



**IAPH/WPSP
SUSTAINABILITY AWARDS**
Porto Sudeste do Brasil

SER PROGRAM

SUSTAINABILITY, EQUILIBRIUM AND RESPECT



PROJECT DESCRIPTION



At the end of 2021, Porto Sudeste do Brasil (PSB) revised its Sustainable Development Policy, considering all management programs that guide the company in the pursuit of operational excellence, valuing quality and transparency in management processes, the company's governance, aiming at the maintenance and safety of employees and surrounding communities, environmental responsibility, socioeconomic development and strengthening of the local social fabric. Among the programs in execution, there is a specific one focused on the Socio-Environmental Management System: SER.

In June 2021, the SER Program was launched in Porto Sudeste. SER is a management tool created by the Environment and Social Responsibility teams to strengthen the socio-environmental culture and routine, with the aim of decentralizing socio-environmental management, bringing the feeling of ownership to all employees, highlighting the sustainable actions of the day-to-day of the entire company, maintenance of environmental compliance. In addition to encouraging new practices and the active participation of employees in favor of sustainable development, the Program aims to balance our productivity and gains with respect to the Environment, surrounding communities, legislation, internal procedures and our values.

The acronym SER refers to **Sustainability, Equilibrium and Respect** and is also equivalent to the verb to be in Portuguese, which is why all its links bear the name of the acronym: SER Leader, SER Conscious, SER Protector, SER Human, SER Partner.





PROJECT DESCRIPTION



SER links contain a total of 16 indicators, which evaluate the Managers, Coordinators and Supervisors of all operational and administrative areas. Through compliance with the activity routines and defined frequencies for each indicator, a grade is generated for the leader and his team.

The program's motto summarizes and highlights the importance of caring for the community for socio-environmental balance:

“The health of our company relies on the health of our community.”





GOALS



The main objective of the Porto Sudeste's Socio-environmental Management System is to achieve the company's environmental objectives, increasing its environmental and social performance, ensuring compliance with legal requirements and other relevant requirements.

Additionally, SER's specific development objectives are:

- Create a tool for managing the socio-environmental routine of employees with measurable indicators;
- Evaluate the socio-environmental commitment of the company's leaders and, consequently, of their teams;
- Ensure the socio-environmental compliance of the terminal, reducing negative impacts as well as legal and reputational risk;
- Collaborate towards the Sustainable Development Goals (SDGs) on a local scale, thus reflecting on the improvement of the society in which the company operates.



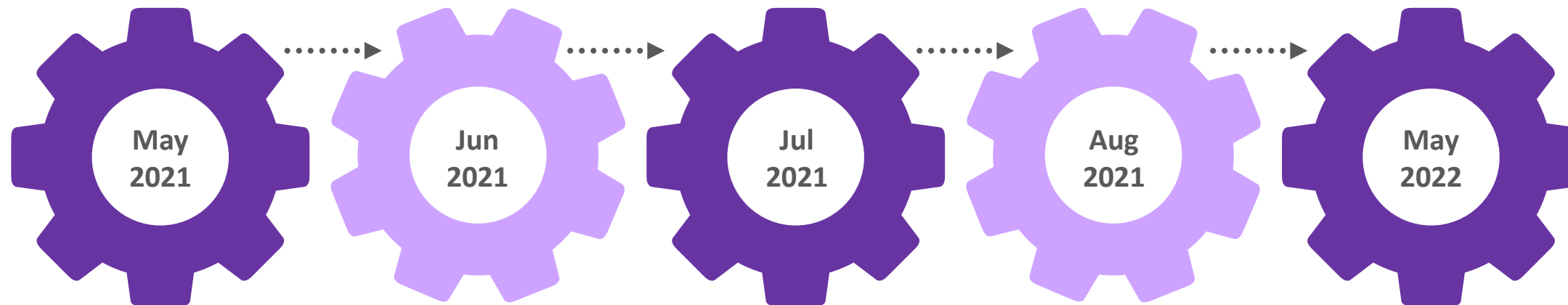
TIMELINE

Porto Sudeste's Integrated Management System



TIMELINE

Creation of SER



May
2021

SER Development

The program was developed by the Environment and Social Responsibility teams according to the company's reality.

Jun
2021

SER Launch

Launch of the Program during the Environment Week.

Jul
2021

SER's Ground Zero

Leader training and first assessments to define the Program's initial baseline.

Aug
2021

SER's 1st Stage

First phase of the Program, with routine follow-up and monthly evaluation of leaders.

