



SOUTHERN PORTS

ALBANY BUNBURY ESPERANCE

SOUTHERN PORTS SUSTAINABILITY PLAN

Building a sustainable future

A landscape photograph showing a coastal scene. The foreground is filled with dense, low-lying vegetation, possibly coastal shrubs, in shades of green and brown. In the middle ground, there are several tall, slender trees with dark foliage. The background shows a clear, bright blue sky that transitions to a lighter, hazy blue near the horizon. The overall scene is peaceful and natural.

Acknowledgement of Country

Southern Ports acknowledges the Minang, Wardandi, Wudjari and Whadjuk people as the traditional custodians of the lands and seas on which we operate and their continuing connection to the land, waters and community. We pay our respects to all members of the Aboriginal communities and their cultures; and to Elders both past and present.



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We're committed to ensuring our organisation and regional ports are strong, resilient and enduring, both now and for future generations, and to making a contribution to our regions' ongoing prosperity.



From our CEO

We are pleased to present our inaugural Sustainability Plan.

This Sustainability Plan brings together our sustainability achievements to date and sets an ambitious forward program – including our commitment to contribute to the State Government's target of net zero emissions by 2050.

Sustainability at Southern Ports means *"We're committed to ensuring our organisation and regional ports are strong, resilient and enduring, both now and for future generations, and to making a contribution to our regions' ongoing prosperity."*

To ensure a comprehensive approach, our Sustainability Plan has been developed in accordance with national port industry guidelines and is framed around four sustainability themes:

- People
- Environment
- Community and Partners
- Regional Prosperity

Embedding this framework in our strategy helps drive the Southern Ports vision for 'Strong Regional Ports, Strong Regions'.

In a rapidly changing world, we understand the ongoing success of our strategy will depend on our ability to sustainably resource our initiatives in this Plan and work together in partnership with our stakeholders.

Our focused approach will increase our positive contribution to our ports and regions. We will continue to evaluate our initiatives and share our performance in future sustainability reporting.



On behalf of the Southern Ports Board and organisation, we trust you will join us on this pathway.

We are excited about the opportunities this Sustainability Plan will bring – for our people, our ports and our regions.

Keith Wilks
Chief Executive Officer



About *Southern Ports*

Who we are

Southern Ports is a State Government-owned port authority in regional Western Australia with three port locations in Albany, Bunbury and Esperance and a support office in Perth.

We work with purpose to facilitate trade, drive operational excellence and manage critical port infrastructure, whilst caring for our people and places. We are focused on creating strong and connected port communities and regions.

Collectively we handle more than 37 million tonnes of cargo a year through our ports, facilitating trade across bulk commodities, containers and cruise operations. Together we respond to a changing business climate with a raft of significant opportunities.

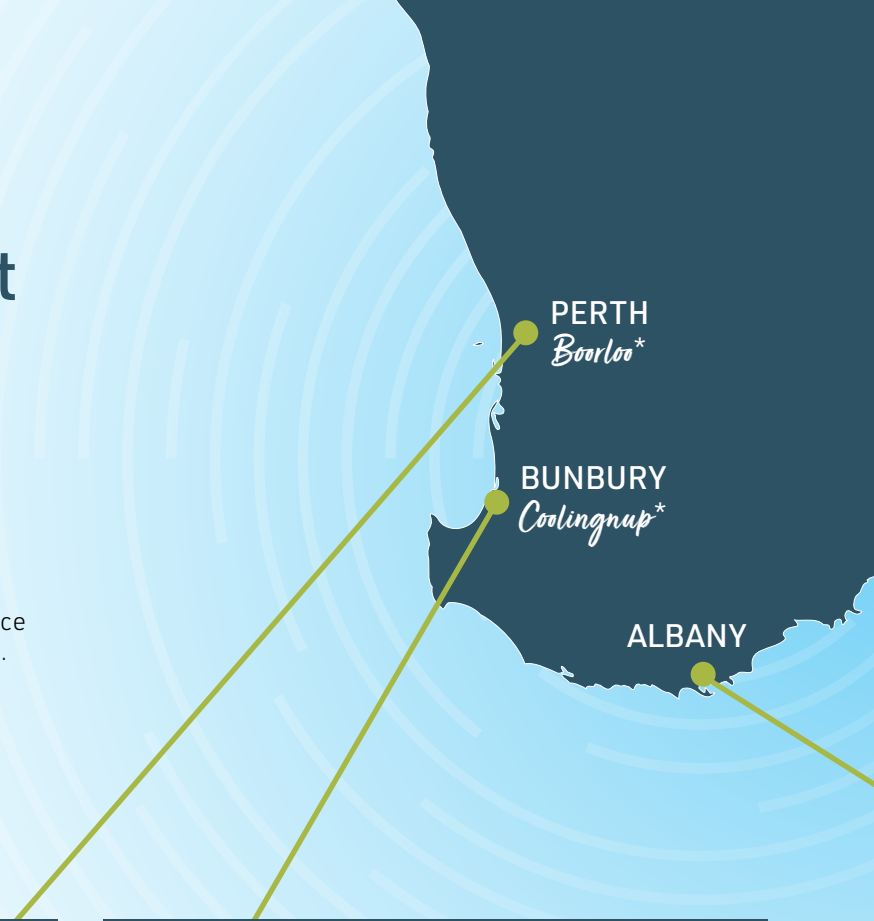
Sustainable thinking underpins what we do and how we do it.

People, environment and operations *snapshot*

Our locations

Our network of ports at Albany, Bunbury and Esperance has a combined history of over 350 years of operation. Amalgamated into Southern Ports in 2014, each port brings a rich history of supporting local and regional communities.

Maintaining these deep connections will be a critical element in creating a sustainable future for all stakeholders within and beyond our port gates.



PERTH OFFICE

115°52'E 31°57'S

PEOPLE: circa 15

ACTIVITIES:

Customer liaison, shareholder relations, planning, corporate services

PORT OF BUNBURY

115°40'E 33°19'S

PEOPLE:
circa 61

LANDHOLDING:
482HA

TRADE:
17.9MT

KEY COMMODITIES:
alumina (62%)

VESSEL CALLS:
465 annually

TOTAL BERTHS: 7

MODEL:
gateway port offering a range of services

ENVIRONMENT:
14 monitoring programs, ISO14001 certified



With extensive land holdings, our **PORT OF BUNBURY** is divided into key sections, including the inner and outer harbour operations alongside the waters of Koombana Bay.

Commodities include alumina, grain, woodchips/timber, caustic soda, spodumene, silica sands, mineral sands and copper concentrate, as well as visiting cruise ships.

*Aboriginal place name

ESPERANCE
*Kepa Kurl**

PORT OF ALBANY

117°54'E 35°02'S

PEOPLE:
circa 33

LANDHOLDING:
84.4HA

TRADE:
4.4MT

KEY COMMODITIES:
grain (69%)
woodchips (22%)

VESSEL CALLS:
126 annually

TOTAL BERTHS: 4

MODEL:
gateway port offering a range of services

ENVIRONMENT:
12 monitoring programs



197

YEARS OF OPERATION

As the first port in Western Australia in 1826, our **PORT OF ALBANY** is historically significant. Adjacent to the City of Albany, it encompasses the waters of Princess Royal Harbour and King George Sound.

Commodities include grain, woodchips/timber, silica sands, oil petroleum and fertiliser, as well as visiting cruise ships.

PORT OF ESPERANCE

121°54'E 33°52'S

PEOPLE:
circa 146

LANDHOLDING:
75HA

TRADE:
13.7MT

KEY COMMODITIES:
iron ore (63%)
grain (22%)

VESSEL CALLS:
200 annually

TOTAL BERTHS: 3

MODEL:
gateway port offering full port and terminal services

ENVIRONMENT:
13 monitoring programs



58

YEARS OF OPERATION

Our **PORT OF ESPERANCE** is a deep-sea port located within the waters of Esperance Bay.

Commodities include iron ore, grain, woodchips/timber, spodumene, oil petroleum, fertiliser, sulphur, copper concentrate and nickel, along with containers and cruise ships.



