

ESG Report

Hambantota International Port
Pivot of the East and West



**Environmental
Social
Governance**



About HIP

Perfectly poised to take on to the world

Located ten nautical miles from the global trade route, the Hambantota International Port is one of the largest natural deep-water ports in Sri Lanka. Hambantota International Port is a multi-purpose port that will provide a variety of services including but not limited to RO-RO, Container, Conventional, Dry Bulk, Breakbulk, Project Cargo, Liquid Bulk Cargo (LPG, LNG), Petro Chemicals, Marine Bunker Fuel and Cruise Terminals.

Harnessing the resources of the Government of Sri Lanka, as well as the global standing of China Merchants Port Holdings (CMPort) in a Public Private Partnership, Hambantota Port Group (HIPG) is well-positioned to play a pivotal role in the global business arena.



“Our vision is to become the world class customer centric sea port and platform for business excellence”

Our Business Verticals



Port Services



Investment Services



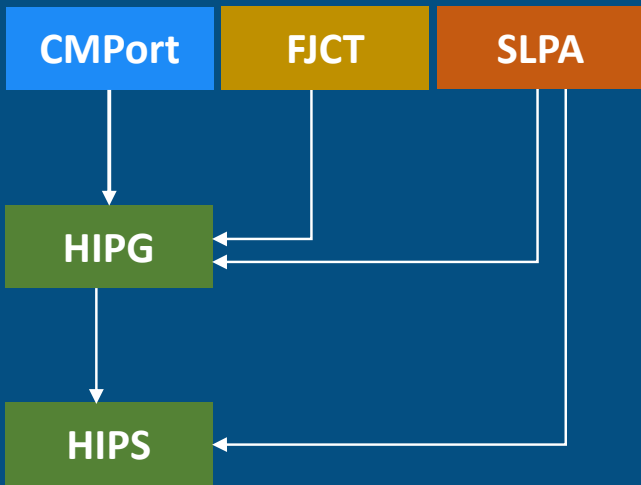
Marine Services



Energy Services



Integrated Logistics



About HIP

Both HIPG and HIPS are joint-venture companies, with shares held by China Merchants Port Holdings Limited (CMPort) and Sri Lanka Ports Authority (SLPA), in a Public Private Partnership (PPP).

HIPG: Business Development

Hambantota International Port Group (Pvt) Limited

HIPS: Port Service Provider

Hambantota International Port Services Company (Pvt) Limited

"We are mission-driven to become a world-class seaport with global connectivity, raising the standard of integrated logistics services, providing best-in-class solutions to meet the changing needs of our customers. We will achieve this through: total customer focus, innovative solutions, dedication and commitment of our team, use of state-of-the-art technologies with continuously evolving management practices, and maintaining sustainable business growth accomplished with care for society and environment resulting in superior gains to all our stakeholders."

PPP

A Public Private Partnership between CMPort & SLPA

SDP

A Strategic Development Project declared by GOSL



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Message from the CEO

In the modern world, the ESG criterion is a well-established framework for managing environmental, social and governance issues for an organization. With a view to continuously improve our ESG performance, we have made a voluntary commitment to care for people and the environment.

On behalf of the HIP team, I would like to express my appreciation of the noteworthy steps taken to uplift the environmental, social and governance framework during the past years.

"Caring for people and the planet above all"

» Serving as the most diversified deep water port in the southern tip of Sri Lanka, the Hambantota International Port is always geared towards sustainable approaches that benefit our customers, stakeholders and our environment. Although we are one of the largest business organizations in the region, our calendar is always filled with corporate social initiatives on both micro and macro-levels, not only in the port's immediate vicinity but also within our surrounding areas.

We give priority to sustainability projects that positively impact our community, and these projects play a vital role in our port development agenda.

I am proud of the progress we are making and what we have accomplished. And when I look at 2022 and beyond, I am incredibly excited for what is yet to come, and the measures we, the HIP team will take to be of service to our people and the planet!

Johnson Liu

Performance Overview

Flashback



Initial Investment

US\$ 1.12 Billion



FDIs Generated

>US\$ 500 Million



Investments in the Pipeline

US\$ 600 Million




Overall Throughput

Up to 2022

7.7 Million MT



Job Creation

109% when compared to 2017 



Job Opportunities

>5000 Jobs

CSR Projects

Since 2018

Over 384 Million LKR

Across 65 Projects



RORO

2.1 Million

Units
Up to 2022

Bulk

3.6 Million

MT
Up to 2022

Oil & Gas

1.2 Million

MT
Up to 2022



We Harbour the World!

ESG Snapshot



People Focus

- Decent Work
- Employees and Community Engagement
- Education and Employability
- Health and Safety



Care for Planet

- Environment and Wildlife
- Climate Change
- Green Port



ESG Integrated Business

- Port Operations
- Investments



Overall Governance and Accountability

- Ethics & Standards
- Corporate Governance System: Collective Decision Making & Participative Management
- Performance
- Stakeholder Relationship



"Our vision is to inspire positive change and empower our people and communities while protecting the environment and all life forms to create a sustainable development for the future"

ESG Strategy



Corporate leaders should always be socially accountable for how they respond to challenges based on the community and context in which they operate.

Our world faces many challenges every day: socio-economic development, resource scarcity, carbon footprint, pollution, climate change, human rights, diversity, political divisiveness, etc.

As a company, we accept responsibility for not only profit maximization but also for integrating our business with sustainable social values. We accept stewardship as part of our corporate citizenship.

“Moving Towards Global SDGs”

HIP is geared to play a major role in the region’s development, and as a responsible corporate citizen, we follow this emerging sustainability agenda.

Our Approach Towards ESG

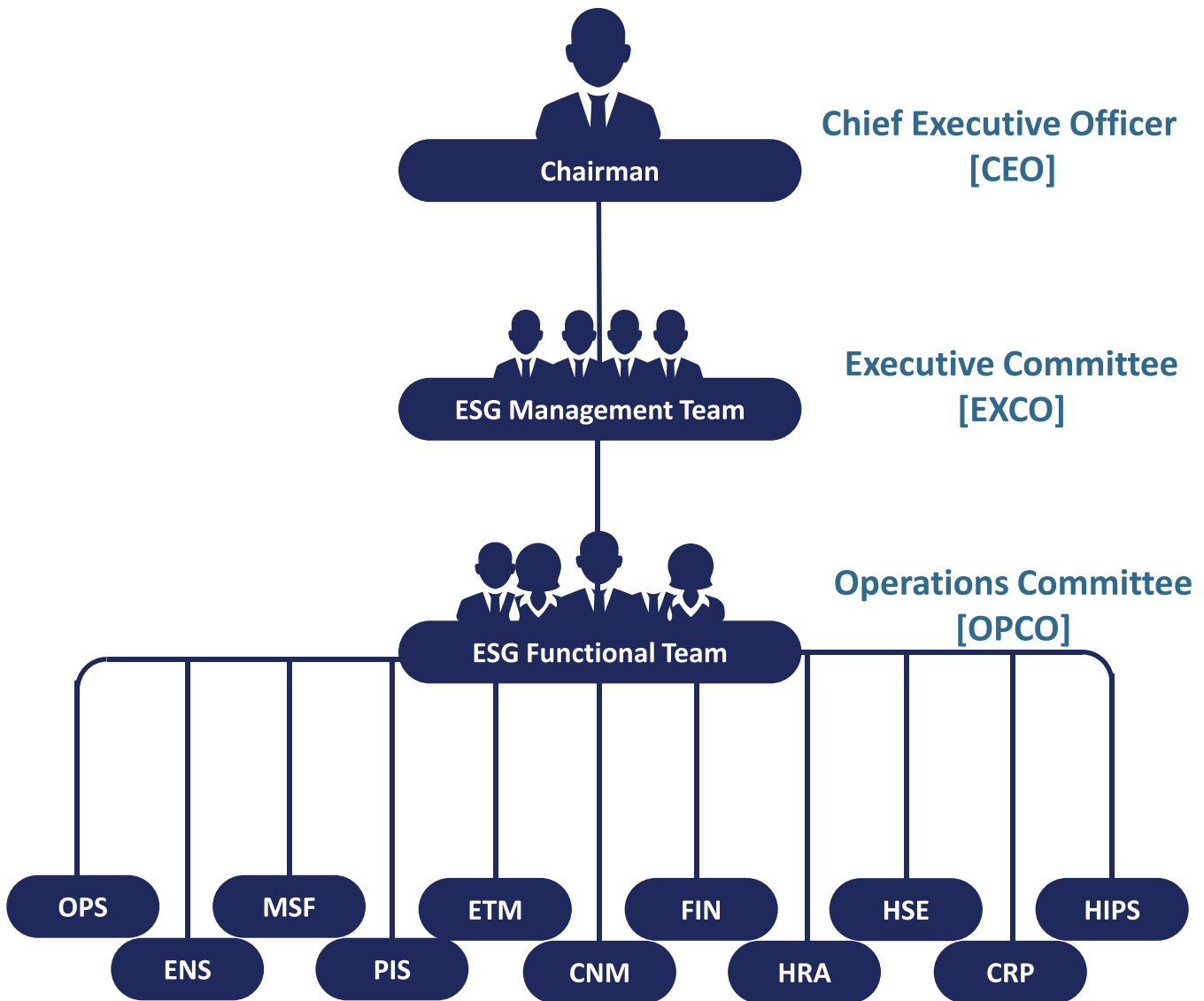
The ESG agenda reflects our role and responsibilities in helping solve social and economic challenges at micro and macro levels, while fulfilling our corporate mission. It is incorporated in our business model, services, and investments.