May
2022

SER's 2nd Stage

Scheduled rotation of auditors, with the aim of bringing another perspective to the evaluated areas.

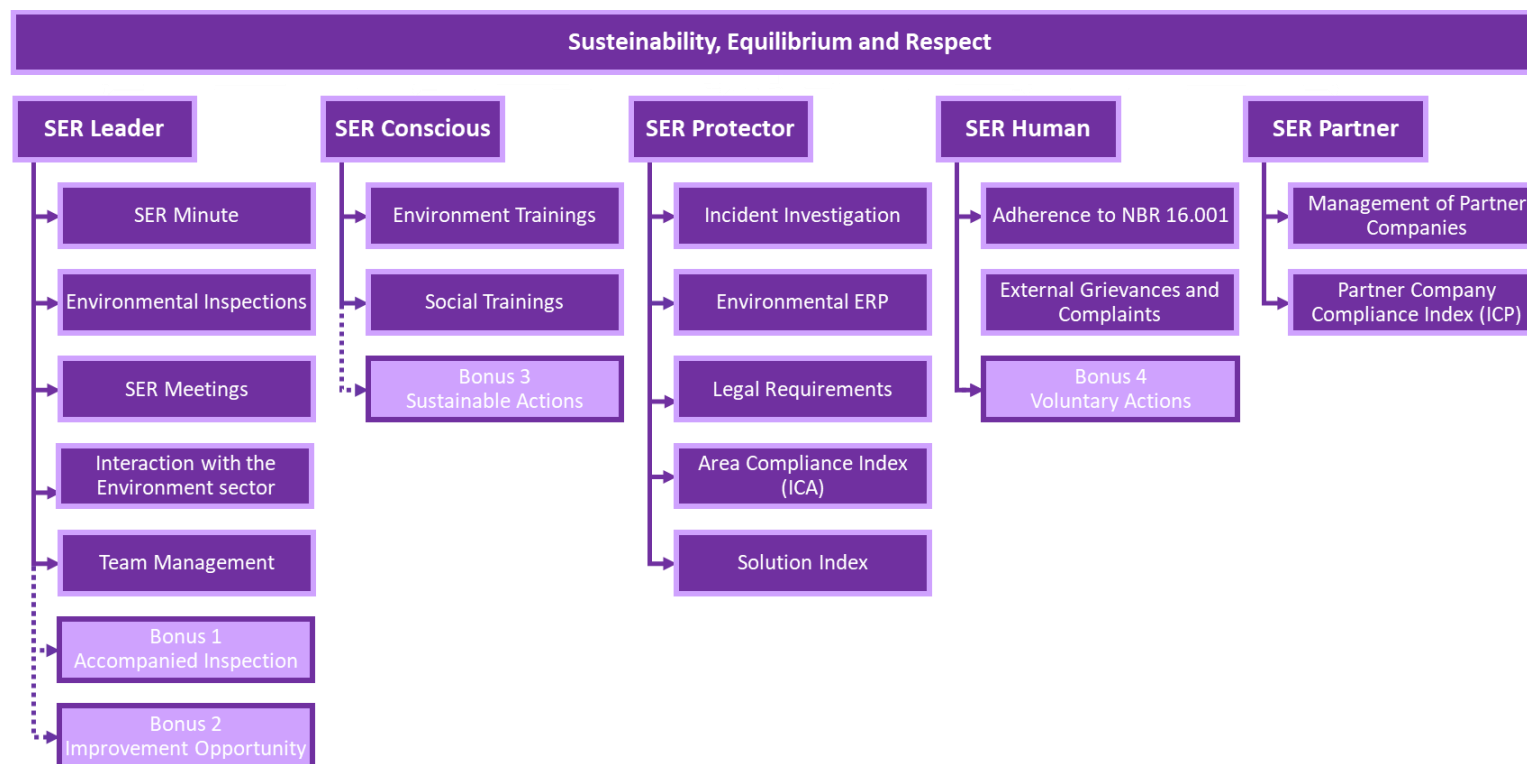
ZERO
ADDITIONAL
COST FOR
IMPLEMENTATION



RESOURCES



To implement the project, the Environment and Social Responsibility teams at Porto Sudeste do Brasil (Rio de Janeiro, Brazil) were mobilized, developing the structure for executing and evaluating the program internally, so that it was as close as possible to the reality of the company, bringing results and tangible improvements. This program was also replicated in another company belonging to the same group of shareholders, Mineração Morro do Ipê, the company responsible for managing the Ipê and Tico-Tico mines and the iron ore processing units, located in Minas Gerais. As it is a program implemented in two companies of the same group, but in different segments (a port terminal and a mining company), it demonstrates the replicability and adaptation of the management model to different realities.