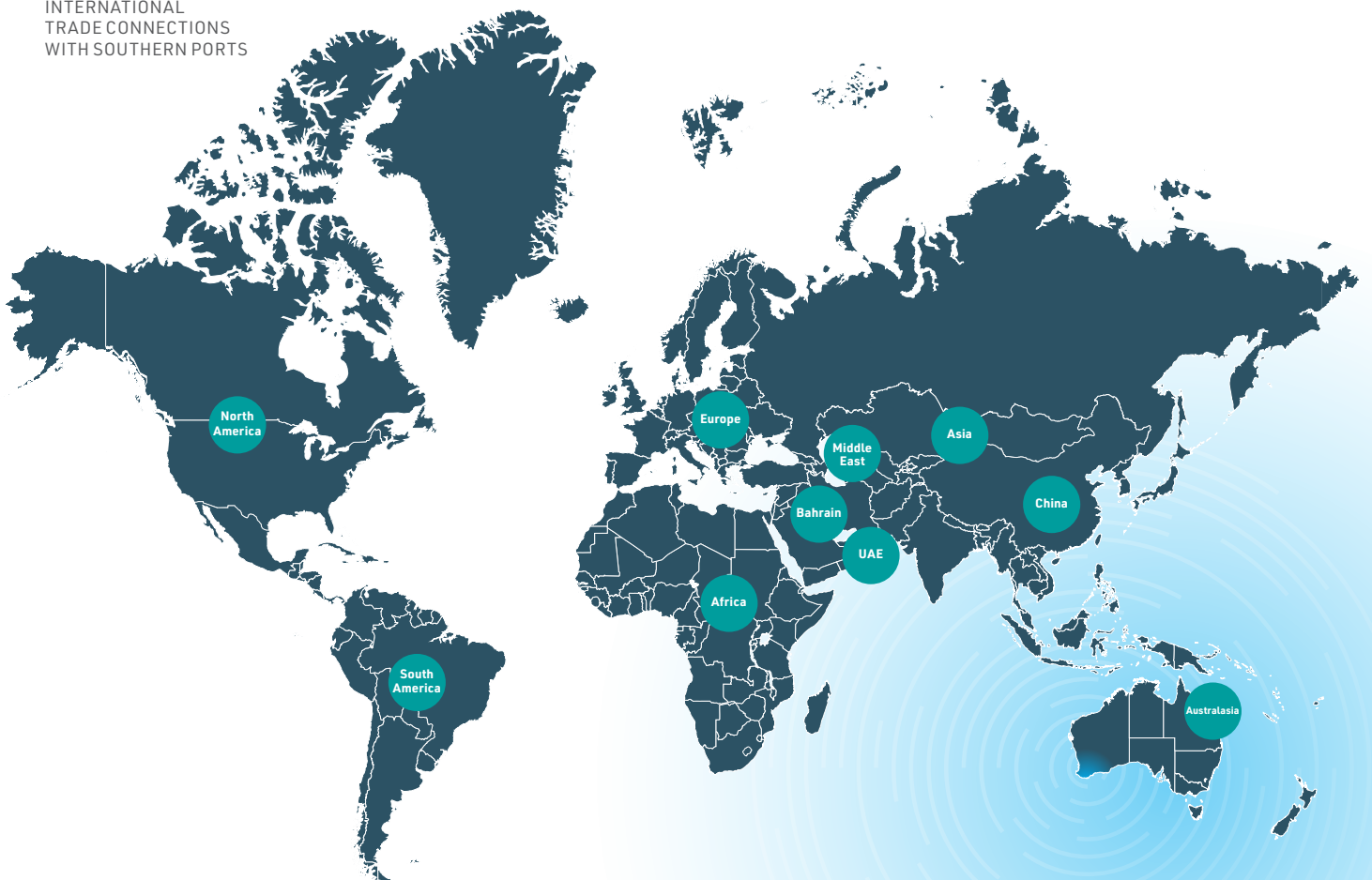
Connecting Western Australia with the world

We are part of a local and global supply chain.

Southern Ports is part of the greater region of southern Western Australia. Across our three port locations, we interact with a diverse range of businesses and industries and actively engage with large port communities.

We lease property to port tenants and customers who manage activities from port operations to bulk cargo-terminal operations, and are also part of a collective network. Our sustainability pathway will examine opportunities to collaborate with our tenants and customers to collectively improve our sustainability performance.

INTERNATIONAL
TRADE CONNECTIONS
WITH SOUTHERN PORTS





Our approach to *sustainability*

This Sustainability Plan has been developed in a staged and incremental manner in line with Ports Australia's Sustainability Strategy Development Guide, allowing us to take a broad and balanced focus on aspects relating to our people, environment, regional prosperity, and community and partners.

In line with leading industry practice, our Sustainability Plan has been developed in four stages, as outlined below.

Importantly, in bringing together this Sustainability Plan, we have collaborated with our staff, our Board and our regional stakeholders. We have also examined global industry trends that provide insight into what opportunities may lie ahead.

Analysing gaps and opportunities

A Strategic Gap and Opportunities Analysis was carried out to highlight the sustainability journey that Southern Ports has already taken. It was important that we began from a place of understanding about where we are now and where we want to be.

Staff workshops were held at each site enabling input from a broad range of people, as well as a series of one-on-one interviews with staff across our four locations.

Analysis of the information gleaned at these workshops and interviews revealed a motivated workforce and provided many examples of good work already underway. This laid the foundation to explore future opportunities.

To assess our current work and help identify future opportunities, we also applied the global sustainability platform as set by the United Nations – the Sustainable Development Goals (SDGs). Within the seaport industry, the SDGs have been supported by the World Port Sustainability Program, where ports around the world have shared their leading sustainability initiatives.



SUSTAINABILITY PLAN DEVELOPMENT





Engaging with stakeholders

To ensure our Sustainability Plan was informed by internal and external views, we carried out a **Materiality Assessment** to seek stakeholder views on the most important issues for us to consider. While we consulted with our own team, we also consulted with a range of external stakeholders within our supply chains, regions and communities to enable a balanced view on key issues.

Highlights from our Materiality Assessment included:

- feedback from 180 internal and external stakeholders engaged through our online survey, which attracted valuable feedback from our staff, communities, customers and industry partners; and

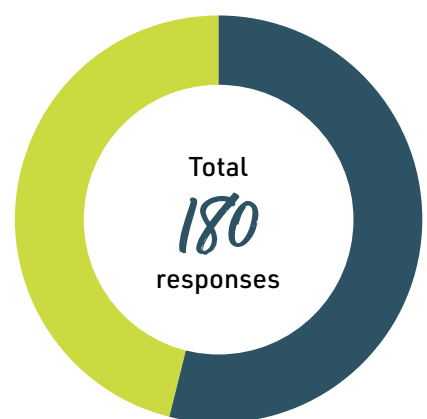
- additional feedback received through one-on-one interviews with 11 external stakeholder groups – including key supply chain customers and research institutions. This allowed insights on emerging industry trends and research opportunities.

Results provided a defined list of prioritised 'material issues' which we have considered in the development of this Sustainability Plan.

Of particular note, it was identified that:

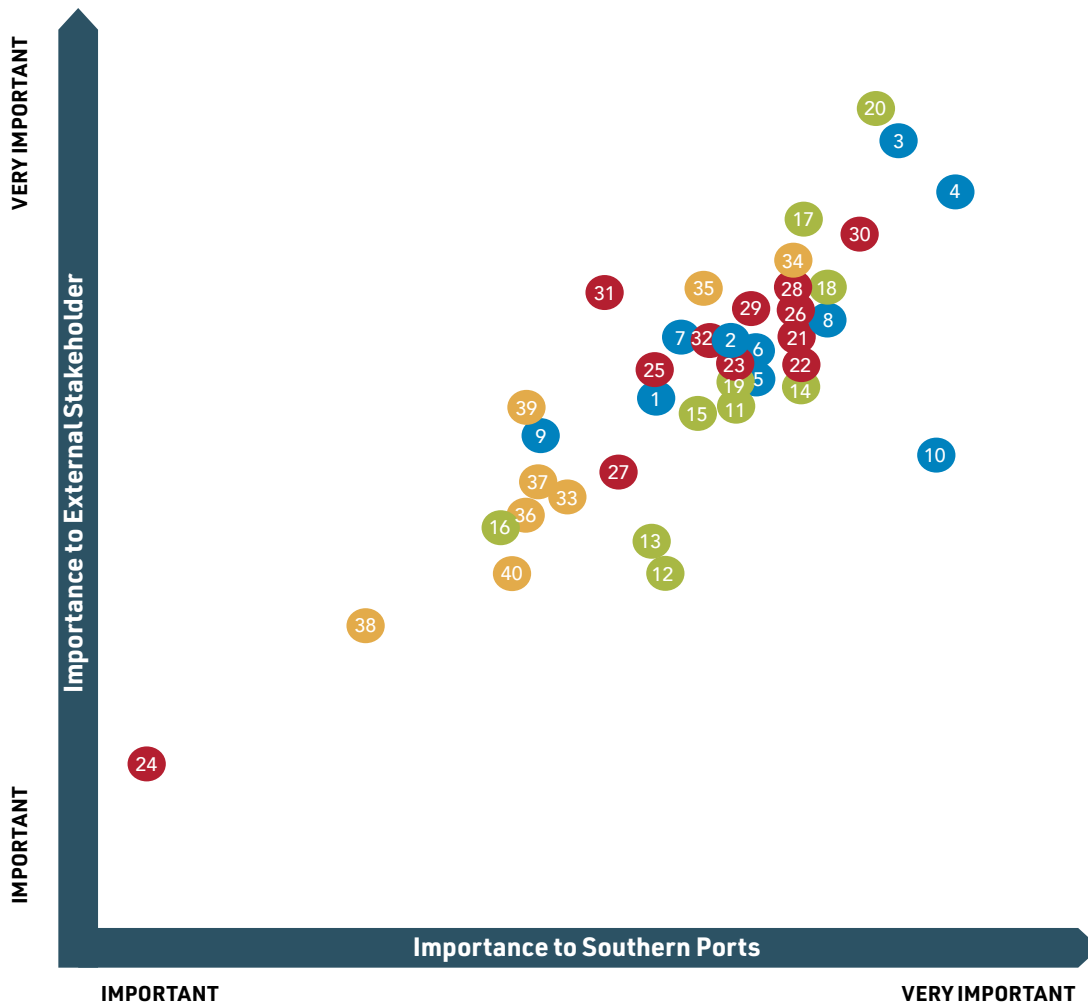
- all issues were considered to be of high importance (rating above 6 out of 10); and
- external views and internal views rated similarly, as shown by the linear alignment in the Materiality Matrix (overleaf).