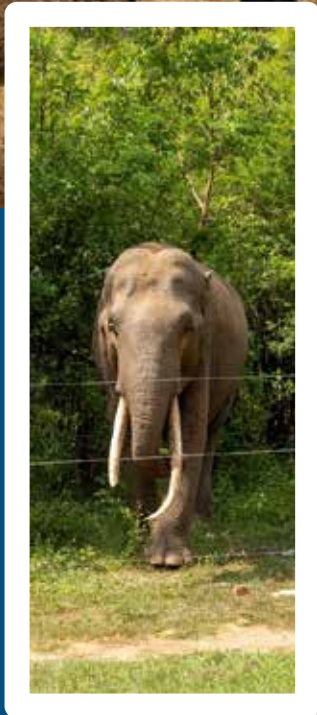
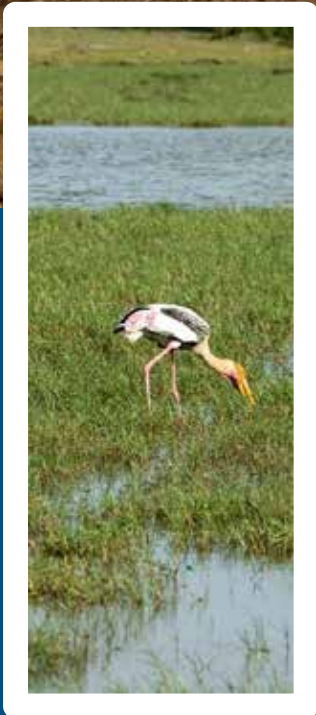
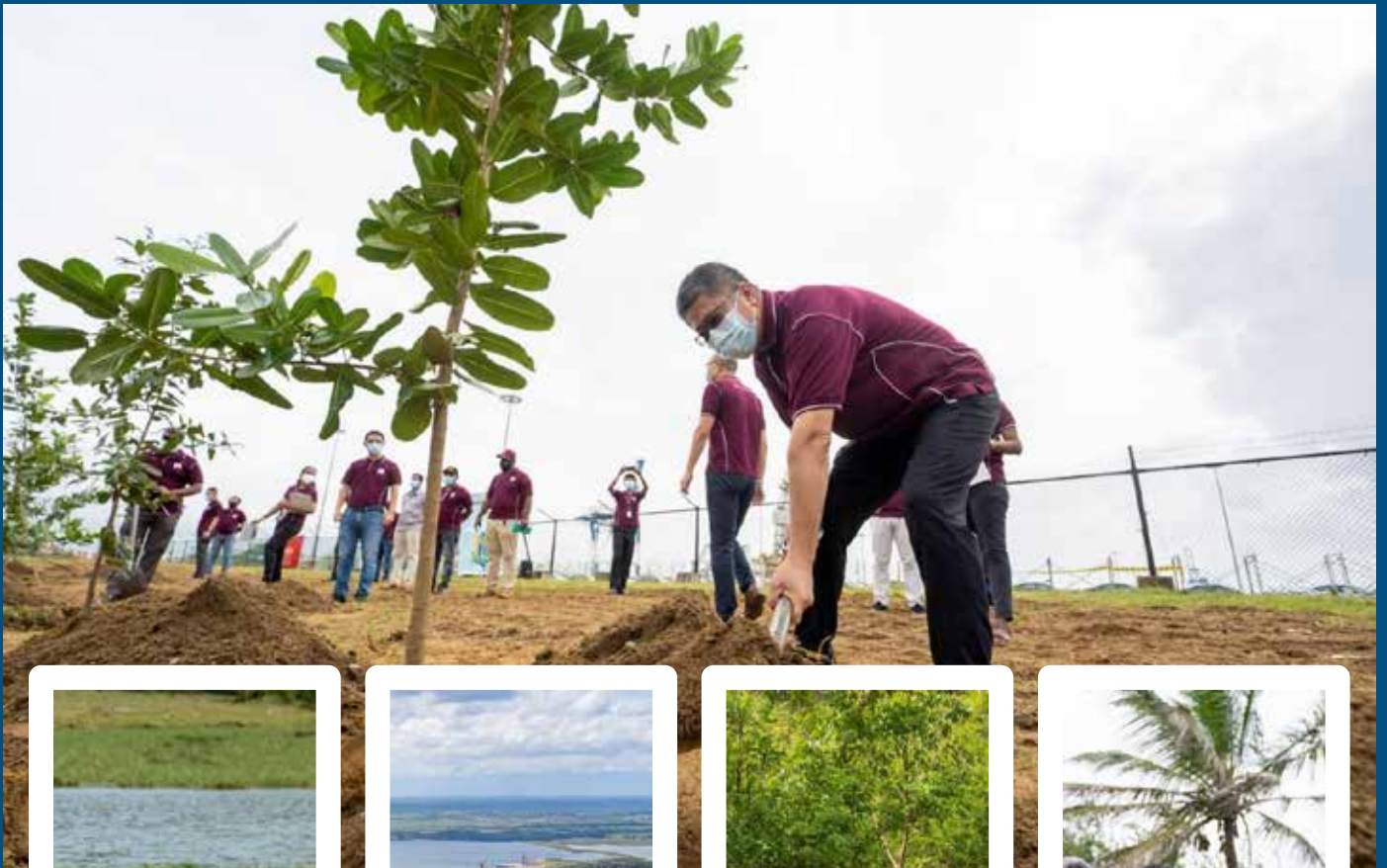
Our ESG priorities are continuously evolving to address the ever-changing realities of our communities, countries and the world, within a solid framework, but a flexible agenda.

As stewards of nature, we remain committed to economic and social development.



ESG Governance Structure





Environment

Snapshot

Climate, Environment and Wildlife Projects



Over **62 Million LKR**

Across **6 Projects**

Green Space

Allocation
10%
of the **30Ha**
Industrial Park

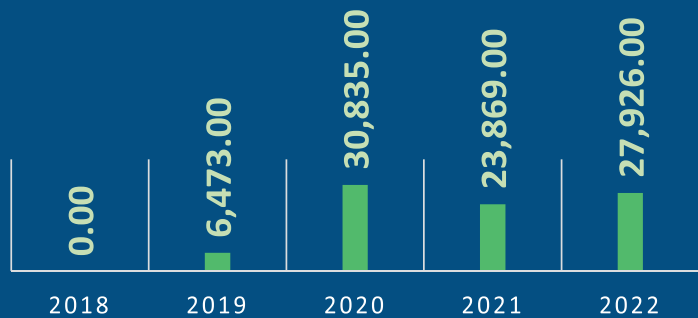


1120 Tress
Planted

Electricity Saving Initiative

Converting to LED Lighting
Saved **27.9 thousand**
kWh in 2022

RELATIVE REDUCTION IN ELECTRICITY CONSUMPTION(KWH) COMPARED TO 2018



Snapshot



National Ambient Air Quality Standard

Reg. 1562/22 2008.08.15

Solid Waste Treatment



2400m³
treated annually

Waste Water Treatment



1.7m³ / h



Noise and Vibration

In compliance with National Environmental (Noise Control) Regulation No. 1 1996
63 ↔ 50 (Medium Noise Area)

43_{db} ↔ 45_{dB}

Our Measurement [μg/m³]

The Standard [μg/m³]

PM₁₀

17
24h

100
24h

PM_{2.5}

7
24h

50
24h

NO₂

3.0
24h

100
24h

SO₂

2.5
24h

80
24h

O₃

31.1
1h

200
1h

CO

989
1h

30,000
1h

Dust Control in Operations

In compliance with the Regulation: 2126/36 2019.06.05

Deployed cranes equipped with on-board de-dusting hoppers. A considerable volume of fugitive dust is prevented from escaping to the surrounding.