RESOURCES



The Jotform system, used to implement the online forms, had previously been contracted by the Continuous Improvement and Innovation team, with the aim of digitizing existing forms in various sectors of the company. Initially, a test was carried out with the system and, after confirming that it would meet the demands of the program, the record structure was defined online, facilitating filling out, with the guarantee of using the most up-to-date version of each form. Currently, the system is used to complete environmental inspection checklists, self-assessment of leaders and partner companies, list of attendance at training, registration of grievances and complaints, participation in volunteer activities, among others.

The control of legal requirements is carried out through SOGI, the Integrated Management Online System, contracted from the company Verde Ghaia to monitor the applicable requirements and prove compliance with them. Through the system, the Environment and Social Responsibility teams forward requirements and obligations so that the applicable teams can insert the necessary evidence, in compliance with ISO 14.001 and NBR 16.001 standards. Therefore, for the SER, the resource applied was to filter the response to the requirements sent to each leadership, through tools present in the system.

The control of actions arising from deviations, non-conformities and opportunities for improvement was previously carried out through a spreadsheet, sent fortnightly to the leaders. After a period of migration, this control started to be carried out through an Environment Portal, on the Sharepoint platform (Microsoft), where the responsible for the actions receive automatic alerts and can update the status and deadlines of the actions. This improvement was implemented in partnership with the GRC (Governance, Risks and Compliance) team, bringing greater transparency, automation and speed to the generation of the indicator, contributing to the environmental improvement of Porto Sudeste.

There were no additional costs for the creation and implementation of the program, making the best use of the resources already present and saving time spent in carrying out the activities, thus increasing the productivity of the evaluated leaders, as well as SER auditors.

LEADERSHIP ENVIRONMENTAL INSPECTIONS

All operational leaderships have environmental inspection routines to be followed, filling the online inspection form, observing environmental aspects such as:

- Particulate Material Emissions;
- Storage Of Fuel And Chemicals;
- Waste Management;
- Cleaning, Organization And Drainage;
- Power Management;
- Water And Effluent Leakage;
- Water Potability;
- Domestic Fauna Interactions;
- Iron Ore And Effluent Fall Into The Sea;
- Improvement Opportunities in general.



Checklist de Inspeção Ambiental

ANEXO 01 do PRO.PSB.AMB.003 - INSPEÇÃO DE MEIO AMBIENTE

INFORMAÇÕES INICIAIS

Mês referência *

Please Select

Data da inspeção *

20/04/2022

Data

Estado climático

- Ensolarado
 Nublado
 Chuvoso

Tipo de Inspeção *

Please Select

Online Inspection form

AREA CONFORMITY INDEX

The Environmental Team performs inspections at each leadership area, which sets an index for the conformity of the company sector, called ICA (Area Conformity Index, in Portuguese).

This evaluation follows the same environmental aspects from the leadership inspections, but with the deviation count, setting a final ICA grade.



Checklist de Índice de Conformidade de Área (ICA)

ANEXO 06 DO PRO.PSB.AMB.001 - ROTINA S.E.R. PSB |
Revisão 1.0 de 08/02/2022

Mês de referência *

Please Select

Data da inspeção *

20/04/2022

Data

Estado climático

- Ensolarado
- Nublado
- Chuvoso

Colaborador avaliado *

Please Select

Area Conformity form

SER PARTNER THIRD-PARTY EVALUATION

Contracted companies, in addition to carrying out environmental inspections in their area of operation, also have documentary obligations in relation to the Environmental Management System, and must send the applicable supporting documents to the Environment on a monthly basis.

Monthly self-assessments are carried out through an online form, which are verified through an audit, generating a score for each partner company that has an influence on the leader's score.



Autoavaliação de Índice de Conformidade de Empresas Parceiras (ICP)

ANEXO 07 DO PRO.PSB.AMB.001 - ROTINA S.E.R. PSB |
Revisão 1.0 de 08/02/2022

Mês de referência *

Please Select

Data *

19/04/2022

Data

Empresa Parceira

- Agrimentech
- Alufan
- AlSCO
- Real Brasil
- Atlântico Sul
- Benetech
- BLK Locações

SER Partner Self-evaluation form

SELF-EVALUATION

By the end of every month cycle, all leaderships fill an online self-evaluation form, reporting all the actions that needed to be fulfilled in that month.