MATERIALITY SURVEY RESPONSES



- Southern Ports staff (54%)
- External stakeholders (46%)

MATERIALITY MATRIX



PEOPLE

- 1. Agile and future-focused workplace culture
- 2. Empowering leadership
- 3. Proactive safety
- 4. Employee wellbeing
- 5. Workplace equality, diversity and inclusion
- 6. Continuous learning and development
- 7. Innovative thinking
- 8. Employee engagement and consultation
- 9. Traineeships/apprenticeships
- 10. Secure employment

ENVIRONMENT

- 11. Biodiversity/habitat protection and enhancement
- 12. Climate change resilience and adaptation
- 13. Renewable energy transition
- 14. Efficient use of resources
- 15. Water management
- 16. Management of open spaces / port buffers
- 17. Biosecurity
- 18. Safe and clean shipping
- 19. Waste management
- 20. Pollution prevention

REGIONAL PROSPERITY

- 21. Supporting regional prosperity
- 22. Trade growth and diversity
- 23. Port efficiency
- 24. Tourism and cruise operations
- 25. Business flexibility, resilience and adaptation
- 26. Safeguarding transport corridors
- 27. New technologies/digitalisation
- 28. Asset/infrastructure management and maintenance
- 29. Efficient and effective supply chain
- 30. Customer focus
- 31. Robust governance and risk management systems
- 32. Sustainable and local procurement

COMMUNITY & PARTNERS

- 33. Creating liveable regions around ports
- 34. Management of port impacts
- 35. Transparent communication to community and stakeholders
- 36. Community Investment Program
- 37. Community partnerships
- 38. Indigenous partnerships
- 39. Industry and government partnerships
- 40. Partnering to deliver research and educational projects

Shaping our Sustainability Plan

Current and emerging global issues were considered during the development of our Sustainability Plan.

Resilience to Global Trade Disruptions

The COVID-19 pandemic caused disruption and generated additional risks to business and our lives – highlighting the need for resilience and a more sustainable outlook.

Within the global port sector, COVID-19 disrupted supply chains and impacted trade and cruise ship operations.

With such major global trade disruptions viewed as a significant risk to business, building a strong and resilient economy, balanced with keeping our people and communities safe, will be critical to moving forward. Global disruptions, such as COVID-19, also highlight the need to address the role of technology in the workplace, and the provision of flexible, adaptable and safe working conditions.

Climate action and commitments to net zero emissions

Momentum for climate action is increasing as the impacts of climate change become more evident. With continued severe weather, fires and floods, the need to take bold action is clear.

The annual United Nations' Conference of Parties (COP) on climate change works to further the international treaty and targets set under the 2016 Paris Agreement. At COP26 there was global consensus, and an Australian commitment, to adopt a 'net zero by 2050' target.

The Federal Government's *Climate Change Act 2022* legislates a reduction in emissions by 43 per cent by 2030 (from 2005 levels) and a net zero emissions target by 2050 for Australia's largest polluters.

Closer to home, the Western Australian Climate Policy sets out the State Government's plan for a climate-resilient community and a prosperous low-carbon future. It commits to adapting to climate change and working with all sectors of the economy to achieve net zero greenhouse gas emissions by 2050, and an ambitious interim target of 80 per cent reduction by 2030.

Responding to these targets, we have commenced the Southern Ports' Greenhouse Gas Emissions Reduction Plan, mapping the detailed pathway to achieve net zero emissions and the financial commitment and timeframes required to pivot our business towards decarbonisation. Options under consideration include emissions reductions from our vehicle and plant fleet, renegotiating future energy contracts, and investigating renewable energy opportunities.

Concurrently, specialist coastal engineers have assessed the future risks of climate change on our physical assets by 2030, 2050 and 2090. The recommendations have been incorporated into future asset planning, engineering guidelines and our corporate risk register.

Enduring partnerships will be critical in achieving our ambitions – as will fostering innovation and enabling 'big-thinking' of our staff and our stakeholders. We are a contributor to the WA Net Zero Ports Collaboration group with the Department of Transport, and Ports Australia's Climate Change and Decarbonisation Subcommittee where, as a ports industry member, we share information on pathways to reducing emissions and standardised reporting.



Our Sustainability Framework

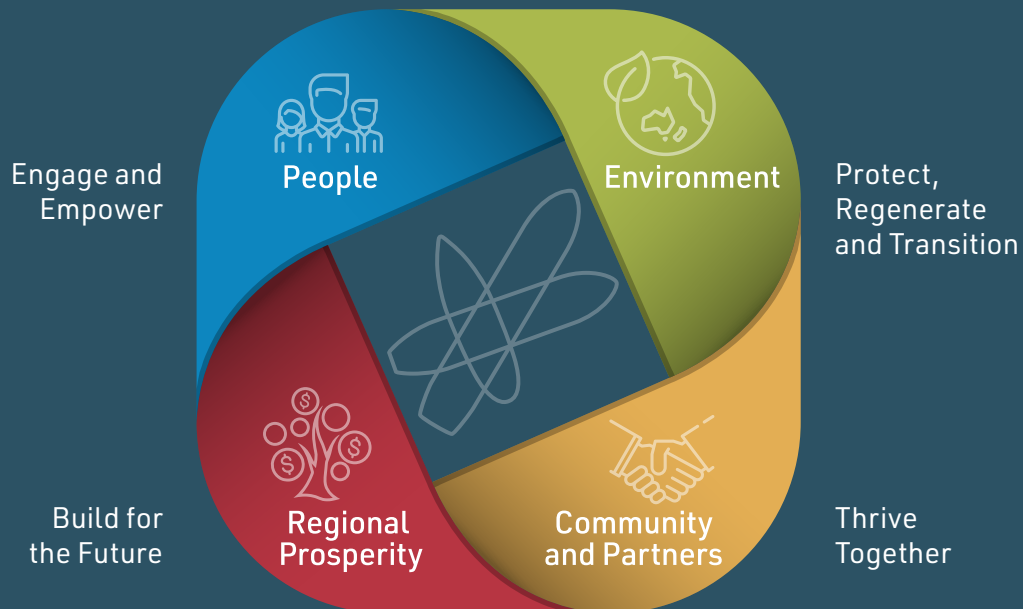
Defining sustainability at Southern Ports

Sustainability at Southern Ports means:

"ensuring our organisation and regional ports are strong, resilient and enduring, both now and for future generations, and that we are making a contribution to our regions' ongoing prosperity."

Our Sustainability Plan is focused on long term value creation under a framework of four sustainability themes – People, Environment, Community and Partners, and Regional Prosperity.

Our Sustainability Framework



About the Framework

The Southern Ports Sustainability Plan Framework signals connection and continuous learning.

The themes support our pathway to build 'strong regional ports, strong regions'.