Our Adherence to Environmental Laws of Sri Lanka

HIP adheres and complies with all environment related Laws in Sri Lanka including the followings;

National Environmental Acts

01. National Environmental Act No. 47 of 1980

02. National Environmental (Amendment) Act No. 56 of 1988.

03. National Environmental (Amendment) Act No. 53 of 2000.

In addition to the guidelines provided by the Coast Conservation Department (CCD) and the Marine Environment Protection Authority (MEPA), the Hambantota International Port Industrial Park has obtained a Central Environmental Authority (CEA) License. This allows investors in diverse industries to establish their plants within the Port Industrial Park.

As per CEA and MEPA guidelines, HIP ensures that environmental regulations are met and respective licenses are renewed.

In addition to the licenses obtained by the Port, HIP always encourages all investors to obtain separate CEA approvals whenever they engage with environmentally sensitive businesses within the Port. These requirements are duly incorporated into the Sub-Lease Agreements and/or Commercial Agreement, signed between HIPG/HIPS and the respective investor.

By including the HIP QHSE (Integrated Management System) Policy in all Commercial and Lease Agreements, HIP ensures that all service providers and contractors are properly bound to the environmental compliances of the Port and the country.

*"In accordance with
CEA | MEPA | CCD"*

Through such consensus between investors and service providers, HIP emphasizes the Green Port concept within the port!

Complying with IMO 2020 Regulations



"Facilitates VLSFO at HIP"

In January 2020, International Maritime Organization (IMO) imposed a new limit on Sulphur content in the fuel oil used on board ships known as 'IMO 2020'.

The rule limits the Sulphur in the fuel oil used on board ships operating outside designated emission control areas to 0.50% m/m (mass by mass) - a significant reduction from the previous limit of 3.5%.

The Marine Services and Fleet Management of HIP audits the IMO 2020 Sulphur compliance in all the vessels calling HIP on regular basis.

HIP ensures 100 % compliance pursuant to goal 13, based on the Merchant Shipping Notice 03 of 2019 issued by the Sri Lankan Flag Administration of Merchant Shipping Secretariat, Ministry of Ports and Shipping.

In line with IMO 2020, bunker fuel and related products provided by HIP and VLSFO are held in the utmost safe conditions.

Driving Global Trade!



Protecting the Sea

A 24/7 keen preparedness!

Being a one-stop port located near the busiest maritime route linking Europe and Asia, HIP caters to a vast number of vessels plying the route with the use of its fully functional tank farm. At the same time, the port is also responsible for preventing oil leakages and also effectively managing any emergency.

On the other hand, Energy Services Department strictly follows Safety Policies and SOPs, Shipboard Oil Control Measures where qualified loading masters and technical staff are deployed in handling such situations.

Loading arms and pipelines are well maintained through scheduled and preventive maintenance schemes, cargo hoses are certified annually by a third-party certification body to make sure oil is not spilled into the sea.

“The optimum safety and proactive response to unforeseen events”



The port has oil booms that are self-inflating expand itself at the moment it is released. This floating device is used to curtail the flow of oil movement on a liquid surface where the boom's oil absorbent pads and oil dispersants prevent the spill escalation, control and recover the scenario as soon as possible.



Initiatives for Green Port Operations



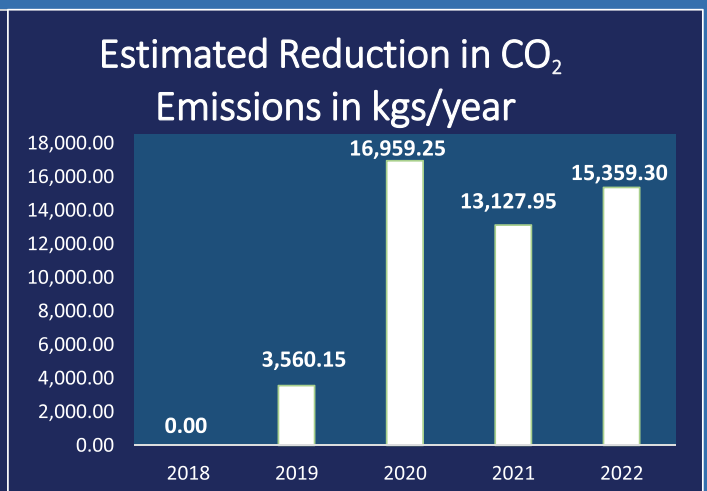
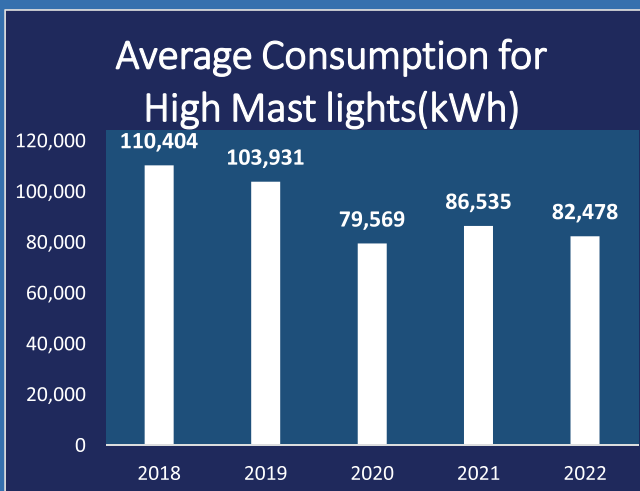
Saving Energy

1 Conversion of High Mast Lights into LED Lights



The Yard lights previously consisted of Metal Halide Lamps which consume about 1000W per lamp. With the direction of CMPort, HIPG Engineering Department decided to replace the old lamps with more energy efficient LED lamps which consume 420W of electricity while producing more light output whilst improving efficacy.

As the first stage of the project, 25 numbers of Yard light towers were converted to LED using 327 numbers of LED flood lights (Model: LT-SH08-TI-420, AC 100-240V, 420W, CCT 4000K, Beam Angle: 40 degrees, material: Aluminum Alloy). It is expected to reduce the port electricity consumption for Yard lighting by 53% and these LEDs will have a payback period of 5 years. Engineering allocated four technicians (3 electrical & 1 mechanical) for 27 working days to complete the project. 318 lamps out of 327 were installed and 9 were kept at the store as emergency spares. These LED lights will reduce the operation costs of the port through low electricity consumption, less maintenance having a longer useful life and less carbon footprint.



The Port of Destination!



Saving Energy

2 Energy Efficient Drive Systems

All cargo handling cranes in the port are equipped with drive systems proven to be energy efficient.

Conventional systems with high power demand and technologies prone to environmental pollution have not been chosen at any stage. Apart from inherent system efficiency these machineries adopt optimum path load trajectory creating higher productivity levels and thereby further reducing the energy consumption.

3 Energy Audit

Energy consumed for all key operations is audited on regular basis for early identification of any deviation from routine values. In this exercise, the fuel consumed by tug boats, pilot launch, vehicles and land machinery are monitored and compared against respective usage data to ascertain any deviations from standard values. Since illumination is a key requirement to ensure a safe and accident-free environment for port operations, it is also audited on the same basis.





Green Port Initiatives

Greenhouse Gas Control

The conveyor belt system built to transport cement raw materials unloaded from ships to the Lanwa Sanstha Cement plant in the adjacent Mirijjawila Export Processing Zone ensures the reduction of Green House Gas emissions in addition to eco-friendly port operations.

This system eliminates congestion on the roads, spillage of materials; the inherent weaknesses of truck transport with the burning of fossil fuels for traction power. In contrast, this system with a delivery capacity of 1200 tons per hour is powered by main supply with a 630 kVA capacity for the length of 1.44 km in the port area.

"Boosting Carbon Neutrality"

On this basis, the reduction of Green House Gas emissions amounts to 30kg per hour for a rated hourly volume of 1200 tons. The annual reduction of these Green House Gases will reach 60 tons in the future with the 2.4 million TPA capacity of Lanwa Sanstha Cement plant.

Proper Waste Disposal

Solid Waste

As of now, solid waste generated in the port falls into the category of domestic waste with zero hazardous waste content. Throughout the port, solid waste is segregated on the basis of biodegradability and otherwise. All non-biodegradable waste is again segregated into components such as plastics, metallic, glass and ceramics. All bio-degradable waste is handed over to the Hambantota Municipal Council in line with longstanding arrangements for disposal according to national regulations. Hambantota Maritime Center has implemented a central disposal facility with adequate capacity. Other solid waste is disposed by parties registered with the CEA for disposal under CEA supervision.

The Port has arranged a proper disposal system for ship waste through licensed parties in accordance with respective international conventions. Waste oil generated in the port is also disposed of by the same parties.