This routine, combined with the audits carried out, provides information for the definition of grades for the leader and his team by the Environment team.



Autoavaliação da Liderança

ANEXO 08 DO PRO.PSB.AMB.001 - ROTINA S.E.R. PSB |
Revisão 1.0 de 08/02/2022

Mês de referência *

Data da avaliação *

Data

Colaborador avaliado *

É gestor/fiscal de empresa parceira? *

- Sim
 Não

Leadership Self-evaluation form

SER APP

Since its creation, SER has been a program with completely digital evaluation, with no paper costs and no waste generated as a result of its activities.

For greater productivity and easy access for all employees, all the links of the SER routines were consolidated in an APP, which also has a route to the emergency number for environmental emergency situations.



SER APP



SER PSB

Encontre aqui todos os links e formulários usados no SER

Informe de Incidentes ou Quase Acidentes

Número de Emergência: 0800 122 1234. Está sem telefone? Acione a faixa de emergência no Rádio - Faixa 16.

Em caso de Emergência, CLIQUE AQUI!

Desvios e Inspeções Programadas



Checklist de Inspeção Ambiental

Formulário para inspeções programadas SER Líder e SER Parceiro



Informe de Desvios - EM BREVE!

Formulário para desvios pontuais. Marcar: origem da inspeção "RDQA" e evento relacionado à área de "Meio Ambiente".