It reinforces the importance of each element and working together to build a sustainable future.

Defining our Sustainability Priority Areas

To effectively drive sustainability, we have shaped priority areas under each theme. These will drive our sustainability goals, aspirations and long-term action pathways.

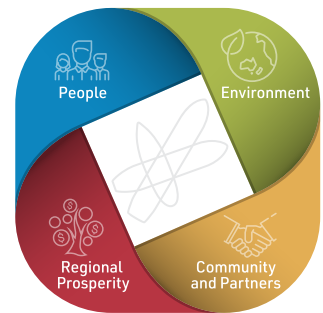


Alignment with Sustainable Development Goals

Sustainability requires a global focus. The United Nations (UN) responded to the importance of sustainability through the launch of the Sustainable Development Goals (SDGs) in 2015. These 17 goals have shaped a global sustainability framework that has become internationally accepted and recognised.

With the SDGs in force until 2030, contribution to the SDGs will be critical over this decade to generate meaningful change. As part of our Sustainability Plan, we commit to the SDGs and, in future, will report on our initiatives that contribute towards these global sustainability goals.

There are 11 SDGs that are relevant to our organisation, which have been embedded into our Sustainability Plan.



Embedding *sustainability*

Our Sustainability Plan is the foundation of our corporate vision of strong regional ports, strong regions.

It aligns with our corporate vision and values to ensure sustainability is embedded throughout our business practices and operations.

Sustainability is one of our key strategic pillars, along with Operational Excellence and Active Trade and Investment. Our objective is to pursue sustainability as the way in which Southern Ports does business, building a solid reputation with our customers and community by creating long-term value, which protects our environment and heritage assets, while achieving strong economic and regional development for current and future generations.

Our Sustainability Framework and Reporting

Our Sustainability Framework is focused on our four themes of People, Environment, Community and Partners, and Regional Prosperity to guide us towards a more sustainable future. We will openly communicate and report on progress made on the implementation of our Sustainability Plan to the Southern Ports' Safety and Sustainability Committee on an annual basis.

OUR VISION that drives our direction

STRONG REGIONAL PORTS, STRONG REGIONS.

OUR VALUES that guide our behaviours and the way we do business

Safety	Integrity	Accountability	Teamwork	Future Focus
Demonstrating an uncompromising commitment to safety at all times	Holding high standards of conduct and decision-making to ensure confidence and trust	Empowering people to perform well, demonstrating initiative and acting responsibly	Working as one team to achieve a common goal	Building a sustainable future aligned with our vision, while respecting our history

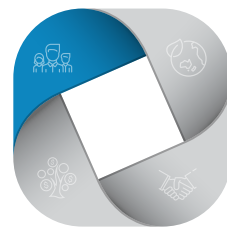
OUR STRATEGIC GOALS to guide our strategic direction and investments

Active Trade and Investment	Operational Excellence	Sustainability (including 'Future Ports')
Our ports have a key role in delivering trade and investment to our regions	Securing trade and investment in the regions requires Southern Ports to operate its ports professionally and create value to its stakeholders	To operate our ports well Southern Ports must ensure we are innovative, future-focused and operate in a strong, sustainable manner

OUR SUSTAINABILITY FRAMEWORK for a sustainable future

PEOPLE	ENVIRONMENT	COMMUNITY AND PARTNERS	REGIONAL PROSPERITY
Engage and Empower	Protect, Regenerate and Transition	Thrive Together	Build for the Future

THEME ONE *People*



"The people here make the difference."

Port of Albany team member

Building a strong and sustainable port network starts with our people. Investing in people equals investing in the regions. Southern Ports is building a culture that inspires and empowers our people to do meaningful work in the regions that they support. It will be the passion and involvement from people that will determine the success of the sustainability pathway.

Our people must continue to be supported to drive the change and transition required. Like each port and region, each team member is an asset to our organisation and has the opportunity to make a unique contribution to our sustainability goals.

SDG alignment

To support a culture that is 'empowered and engaged', Southern Ports has been developing an environment where lifelong learning, wellbeing, continuous improvement and opportunity builds an inclusive and diverse workplace. In this way, Southern Ports is contributing to the following SDGs:





Priority areas

Build an agile and future-focused culture

Support safety, equity, diversity and inclusivity in the workplace

Enhance employee experience and engagement



Priority area

Build an agile and future-focused culture

Empowering our people to lead, collaborate and innovate.

Completed or underway

- ✓ Biennial Cultural Values Survey with improved participation and scores
- ✓ Growth mindset training and ZIP training to unlock agile and adaptive thinking in a changing work climate with a future focus
- ✓ Resilience training to support our staff through the pandemic and to provide tools to bounce forward and thrive through change
- ✓ Development of leadership and management programs and information sessions to increase the skills and knowledge of our supervisors and managers
- ✓ Human Resources Policy review

Alignment with Material Issues

Agile and Future-focused Culture
Empowering Leadership
Innovative Thinking

Embracing change

Southern Ports actively monitors culture through CEO workshops and staff cultural values surveys every two years. These surveys examine what is important to our people and result in real change. For example, training and development was identified as an area for improvement and we have since implemented a number of actions across the organisation that have seen significant improvement in learning opportunities for our team.



Leading the way

Working towards our future vision, we have invested in restructuring our leadership teams to focus on strategic initiatives, while allowing each port to strengthen its unique positioning. To support this, leadership programs have been delivered with a view to growing leadership skills. Development of an expanded program is also underway to support both current and emerging leaders.

Action plan



PRIORITY AREA

Build an agile and future-focused culture



OUR COMMITMENTS AND ACTIONS

We are committed to building a positive workplace culture that aligns with our values and we aspire to be a leader in achieving our ambitions for a sustainable future.

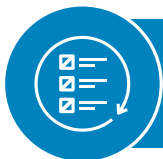
We acknowledge that our people are our greatest asset, and we want our people to be empowered, safe, curious, and bold. This is an ongoing journey, and we are focused on exploring contemporary practices that facilitate this and are relevant for our workforce.

We will recognise our peoples' achievements and continue to encourage innovation, share information, and drive cross-divisional collaboration.



SHORT TERM ACTIONS

- Define a clear vision for integrating sustainability into corporate plans and individual roles, and have sustainability embedded in Key Performance Indicators and embraced by all staff.
- Continue to drive active participation in employee engagement surveys and implement improvement actions.
- Establish a sustainability working group to continue to identify opportunities across the organisation and to bring the Sustainability Plan to life.
- Develop a reward and recognition program that celebrates achievements and innovations across the organisation.
- Continue awareness training in areas that address appropriate workplace behaviour and promote a sustainability culture.



MEDIUM TO LONG TERM ACTIONS

- Develop a Culture Framework, incorporating employee engagement survey results, and implement improvement plans and initiatives.
- Build upon our existing Leadership Capability Framework and associated programs to encourage emerging and current leaders and establish succession plans across the organisation.
- Define career pathways and transition the workforce for the future.

Priority area

Support safety, equity, diversity and inclusivity in the workplace

Supporting diverse and inclusive growth for our people in a safe environment.

Completed or underway

- ✓ ZIP Safety Culture program, including a leadership component
- ✓ Stop and Think program
- ✓ Digital tools to record HSES information in the field
- ✓ Stop Work Authority
- ✓ Reporting on proactive Leading Safety Indicators
- ✓ Enhancing awareness and identification of psychosocial hazards
- ✓ Diversity education programs
- ✓ Apprenticeship, traineeship, and work placement programs
- ✓ Incident Cause Analysis Method (ICAM) used for major incidents and staff trained in its use
- ✓ Code of Conduct and Ethics Policy review

Alignment with Material Issues

Proactive Safety
Workplace Equality, Diversity and Inclusion

Facilitating a more diverse workplace

Valuing the diverse backgrounds, thinking and experiences of our employees helps create an inclusive workplace culture. Our Port of Albany team has taken proactive steps by hosting presentations on 'what diversity means and why it is important', and has attended disability empowerment forums and leadership development training for people with disabilities. Apprenticeships, traineeships and work placement programs have also been successful in encouraging younger people into our workforce.



Driving a positive safety culture

Safety continues to be a key value for Southern Ports to protect our teams and communities across our four sites. Building a positive safety culture supports our aspirations for a 'safe operation'. To achieve this, the ZIP Safety Culture Program has been rolled out at all sites to foster 'safety citizenship'.

