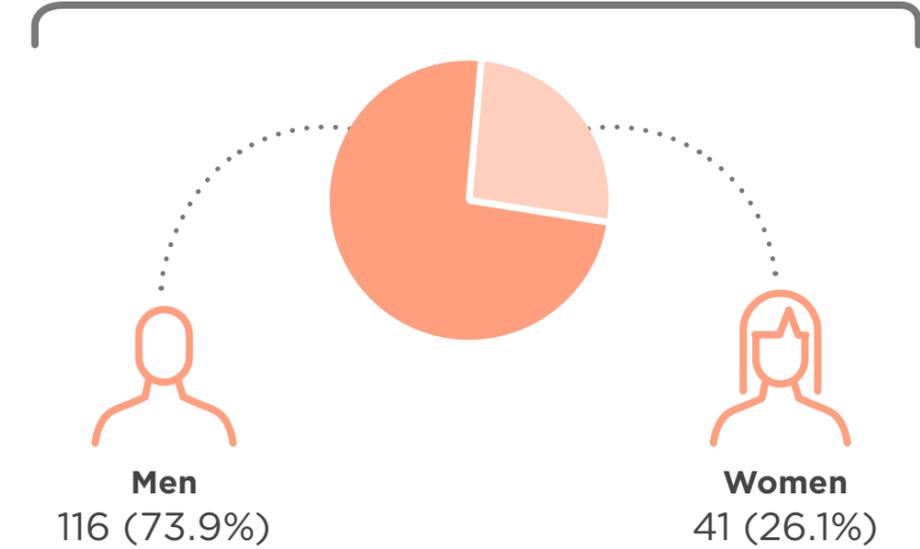
## Hiring and dismissals

Throughout 2019, we hired 144 professionals and dismissed 157. Therefore, the hiring rate at Portonave reached 14.9%<sup>2</sup> in such period, while the rotation rate drew near 16%<sup>3</sup>.

### Hiring, by gender



### Dismissals, by gender



### Admissions, by age group

Age group	Men	Women	Total
Until 30 years old	68 (47.2%)	33 (22.9%)	<b>101</b>
30 to 50 years old	34 (23.6%)	8 (5.6%)	<b>42</b>
Older than 50	1 (0.7%)	0	<b>1</b>

### Dismissals, by age group

Age group	Men	Women	Total
Até 30 anos	67 (42.7%)	31 (19.8%)	<b>98</b>
30 a 50 anos	47 (29.9%)	9 (5.7%)	<b>56</b>
Mais de 50 anos	2 (1.3%)	1 (0.6%)	<b>3</b>

<sup>2</sup> Number of employees hired/  
Total number of employees.

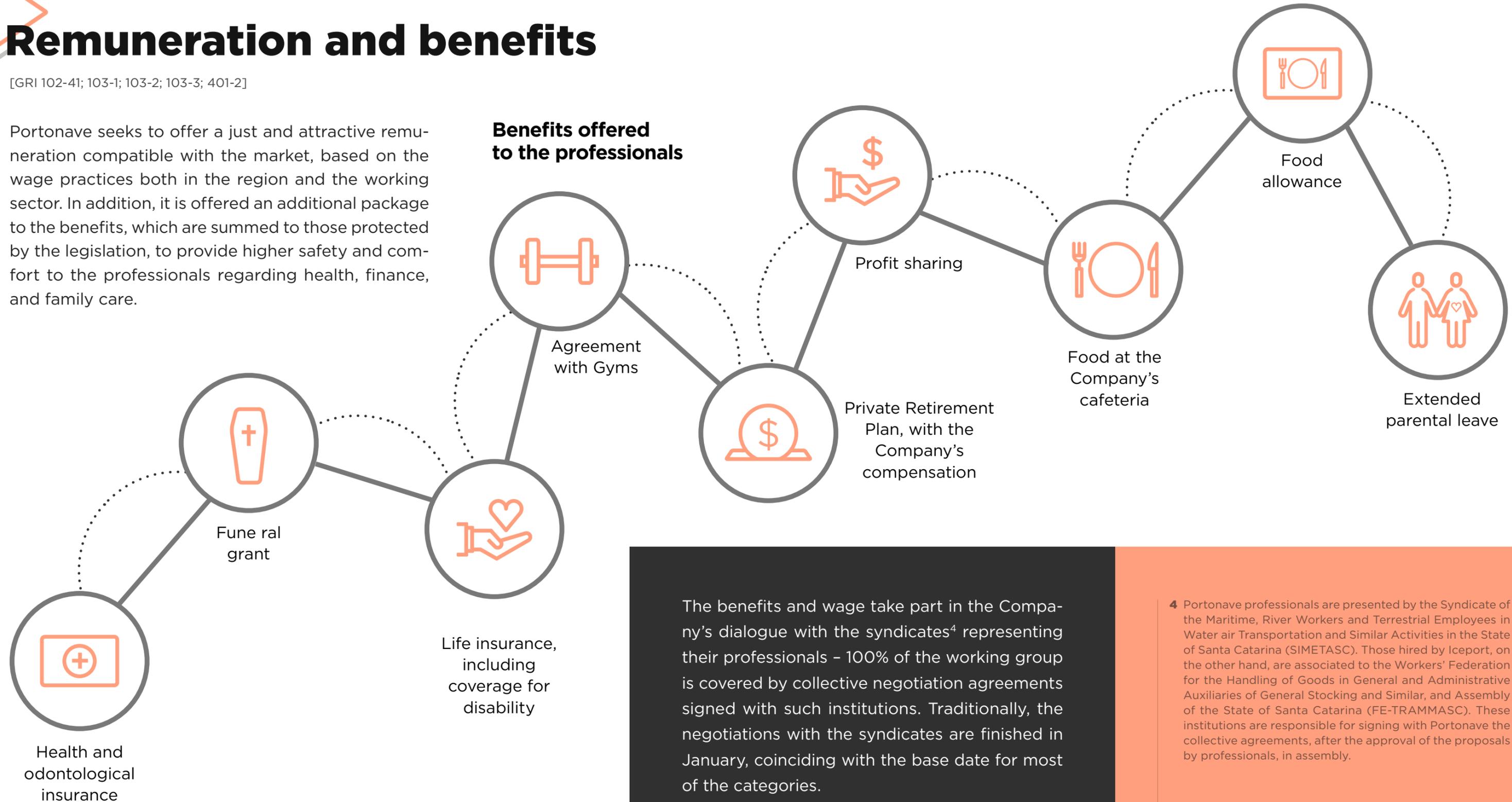
<sup>3</sup> Number of removed employees/  
Total number of employees.

# Remuneration and benefits

[GRI 102-41; 103-1; 103-2; 103-3; 401-2]

Portonave seeks to offer a just and attractive remuneration compatible with the market, based on the wage practices both in the region and the working sector. In addition, it is offered an additional package to the benefits, which are summed to those protected by the legislation, to provide higher safety and comfort to the professionals regarding health, finance, and family care.

## Benefits offered to the professionals



The benefits and wage take part in the Company's dialogue with the syndicates<sup>4</sup> representing their professionals – 100% of the working group is covered by collective negotiation agreements signed with such institutions. Traditionally, the negotiations with the syndicates are finished in January, coinciding with the base date for most of the categories.

<sup>4</sup> Portonave professionals are presented by the Syndicate of the Maritime, River Workers and Terrestrial Employees in Water air Transportation and Similar Activities in the State of Santa Catarina (SIMETASC). Those hired by Iceport, on the other hand, are associated to the Workers' Federation for the Handling of Goods in General and Administrative Auxiliaries of General Stocking and Similar, and Assembly of the State of Santa Catarina (FE-TRAMMASC). These institutions are responsible for signing with Portonave the collective agreements, after the approval of the proposals by professionals, in assembly.

## Monitored Satisfaction

The Organizational Climate Survey is a tool applied at Portonave since 2009 to identify the perception of professionals concerning the work environment. From the statements, the Company establishes action plans dedicated to improving people management policies and practices. The adopted tool to capture perceptions, called Pulses, provides frequent interaction with professionals. Every week employees are invited to answer a short questionnaire. Consolidated responses are monitored in real-time by the managers of each area, allowing the immediate development of corrective actions whenever necessary.

In 2019 Pulses Score - index that reveals the professional satisfaction level - achieved an average of 8.4 (in a scale of 0 to 10). Among the assessed dimensions by those surveyed, are alignment with the Company's values and practices, professional development, feedback and recognition, well-being, justice, and relationships. Another year result was the Engagement Index, which reached a 93% score, based on answers to specific questions, applied in companies with different sizes and sectors, to assess the professionals' engagement degree.



# Diversity

[GRI 103-1; 103-2; 103-3; 405-1]

Portonave believes that diversity in the work environment collaborates with team productivity, decision-making, risk management, and innovation. Therefore, the Company has been maturing its mechanisms in people's management focusing in a culture increasingly inclusive, allowing equal opportunities, regardless of gender, age range, ethnicity, or beliefs, among other aspects.

That way, Portonave ensures equal compensation for men and women who work in the same position, promoting an egalitarian treatment between professionals. Like other Brazilian companies, the Company remains committed to advancing on the inclusion of more women in operational and leadership positions. The male prevalence - men represented 83% of the total of professionals in 2019 - reflects itself in all functional categories of the Terminal.