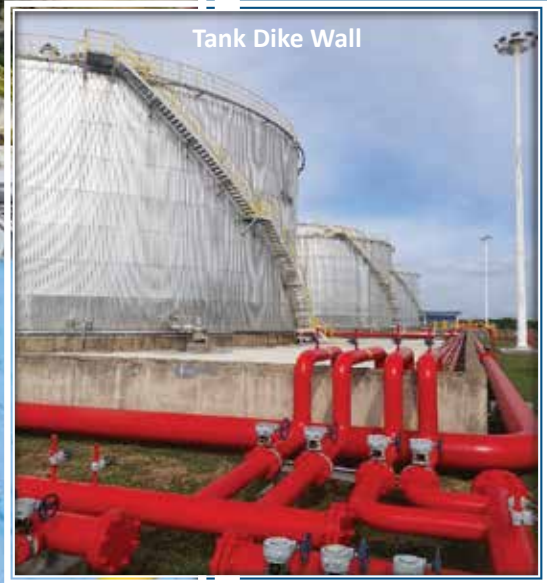
Industrial Waste Water

Currently, the port industrial park has been planned to the level of plot plans covering an area of 310ha. HIPG is working with the Board of Investment to implement a short sea outfall for the proper treatment of industrial wastewater before disposal.

A pipeline system and a disposal location have been identified already and hydrodynamic studies for dilution according to national standards have been completed. This will ensure proper disposal of industrial wastewater as many industries are to be established in the park.

Hazardous Waste

Although hazardous waste is not generated in the day-to-day operational activities of the port, it is prudent to prepare in advance for its proper management and disposal considering the variety of cargoes handled by HIP, and the management of the Port Industrial Park. In this context, HIP has already reached an understanding with INSEE ECOCYCLE LANKA (PRIVATE) Limited for a sustainable waste management solution. INSEE is a fully owned subsidiary of SIAM CITY CEMENT LANKA (PRIVATE) Limited engaged in the manufacture of cement in Sri Lanka, and has the capability to thermally destroy waste materials.



Green Port Initiatives

Treating Waste Water

The tank farm of HIP comprises 11 tanks with a storage capacity of 74,000m³ for Marine Fuel Oil and Marine Diesel Oil. During the operations, oily wastewater and domestic sewage are gradually generated. These contaminants can be easily mixed with the sea and large puddles of water creating many negative consequences for the environment. Since wastewater treatment is crucial, the tank farm of HIP is equipped with a full wastewater treatment facility where the wastewater is treated before discharge.

Not only the wastewater from the tank farm, it also collects, treats and processes the water and domestic sewage coming from the pump house, gantry, administration building and other areas.

The Design capacity of the wastewater treatment system is 10m³/h.

The quality of treated water meets the requirements of the Central Environmental Authority, Sri Lanka.

BOD ≤ 30 mg/L (Biological Oxygen Demand)

COD ≤ 250 mg/L (Chemical Oxygen Demand)

Oil and Greases ≤ 10 mg/L

In addition to that, there are containment dikes around storage tanks. A tank dike wall is a barrier wall surrounding tanks that has the ability to contain the full-volume liquid of the largest tank in case of leakage or tank failure. Dike walls prevent contamination of land, underground water as well as surface water from fuel oil. This helps to keep communities safe, doesn't pollute marine life and helps to preserve the environment.

Going Paperless

Green development is a part of the HIP port development agenda, and part of the initiatives for Green port operations.

HIP introduced the use of the mobile-based application called “DingTalk” to manage employee attendance and leave procedures, and to manage employee’ related day-to-day activities. This application helped to reduce paper usage and increase the efficiency of the work processes.

DingTalk is a professional communication and collaboration platform which eases communication among the staff of the company. HIP utilizes DingTalk for the following solutions.

The employees of the workplace are encouraged to go for digitization rather than relying on paper documentation.

“ All-in-one Office Solution of HIP”

HIP received ISO 9001:2015 Quality Management System certification due to its quality, management principles including a strong customer focus.



- Communication with IM and call
- Visible organization charts including all the hierarchical details of the staff
- Sending and receiving e-mails
- Attendance System with attendance records, mobile clock-in and clock-out
- Approval systems
- Efficient file management



More than just a Sea Port!





Green Port Initiatives

Upgrading the Oil Terminal

The Hambantota International Port (HIP) received FSS (Fitness for Service) certification for the tank farm facility. The certification was issued by Lloyd's Register (LR), the World's leading provider of classification, compliance and consultancy services to the marine and offshore industries.

"International guidelines across all its operations"

This is a landmark achievement that will further strengthen the HIP brand in the maritime world.

HIP partnered with its strategic partner Sinopec International Petroleum Services to carry out the Refurbishments and Upgrade Design Project in 2019.

There were two phases to the oil tank refurbishment project undertaken by HIP; the oil storage terminal and two oil jetties. Both phases, have been awarded FFS Certification by Lloyd's.

Various regular inspections, fire and oil spill drills, safety training and awareness sessions are carried out by HIP to maintain an accident-free work environment.

Preventing Dust

With the handling of dry-bulk cargo, the port environment is always prone to pollution by fugitive dust emissions. In this respect, the EHS Guidelines for Ports, Harbors and Terminals of the World Bank provides recommendations for various port-related activities, whilst Ambient Air Quality National Environmental Regulations No. 1562/22 2008.08.15 and Reg. 2126/36 2019.06.05 are of importance for the port environment. Whilst the first regulation provides the maximum permissible parameters for dust levels in particulate matter, the second regulation provides overall dust levels in Total Suspended Particles. Therefore, the first regulation is adopted to define atmospheric air quality in the port whilst the second is for point source emissions such as jetty operations.

1 Implementation of Fog Machines



Facilitating dry bulk cargo operations with fog machines, which are identified as one of the best solutions for mitigation of dry bulk cargo dust, especially for clinker dust.

In order to ensure an environmentally friendly and quality dry bulk operation at the HIP, we have implemented FOG machines for the dry bulk cargo operations. Through the fog system, dry bulk cargo handling operations at the HIP can be conducted successfully while addressing the dust emission problem.

2 De-dusting Hoppers

De-Dusting hoppers are deployed in the dry bulk operation at the HIP. Through this technique, dust can be reduced in an efficient manner. Here, dust is being sucked into De-dusting hoppers without being emitted into the air.



3 Water Curtain around the Operational Area



A Water Curtain has been placed with a water recycling system around the operational area and this system has been implemented by spending a minimum cost and we have been able to mitigate the dust emission using this method.

Note – Sea water is being used to operate this system.

4 Wind Fence for Yard Storage Area

Wind Fences and Wind Screen Systems are used for a variety of applications. Most often, these systems are used to lower wind velocities downwind of a screen's location. This reduces the airborne particulate accumulating from material handling operations such as stockpiles.

5 Windsock: Identify the Direction of Dust Spread

Windsock is used as a basic guide to identifying the direction of the wind. HIP also has implemented windsock to identify the direction of the dust. when the wind direction is towards the RORO yard, bulk operations are immediately suspended.



6 Storage Covered by Tarpaulin





The Safe Port of Call!



Preventing Dust

7 Covered Trucks by Tarpaulin



9 Sprinkling Water on Road Paths Regularly



10 On-board Sprinklers



8 Tire Washing Bay





Investing in New Tech

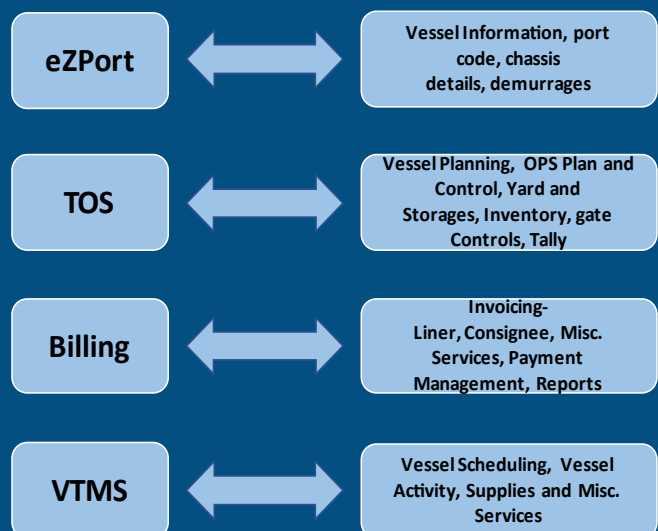
Resilient infrastructure, new technologies and digital platforms are key technology drivers for sustainable port operations in the rapidly advancing port industry world-over.

In this respect, HIP has adopted a range of digital applications to support planning, operations, control as well as billing functions on the BTOS platform. These functions have also been integrated with the Sri Lanka Customs ASYCUDA platform to exchange cargo release instructions and shared

with Shipping lines and Consignees to provide updated status of vessel operations and cargo status. It also supports graphical vessel plans, berth schedules and automatic data collection.

On the supporting hardware, servers and compatible handheld devices provide fast processing of status updates, data and enhance decision-making functions.

BTOS Port Operation and Cargo Management System



Gear Store Maintenance System

Mainly focusses on maintaining the correct records of issuing and receiving of gears. The objective of this system is basically to build a systematic process (E- system) for gear store management.