Action plan



PRIORITY AREA

Support safety, equity, diversity, and inclusivity in the workplace



OUR COMMITMENTS AND ACTIONS

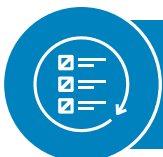
The safety of our people is a key priority and one of our values. We are improving safety performance beyond management systems and reporting, to embedding practices that positively influence safety actions and behaviours.

We are committed to building a positive working environment by creating an inclusive workplace that promotes and values diversity. We acknowledge that diversity is an integral part of our history, culture and identity, and we embrace the unique perspectives and different ideas it brings.



SHORT TERM ACTIONS

- Continue to train all staff in the ZIP Safety Culture Program and embed the principles into everyday business.
- Work on improving equity, diversity and inclusion (EDI) in the workplace by developing an EDI Roadmap to facilitate these outcomes.
- Identify and implement cultural inclusivity and learning programs that create awareness and improve participation.
- Develop an annual safety planning calendar across all sites to support delivery of safety initiatives, events and information-sharing forums.



MEDIUM TO LONG TERM ACTIONS

- Develop the pathway required to implement a safety management system (SMS) platform across all sites and secure external certification.
- Implement Asbestos Management Plan across all sites, including removal of all above-ground sealed asbestos materials from staff working environments.

Priority area

Enhance employee experience and engagement

Advancing employee health, wellbeing, learning, development and engagement for our people to thrive.

Completed or underway

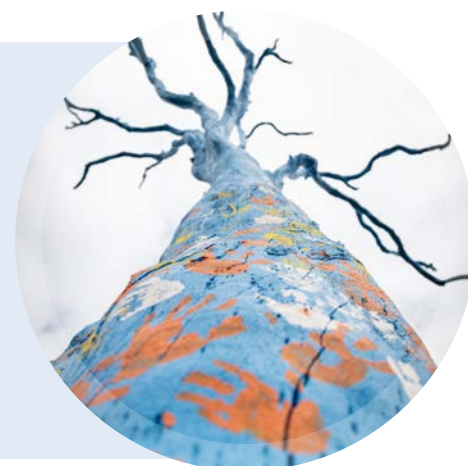
- ✓ Health and Wellbeing Program
- ✓ Workplace mental health programs
- ✓ Healthy Business Program and mobile app
- ✓ Hygiene Management Plans at Esperance and Bunbury
- ✓ Learning and Development program and system implemented
- ✓ Communications planning and strategy
- ✓ MyBeacon newsletter
- ✓ MyPort intranet site
- ✓ CEO video updates

Alignment with Material Issues

Continuous Learning and Development
Innovative Thinking
Employee Engagement and Consultation
Traineeships / Apprenticeships
Secure Employment

Delivering holistic wellbeing programs

We actively engage in a range of wellbeing programs, from our Employee Assistance Program and regular skin checks and vaccinations, to supporting mental and physical health initiatives such as Beyond Blue, R U OK? Day, Lifeblood donations, cancer awareness, Movember and 16 Days in WA to stop violence against women. These programs are helping our staff to identify and manage any changes or concerns in their personal health, and focus on maintaining their overall wellbeing.



Investing in lifelong learning and development

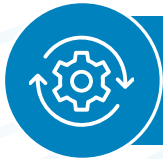
Learning and development opportunities are critically important to help our team members to reach their potential. Programs such as leadership and growth mindset training have been delivered to contribute to staff empowerment. Our Learning and Development System, which provides flexible online learning and training records, is also being enhanced to align with onboarding programs and leadership development, and to expand on growth mindset training.

Action plan



PRIORITY AREA

Enhance employee experience and engagement



OUR COMMITMENTS AND ACTIONS

We believe that to be a successful and leading organisation, we need healthy and engaged people. We are committed to ensuring our people feel involved and valued.

We need to ensure our people are in roles matched to their talents and are well informed with learning programs to drive innovation, strategic thinking and rewarding careers.



SHORT TERM ACTIONS

- Implement the Internal Communication Strategy, including intranet redevelopment, and an extension of our wellbeing program and calendar to support information-sharing.
- Formalise an employee volunteer program to strengthen connections in our communities and empower staff to engage and build partnerships.
- Implement relevant learning and development programs on topics such as culture, resilience, innovative thinking, climate change and sustainability.
- Review and implement changes to the recruitment and onboarding program to build a diverse and inclusive workforce that is aligned to our values.
- Review Health and Safety Policy to incorporate employee wellbeing and ZIP safety principles.

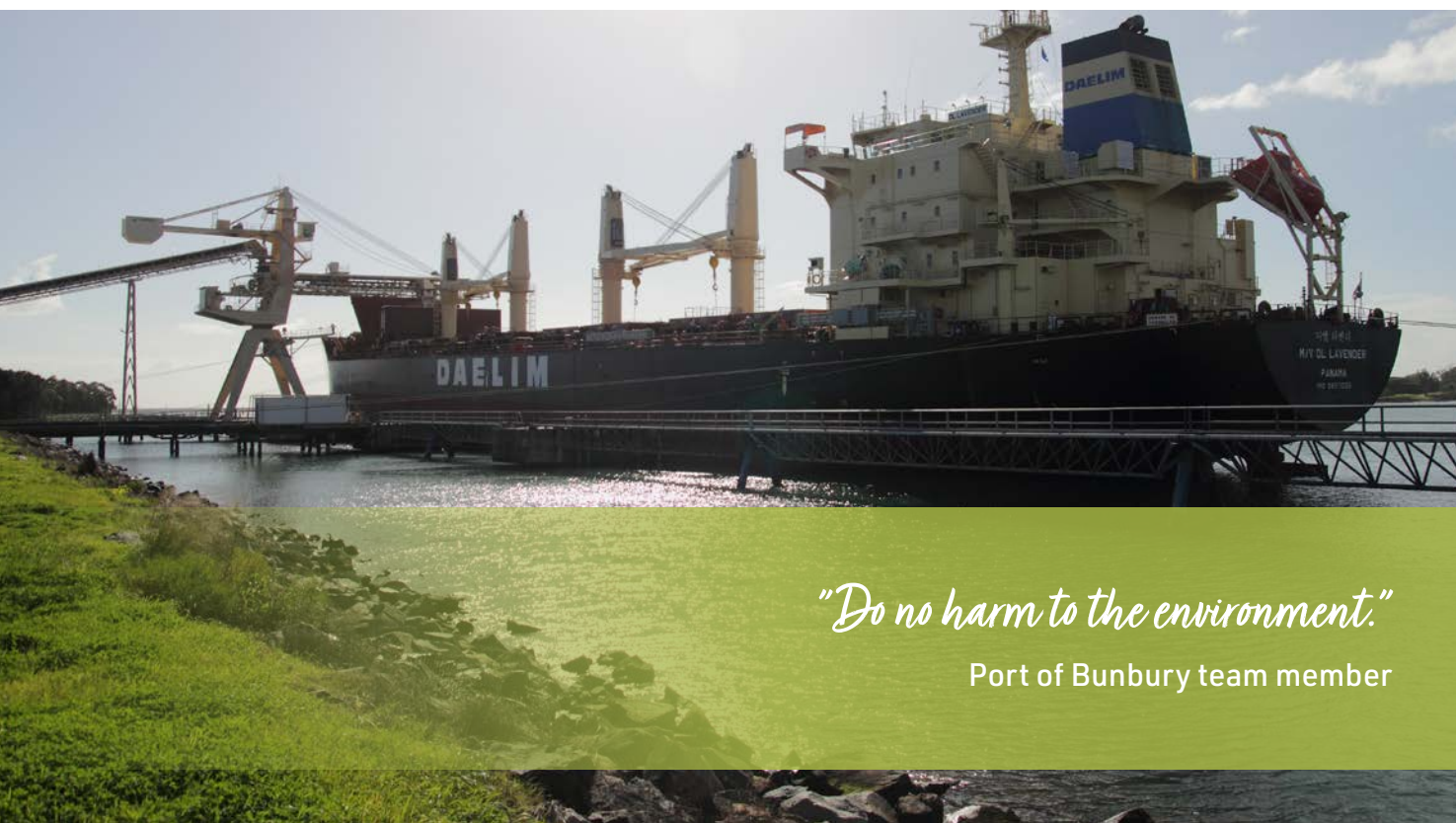


MEDIUM TO LONG TERM ACTIONS

- Investigate and implement contemporary flexible work arrangements and mobility options for increased participation and productivity.
- Identify and implement initiatives to address safe, healthy, hygienic and inclusive workplaces.
- Improve equity, diversity and inclusion (EDI) through a formalised and expanded early career program, including internships, cadetships and graduate programs.

THEME TWO

Environment



"Do no harm to the environment."