SER Líder



Autoavaliação da Liderança

Autoavaliação para geração da nota dos Líderes



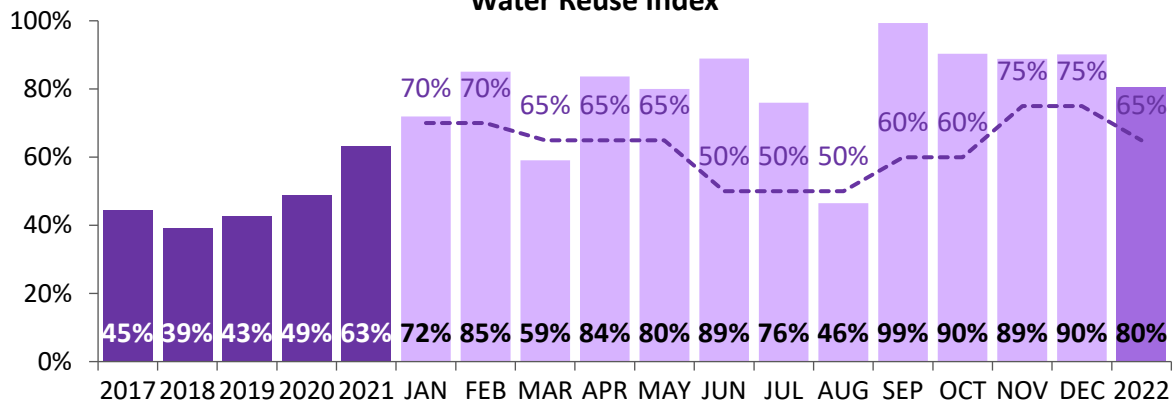


MEASURABLE RESULTS

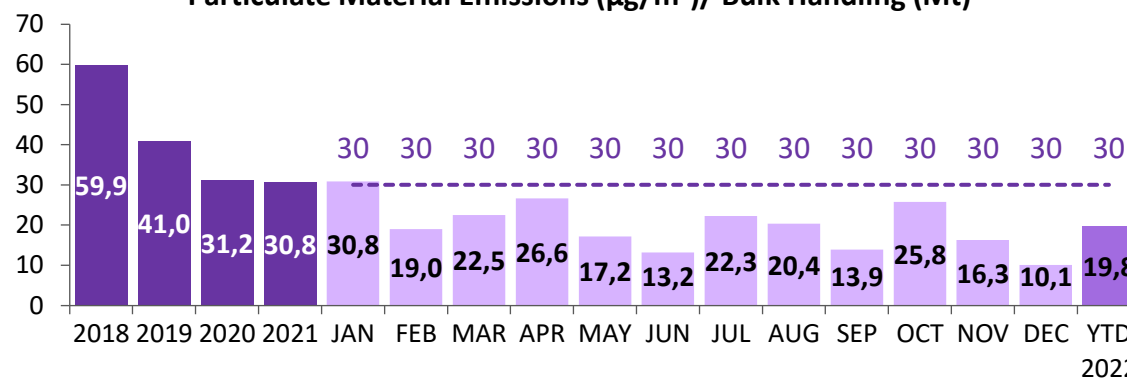


Porto Sudeste annually defines, among its indicators, those that are critical to achieving its environmental objectives and goals. For this reason, in 2022, the following objectives and environmental goals were defined: increase the industrial water reuse rate, increase the waste recycling rate, reduce the emission of particulate matter per solid bulk handling and reduce the disposal of dangerous waste per solid bulk handling. The improvement in these KPIs is clear over the years, especially after the launch of SER. With the implementation of the Program, the company has been reaching records in the results year after year.

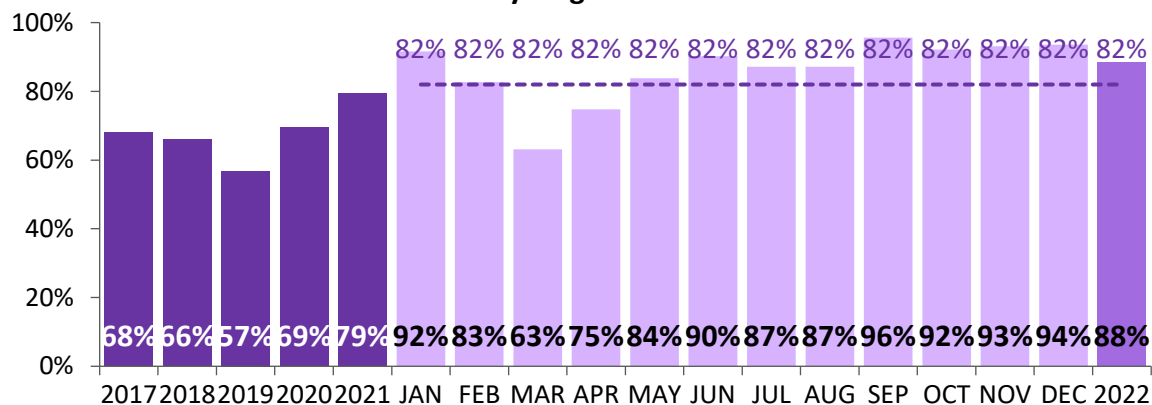
Water Reuse Index



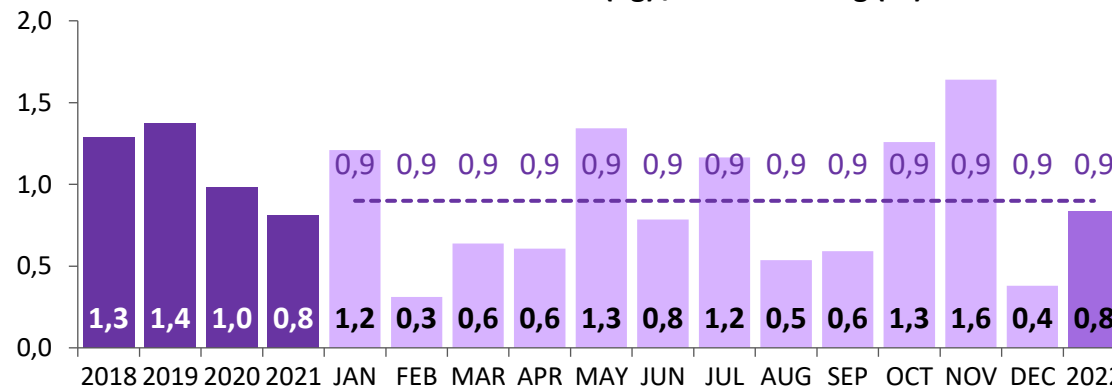
Particulate Material Emissions ($\mu\text{g}/\text{m}^3$) / Bulk Handling (Mt)



Recycling Index



Hazardous Waste Destination (Kg) / Bulk Handling (Kt)