Advanced Excel and Excel VB have been used to prepare this system. Currently, this system has built-up only for the equipment issuing and receiving process, search details of equipment and its stored data. The **Search Interface, Issuing Gears Interface and Receiving Interface** are the main three interfaces of this system.



The Benefits of the System are;

Data Computerization

Secure Equipment Details

Secure Issuing / Receiving History

Easy Tracking of Gear Details

Less Paper Usage

Easy Analysis



DB Master

Training DB Master is a system that has been developed using Excel. This application acts as a database and is used for the purpose of maintaining training records of employees. Records are maintained based on the training category. DB Master Supports efficient and effective analysis of employee training data.

Pre-analysis of RORO Operation

This analysis aids in determining the ETC of the vessel's operation and the estimate of the Gross Vessel Rate (GVR) of the vessel's operation.

By using this method, we have been able to pre-determine the resource allocation for vessel operations in order to utilize the available resources efficiently.

Yard Speed	60 Km/h ²
Onboard Speed	15 Km/h ²
Onboard Distance	300 m
Yard # / BO Time	100 s
Onboard P /BO Time	100 s
Onboard Time	72 %
No. of Divers	45
Total Time (without Break Time)	22:37:50 h
Break Time	3.5 h
ETC	26:07:00 h
Max Drivers per Ferry	13
Ferry Allocation	4
Average Productivity	234
No of Deduction ferry	0
Productivity after deducting Ferry	234
Productivity Loss	0.0
Percentage of productivity loss	0%

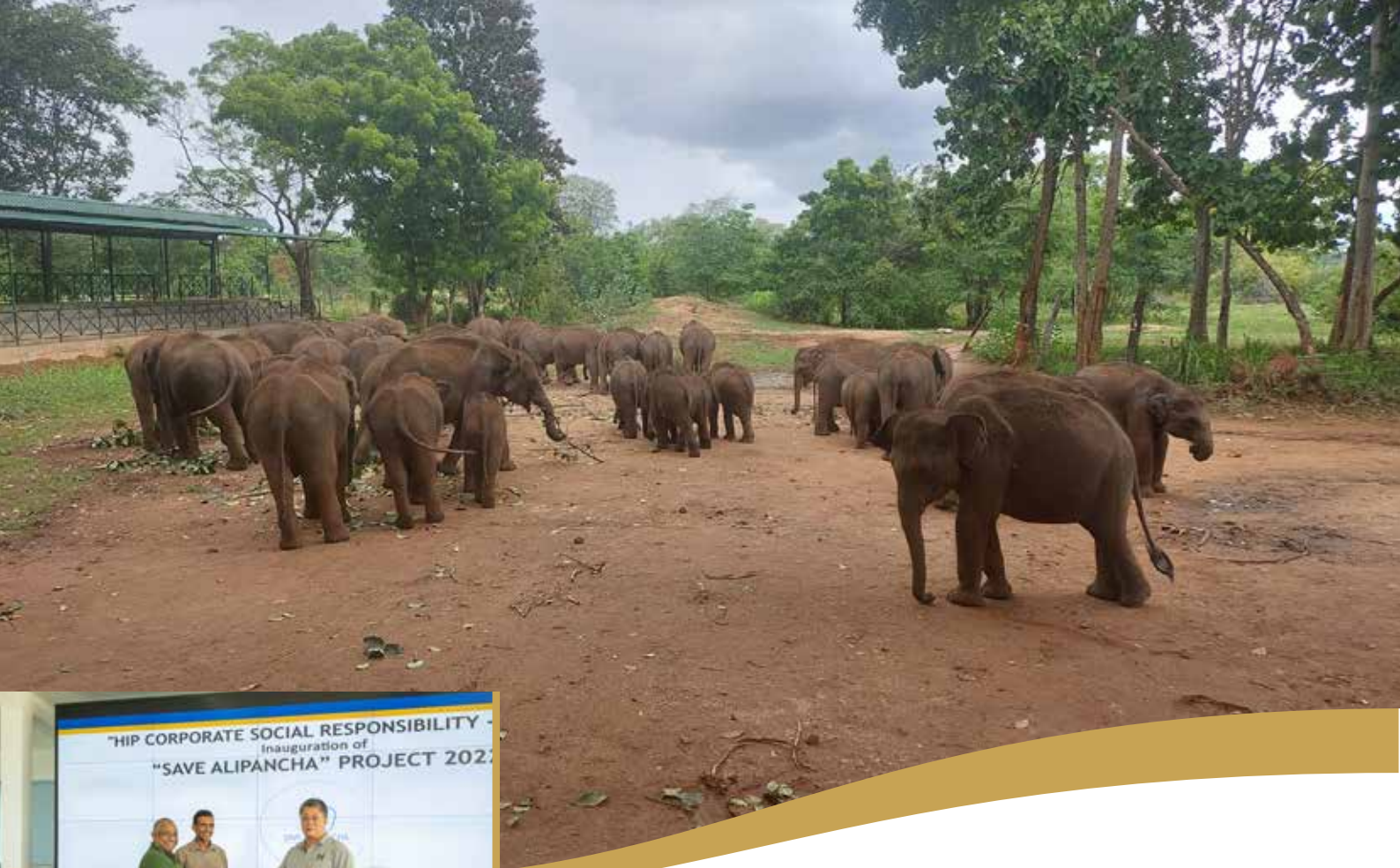
Berth	04
Vessel Name / Vty.	MV GRAND DIAMOND V.012B
Total Move Count	5317
Operation commence	29-Jul-2022 03:40
Operation complete	30-Jul-2022 05:47
Gross Moves Per Hour	203.8



Nurturing Nature

We Take Care of Our Planet!

*"The Earth does not belong to us; we belong to the Earth"
-Chief Seattle-*



Nurturing Nature

Save 'Ali Pancha'

Creating Human-Elephant Peace!

As an extension to the Human-Elephant Peace Project of the company, HIP engaged with the Udawalawe Elephant Transit Home to nurture and protect orphaned baby elephants, before they are released into the wild.

The Human Elephant Peace Fund was first established by HIPG, with a grant provided by China Merchants Foundation (CMF), the philanthropic arm of the parent company CMPort. The fund spearheaded long-term initiatives to bring about a sustainable resolution to resolve the human-elephant conflict, beginning with hanging electric fences, creating awareness, and placing roadside warning signage in high-risk areas.

HIPG provided over US\$ 100,000 for 'Save Ali Pancha,' which is the 3rd project under the Human Elephant Peace Fund.

Apart from providing for 25 calves homed at the Udawalawe Elephant Transit Home, with food and other necessities, the project will support research to understand the types of antibiotics that work well on baby elephants. The project will also provide smart collars for 6 elephants to be released into the wild soon.

Also in the pipeline are several awareness programs for village communities and experiments are being conducted on a "Light Repel System," a new innovation to upgrade the protection of villages.

Beach Cleanups

Promising Trash Free Seas!

Sri Lanka was ranked among the world's top five marine plastic polluters by earthday.org in 2019 with a mismanaged plastic waste of 1.59 million metric tons per year (MMT/year). According to National Geographic, plastic pollution is most visible in developing Asian and African nations, where garbage collection systems are often inefficient or nonexistent.

But the developed world, especially in countries with low recycling rates, also has troubles in properly collecting discarded plastics. Millions of animals are killed by plastic every year, from birds to fish to other marine organisms. Nearly 700 species, including endangered ones, are known to have been affected by plastics.

Nearly every species of seabird eats plastics. Though Hambantota used to be blessed with relatively clean beaches, pollution has become an issue over the years. HIP organizes at least one beach clean-up each year in order to have clean beaches.

So far, HIP conducted several beach clean-up programs in Hambantota covering Hambantota Fishery Harbor and the Coastal area near the port premises. HIP Installed garbage collection bins in the fishery harbor premises and conducted an awareness program on Marine Pollution for the community around the fishery harbor. Apart from beach cleanups, HIP donated funds for MEPA to conduct beach cleaning programs.



An aerial photograph of a large red oil tanker ship docked at a pier. A smaller tugboat is positioned in the water next to the tanker. The water is a vibrant turquoise color. In the background, there are concrete structures, a road, and some greenery. A dark blue arrow-shaped graphic points from the right towards the center of the image, containing the text "Fueling the Region!".

Fueling the Region!

Nurturing Nature

Afforestation

To breath tomorrow!