In 2019 the Company employed 38 persons with disability (PWD), an increase of 10% compared to 2018. This increase in the number of professionals is due, in particular, to the Inclusion Program, an initiative developed by Portonave to hire people with special needs. Among the activities held throughout the year for this group, there is the realization of exclusive activities during Health Week, as a workshop of the

organization "Talento Incluir", engaged in socio-economic integration of persons with disabilities in society. Also as part of the Inclusion Program, yoga classes were given by Elias "Figue" Diel, a surfer who lost his sight after a traffic accident. In class, the instructor shared his overcoming experience after the accident.



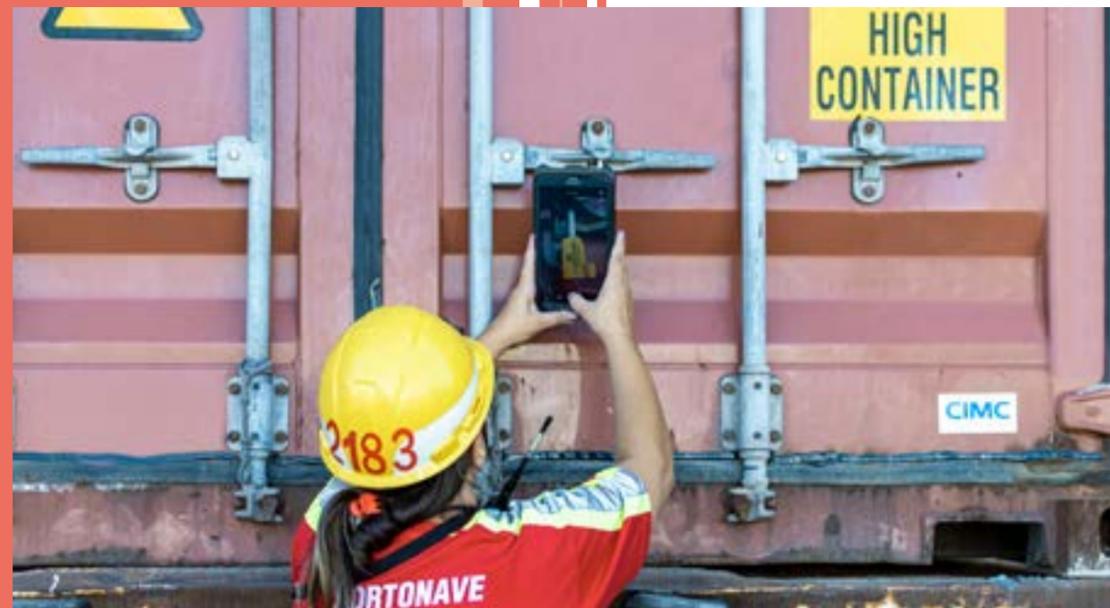
## Extended Dialogue

On December 4, 2019, Portonave hosted a panel to discuss the issue of diversity and inclusion in companies. Promoted in partnership with consultants We and Rhesus, the event brought together HR managers from companies in the port sector, civil construction, and industry. The group discussed how the diversity theme - in its totality: color, ethnicity, gender, religion, age, disability - is present in companies today and what are the challenges for the implementation of policies that promote inclusion in the labor market.

In addition to the Itaú-Unibanco case, presented by Luciana Campos, Diversity and Inclusion Manager at the financial institution, the group learned about the history of Ruan Bardelt, a transgender, Portonave's professional for 10 years, who shared his experience in the process transition. "When I stopped being Ruana to become Ruan, I had the full support of the company and had the support of several people, which made a difference for me", commented Ruan. Representatives of the companies Lear, Grupo Embraed, APM Terminals Itajaí, Weg, Porto Itapoá, Royal Cargo, Multilog, Estaleiro Detroit, and NL Consulting participated in the meeting.

The number of professionals,  
by functional category and gender

Functional Category	Men	Women	Total
Board of Directors	2	1	3
Executive Board - Superintendency	2	0	2
Management	7	1	8
Supervision	20	2	22
Staff	760	140	900
Interns	8	3	11
Apprentices	6	14	20



*Expanding the dialogue on diversity is among the main companies in which the Company operates to combat any type of discrimination in the workplace.*

# Health and safety

[GRI 103-1; 103-2; 103-3; 403-1; 403-2]

Ensuring safe conditions at its facilities is one of Portonave's core commitments to all people who work and visit the Terminal. Aware of the risks inherent to the port activity, the Company is attentive to the prevention, control, and reduction of accidents and incidents mechanisms, from the promotion of a safety culture, shared with professionals and third parties.

In 2019, the Company's efforts in this regard were focused on achieving ISO 45001 certification, referring to health and safety management. The new standard replaced OHSAS 18001, in which the Company had been certified in 2018, and provides a robust and effective set of processes to improve work safety in global supply chains. Designed to help organizations of all sizes and sectors, it seeks to reduce injuries and occupational diseases worldwide. To obtain the new certification, Portonave revised guidelines, practices and systems related to the theme. At the end of this process, it underwent a rigorous external audit, carried out by an independent organization, to ensure compliance with the standard.

The certification reinforces the mechanisms for preventing and controlling accidents and incidents at Portonave. In 2019, 22 occupational accidents were recorded, in addition to six commuting. In all cases, as well as in recorded incidents, the Company rigorously evaluates the causes and consequences, in order to minimize recurrence risks.

## Accidents recorded in 2019

### Accidents - TOTAL

	2018	2019
Number of work accidents (usual)	15	22
Number of route accidents	11	6

### Accident profile

	With work leave	Without work leave	Total
Work usual	7	15	<b>22</b>
Route	3	3	<b>6</b>

### Accidents recorded, by gender

	Usual	Course	Total
Women	1	0	<b>1</b>
Men	21	6	<b>27</b>

### Accidents - TOTAL

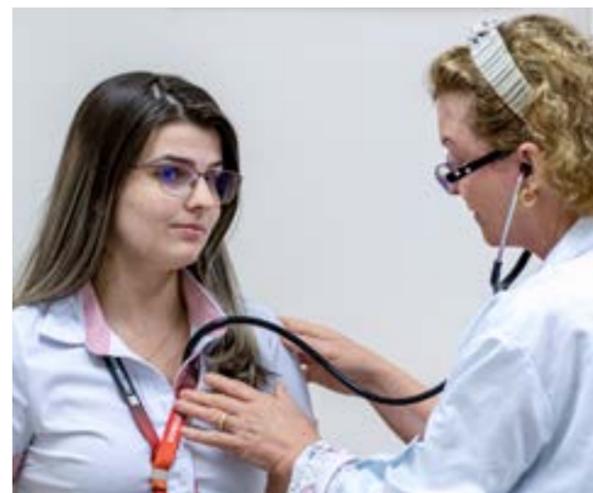
Frequency Rate (FR)	5.42
Gravity Rate (GR)	0.92

FR = Number of accident victims \* 1,000,000 / man hours of exposure to risk.  
 GR = Computed Time \* 1,000,000 / man hours of exposure to risk.

Considering the increase in the number of occupational accidents concerning the previous year, Portonave developed a plan to review its policies and procedures, which is based on the effective engagement of professionals in promoting a safety culture. Among the planned actions, we highlight the broad involvement of the leaders, for the dissemination of guidelines, and the active participation of professionals in the construction of the so-called “Golden Rules of Security”, which synthesize desirable practices and behaviors about the theme. The implementation of the Plan should be carried out throughout 2020.

To support safety mechanisms, Portonave maintains an Internal Accident Prevention Commission (CIPA), made up of 12 members, who represent the different operational and administrative areas. Among other activities, CIPA actively participates in the investigation of accidents and incidents, helping to identify risk factors and, thus, improve preventive actions. It should be noted that the results of each investigation are reported to all parties involved and, where relevant, the lessons learned in the case are shared through security alerts, which are disclosed internally and externally.

In addition to safety actions, Portonave offers periodic training to its Emergency Brigade, made up of 60 professionals - who can act in case of fire and other accidents.



## Health Care

Through the medical and dental plan granted as a benefit, professionals have an extension of the network served by institutions and specialized health professionals. Besides, in the Terminal's facilities an ambulatory performs laboratory examinations, admission appointments, termination appointments, periodic appointments, and appointments on the return to activities, in addition to offering appointments with an occupational physician.

In terms of prevention, Portonave regularly promotes vaccination campaigns and encourages eating habits, such as balanced nutrition and regular physical activity. At the Company's Canteen, where an average of 700 meals are served daily, the menus are prepared by nutritionists and foods low in sodium and fat, in addition to fruits and vegetables.

The fight against sedentary lifestyle is stimulated by sport actions, such as the Integration Games and the Rustic Beach.

# Well-being

Inspired by a model developed by the World Health Organization (WHO), the **Balanced Health Program** constitutes the main Portonave's platform to promote the professionals' physical and mental health.

In 2019, one of the themes most worked on by the Program was mental health, included in the program of the Internal Accident Prevention Week (SIPAT), held between the 16th and 20th of September. To combat stress and depression, professionals received tips on emotional intelligence, self-control, and health. Promoted by CIPA, SIPAT had as its central theme the motto "I take care of myself!". The goal was to raise awareness among professionals about the importance of self-responsibility, encouraging permanent attention in carrying out work activities, commuting to work, and in the search for quality of life. In all, about a thousand professionals - including own and outsourced employees - took part in the activities.