MEASURABLE RESULTS

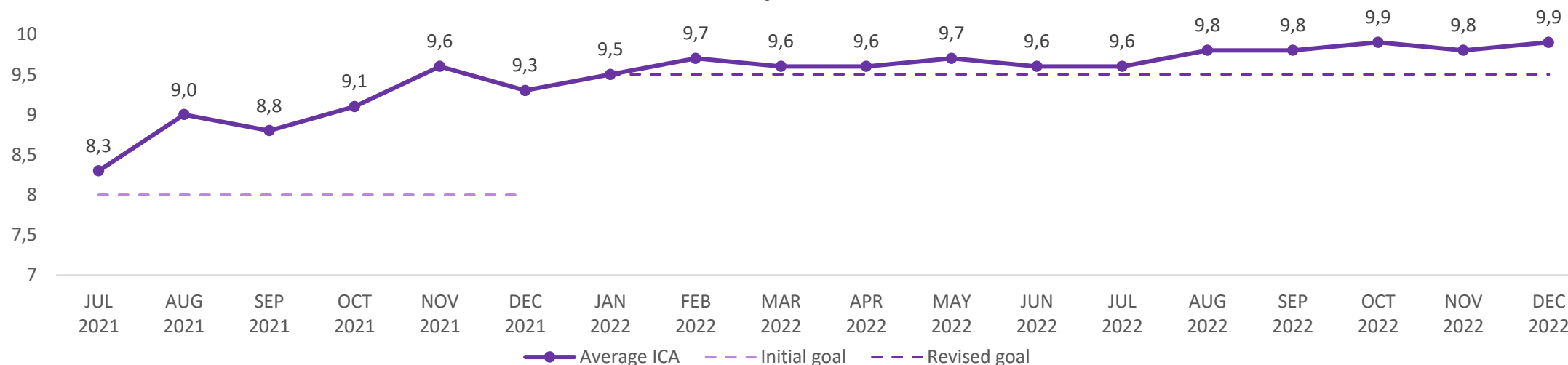


Through the activities defined to reach the leaders' indicators, an environmental routine was created for each leader, taking the 2030 Agenda into the teams' daily lives and promoting socio-environmental compliance at the terminal. The average Area Compliance Index of the 37 operational areas, subdivided into 65 inspection sites, had a result of 8.3 at the Program's zero mark, considering a target of 8.0.

At the end of 2021, the indicator increased by 12%, reaching a result of 9.3. At this time, the target was reassessed to 9.5, in view of the great result of the previous year. Thus, the December 2022 result (9.9) brought an increase of over 6%, reaching practically 100% compliance with the evaluation of operational areas.

This excellent result does not make us believe that the work is finished, but that it must be maintained so that compliance and environmental improvement are continuous.