Port of Bunbury team member

Each port is situated within a unique environment setting, nestled between township communities and sensitive terrestrial and coastal marine environments.

Among regions known for stunning coastlines and unique flora and fauna, each port will play an important role in protecting and regenerating the environment, whilst facilitating current and future port operations.

SDG alignment

To enhance and lead in environmental performance, Southern Ports will work to contribute to the following SDGs:





Priority areas

Lead on environmental performance

Progress climate action and energy transition

Work with nature in our ports



Priority area

Lead on environmental performance

Minimising the potential impacts on our air, lands, water and surrounds by monitoring our port environments.

Completed or underway

- ✓ ISO 14001 certification at Bunbury
- ✓ Environmental Management Systems aligned with ISO at Albany and Esperance
- ✓ Environmental Information Management System
- ✓ Environmental monitoring programs at each port
- ✓ Waste management and recycling programs at each site
- ✓ Emissions management (dust, noise, water quality) to ensure relevant environmental standards are met at each site
- ✓ Existing Environmental Policy and procedures

Alignment with Material Issues

Biodiversity / Habitat Protection and Enhancement
Waste Management
Pollution Prevention
Efficient Use of Resources
Water Management

Single-system environment monitoring

Across our three port sites, environmental data is captured and tracked through a dedicated Environmental Information Management System, EnviroSys. The system manages a significant amount of data, including dust, soil contamination, groundwater, surface water, wastewater, water use, marine sediments, marine water quality, marine dredge management, fuel use emissions, greenhouse gas emissions and electricity.



Water reuse

Projects to treat water for reuse have been critical to reducing our dependency on potable water for operational activities, particularly at Bunbury and Esperance where water security is an emerging issue. Potential increases in water for existing or new trade, and also climate change, may exacerbate the water security problem. Stormwater and washwaters are captured, treated and reused for conveyor washdown at the Port of Bunbury. In Albany, 15kL rainwater tanks have been installed to harvest rainwater for reuse, while in Esperance, 19 rainwater tanks capture 1.2ML of rainwater, some of which is planned to be reused onsite.

Action plan



PRIORITY AREA

Lead on environmental performance



OUR COMMITMENTS AND ACTIONS

We are committed to being proactive in monitoring and reducing impacts on the environment, as well as the efficient use of our natural resources, to align with our sustainability goals.

We aim to understand each of our port environments and protect the critical environmental values of our regional communities.



SHORT TERM ACTIONS

- Develop a Waste Management Master Plan, including revising Site Waste Plans and waste data collection methods, and establishing targets.
- Communicate key learnings and sustainability initiatives undertaken at our Port of Albany and roll out successful programs at other sites.
- Develop an overarching Water Resources Management and Monitoring Program across all sites.
- Document an Environmental Monitoring Plan across sites, with key environmental monitoring indicators determined and reported.
- Continue to implement an environmental information system to manage monitoring data and embed it into relevant business functions.



MEDIUM TO LONG TERM ACTIONS

- Implement and secure external certification for an Environmental Management System (EMS) across all sites.
- Develop a public environmental monitoring dashboard for each port site.
- Progress reclassification of contaminated sites at each port, with the aim to achieve 'not contaminated' or 'decontaminated' status.
- Model key current and future environmental emissions for new and existing trade commodities at each port site.

Priority area

Progress climate action and energy transition

Continuously investing and implementing innovative solutions towards decarbonisation.

Completed or underway

- ✓ Adoption of the WA Government's target of net zero emissions by 2050 under the WA Climate Policy
- ✓ Annual greenhouse gas emissions calculations and reporting
- ✓ National Pollutant Inventory (NPI) reporting for Esperance since 2000
- ✓ Coastal hazard risk management and adaption planning work (CHRMAP) with Albany, Bunbury and Esperance local government authorities
- ✓ Upgrades in progress to LED lighting at all port locations
- ✓ 'Green Port' initiatives through our Port of Albany's sustainability ideas

Alignment with Material Issues

Climate Change Resilience and Adaptation
Renewable Energy Transition
Safe and Clean Shipping

Tracking our emissions

To support the delivery of the net zero emissions target by 2050, we have been internally collating and calculating our greenhouse gas emissions for Scope 1 and Scope 2 using the National Greenhouse Energy Reporting (NGER) methods for all locations since 2014. We have also been improving our data capture methods and recording systems to ensure verifiable data is used. To date, our emissions have not triggered any formal reporting to the Clean Energy Regulator.



'Green Port' leading the way

'Green Port' is a flagship initiative of the Port of Albany, which prioritises projects that support the development of an environmentally sustainable port. Early initiatives have delivered two electric vehicles, the transition to battery-powered tools and equipment, rooftop solar power and LED lighting throughout the port. Aspirations in clean energy transition has also seen the Port join the UN Regional Centre of Excellence for Education in Sustainable Development.

Action plan



PRIORITY AREA

Progress climate action and energy transition



OUR COMMITMENTS AND ACTIONS

We commit to addressing the significant global challenge of climate change, and to understanding and mitigating our greenhouse gas emissions, with the aim to meet set government targets.

We also commit to modelling and adapting to our changing climate and the impacts this could have on the physical infrastructure and transitional risks to our business.



SHORT TERM ACTIONS

- Identify climate-related risks and incorporate mitigating actions into the corporate risk management system.
- Identify ways to adapt to climate change and build resilience in our business.
- Complete an Emissions Reduction Plan and report progress against the 2020 emissions baseline.
- Develop a Sustainable Fleet Policy and Vehicle Fleet, Plant and Equipment Decarbonisation Plan.
- Engage in beneficial climate action partnerships, associations and coalitions.



MEDIUM TO LONG TERM ACTIONS

- Develop a Renewable Energy Transition Plan for each port site.
- Complete a Carbon Footprint Assessment.
- Investigate carbon sequestration opportunities.

Priority area

Work with nature in our ports

Regenerating landscapes and enhancing the value of our natural assets.

Completed or underway

- ✓ Management of port buffers and bushland to create natural and community assets
- ✓ Involvement in the proposed South Coast Marine Park adjoining our Port of Esperance, being led by the Department of Biodiversity, Conservation and Attractions (DBCA) with opportunities to collaborate and reduce potential impacts to marine environment, port operations and port users
- ✓ Biosecurity marine pest surveillance program undertaken at our ports in Albany and Esperance
- ✓ Sea wrack (seaweed), which is a by-product of pre-dredging activity, is applied to farmlands to improve soil health at our Port of Bunbury

Alignment with Material Issues

Biodiversity / Habitat Protection and Enhancement
Management of Open Spaces / Port Buffers
Climate Change Resilience and Adaptation
Biosecurity
Water Management

- ✓ Support of Leschenault Community Nursery located on Port of Bunbury leased farmland
- ✓ Partnership with DBCA to protect Fairy Terns during breeding season at the Port of Bunbury's Outer Harbour



Protecting Marine Biosecurity

Environmental teams at our ports of Albany and Esperance undertake biannual sampling for marine pests as part of the State Wide Array Sampling Program (SWASP) in partnership with the Department of Primary Industries and Regional Development (DPIRD). The innovative program uses DNA sequencing to detect problem marine pests from samples collected on settlement arrays placed near our berths. The program, in collaboration with other WA ports and DPIRD, won the 2019 Department of Agriculture, Water and the Environment (DAWE) Australian Biosecurity Industry Award and a 2018 Golden Gecko Award for Environmental Excellence.

Sea wrack reuse

Behind the operations at our Port of Bunbury are significant landholdings, including farmlands. Sea wrack (seaweed) is a by-product of pre-dredging activities at the Port of Bunbury. This material is re-used by directly applying it onto the farmland paddocks to improve soil health. The area accommodates over 100 head of cattle, with future potential to investigate regenerative agriculture techniques and explore alternative land uses.



Action plan



PRIORITY AREA

Work with nature in our ports



OUR COMMITMENTS AND ACTIONS

We aim to work with nature in our ports to develop methods for regeneration and restoration of natural landscape areas.

We will encourage protection of the terrestrial and marine environments by managing biosecurity issues and improve biodiversity through habitat protection.

We will involve, and build partnerships with, our stakeholders to assist in this process and protect the values of the port community and surrounding regions.



SHORT TERM ACTIONS

- Further develop biodiversity and biosecurity monitoring programs for each site.
- Deliver ocean awareness initiatives and clean up days across all sites.
- Deliver Marine Environmental Quality Plans that improve the baseline knowledge of each of the ports' marine and estuarine environments and harbours.