## Welcome to maternity

In October 2019, Portonave began a program that seeks to expand the support to professionals that become mothers. The initiative includes the monitoring of pregnancy and the return to work after the leave, until the baby completes his/her first day of life.

Besides surveying the professionals' needs at the moment, the Program provides a space of dialogue to share information about pregnancy and to clarify questions.



**Pilars of the Balanced Health Program**

*Physical Work Environment*

*Psychosocial Work Environment*

*Personal Resources*

*Involvement with family and community*



*Aware of the global movement of society, Portonave included the promotion of mental health among the pillars of the work of its professionals' well-being.*

# Corporate education

[GRI 103-1; 103-2; 103-3; 404-1]

For Portonave, the continuous development of its professionals' skills represents a key for business sustainability. Therefore, the Company invests in corporate education. In 2019, approximately 94,000 hours were dedicated to specific training, which required investments of approximately BRL 770,000. In the year, the average of training hours per employee was 97.6.

## Training hours, by gender and functional category





In addition to training, Portonave has a series of other development programs aimed at its professionals:

**Continuous Learning Program:** establishes subsidies to encourage professionals to take technical, undergraduate, graduate, and language courses. In 2019, subsidies totaled BRL 929,700.

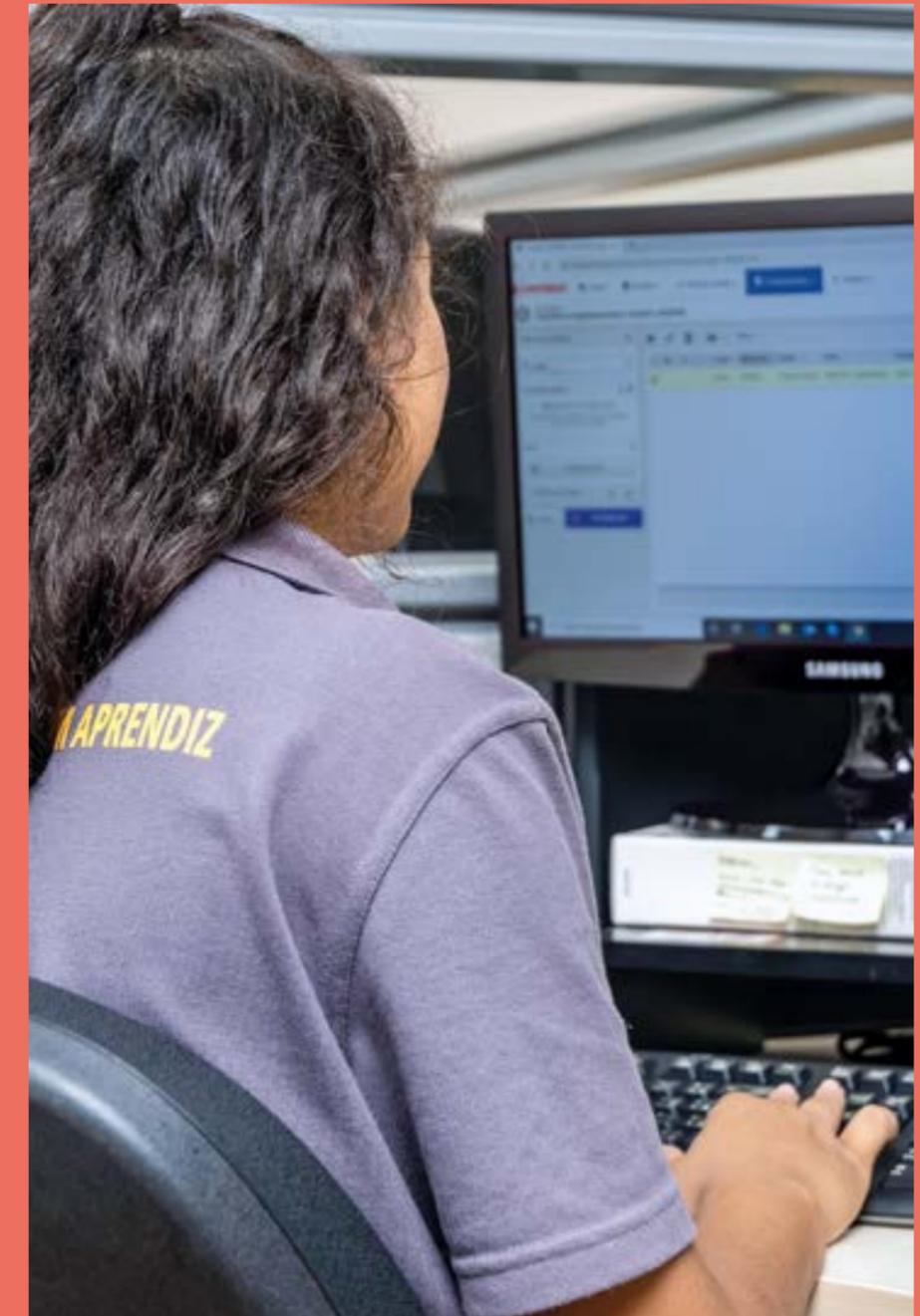
**Port Worker Development Program (PDP):** Applied by the Brazilian Navy, the goal is to improve the workforce of Brazilian port terminals and standardize operational procedures between different ports. Implemented at Portonave in 2007, it has trained more than 3,000 professionals at the Terminal. The Program's classes are taught by a group of 23 instructors, all professionals from different areas of the Company, and accredited by the Navy.

**Operational Excellence Program:** has the goal to create a talent pool with qualified professionals to fill future vacancies in Equipment Operation area. The program includes selective processes evaluating the professional background, psychological assessment, and training that can reach 1,160 hours.

## Opportunity For Young People

One of Portonave's initiatives with the greatest social impact is related to the preparation of young people for the labor market. The Young Apprentice Program is focused on high school students of public schools of Navegantes, who are between 16 and 18 years old and have a per capita family-income lower than the minimum wage. Hired as apprentices, the young people stay for up to one year in the Company and work in different areas of the Terminal, guided by Portonave's professionals. The practical experience goes hand in hand with theoretical classes to prepare them for the work, which are carried out by partner educational entities. In addition to salary, young people receive most of the benefits offered to other professionals.

Since 2008, 430 young people have gone through the Program, with an average of 48% hiring rate at the end of the apprenticeship period. In 2019, 20 apprentices worked at the Company's facilities and 30 participated in the Program, developing practical learning activities at Senai, through an industrial apprenticeship course (Maintenance Electrician). Upon completing the course, this group joins Portonave's talent bank, participating in selection processes for vacancies in their training area.



# Our community

Supporting projects focused on socioeconomic, cultural, and environmental development is among the main forms of interaction between Portonave and the community where the Company operates.



# Social Responsibility Policy

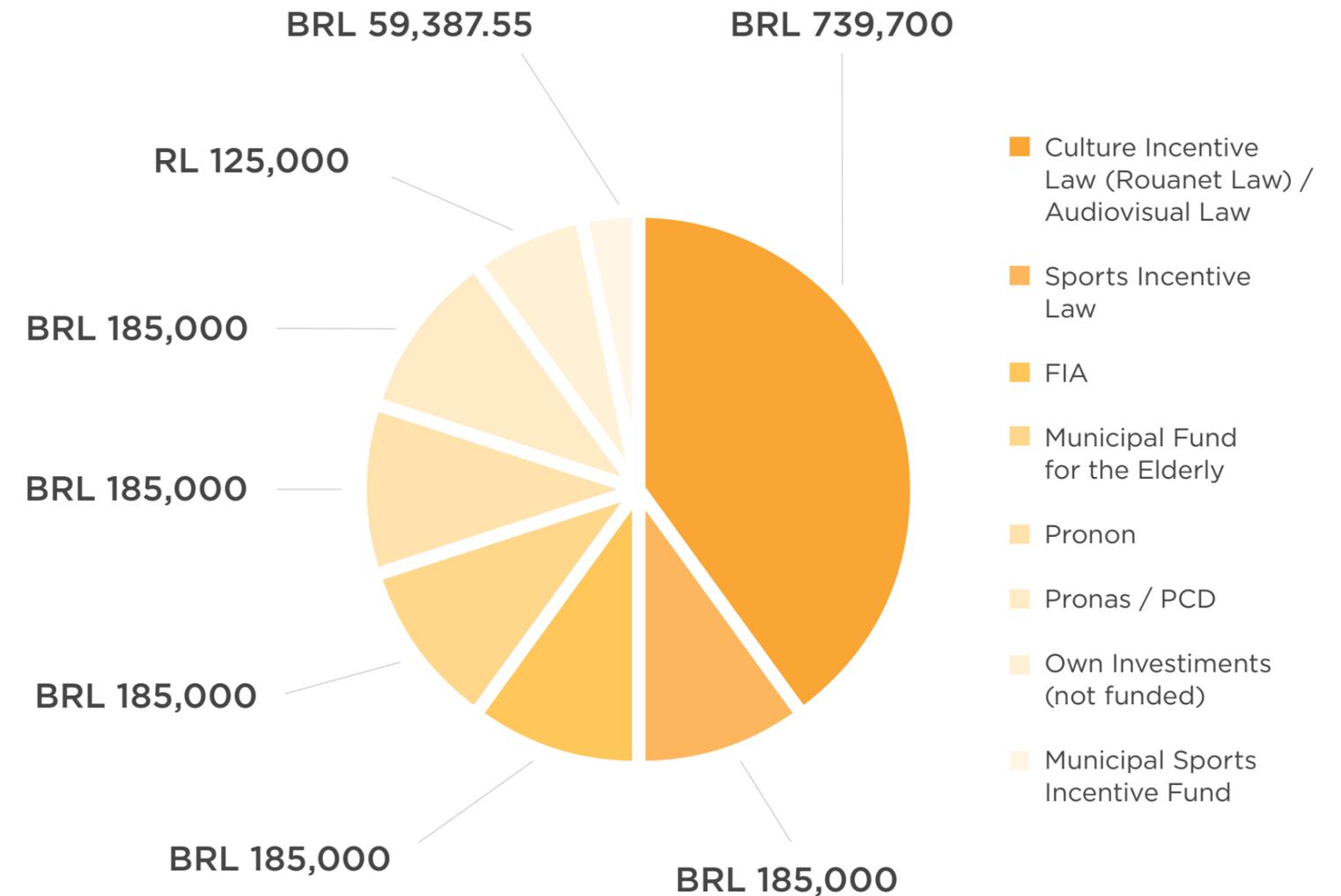
[GRI 103-1; 103-2; 103-3; 413-1]