Area Conformity Index Evolution



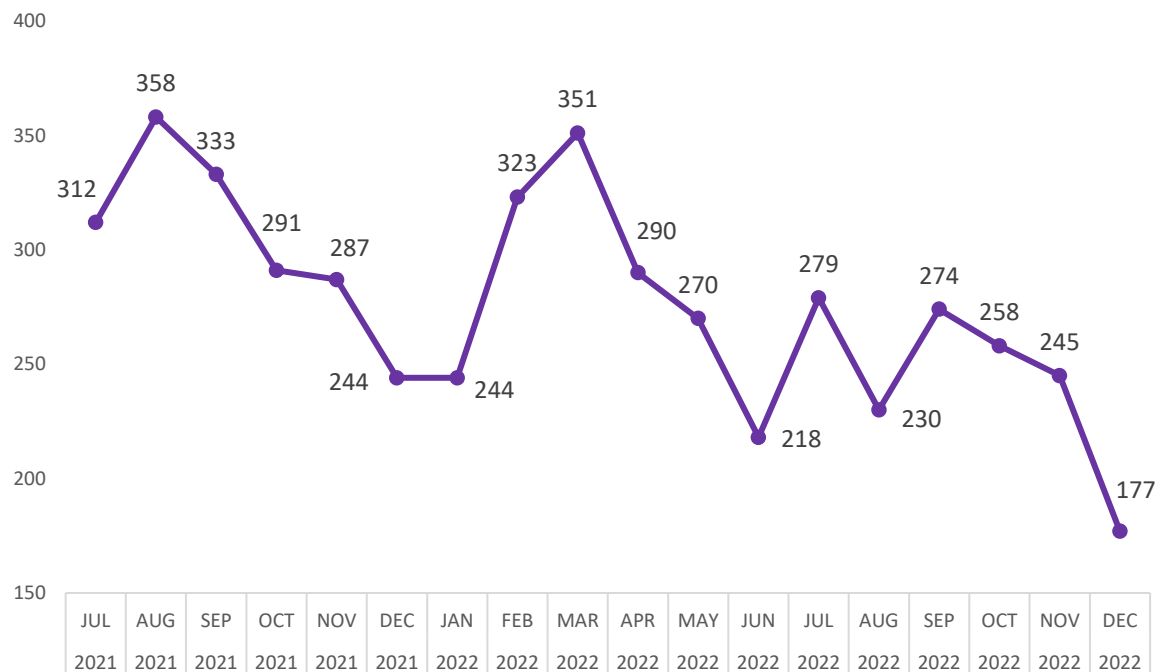


MEASURABLE RESULTS

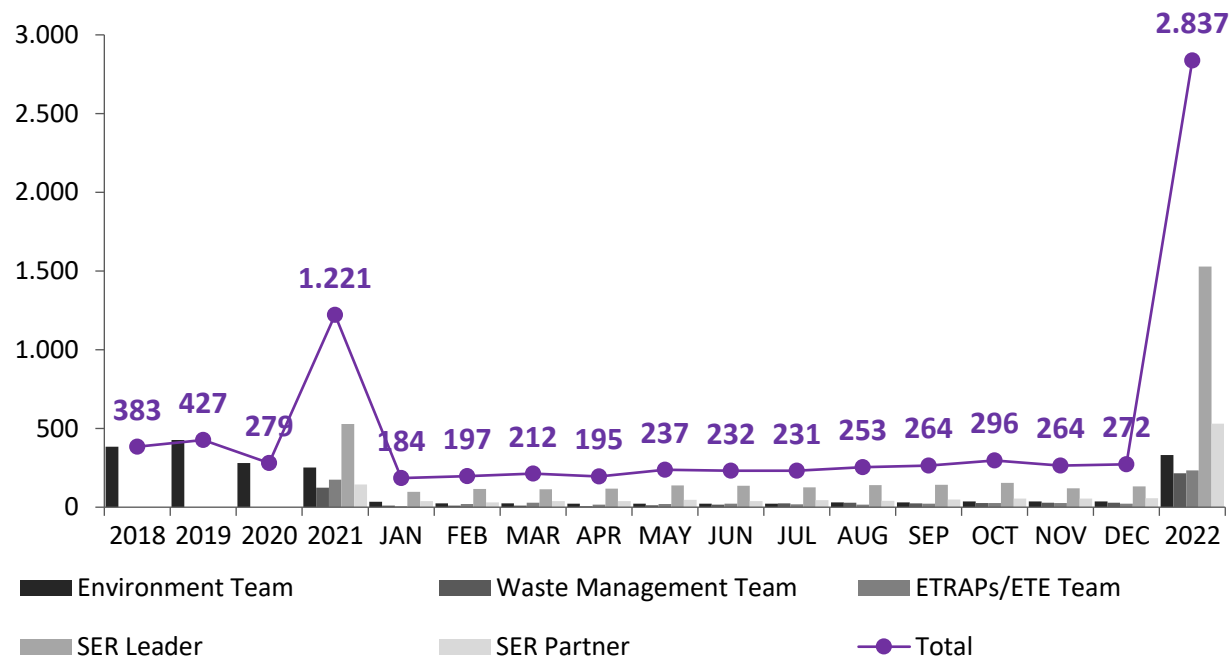


In 2021, before the implementation of the SER, 221 inspections were carried out by the Environment team alone. Since the launch of the Program until the end of 2021, a total of 1,000 environmental inspections were carried out, an increase of 352% in the same period of 6 months, generating the registration of 1,825 deviations, whose treatment actions were informed to the appropriate teams for prioritization. In 2022, 2,837 inspections were carried out, that is, 2,3 times more than the previous year, with the identification of 3,159 deviations duly registered for treatment.

Evolution of deviations registry



Environment Inspections





MEASURABLE RESULTS



SER's annual result is of great importance to Porto Sudeste: it is part of the employees' variable remuneration.

Programa de Resultados
SER

STRATW ONE

22.10.17

BERNARDO DE FIGUEIREDO LEAO CASTELLO
PSB GEMAM - GERENTE MEIO AMBIENTE

10,00

Jan - Dez (PSB GEMAM)