MEDIUM TO LONG TERM ACTIONS

- Develop Port Land Regeneration Plans, which include community access and nuisance mitigation.
- Collaborate with key stakeholders, including natural resource management (NRM) organisations, and landholder and community groups, to participate in river and foreshore protection and monitoring programs neighbouring our ports.

THEME THREE

Community and Partners



"Supporting strong regions, supporting communities."

Perth office team member

Upholding a vision for 'strong regional ports, strong regions', reflects the deeply rooted aspirations to connect with communities. While facilitating trade to allow communities to prosper, the ports must also collaborate in partnership with regional communities.

SDG alignment

To create meaningful and strong relationships that thrive together, Southern Ports will contribute to the following SDGs:





Priority areas

Foster and support liveable regions

Engage and communicate with community and stakeholders

Drive collaborative research and project work

Priority area

Foster and support liveable regions

Improving the liveability for communities and regions in and around our ports.

Completed or underway

- ✓ Continuous environmental noise monitoring on the port boundary at our Port of Esperance
- ✓ Air quality monitoring at each port site
- ✓ Eighty per cent of gravel roads sealed at the Port of Esperance in 2021-22 (up from 20 per cent) to minimise wheel-generated dust from onsite truck traffic
- ✓ Transforming of Bunbury's Waterfront project with government partners to revitalise recreational facilities and provide public amenity
- ✓ Automation of the manually operated iron ore dust water spray suppression system at the Port of Esperance
- ✓ Installation of public access road and bridge to Turkey Point
- ✓ Cumulative noise modelling at the ports of Bunbury and Esperance

Alignment with Material Issues

Biodiversity / Habitat Protection and Enhancement
Management of Open Spaces / Port Buffers
Biosecurity
Water Management



Managing recreation in port buffers

Our Port of Albany team is working to improve native vegetation adjacent to the Port. While forming a port buffer, the team has worked collaboratively with the local council to connect local trails through this area and allow the community to explore the parklands nestled behind the Port and connect it with ANZAC memorials, a historic lighthouse keepers site, lookouts and other points of interest.

Dust mitigation

Minimising dust generation from bulk commodities is an ongoing focus to mitigate impacts to workers and neighbouring communities. Our Port of Esperance handles more than 10MT of iron ore within covered and enclosed systems, and water sprays are used to prevent dust during ship loading. Gravel roads within the Port have also been sealed, which has further reduced dust generation and improved the quality of stormwater run-off. At the Port of Bunbury, we treat large limestone hardstand areas annually with a soil binding agent to minimise dust.



Action plan



PRIORITY AREA

Foster and support liveable regions



OUR COMMITMENTS AND ACTIONS

We are committed to continuing and enhancing our engagement with regional port communities and improving the liveability of port neighbours including public access to natural areas in the port buffer zones.



SHORT TERM ACTIONS

- Enhance nuisance management monitoring programs and complaint response procedures across all sites to improve health and amenity for surrounding communities.
- Upgrade recreational facilities and areas within the vicinity of the ports, outside of existing security zones.



MEDIUM TO LONG TERM ACTIONS

- Develop a Public Artwork Program in collaboration with the local communities to develop educational materials and places of knowledge and storytelling.
- In consultation with State and local government bodies, develop sustainability criteria that assess the liveability of each port community.

Priority area

Engage and communicate with communities and stakeholders

Working collaboratively to engage, educate and support sustainable outcomes.

Completed or underway

- ✓ Community Investment Policy and Program to support community events and projects with sustainability criteria
- ✓ Port Community Consultation Committees (PCCC)
- ✓ Reflect Reconciliation Action Plan (RAP)
- ✓ Port Open Days
- ✓ Presence at agricultural shows in Esperance and Albany
- ✓ Community complaints actioned and tracked through software system
- ✓ Regular stakeholder surveys
- ✓ Heritage Policy reviewed
- ✓ Known Aboriginal and maritime heritage sites mapped in internal geographic information system (GIS)

Alignment with Material Issues

Transparent Communication to Community and Stakeholders
Community Investment Program
Community Partnerships
Indigenous Partnerships
Industry and Government Partnerships



Building community pathways

Each port location actively engages with its community through its Port Community Consultative Committee (PCCC) and an 'open-door policy' with its wider community, allowing two-way communication year-round. Port tours are offered to PCCC members, and we also encourage public Open Days at our ports. Our Port of Bunbury held its inaugural Open Day in 2005. Bunbury's Picnic at the Port event held in April 2023 attracted more than 2000 members of the public. This port has also invested in the development of a virtual port tour. Our Port of Albany held its first Open Day in 2008, with the next event held in April 2021 with much success.

Investing in the region

Each year, we invest more than \$265,000 via the Southern Ports Community Investment Program in the regional communities of Albany, Bunbury and Esperance, supporting more than 120 community events and projects, including community welfare activities, community infrastructure projects, education events, Aboriginal programs, maritime events and sustainability projects.



Action plan



PRIORITY AREA

Engage and communicate with communities and stakeholders



OUR COMMITMENTS AND ACTIONS

We are committed to continuing our engagement with our regional port communities and other stakeholders.

We believe in fostering initiatives that contribute to the wellbeing, living environment and growth of our port communities and regions.



SHORT TERM ACTIONS

- Produce an Annual Sustainability Report, aligned with globally recognised framework and reporting standards.
- Enhance delivery of communication and engagement initiatives to port communities, stakeholders, government and the wider industry, including sustainability outcomes.
- Create virtual tours of each port site.
- Develop pathways to facilitate onsite port tours and/or Port Open Days for community and stakeholders at each port.
- Renew our Reflect Reconciliation Action Plan and develop an Innovate Reconciliation Action Plan.
- Develop a Cultural Heritage Management Plan across all sites.
- Continue the Community Investment Program and report against the United Nations Sustainable Development Goals.



MEDIUM TO LONG TERM ACTIONS

- Establish Port Community Sustainability Awards to encourage port tenants, customers and stakeholders to share sustainability innovations and improvements.
- Continue to embed reconciliation initiatives into our organisation and sphere of influence so they become 'business as usual'.

Priority area

Drive collaborative research and project work

Advancing sustainable outcomes with research partners.

Completed or underway

- ✓ Pilot Cottage Project in collaboration with the University of Western Australia, Australian Ocean Energy Group and City of Albany
- ✓ Port of Albany membership to the United Nations Regional Centres for Expertise on Education for Sustainable Development, hosted by the University of Western Australia
- ✓ Cathodic corrosion project in collaboration with Curtin University to research project durability
- ✓ Collaboration with Curtin University to map rock walls with drones and artificial intelligence

Alignment with Material Issues

Community Partnerships
Indigenous Partnerships
Industry and Government Partnerships
Partnering to deliver Research and Educational projects

- ✓ Partnerships with local entrepreneurs and innovators, including our work with PeerShark and Duratec to develop a new imaging and inspection tool
- ✓ Collaboration with Ports Australia, Ports WA and clients on research and development (R&D) in areas such as environmental research, noise management and dust control



Collaborating to sustainably invigorate historical buildings

The Pilot Cottages at our Port of Albany is a historical landmark, established in 1854 and a State Heritage-listed site since 2002. Plans are advancing to expand the functionality of the Cottage, creating a public space with historical artifacts that will run on renewable energy. The project is an ambitious venture in collaboration with UWA, the City of Albany and potentially the Australian Ocean Energy Group.

Innovation through collaboration

Marine structures are a critical part of the shipping and transport sector, and concrete corrosion is a complex issue for port authorities. Supported by Smartcrete CRC and led by the Curtin Corrosion Centre, we are working alongside Curtin University, Innovation Central Perth, Macquarie University, Qatar Environment & Energy Research Institute and Fremantle Ports on a new artificial intelligence-based tool to better manage high-risk corrosion areas across our ports.



Action plan



PRIORITY AREA

Drive collaborative research and project work



OUR COMMITMENTS AND ACTIONS

We will extend our research partnerships and participate in sustainability-focused associations.

We are committed to sharing our learnings with our communities and partners, to support the sustainability of our regions.



SHORT TERM ACTIONS

- Develop a Research Partnership Framework to identify collaborative opportunities.
- Participate in sustainability-focused associations, programs and coalitions – including opportunities within our port communities.
- Assess the Pilot Cottage Partnership Project with sustainability criteria.

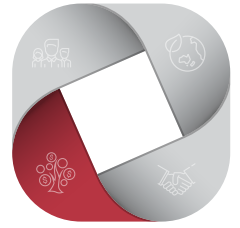


MEDIUM TO LONG TERM ACTIONS

- Collaborate with partners on research programs and projects for sustainable outcomes, and share key learnings with interested parties.