Aware of the social role it plays in Navegantes and the region, Portonave seeks to establish a relationship of partnership and mutual respect with the community focused on generating and sharing value. To this end, it engages in permanent dialogue with local people and institutions, through different communication channels and interaction platforms - such as meetings, events, and discussion forums.

As a result of this commitment, actions aimed at community engagement, assessment of socio-environmental impacts, and impulse to regional development are developed voluntarily. In this context, several projects are developed or supported by Portonave through tax deductions, based on mechanisms such as the Culture Incentive Law (Rouanet Law), the Sports Law, the Childhood and Adolescence Fund (FIA), the National Support Program for Oncological Care (Pronon), the National Support Program for Health Care for Persons with Disabilities (Pronas / PCD) and the Elderly Law. In 2019, the investments made by the Company through these mechanisms reached BRL 1.8 million. Another BRL 250,000 were invested to benefit communities through their own resources of Portonave.

**Origin of Resources**

(in BRL)



# Highlighted Projects

## Fund Resources

- Navegantes Beach Race:** Held on February 17th, the 11th edition of the event had more than 2,000 registrants, to encourage physical activity in the community. Attracting competitors from all over the country, the 2019 race was marked by a very special novelty: the inclusion of children and adolescents, with the Kids Race. The Race was promoted by the City Hall, through the Municipal Sports Foundation, sponsored by Portonave and Havan and supported by the Military Police and the Fire Department. Beyond health, the initiative encourages solidarity: in the corridor registration process, 2,200 cans of powdered milk were donated to children who attend 24 public daycare centers in Navegantes.
- Street Soccer for Education:** About 120 students from the public network of Navegantes had free access to football workshops held at the Helde Scartezini Unified Arts and Sports Center, the "CEU das Artes". The action is part of the Street Soccer for Education project, sponsored by Portonave, through the Sports Incentive Law. In addition to participating in sports, students receive pedagogical support and are supported in their study routine - to stay on the project, students must have at least 75% of school attendance.

- Dançar e Brilhar Project - Port cities:** Its goal is to make the show "We are all elements (Somos todos Elementos)" possible, a free scenic presentation focusing on environmental conservation, especially of the water resources. During the year, 12 presentations were made, involving 5,000 people.
- Revolutionaries:** Sponsored by the Audiovisual Law, the 45-minute documentary, still in the production phase, addresses problems and solutions related to solid waste management, alerting to the increase in waste production by industry and its impacts. When completed, the content will be made available free on the internet, after participating in film festivals.
- Feito Torto pra ficar Direito (Made Bent to Be Right):** Documentary series, also audiovisual, about the craft construction of boats, focuses on the valorization of local culture and its consequences in the acts of producing, consuming and living. Thus, the series reveals how the survival strategies imposed by the environmental conditions of the various Brazilian regions led master carpenters to assimilate knowledge of other types of vessels in the evolution of traditional boats created in the country. It is expected to be launched in the first half of 2020.



- **Children and Elderly Care:** Portonave allocated BRL 150,000 to the Childhood and Adolescence Fund (FIA) of Navegantes, for application in projects selected by the Municipal Council for the Rights of Children and Adolescents, involving actions in the areas of education, health, social assistance, culture, and sports. Besides, through the same mechanism, the Company contributed to two health entities that assist children in the South Region - Pequeno Príncipe Hospital, in Curitiba (PR), and Nossa Senhora da Conceição Hospital, in Tubarão (SC). The Municipal Fund for the Elderly of Navegantes received BRL 160,000 from Portonave, for use in actions dedicated to this group of the population, especially in the Elderly Care Program (PAI), which brings together more than 1,000 elderly people in leisure and cultural and educational activities. Another BRL 240,000 was directed by the Company to hospital institutions in the South Region, with a focus on improving conditions of elderly care. In Santa Catarina, the São José Hospitalar Association, in Jaraguá do Sul, and the São José Hospital, in Criciúma, benefited. In Paraná, the funds were allocated to Hospitalar Society Angelina Caron, from Campina Grande do Sul.
- **Escavados' House (Casa de Escavados) - Emergency Restoration:** The historic mansion in the Escavados neighborhood is more than 120 years old and is the only property of German architecture in Navegantes. Its restoration will also preserve the city's history and memory. This is the first restoration work carried out in Navegantes.

- **Value Life (Valorize a Vida) - Traffic in Schools:** The Value Life Project seeks to sensitize students of all ages about safe traffic. Through lectures, theater, and educational materials, students learn safe behaviors for pedestrians and drivers and become multipliers of this information in their families and communities.
- **Surfing in Schools:** Children from the 6th year of the elementary school in three public schools in the Gravatá neighborhood (Navegantes/SC) have classes to start surfing during school hours. The project also works to raise students' awareness of the dangers associated with sea bathing.
- **Goodness Triathlon (Triathlon do Bem):** Held a charity Triathlon race for 200 athletes, with the expectation of raising funds for the Association of Parents and Friends of People with Down Syndrome - APAE de Navegantes.
- **5th SC Beach Volleyball Cup:** Realization of the 5th Santa Catarina Beach Volleyball Cup, a sporting event that closes the calendar year of competitions, in the basic categories of the sport, involving athletes and teams from the southern region of Brazil, making it possible for participants to exchange sports, massify and increase children and adolescents in beach volleyball training in Navegantes and providing opportunities for entertainment and leisure for the community.
- **Shotokan Karate - Educating for tomorrow:** Sports initiation project in the karate modality, involving children and adolescents, in the female and male genders, aged between 04 (four) and 15 (fifteen) years.



## Inhouse Resources

- Somos do Mar (We belong to the Sea):** Portonave is among the sponsors of the initiative undertaken by a couple from Santa Catarina who intend to cover 7,500 kilometers of the Brazilian coast, stopping in more than 30 cities. In these places, in addition to developing Environmental Education activities free of charge to communities, they will collect data for scientific research on beaches' waste. We Belong to the Sea is the result of a work that the duo has been developing for over a year in the Balneário Camboriú region, now transformed into an itinerant project.
- Surf sem Limites (Surf without limits):** Held by the Association "Escola de Surf Amigos da Atalaia" (Atalaia's Friends Surf School), in partnership with the Façamos Juntos Project (Let's do It Together Project), the project aims to promote surfing as a therapeutic and social integration method for people with disabilities. In Navegantes, it was launched on September 7th, 2019, in Meia Praia, with the presence of students and their families, in addition to supporters of the community. Initially, 30 people, including children and adults, participate in the free surf lessons.
- Portonave Surf Pro Navegantes:** Navegantes' Central Beach hosted, between 20th and 22th December, the Portonave Surf Pro Navegantes, the final stage of the Brazilian Professional Surfing Circuit for men, validating the definition of the rankings of the Brazilian Professional Surfing Association (Abrasp) and the Santa Catarina Surf Federation (Fecasurf). More than BRL 30,000 in prizes were distributed and the athletes competed in these categories: professional, amateur, female, adapted surfing (for surfers with any type of disability) and Portonave, for professionals in the Terminal. The event was presented by Portonave, with the Evolua Clínica Esportiva (Evolua Sports Clinic) and the City Hall of Navigators, through the Municipal Sports Foundation and the Secretariat of Tourism. The stage brought together more than 90 athletes.



## Volunteering Program

To carry out social projects and actions, the program counts on engaged volunteers.

Volunteers take part in activities outside their working hours.

## The Portonave Institute

Created in 2015, the Portonave Institute is a non-profit organization, which supports the management of the investments of the Company. Thus helps to identify demands and local partners, defining the projects and actions to be supported by Portonave in the region, as well as follow up of activities and proper accountability.