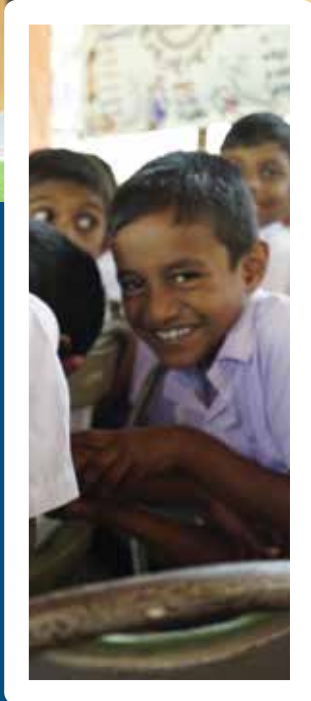
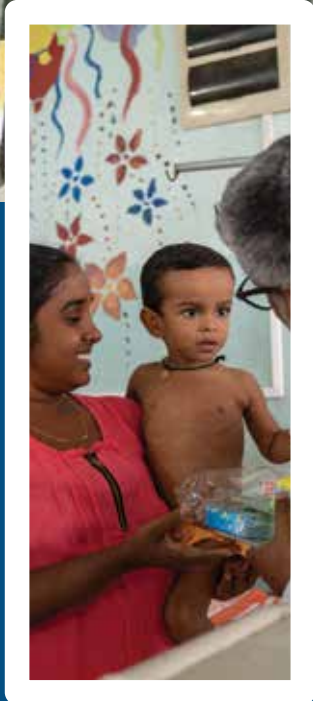
Sri Lanka is known as a global biodiversity hotspot for its high number of species in a relatively limited area, and Sri Lanka has high biodiversity distributed in a range of ecosystems, from rainforests to savannas.

About 27% of the country's plants are endemic and 22% as are amphibians, birds, mammals, and reptiles. But recently, Sri Lanka has faced the highest deforestation due to infrastructural developments all around the country.

To become a part of environment conservation from time to time HIP conducted several Tree Plantation Programs within the port premises. Moreover, with the collaboration of the "Zonal Education Office - Hambantota" HIP conducted programs to plant more than 100 plants, and with the collaboration of the Hambantota Fishery Harbor community HIP conducted a program to plant more than 150 plants.

"Thriving in the sandy soil of Hambantota"





Social

Snapshot

Education and Employability



Over **83 Million LKR**

Across **16 Projects**

Community Development and Engagement



Over **208 Million LKR**

Across **31 Projects**

Health and Safety



Over **31 Million LKR**

Across **12 Projects**

>57,000
beneficiaries



Reached out to underprivileged communities at both macro and micro level

1500h



Completed training hours in a year averagely for employees

>2000
Visits



Facilitated visits across both international and local borders

Our Adherence to Labor Laws of Sri Lanka

HIP adheres and complies with all labor-related Laws in Sri Lanka including the following;

Shop and Office Employees Act
No 19 of 1954, No. 26 of 1966

Workmen's compensation Ordinance/Act

Nos. 19 of 1934, 3 of 1946, Acts. Nos. 31 of 1957 No 22 of 1959, No 04 of 1966

Factories Ordinance

No. 45 of 1956, Amendments-No. 12 of 1966, 12 of 1976, No. 18 of 1990, No. 33 of 2000, No. 19 of 2002

HIP has obtained the Factory Ordinance Registration Certificate from the District Engineer of the Southern Province of Sri Lanka.

The certificate, ensures that HIP complies with all labor concerns relating to Port operations. Under the definition of “factory” in the Factories Ordinance, a Port is also defined as a workplace that is highly sensitive to health and safety concerns.

The Human Resource Department of HIP has taken all measures to safeguard the rights of employees, which are emphasized under the Shop and Office Act.

HIP adheres to all local labor laws as well as International Labor Organization (ILO) regulations by ensuring the health care of employees, allocating appropriate insurance coverage, identifying and attending to special needs of female employees etc.



Health Advisory

Emergency Treatment Center (ETC) provides general nursing care services at any point within the premises of HIP 24/7, including weekends and holidays.

A dedicated ambulance is in place to transport patient/s from HIP premises to the District General Hospital Hambantota, or any other state or private hospital, as the case requires, in the event further medical attention is needed.

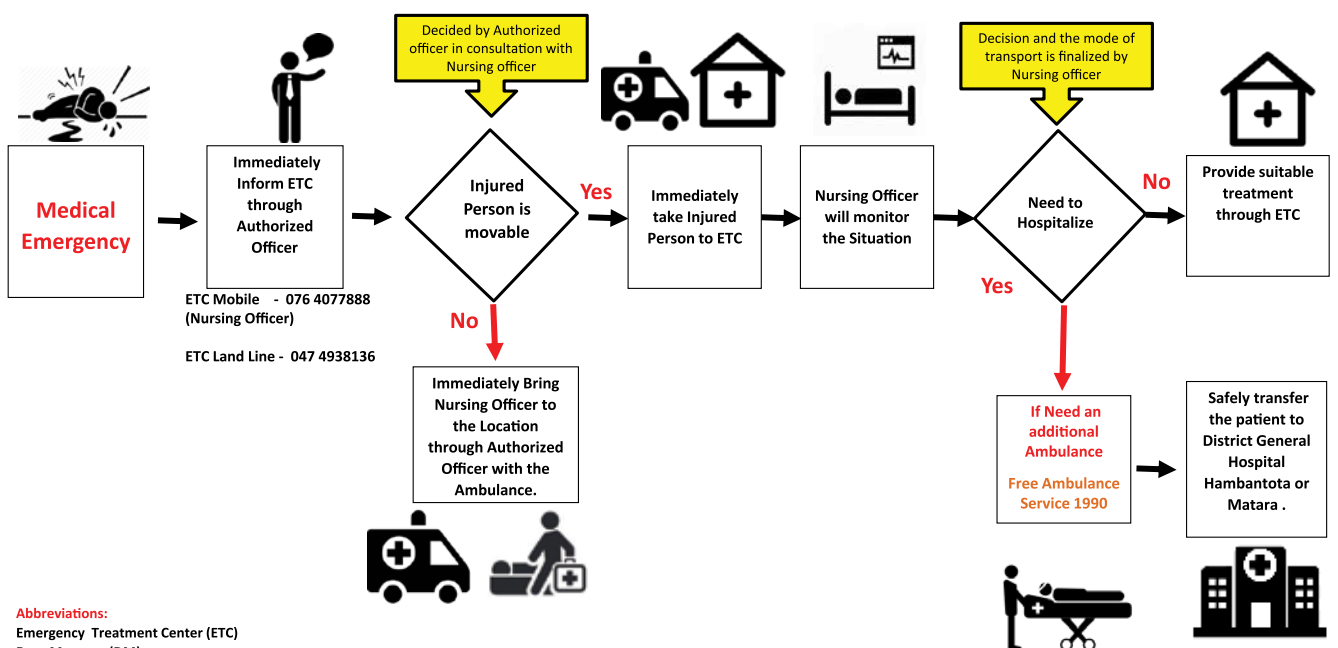
One Male Nurse and one Ambulance Driver are employed on a shift basis. The nursing staff assists the HR department to conduct annual medical examinations and administer other benefits under the Company Medical Scheme.

They also maintain and upgrade all first aid boxes located within HIP and maintain the visiting log.

A medical doctor visits the ETC 3 times a month and he/she provides consultation services 5 hours a day.

" 24/7 Service "

The ETC is equipped with the most modern high quality medical equipment including adjustable beds, oxygen cylinders, wheel chairs, folding stretchers, nebulizer/ oxygen masks, glucometers, B. P. apparatus, ECG machines, suckers and portable blood glucose level testers etc.



Abbreviations:

Emergency Treatment Center (ETC)

Duty Manager (DM)

Quality , Safety, Health & Environment Officer (QSHE Officer)

Authorized Officer means; Line/Duty Manager, Supervisor, QHSE Officer, HR Officer who ever is available and reachable at the time of incident.

Job Creation and Employment

The HIP Internship/Graduate Trainee programs provide the ideal platform for local and international graduates and undergraduates to enter the Maritime Industry. The programs provide them with unparalleled opportunities to reconceptualize classroom theories and think out of the box. The programs are designed to be interactive and participatory, allowing them to gain a sound working experience within a highly professional environment.

We have trained more than 60 graduates through our training programs a majority of them have joined the port's permanent workforce.

In addition to entry level graduates and undergraduates, we welcome professionals with the required qualifications, expertise and experience in the port industry.



Our programs are designed for the innovative, committed, result oriented, and passionate employees to challenge themselves and determine if they are suited for a career in the Ports and Maritime Industry. Candidates who successfully complete the program will receive an opportunity to join the HIP team based on their performance and the available openings in the company.

Sound experience, skills, attitude, a thirst to innovate and be a part of a bigger experience, are characteristic of HIP's energetic team. We are committed to ensuring an enjoyable work environment while providing opportunities for career and personal development. Equal opportunities for all employees are a norm and employee empowerment is a requirement.

Attracting FDI to Sri Lanka

Helping Sri Lanka to Build Back Better!