THEME FOUR

Regional Prosperity



"We need to know future commodity forecasts and be ready for fluctuations in imports and exports, including changes from new energy mixes and changes imposed by climate change."

Port of Esperance team member

Ports connect regional areas to the global marketplace.

While providing assets to facilitate trade and tourism, Southern Ports is also focused on operational capabilities, efficiency, resilience, and economic competitiveness – allowing our regions to thrive.

SDG alignment

To create ports and regions that can prosper into the future, Southern Ports is building efficiency and resilience and contributing to the following SDGs:





Priority areas

Evolve as a globally competitive and resilient business

Facilitate trade and tourism for connected regions

Invest in 'Future Ports' developments and infrastructure

Priority area

Evolve as a globally competitive and resilient business

Supporting a transition to a sustainable future.

Completed or underway

- ✓ Regular meetings of Port Welfare Committees at each site to improve conditions for seafarers during visits to our ports
- ✓ Change management processes and training
- ✓ Annual modern slavery statements
- ✓ Long-term financial modelling
- ✓ Enhanced cyber security processes and IT upgrades
- ✓ Advanced technology and IT systems for document management, asset management, environmental monitoring data, training, and human resources data
- ✓ Business Continuity and Emergency Management Plans with regular reviews
- ✓ Regular reviews and management of existing and emerging business risks

Alignment with Material Issues

Supporting Regional Prosperity
Business Flexibility, Resilience and Adaptation
New Technologies / Digitalisation
Robust Governance and Risk Management Systems
Sustainable and Local Procurement



Modern slavery in global supply chains

Australia recognised the impact of modern slavery and passed the *Modern Slavery Act in 2018*. We have taken an active position on this issue and have commenced assessing modern slavery within our global supply chains and reported annually since FY20. Facilitating trade from regional Western Australia to the world presents a complex mix of supply chains across many modes of transport. To ensure modern slavery risks can be identified, supply chains will need to be increasingly transparent.

Long-term financial modelling

We are developing a long-term financial model to secure the longevity of each port. Ensuring access to capital will be critical to fund port assets and projects to allow each port and its regions to thrive and remain sustainable in the future.



Action plan



PRIORITY AREA

Evolve as a globally competitive and resilient business



OUR COMMITMENTS AND ACTIONS

We are committed to future-proofing our ports and operational assets by integrating sustainability criteria, efficiencies and resilience across our entire organisation.

We will monitor our performance to ensure we remain on track in our transition to a more sustainable business.



SHORT TERM ACTIONS

- Develop change management processes that incorporate sustainability criteria for projects and processes.
- Implement a Sustainable Procurement Plan and criteria, including metrics to monitor performance and lifecycle analysis on impacts.
- Investigate and implement suitable business improvement methodologies.
- Deliver a Digital Vision Roadmap and resourcing strategy for improved efficiency, transparency and cybersecurity.
- Implement a centralised supplier database and report on supplier performance against set sustainability metrics.
- Complete an implementation outline for the Sustainability Plan, including responsibilities and defined targets.



MEDIUM TO LONG TERM ACTIONS

- Deliver a Sustainable Port Transition Plan for sustainable and net zero ports.
- Investigate the viability of an integrated risk management system and platform.

Priority area

Facilitate trade and tourism for connected regions

Strengthen trade flows to local and global supply chains.

Completed or underway

- ✓ Container trade study for the Port of Albany
- ✓ Port of Bunbury vessel scheduling improvements for Berth 8, allowing customers to share vessels
- ✓ Increasing throughput of spodumene and iron ore at the Port of Esperance with upgrades to cleaner equipment (Tier 4 front end loaders) and redesign of commodity chutes to prevent blockages
- ✓ Supply chain investigations and consultation with hinterland customers
- ✓ Ongoing trade forecasting to predict future trade volumes and commodity types
- ✓ Collaboration on Port Authority Bulk Handling Trials approvals process to allow potential clients to commence 'trial' trade within 30 days, while still monitoring any environmental impacts

Alignment with Material Issues

Trade Growth and Diversity
Port Efficiency
Customer Focus
New Technologies / Digitalisation
Efficient and Effective Supply Chain
Tourism and Cruise Operations



Facilitating trade diversity

Regional Western Australia relies on the ports of Albany, Bunbury and Esperance to facilitate a range of agriculture, mining and forestry commodities to the world. In servicing the hinterlands, each port has evolved to handle different cargoes. The main commodities traded through Esperance are iron ore and grain, in Bunbury alumina, mineral sands and spodumene, and in Albany grain and woodchips. To date, containers have not been a significant commodity, however they have been handled in Esperance since 2007 and potentially in Albany and Bunbury in the future.

Understanding hinterland supply chains

We actively engage with customers and stakeholders to understand current and emerging markets. Seeking insights from our catchments on their supply chains helps to identify pathways and obstacles for commodities to flow in and out of ports, and also helps us identify what we need to do to ensure port infrastructure is fit for current and future demands.



Action plan



PRIORITY AREA

Facilitate trade and tourism for connected regions



OUR COMMITMENTS AND ACTIONS

We seek to effectively facilitate inbound and outbound flows of trade and tourism opportunities from our regions to global markets.

Together with our customers and port communities, we strive to remain competitive by fostering transparency and efficiency within our supply chain.

Strengthening trade flow will depend on our ability to be agile and future-focused – to transition toward decarbonisation of operations and to harness new opportunities and mitigate emerging issues in trade and tourism.



SHORT TERM ACTIONS

- Develop a Customer and Supply Chain Improvement Roadmap to drive efficiencies.
- Implement Port Operation Management System and Terminal Operating System.
- Define Equipment Efficiency Roadmaps for each site.
- Develop and participate in key client and supplier engagement events and seek to understand their trade and sustainability performance.



MEDIUM TO LONG TERM ACTIONS

- Collaborate with the tourism industry on a Sustainable Cruise Tourism Roadmap.
- Identify bottlenecks with road and rail infrastructure owners and work to improve connectiveness from hinterlands to our ports for customers.

Priority area

Invest in 'Future Ports' development and infrastructure

Planning for sustainable ports.

Completed or underway

- ✓ 'Smart Port' initiative at our Port of Esperance, enhancing future innovative solutions to increase efficiency
- ✓ Port Master Plans completed at all ports in 2023
- ✓ Asset management policy and classification system implemented for enhancing assets and maintenance interface
- ✓ Implementation of Virtual Ports – GIS Enterprise for business software

Alignment with Material Issues

Asset / Infrastructure Management and Maintenance
Safeguarding Transport Corridors
Port Efficiency



Investing in smart technologies

'Smart Port' is a flagship initiative for our Esperance team, working towards smart innovations for a future port. Based on 3D modelling and by developing a digital twin of the port, remote asset monitoring (with drones), artificial intelligence and augmented reality scenarios are being realised.

Planning for the future

Port master plans for the next 30 years have been completed for our ports of Albany, Bunbury and Esperance. These socially and environmentally responsible master plans are rigorous and robust to respond to trade forecasts, emerging trades, supply chain opportunities, geopolitical considerations, climate change and other emerging trends. To ensure our infrastructure is future-ready, we have also enhanced our focus on asset management, development planning and engineering services.



Action plan



PRIORITY AREA

Invest in 'Future Ports' development and infrastructure



OUR COMMITMENTS AND ACTIONS

We are committed to advancing our understanding of supply and demand markets, optimising land uses, and ensuring infrastructure is fit for the future.

Aside from being a logistics hub, we recognise that each of our ports are part of a wider regional community and it is integral that we maintain connectivity to them for the longevity of our ongoing operations.



SHORT TERM ACTIONS

- Continue to build and implement an asset management system across all sites and secure external certification.
- Define and deliver operational efficiencies by developing a Terminal Operations Technology Roadmap.
- Build on the existing GIS system to enhance data capture and provide a platform for future growth.
- Implement cross-site asset maintenance planning system to optimise asset life and reduce energy wastage.



MEDIUM TO LONG TERM ACTIONS

- Complete land use plans for each port precinct.
- Maximise port layouts and operational effectiveness by implementing long-term infrastructure land use planning for each port precinct.
- Complete a review to strengthen our Sustainable Development Guidelines for design, construction and operational aspects of port buildings, operations and projects.
- Identify and protect current and future terrestrial and marine transport and shipping corridors, buffers and port expansion sites.

**STRONG REGIONAL PORTS,
STRONG REGIONS.**



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