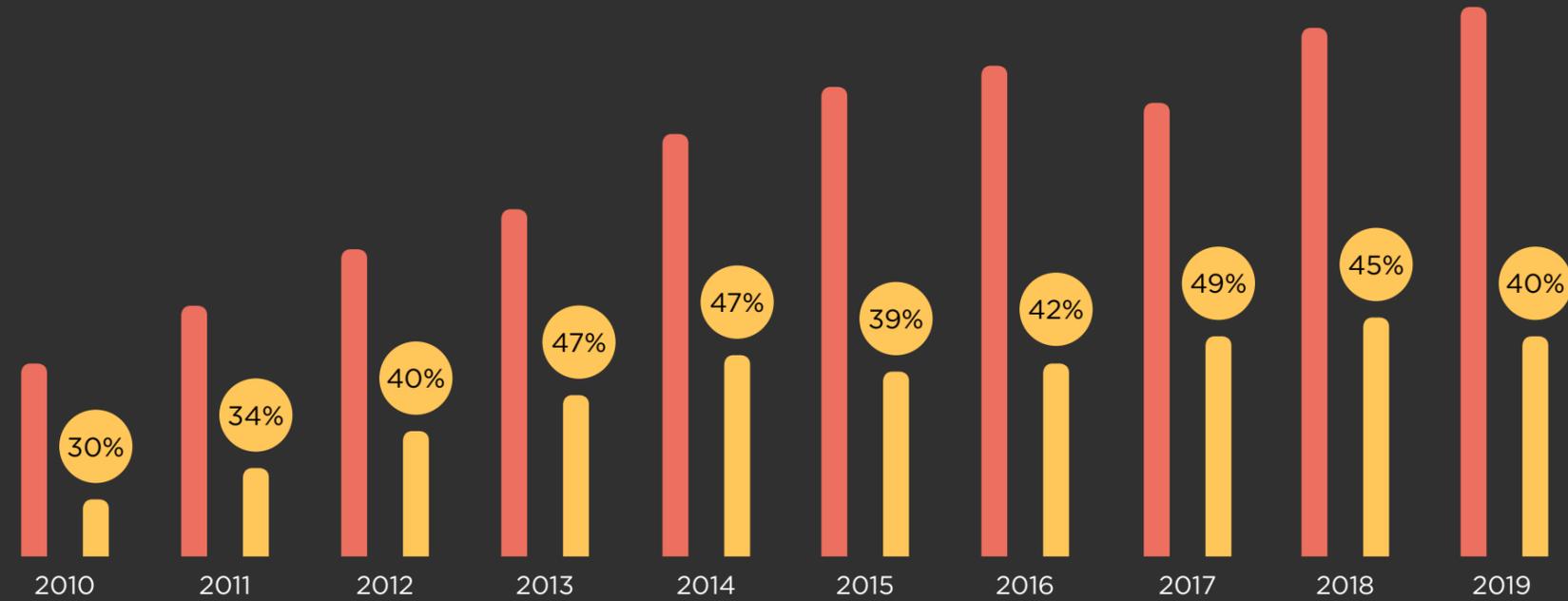
Among the Institute's 2019 directly developed projects, it is worth to be mentioned:

- Portonave Gallery:** a space created in Terminal to promote cultural production and contribute to the dissemination of works by artists from the region. Opened in October 2017, this space housed 12 shows in 2019, including paintings, photographs, sculptures in metal and ceramics. A partnership with the Cultural Foundation of Navegantes allowed include Portonave Gallery in the cultural circuit promoted shows in the city. In addition to Portonave's professionals and visitors, the community can get to know the space and check out the exhibitions through prior scheduling.
- Portonave Choir:** formed by Company professionals, it allows integration with the community, through presentations at local events.
- Senior Firefighter (Bombeiro da Melhor Idade):** launched in Navegantes on August 6th, 2019, the project aims to prepare the elderly people to act preventively concerning the risks to which they are exposed. The focus is thus on the security of the participants and their quality of life - classes seek to sensitize them about the risks and guide the action or call for help in case of accidents. About three months long, the course included two weekly meetings, each one hour long, held at the Fire Brigade Headquarters - also contributing to bringing the community closer to the institution. About 30 students are part of the first class, the youngest at 60 years of age and the oldest at 84.



## Tax Collection of Navegantes City Hall (ISS)

(in BRL)



● Total	10,118,293	13,034,291	16,113,363	18,154,825	22,393,323	24,343,857	25,366,590	23,827,402	27,445,021	28,915,229
● Portonave	3,014,577	4,425,715	6,454,467	8,556,032	10,588,731	9,577,860	10,605,602	11,633,803	12,457,415	11,484,457

### Local Boost

Portonave's performance has given dynamism to the economy of Navegantes and the region. In addition to contributing 40% of the total collected in taxes by the city - were BRL 11.4 million only in 2019 - Portonave became one of the local main employers - generating about 1,000 direct jobs - and attractive to other companies to settle in the region to take advantage of the synergy with the Port Terminal.

In addition to the audience already covered in this report - employees, customers, suppliers and the community - Portonave maintains relationships with several other stakeholder groups. Carriers and drivers working at the Terminal, entities representing the port sector, universities, representatives of the public authorities in all its spheres, the press, and non-profit organizations, among others, are part of the broad map of stakeholders in our business. With all of them, the Company strives to establish a friendly and productive dialogue, guided by ethics and cooperation.



*Our stakeholder map is diverse and extensive. Dialogue and cooperation form the basis of relationships with all the Company's stakeholders.*

# Corporate Engagement

[GRI 102-12; 102-13]

An important Company's engagement tool is the participation in bodies, forums, and committees led or promoted by governmental and non-governmental organizations. The initiatives and organizations in which Portonave partakes are highlighted below:

- Brazilian Association of the Refrigerated Storage Industry (Abiaf)
- Brazilian Association of Infrastructure and Basic Industries (Abdib)
- Association of Private Port Terminals (ATP)
- State Committee of Public Security in Ports, Terminals, and Waterways in Santa Catarina (Cesportos/SC)
- Brazilian Association of Asset Maintenance and Management (Abraman)
- Brazilian Association of Human Resources (ABRH) Coast - Regional Itajaí
- Brazilian Association of Training and Development (ABTD)
- Brazilian Association of Container Terminals (ABRATEC)
- Brazilian Association of Port Terminals (ABTP)
- Brazilian Association of Foreign Trade (AEB)
- Association of Sales and Marketing Directors of Santa Catarina (ADVB/SC)
- Business Association of Navegantes (ACIN)
- Business Association of Itajaí (ACII)
- City Council for Environment in Navegantes (Condema)
- City Council for Tourism in Navegantes (COMTUR)
- Federation of Business Associations of Santa Catarina (Facisc)
- Federation of Industries of the State of Santa Catarina (Fiesc)
- Federation of Workers in the Movement of Goods in General of Santa Catarina (Fetrammasc)
- Work Groups in Environmental Education of Navegantes (GTEAN)
- SDG Movement Santa Catarina
- Trade Union of Employees of Sea and River Transportation, Employees on Land in Waterway Transportation and Related Activities in the State of Santa Catarina (Simetasc)

## Agenda 2030

Portonave takes part in the SDG Movement Santa Catarina, which aims to contribute to reaching the Sustainable Development Goals of Agenda 2030, proposed by the United Nations in 2015. The movement is constituted of volunteers, under a nonpartisan, plural, and ecumenical character. Therefore, the Company integrates the group of people and organizations that seek to build a more just, environmentally sustainable, and economically balanced society.

As an ambassador for the SDG 14, focused on preservation of life in water, the Company developed a series of initiatives in 2019 to reinforce the importance of the conservation of seas and oceans. Among such highlights, there are the cleaning actions on the Navegantes' beaches and Itajaí-Açu River, which mobilized the local community. The support to surfing also integrates the strategy to promote the SDG 14.

Sponsoring a local team of surfing, the Company seeks to enhance the disclosure and raise awareness regarding the importance of the preservation of seas and rivers. As ambassadors, the surfers expand the range of the initiatives aligned to the subject and that contribute to reaching the SDG 14. Besides surfing, Portonave started to sponsor the we from the travelling sea project, with activities on Environmental Education and collection of data on disposed waste in the seas.



# Our environmental commitment

Minimizing the impact of our operations on the local ecosystem constitutes a Portonave's continuous goal.



# Management guidelines

[GRI 102-11; 103-1; 103-2; 103-3]

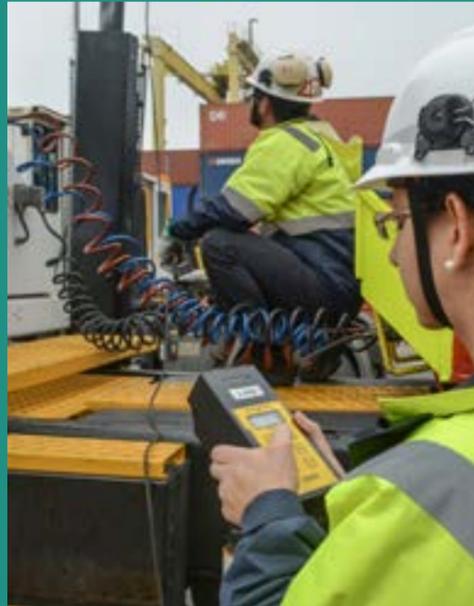
The respect to the environment takes part of Portonave's core values. Besides assuring the compliance with the environmental legislation applicable to its operations, the Company works on making all the future resources to be used in a rational way, to avoid needless waste and impact on the environment. In addition, the environmental quality indexes are established and monitored, accompanied to evaluate evolutions and involutions, creating actions plans focused on enhancing the practices and processes.