	Real	Meta	%	Peso	Nota	Pontos	Jan	Fev	Ma
SER Líder	121,32	100,00	121,32	3,5	10,00	3,50	●	●	●
▲ PSB GEMAM PSB Inspeção Meio Ambiente- MA PSB (%)	10,00	8,00	125,00	5	10,00	1,75	●	●	●
▲ PSB GEMAM PSB Reuniões sustentabilidade- MA PSB (%)	10,00	8,50	117,65	5	10,00	1,75	●	●	●
SER Consciente	166,67	100,00							
▲ PSB GEMAM PSB Treinamentos MA- MA PSB (%)	10,00	6,00							
▲ PSB GEMAM PSB Treinamentos sociais- MA PSB (%)	10,00	6,00							
SER Protetor	109,61	100,00							
▲ PSB GEMAM PSB Atendimento requisitos legais- MA PSB (%)	10,00	8,00							
▲ PSB GEMAM PSB Índice conformidade da área- MA PSB (%)	9,61	9,50							
▲ PSB GEMAM PSB Índice de soluções de desvios- MA PSB (%)	10,00	9,00							
▲ PSB GEMAM PSB Investigação de Incidentes (%)									

SER represents 10% of the variable compensation



CONTRIBUTION TO THE SDGs



Porto Sudeste is a signatory of the Global Pact and has been working to promote the 2030 Agenda in its actions and with its employees, especially through the SER Program.



Since its elaboration, SER demonstrates a relationship with **SDG 17 - Partnerships for the Goals**, considering that its creation and implementation was carried out at Porto Sudeste and immediately replicated at Mineração Morro do Ipê, as a way of starting the evaluation of suppliers through the methodology of the Program. Thus, two companies from complementary sectors, but still distinct, show the diffusion of technologies and knowledge, which is a program that can be replicated in any company, adapting to different realities.



All training carried out since the beginning of the implementation of the program, such as training for carrying out environmental inspections (carried out for all operational leaders), in addition to routine training carried out within the Sustainability Cycles and Social Dialogue Cycles and all pre-activity dialogue routines and team meetings, contribute to **SDG 4 - Quality Education**. The team's participation in incident investigations also promotes environmental education and employee engagement. Through socio-environmental awareness, education for sustainable development and sustainable lifestyles, human rights, gender equality, promotion of a culture of peace and non-violence, global citizenship and appreciation of cultural diversity and the contribution of culture to sustainable development. In addition, the Social Dialog Cycles are open to the community, reaching not only the company's own employees and outsourced workers, but also students and teachers from schools in the region and other participants in the Social Programs and Projects.



CONTRIBUTION TO THE SDGs



As a strategy to promote gender equality, the Cycle of Social Dialogues works on various topics such as International Women's Day, Social Justice and Cultural Diversity, which apply **SDG 5 - Gender Equality** in the discussion, seeking to raise awareness among all employees and the local community.



The Volunteer Network, created along with SER and accounted for as a voluntary action, is also an opportunity for inclusion and promotion of equity, through voluntary actions in local communities, in addition to collaborating with families in vulnerable situations, having a great relationship with **SDG 1 – No Poverty** and **SDG 17 - Partnerships for the Goals**, due to the partnership with the Municipal Secretariats of the City Hall of Itaguaí, Rio de Janeiro.



CONTRIBUTION TO THE SDGs



Some actions of the SER routines have a wide scope, relating to several SDGs. This is the case of Environmental Inspections, carried out by leaders, partner companies and also by the Environment team. Through inspections, items related to water and effluents are checked (**SDG 6 - Clean Water and Sanitation** and **SDG 14 - Life below Water**), ensuring the proper functioning of all internal systems to improve water quality, increase reuse, ensure zero dumping, protect ecosystems, conserve the oceans and reduce impacts to life in the water. The use of energy is also observed, with several sustainable initiatives for gradual replacement by more efficient systems and equipment, often containing cleaner energy sources, as well as the incentive to reduce consumption (**SDG 7 - Affordable and Clean Energy**). During inspections, aspects related to waste management, air quality and storage of chemical products are also observed, thus ensuring that the terminal's operation does not cause negative impacts on the region's ecosystems, such as mangroves and dense rainforest (Atlantic Forest).



The various sustainable actions carried out voluntarily by the most diverse evaluated teams are deeply related to **SDG 9 - Industry, Innovation and Infrastructure**, **SDG 11 - Sustainable Cities and Communities** and **SDG 12 - Responsible Consumption and Production**, as they bring concern with the efficient use of natural resources, reduction of waste generation and reuse, sustainable infrastructure and reduction of negative environmental impacts. In addition, **SDG 13 - Climate Action** is triggered both in sustainable actions (for example, planting trees), as in the use of online forms without paper consumption and without the generation of waste, in awareness training on climate change and team actions aimed at reducing energy consumption.



**THE HEALTH OF OUR
COMPANY RELIES ON
THE HEALTH OF OUR
COMMUNITY**

#SERPortoSudeste