Project Agreements Signed

45

Projects in Operations

05

Projects under Constructions

06

Office Tenants

34

Key Potential Projects

06





Hambantota International Port signed an agreement with Shenzhen Xinji Group (Private) Limited to set up a plug-and-play 'Park-in-park' manufacturing facility at the HIP Industrial Park.

The project's business model is designed to reduce customer overheads through the offer of standardized factory building spaces to light industries, for sub-leasing. This will provide One-Stop Services for manufacturers who conduct business in Hambantota.

"Xinji is a ready-made electronics factory under the park-in-park concept"

The project is a capital investment of US\$15 million, covering an area of 30,366.8 sqm in phase 1 and another 13,828.2 sqm in Phase 2 of the project which has a lease term of 30-years.

The Shenzhen Xinji Group (Private) Limited will construct standardised factory buildings to lease out to customers supporting upstream and downstream supplies and services for large projects in the Port Industrial Park. The project is expected to generate 500-1000 jobs for the local community.



Towards Infinite Opportunities!



Sea Horse Yachts

Sea Horse Yachts (Pvt) Ltd signed an agreement with the Hambantota International Port in August 2021 to set up a luxury yacht assembly plant in the Port Industrial Park.

The company is privately owned by a group of experienced boating enthusiasts from the Maldives with extensive knowledge in marine transportation and luxury yachting.

The initial investment in the project is approximately USD 58 million (Sri Lankan Rupees 11.5 billion), and it occupies 08 acres of land in the Port Industrial Park. The project's business model is aimed at making Sri Lanka a recognized location for the manufacture of luxury yachts with advanced technology.

The project will create over 500-700 employment opportunities. The Sea Horse Yacht project would bring Sri Lanka to the forefront of the international yacht-building industry.

"A State-of-the-art yacht building facility at HIP"

The facility is scheduled to construct the 175m Mega-yacht (The largest Mega-yacht in the world), which will position Sri Lanka as the premier destination for international yacht builders.



INSEE Warehouse

INSEE Cement, Sri Lanka's leading cement manufacturer, has begun construction of their mega capacity warehouse within the HIP industrial park.

The US\$ 3 million investment will be the largest warehousing facility inside a port in Sri Lanka, for raw materials used in the production of cement. The warehouse built on a 17,300 sq metre plot of land will be completed by mid 2023, and have a capacity of 45,000 cubic metres.

Once completed, it will be used to store shipments of cement raw material arriving at the Port to be transferred later to INSEE's production plant.

The modern construction of the warehouse is geared to store raw material in safe environmentally friendly surroundings, and once operational will create many local job opportunities.

Fifteen Mousey Mee (*Madhuca longifolia*) trees indigenous to South Asia, are planted at the warehouse site, creating a green environment for the facility.

"The Largest Warehousing Facility inside a Port in Sri Lanka"



Xinji Warehouse

The 1,500 sq meters warehouse of the plug-and-play, park-in-park facility by Xinji Shenzhen Group is one of the warehouse projects in the Port Industrial Park.

Built on 44,194 sq. meters of land, the warehouse will be ready near future. The facility is expected to become wholly operational by mid 2023.

HLPL Warehouse

The covered bonded warehousing facility is being built by Hambantota Port Logistics Services (HLPL). The 5,000 sq m warehouse with a storage capacity of 45,000 metric tons will mainly be used for local distribution and transshipment of fertilizer. The facility will attract new cargo volumes to HIP, and contribute to the port's goal of becoming a regional hub for bulk cargo.





Beyond Maritime Borders!

Sinopec Fuel Oil Lanka (Pvt) Limited

The Sinopec Group Co. Ltd., a lead player in China and the international oil and gas industry, consists of a chain of wide spread petroleum and petrochemical companies. A fully state-owned, state-licensed and state-holding investment company, the Group was reorganized and established in July 1998, in line with the former China National Petrochemical Corporation. Sinopec ranked 2nd on Fortune's global 500 List in 2020.

Sinopec officially commenced operations at HIP on 07th April 2020, successfully refueling the first ship "Melody." Sinopec's Foreign Direct Investment (FDI) in HIP is approximately 11 million USD.

Sinopec has leased the equipment and facilities of the oil tank farm in HIPG to carry out ship refueling and oil trade in South Asia. The total storage capacity of the leased fuel tank farm is 74,000m³, covering a total area of 10,600m².

"Fueling the Region"

Sinopec who holds a ship refueling license has registered a local oil company in Sri Lanka, Sinopec Fuel Oil Lanka (PVT) Ltd. The 51,000m³ fuel oil tank farm was also made successfully operational at the same time.



Recreational Activities

A regular calendar of internal and external events is part of the excitement of working at Hambantota International Port.

These events create closer relationships and bonding opportunities between HIP family members, contribute to positive workplace culture, add to greater work-life balance, and overall solidarity with the company and build strong team spirit. These include sports, social, cultural, and religious events, and family trips to showcasing individual talents.

Here are HIP's main events from the HIP event calendar.

New Year Celebrations

As a custom, the HIP family celebrates the beginning of every New Year, with the hopes of happiness, prosperity, and development for all.



Annual Pirith Ceremony



HIP conducts overnight Pirith Chanting Ceremony followed by almsgiving at the International Maritime Centre (Main office complex) of HIP, with the participation of the Management, staff members of HIP, service provider companies, and members of the adjacent communities. This event is organized to invoke blessings upon the port, its business, staff, and the community.

Happy Hour

An effective communication Process helps to foster a good working relationship between employer and employee. "Happy Hour" monthly employee gathering is a powerful mechanism, which HIP uses to promote direct communication across all levels of the organization.



Cricket Tournaments

HIP participated in the CASA Mini Cricket Tournament organized by the Ceylon Association of Shipping Agents (CASA) which is held every year at the Nondescript Cricket Ground (NCC).



Camera Eye

HIP conducts its Annual Photo Contest for employees and family members, with a new theme introduced every year. The evaluations are done by the “National Association of Photographers – Sri Lanka” under the supervision of the Executive Director of the association. This event showcases our team’s multitalented skills and willingness to go beyond their professional and technical skills.



Recreational Activities

Int. Women’s Day Celebrations

HIP made a change in the male-dominated port industry of Sri Lanka by encouraging female participation in industry events. Women’s Day is not just a day celebration for HIP; but an every day occurrence adding colors to their lives and giving them opportunities to challenge their limits and reach new heights.

As a responsible company in the Sri Lankan port industry, HIP has opened the doors to more women, and has more than 15% female staff representation.



Piloting the Future!



Recreational Activities

Vesak Celebrations

Buddhists and Non-Buddhists likely join together annually to celebrate Vesak. Every year, a meaningful theme is built around the life and works of the Buddha, drawing inspiration from his teachings. The HIP team joins the traditional Vesak activities with great enthusiasm reflecting on their commitment to build an environment of peace and harmony amidst growing intolerance and inequality of the present day.



Swimming Competitions

HIP participates in the Mercantile Swimming competition held annually. It provides an opportunity for our employees to develop and enhance their sporting skills and to showcase the HIP swim team's passion to be winners.



Annual Family Trips



HIP, believes that happy employees create a positive workplace. The annual family trip sponsored by HIP brings moments of joy and happiness to the team. Different themes are introduced to the family trip every year, to make it an unforgettable experience to employees and their loved ones.

This is a great way to create a thriving HIP culture which helps the team to bond and get-together.





Recreational Activities

Christmas Celebrations

As a company that respects diversity, HIP celebrates Christmas every year with the participation of all HIP staff members.

But in 2022 HIP added a novel experience to its culture, by arranging the first ever Christmas Carol song session themed “Santa Visits the Waterfront – Christmas Carols 2022.”

This creates positive work environment and enhances employee engagement in a meaningful way.





Recreational Activities

Company Days

HIP celebrates company anniversaries annually to recap milestones and improve the morale of employees who have contributed towards achieving those milestones during the year of business operation.

Efforts of all our team members are recognized with an Employee Recognition Letter personally signed by the CEO and complimentary gifts are given to all employees as a token of appreciation for their continuous dedication and commitment.



We Care

Caring for Our People!



“The Greatest Good is what we Do for One Another”
-Mother Teresa-

We Care

Hope Village

The Reality of Hope!

HIP CSR strategy focuses on Green development coupled with community development and engagement to ensure sustainable development within the region.

HIP and CICT together with CMF marked the symbolic beginning of establishing HIP's largest CSR initiative, Hope Village to support Kandagasmanakada village of the Lunugamwehera division of the Hambantota district. With 698 families, Kandagasmanakada is the most populated rural village in Lunugamwehera, and the division's largest contributor to the agricultural sector. Fishery, animal husbandry, and other vocations are also part of the community's livelihoods. HIP along with CICT are greatly appreciative of the LKR 65 million investment to kick off the development project, which will enhance village lives in Kandagasmanakada and uplift its economy.