Such monitoring allows the analysis of environmental risks as well as the performance of corrective or preventive actions when necessary. Besides, it favors the identification of the enhancement in processes and services that enhance environmental gains. In the following, the indexes for performance related to the environmental aspects considered of the highest relevance to the Company in 2019 are presented, a year in which BRL 1.6 million were invested in the area.



## Week of the Environment 2019

The Week of the Environment, taking place from June 3rd to the 7th at Portonave, had as its theme "The change comes inside out" and sought to raise the professionals' attention to types of behavior that have a positive impact on the environment. To raise such awareness, it relied on workshops, lectures, an artistic spectacle, and the delivery of seedlings.



*In 2019,  
Portonave invested  
BRL 1.6 million  
in actions for the  
environmental  
preservation.*



# Water and effluents

[GRI 303-1; 306-1; 306-3]

The Secretary for Navegantes' Sanitation (Sesan) provides all the consumed water in Portonave's operations, supplied by the City Service of Water, Basic Sanitation and Infrastructure (Semasa) of the Itajaí city. The water is captured by the channel of Itajaí-Mirim River in Itajaí, without a significant inference on the water basins of the region. The monitoring on consumption is performed daily by the verification of the digital hydrometers, and the rational usage of water is encouraged by the Company together with the professionals, through awareness campaign. In 2019, the water consumption at the Terminal summed 16,832 m<sup>3</sup> - an increase of 9.3% in comparison to 2018 - a variation justified by the calibration of the hydrometers used in the measurement.

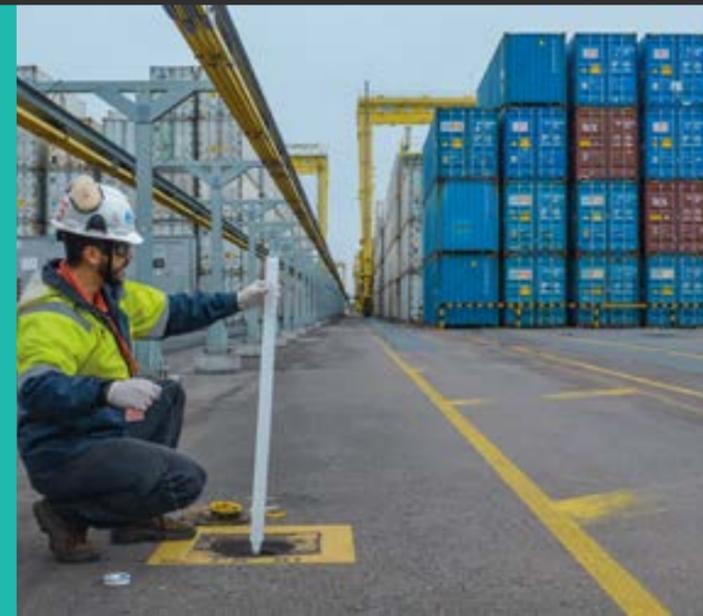
## Water consumption

(in thousand m<sup>3</sup>)



## Quality assured

Portonave analyzes monthly the drinkable water destined to human consumption at the Terminal, according to the determination of the National Agency of Sanitary Vigilance (Anvisa). To do so, the Environmental Management team checks, on a daily basis, the content of chlorine in water.





## Effluents

Portonave takes a series of preventive procedures to mitigate eventual impacts on the water table - especially concerning the risks of leakage of chemical products or petrol derivatives used in its activities. Among such procedures, there is the monthly verification on water quality of the Itajaí-Açu River as well as the water table - in this case, every quarter. The superficial water, disposed of directly in the estuary, is collected through a draining channel of approximately 200 meters, to converge a system for the rainwater collection with about 5 thousand meters of length. The channel is waterproofed and has a floodgate that prevents the contamination in case there is a leakage of pollutant products in the yard. In 2019, no significant leakage with impacts on the environment was detected.

Throughout the year, the disposal of Portonave's water totaled 18,9 thousand m<sup>3</sup>. About 95% of this volume went through Portonave's Treatment Station of Effluents, in which the rate of removal of organic cargo draws near 90% - which disposes on the river resulting from this process, under ideal environments. 5% of the remaining disposals were destined to an external treatment, whereas 184.8 m<sup>3</sup>, arising from the washing, and 548.3 m<sup>3</sup> arising from the maintenance of lifting systems of passage boxes, rainwater, and sludge coming from the Sanitary Treatment Station (classified as sanitary effluent).



*In Portonave's Treatment Station of Effluents, the rate of organic matter removal is approximately 90%.*

# Solid waste

[GRI 306-2]

The treatment and final disposal of the waste generated from Portonave's activities comply with the legal rules and provisions, according to the processes and parameters established by the environmental bodies. Therefore, Portonave performs adequate segregation, stocking, and the final disposal of each type of waste, prioritizing recycling. The collection and final disposal are performed by outsourced companies, duly accredited to do so.

All the Portonave's installations are covered by a selective collection system, with the provision of specific containers for the separation of waste and subsequent correct destination. In 2019, the Terminal generated about 742.1 tons - from which 73.3 tons were hazardous waste and 668.7 tons of non-hazardous residues. The increase of 13.7% in the total number of waste generated, in comparison to 2018, is justified by the volume of materials disposed of due to the cleaning and organization activities on the Terminal's yard.

## Destination of waste

### Hazardous waste (t)

Destination	2019
Recycling	25.81
Landfill	43.77
Co-processing	3.80
<b>Total</b>	<b>73.38</b>

### Non-Hazardous waste (t)

Destination	Volume
Recycling	334.10
Landfill	334.62
<b>Total</b>	<b>668.72</b>

### Total of waste (t)

2018	652.48
<b>2019</b>	<b>742.10</b>



*Portonave performs adequate segregation, stocking, and final disposal of each type of waste, prioritizing recycling.*

# Energy

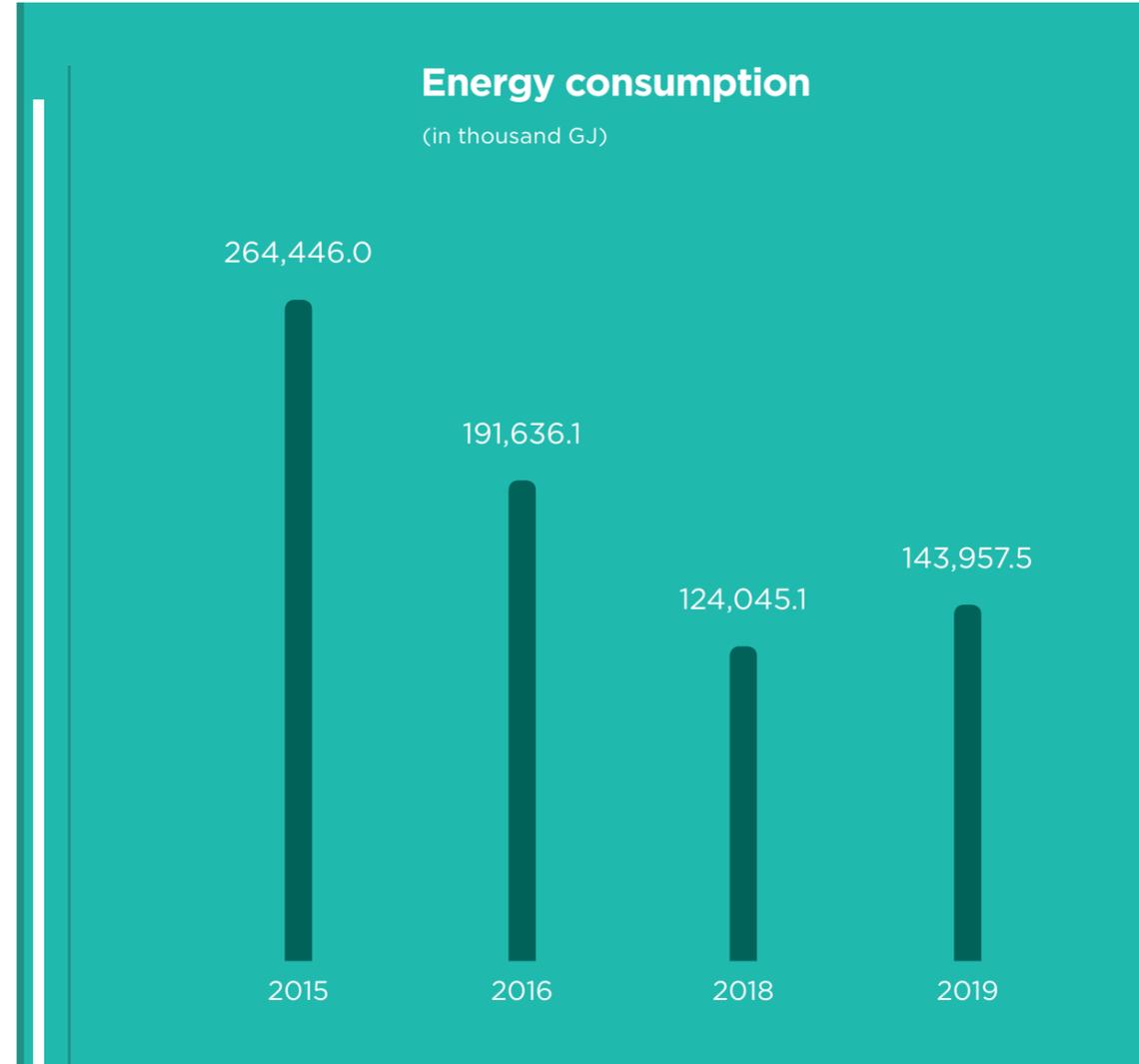
[GRI 302-1; 302-3]

The consumption of direct energy, represented by the sum of the electrical energy and the fuels used, totaled 143.9 thousand Giga Joules (GJ) in 2019 – an increase of 16% concerning 2018. It contributes to the reduction in consumption of fossil fuels, the Terminal’s electrification of 18 transtainers, fed by the electrical energy and not with diesel generators.

The elevation in 2019 consumption, when compared to the previous year, is related to the variation of the handling rate and the increase in the equipment availability.

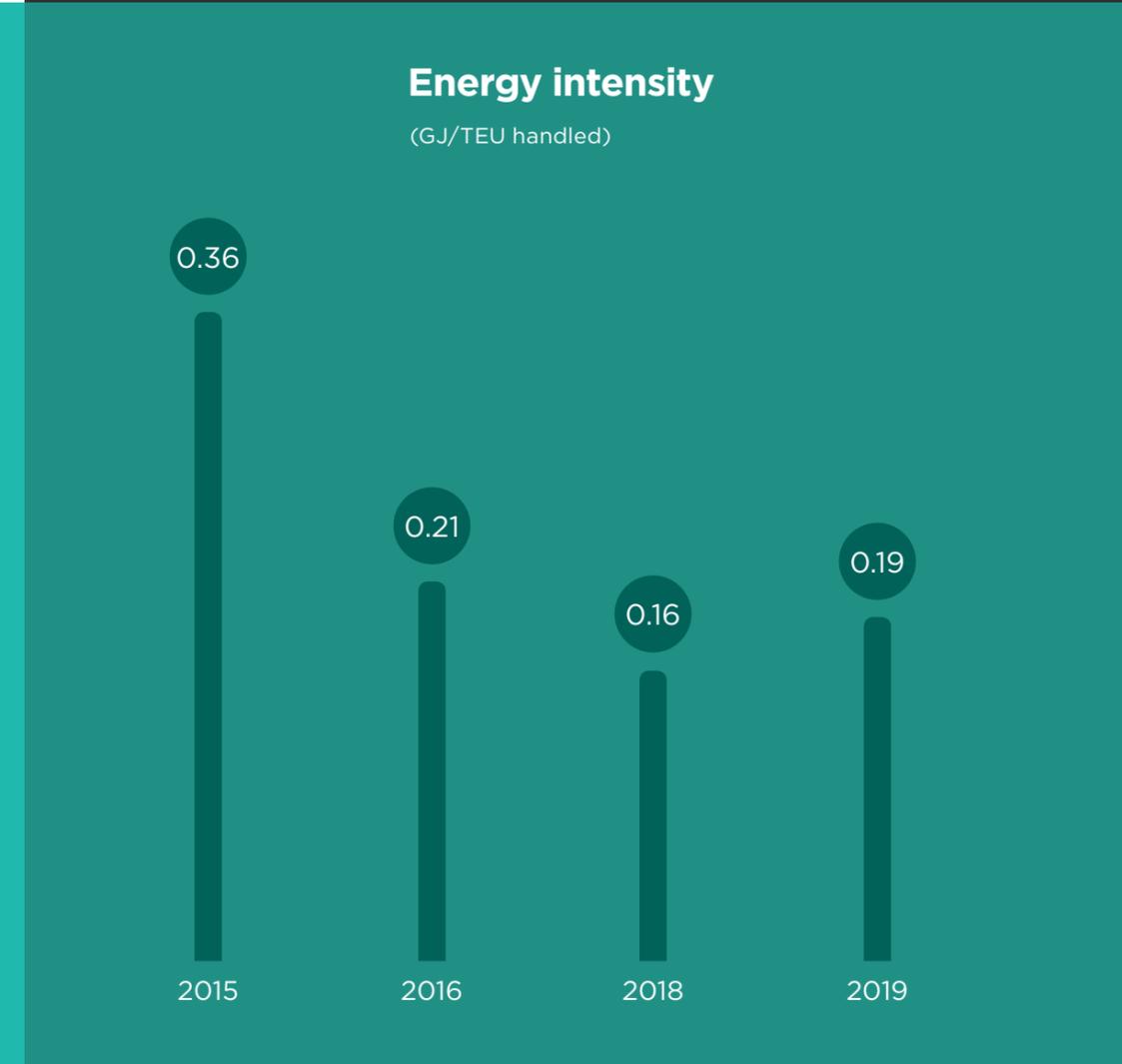
## Energy consumption

(in thousand GJ)



## Energy intensity

(GJ/TEU handled)



# Air Emissions

[GRI 103-1; 103-2]

Monthly, the Company's teams verified the presence of inhalable and suspended dust particles, from air-quality samples. After identifying the content higher than the applicable legislation, preventive and corrective actions were immediately taken.

The emissions arising from the circulation of vehicles and large-sized equipment are one of Portonave's constant preoccupations. Among the actions performed to reduce such an impact, there is the inspection, through sampling, on the smoke emitted by the gas exhaust of third parties' trucks that enter the Terminal. When the limits passed, the owners are notified and guided to perform the due adjustments.



## Planting the future

Focused on the mission of contributing to sustainable development, Portonave launched, in February 2019, a welcoming ritual for all the new professionals integrated to the company. Ever since, each new recently hired professional plants a tree in the Terminal's green curtain – the vegetation area that surrounds Portonave. Among the benefits of having trees in the urban area, there are the shelter for the local fauna, mitigation of sound and atmospheric pollution, besides the thermal comfort, with reduction in the common heat island in cities. For the workers, it is also a way to leave their mark at Portonave.



*Portonave works to ensure adequate environmental conditions in its operations, pursuant to the legal parameters and commitments taken.*



# About the Report

[GRI 102-45; 102-49; 102-50; 102-52; 102-54]

The periodical disclosure of information on the economic, social, and environmental performance of business reflects Portonave's commitment to transparency. Therefore, since 2009, the Company publishes Sustainability Reports based on the Global Reporting Initiative (GRI)'s guidelines, a multistakeholder organization that guides the reporting practices of different size companies all over the world. Based on the Standard version of such guidelines, this Report provides information on performance concerning the period of January 1st to December 31st, 2019. This report includes Portonave and its subsidiary, Iceport's operations.

## Open channel

[GRI 102-51; 102-53]

Portonave publishes Sustainability Reports annually. The last edition was published in April 2019, referring to the year of 2018, and its online version is available in the Company's website. Questions and suggestions about the content of the reports can be sent to **[comunicacao@portonave.com.br](mailto:comunicacao@portonave.com.br)**.

## Engagement

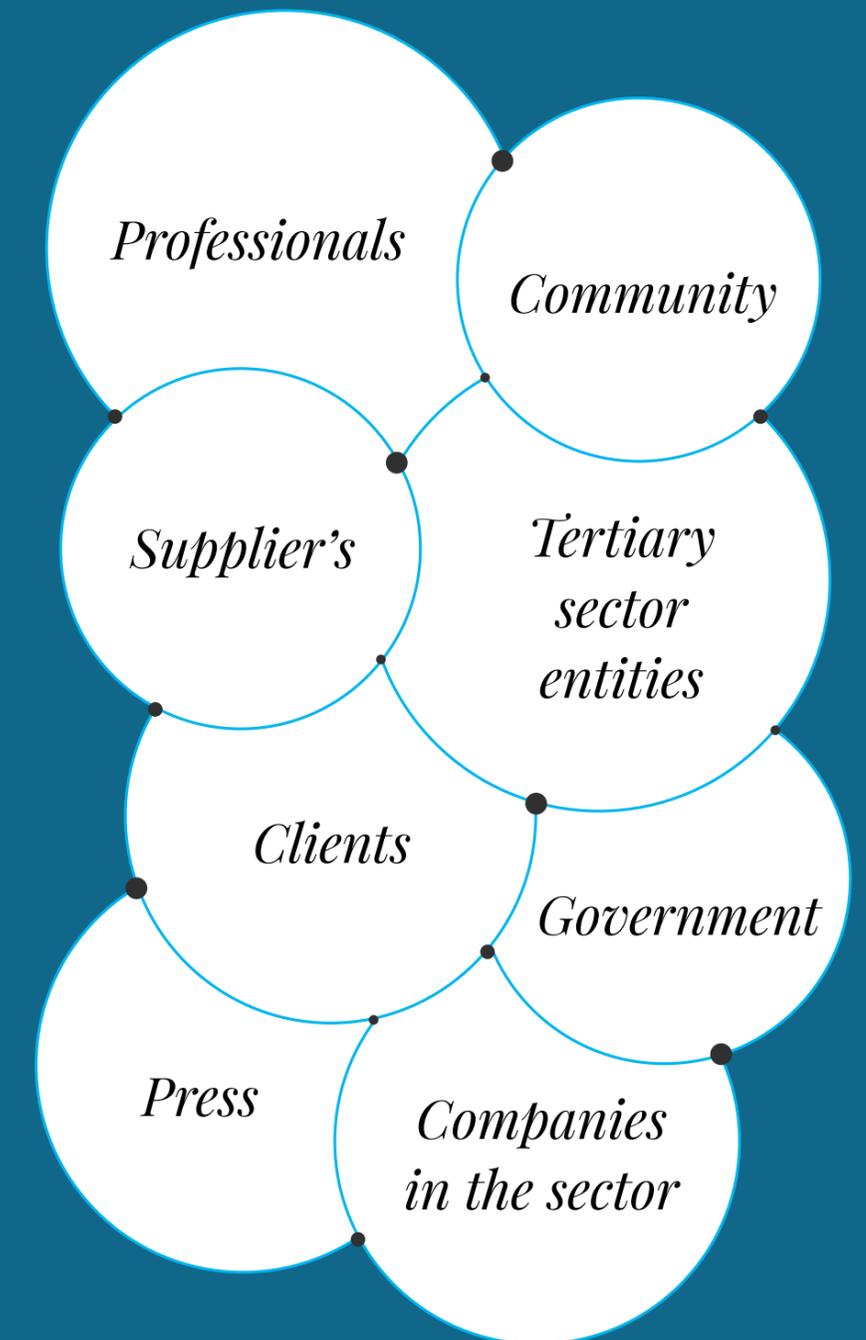
[GRI 102-40; 102-42; 102-43]

The participation of the stakeholders in the definition of the reported themes constitutes a fundamental premise of the elaboration process of Portonave's Report. In 2019, the Company held three editions of the Portonave Panel on Sustainability, in the months of November and December, reuniting, at its head office, 41 representatives of some of its main relations audiences: professionals, suppliers, clients, public bodies, and the local community.

Carried out by a specialized consultancy, the Panel promoted a discussion on the Sustainable Development Goals proposed by the United Nations (UN). After understanding the challenges and opportunities, the participants were invited to identify the positive and negative impacts arising from Portonave's activities in the region, and to suggest solutions and improvements related to such impact. Finally, the participants pointed out their main information demands, to contribute to the definition of content of this Sustainability Report.



### Group of respondent Stakeholders



## Identified impacts

[GRI 102-44]



### Positive

#### Economical Development:

- Employment and income creation.
- Business opportunities.
- Strengthening of the local logistical chain.
- Tax payment – increase in the collection of public resources.
- Outflow and receiving of goods.
- Training of local workforce.
- Improvements in the local infrastructure.

#### Socio-environmental actions:

- Contribution to Sustainable Development Goals.
- Support to schools.
- Encouragement/sponsorship to sports.
- Promotion of cultural activities.
- Development of its professionals.
- Improvement of the environmental conditions to the community.
- Selective collection of waste at the Terminal.
- Usage of renewable energy.



### Negative

#### Mobility Problems:

- Intense traffic.
- Trucks in the urban area.
- Risk of accidents.
- Noise.
- Atmospheric emissions.

#### Disorganized city growth.

- Impacts on the local fauna and flora at the Terminal's implementation and expansion.

## Important Themes

[GRI 102-46; 102-47]

The consultation to Portonave's stakeholders, performed through questionnaires applied to the Panel, revealed the themes of highest interest of the audience with whom the Company has relations. The topics indicated with the most recurrence were evaluated by Portonave's Board of Directors, which, in addition, added strategic aspects to the report. As a result, this process defined the relevant themes to be reported in this publication, meeting the Company and its main stakeholders' interests.

The table on the side presents such themes together with the disclosures (indexes defined by GRI) to which it responds, and also to the Sustainable Development Goals (SDG) related.

Important theme	GRI Disclosure	SGD related
1. Generation of economic results and sharing (of the added value) with the society.	201-1	8
2. Operational performance.		8
3. Professionals' health and safety.	403-1; 403-2	8
4. Promotion of diversity and equality among professionals.	401-1; 401-2 405-1	4; 5; 8; 10
5. Opportunity of the professionals' development – training and education.	404-1	4
6. Prevention, control, and fight against corruption.	205-3	16
7. Relationship with the community.	413-1; 201-4	11; 12; 16
8. Fostering of the adoption of good social and environmental practices among suppliers and clients.	308-1; 414-1	
9. Management of the waste (identification, classification, treatment, and destination of the waste generated).	306-2	11; 12
10. Energy management (electrical and fuel).	302-1; 302-3	7; 11; 12;
11. Water management (consumption in the operations, quality of the Itajaí River water, actions for the rational usage).	303-1	6; 11; 12; 15
12. Effluents management (identification, classification, treatment, and destination effluents generated).	306-1; 306-3	6
13. Emissions (identification and volume of Greenhouse Effect Gases – GEG emitted due to the operations).	305-1; 305-2; 305-3	13
14. Noise related to the operation.		

# GRI's Table of Contents

[GRI 102-55]

## Organizational Profile

GRI Standard	Disclosure	Page	Omission
GRI 102: General Subjects	102-1	10	
	102-2	10	
	102-3	10	
	102-4	10	
	102-5	10; 15	
	102-6	10; 21	
	102-7	10; 21	
	102-8	10; 26	The distribution of professionals was not disclosed for all categories, as suggested by GRI.
	102-9	21; 24	The supply chain was not described in detail, since the Company does not have all the required information yet.
	102-10	10	
	102-11	52	
	102-12	49	
	102-13	49	

## Strategy

GRI Standard	Disclosure	Page	Omission
GRI 102: General Subjects	102-14	3	
	102-15	18	

## Ethics and Integrity

GRI Standard	Disclosure	Page	Omission
GRI 102: General Subjects	102-16	19	
	102-17	19	

## Governance

GRI Standard	Disclosure	Page	Omission
GRI 102: General Subjects	102-18	15	
	102-19	15	
	102-20	15	
	102-22	15	
	102-23	15	

## Engagement with Stakeholders

GRI Standard	Disclosure	Page	Omission
GRI 102: General Subjects	102-40	63	
	102-41	30	
	102-42	63	
	102-43	63	

# GRI's Table of Contents

## Reporting Practice

GRI Standard	Disclosure	Page	Omission
GRI 102: General Subjects	102-44	64	
	102-45	62	
	102-46	65	
	102-47	65	
	102-48		In 2019 there were no changes that impacted the data of previous reports.
	102-49	62	
	102-50	62	
	102-51	62	
	102-52	62	
	102-53	62	
	102-54	62	
	102-55	66	
102-56		The Report was not verified by an independent third party.	

## Economic Performance

GRI Standard	Disclosure	Page	Omission
GRI 103: Management approach	103-1	21	
	103-2	21	
GRI 201: Economic performance	103-3	21	
	201-1	24	

## Relationship with suppliers

GRI Standard	Disclosure	Page	Omission
GRI 103: Management approach	103-1	24	
	103-2	24	
	103-3	24	
GRI 204: Procurement practices	204-1	24	
GRI 308: Supplier environmental assessment	308-1	24	
GRI 414: Supplier social assessment	414-1	24	

## Anti-corruption

GRI Standard	Disclosure	Page	Omission
GRI 103: Management Approach	103-1	19	
	103-2	19	
	103-3	19	
GRI 205: Fight against corruption	205-3	19	

# GRI's Table of Contents

## Environmental management

GRI Standard	Disclosure	Page	Omission
	103-1	52; 60	
	103-2	52; 60	
	103-3	52	
	302-1	59	
	302-3	59	
	303-1	54	
	305-1		Indicator not available in 2019, as the Company did not carry out the Emissions Inventory for the period.
	305-2		Indicator not available in 2019, as the Company did not carry out the Emissions Inventory for the period.
	305-3		Indicator not available in 2019, as the Company did not carry out the Emissions Inventory for the period.
	306-1	54	
	306-2	57	
	306-3	54	

## Valuing the human capital and promoting diversity

GRI Standard	Disclosure	Page	Omission
GRI 103: Management Approach	103-1	30; 32; 34; 38	
	103-2	30; 32; 34; 38	
	103-3	30; 32; 34; 38	
GRI 401: Work	401-1	26	
	401-2	30	
GRI 403: Health and safety at work	403-1	34	
	403-2	34	
GRI 404: Training and education	404-1	38	
GRI 405: Diversity and equal opportunities	405-1	32	

## Relationship with the communities

GRI Standard	Disclosure	Page	Omission
GRI 103: Management Approach	103-1	42	
	103-2	42	
	103-3	42	
GRI 413: Local communities	413-1	42	



PORTONAVE

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[Our environmental commitment](#)

[GRI Exhibit](#)



## Masthead

### 2019 SUSTAINABILITY REPORT

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***PORTONAVE***