Objectives of the Hope Village are to promote a collaborative development model, uplift the well-being of the villagers while developing agriculture, and educational facilities.

"A desirable residential area with fully-fledged facilities"

The project consists of developing facilities such as a Health Center Community Center, Agriculture Center and a Playground.



We Care

Human-Elephant Peace

Sharing Earth for a Harmonious Existence!

The steadily worsening Human-Elephant Conflict in Hambantota has cost the lives of both humans and elephants as well as causing damage to crops and property.

HIP and the China Merchants Foundation funded a USD 60,000 research paper on the Human-Elephant Conflict in the region, and provided workable sustainable solutions to mitigate the issue and benefit both humans and elephants.

The research project was carried out in partnership with the University of Peradeniya, with a view to solving the problem which has plagued most parts of Sri Lanka.

A further USD 50,000 grant from HIP to state agencies was used to build a 5.5km electric fence in Thammannawa Village. The completed project was carried out in collaboration with the Wildlife Conservation Department, under the supervision of the Hambantota Divisional Secretariat. The hanging fence around the village protects 60 families, i.e. approximately 200 residents and their crops.

It should not be Human-Elephant Conflict but Human-Elephant Peace!



Fully-fledged PCR Facility for Hambantota Hospital

In collaboration with the China Merchants Foundation, HIP invested over USD 75,000 in setting up a PCR testing laboratory at the Hambantota District General Hospital, with the goal of equipping the hospital to serve as a disease control center for the Southern region of the island. The facility directly benefits residents in the immediate vicinity as well as those in the suburbs. The fully-fledged PCR testing laboratory was the fulfillment of a timely and urgent need of the community.



COVID-19 Relief Donation for Government Institutes in Hambantota District.



To assist government institutes to continue their operations safely during the COVID-19 pandemic, HIP donated PPE to the Zonal Education Office, District Secretariat Office, Regional Director of Health Services Office, and the District General Hospital of Hambantota. 13000 surgical masks, 6000 N-95 masks, and disposable personal protective equipment were distributed by HIP.

More COVID-19 Relief Donations

As part of its support to Buddhist temples, Mosques, Churches, Hindu temples, and social care services within the Hambantota area during the COVID-19 pandemic, HIP provided dry ration packs, which included essential foods and other items that helped maintain personal hygiene.



Partnering with the Largest Cultural Event



The Kataragama Shrine in the southern part of Sri Lanka dates back to the 2nd century BC. Every year, thousands of devotees of different religions visit this sacred place to pay their respects.

Over 700,000 people attend the Kataragama festival in July, which isn't just a religious festival, but a vibrant event that reflects the religious harmony of the island. Through financial assistance for the event arrangements, HIP has made it a priority to partner with the largest annual multi-cultural event.

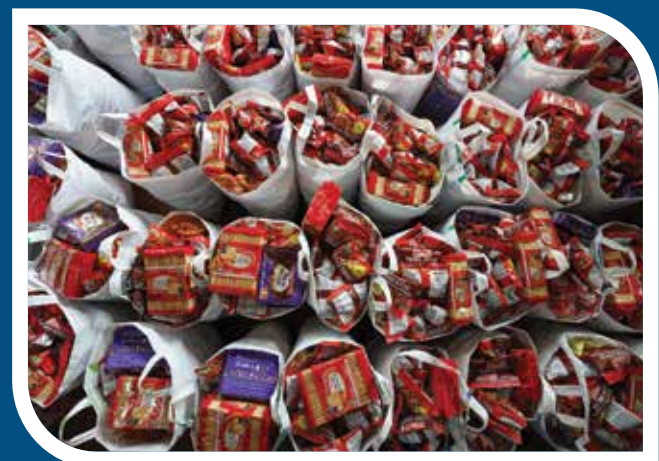
Distributing Dry Ration Packs

As a responsible organization that supports everyone during the current economic crisis, the Management has launched the Dry Ration Distribution Programs from time to time under the guidance and leadership of the CEO. This venture was launched targeting both direct and outsourced staff members.



Made donations for government institutes to carry out their community related events

Donated dry ration packs for Flood Victims





We Care

Bodhisattva Statue Project

Galwila Purana Rajamaha Viharaya is one of the main historic temples in the Hambantota District, and one of HIP's key stakeholders representing the community. Based on an invitation by Venerable Wimalabuddi Thero, the Chief Incumbent of the temple our CEO, Mr. Johnson Liu conceptualized donating a traditional Chinese Cultural Bodhisattva statue and a chamber to symbolize the partnership between HIP and the Temple and to show the longstanding cultural relationship between China and Sri Lanka.

The culturally important statue was built by local artisans to symbolically depict cultural and religious similarities of China and Sri Lanka, while standing as a mark of friendship between the Hambantota International Port (HIP) and the Galwila Rajamaha Viharaya.

As a responsible corporate, HIP is not only interested in taking on projects for the physical welfare of the surrounding communities, but are also invested in the spiritual wellbeing.

We Care

Assisting Government Institutions

HIP Provided financial assistance to conduct the “Blood Donation Program” and it helped to safeguard the lives of the patients in Hambantota Hospital and provided financial assistance to Divisional Secretary office and Sri Lanka Navy Vanitha Unit to conduct their Community-related activities.



Contributions to Daham School

Daham Schools are an integral aspect of our surrounding area, providing education in the Dhamma, while also inculcating proper morals, ethics and values in children.



We provide free refreshments during the meal interval for students of several Daham Schools at temples located in the vicinity of HIP. This project improves the nutritional needs and health of students, as well as their interest in spiritual and cultural education.

Sponsoring Cultural Festivals in the Community

HIP engaged in the annual religious event conducted at a nearby temple and organized an ice cream dansala on Poson Poya, where thousands of residents visited the stall.

Poson is an annual festival held by Sri Lankan Buddhists to commemorate the arrival of Buddhism in Sri Lanka in the 3rd century BC.



Harnessing Young Talents

Vocational Training in Collaboration with NAITA

HIP has signed a Memorandum of Understanding (MOU) with the National Apprenticeship and Industrial Training Authority (NAITA), established by the Sri Lankan government with the purpose of providing port related vocational and technical training and career guidance for youth in the Hambantota region.

This helps them acquire employable skills through well-formulated programs that adhere to high professional standards. The training programs also concentrate on improving participants' soft skills and English language skills which are essential in a corporate environment. This not only opens up better opportunities for youth but also provides skilled manpower for the industry.

HIP conducted its second "Fireman" Training program last year in collaboration with NAITA. Nine trainees successfully completed the Fireman - NVQ Level 04 training program, qualifying as Firemen. The one-year program provides both theoretical and practical knowledge for trainees to become competent Firefighters.

HIP recruited a majority of them to the company's Emergency Response Unit, as "Trainee Fire-Fighters." Our firefighter training program has trained over 30 trainees so far.



Platform for your Success!





Harnessing Young Talents

Siththam Sayura

Under the theme, ‘The future of the Port and its development - as seen through my eyes’, this event was organized in collaboration with the Hambantota Zonal Education Office to uplift the creativity and thinking abilities of schoolchildren while creating awareness of how the port could uplift and change the lives of future generations in the area. 220 colorful and meaningful works of art from 16 schools of the Hambantota Educational Zone were received. The best of these images was chosen for the company’s annual calendar 2020.

Career Fairs

HIPG also collaborates with both the Hambantota District Chamber of Commerce and Local Universities to hold career fairs where they educate students on the Maritime Industry and the available employment opportunities for these students.

This gives students a chance to meet with our colleagues, establish professional relationships, and discuss potential job and/or internship opportunities.

T and D

C-Blue

C-Blue is a programme that sends selected groups of employees or undergraduate students from local universities to China for a 3-week training period to study its industrial culture. HIP sponsors this program each year to promote greater friendship and cultural awareness between Chinese and Sri Lankan nationals. This also helps trainees to improve their soft skills.



Chinese Language Classes

The Hambantota International Port has joined hands with the Hambantota District Chamber of Commerce (HDCC) and the Colombo University China Language Center to provide Chinese language lessons to Hambantota district residents. The Chamber began the language learning program 4 years ago, to educate the Hambantota business community, especially the tourism sector, on the Chinese language and culture.

They believe that locals learning Chinese would ensure ease of doing business, considering the number of China-based projects in the district. HIPG provides physical needs such as accommodation, food, and transport, while Colombo University supplies them with Chinese teachers.



University Partnerships

Recognizing the need to create awareness and interest in the ports and logistics field, HIP has formed partnerships with several Universities across Sri Lanka. During 'Open Days', students can visit the port and gain first-hand experience of port operations.



Monthly Awareness Sessions

HIP started to conduct Monthly awareness sessions with HIP staff and family members on general and timely topics to give an awareness which is helpful to conduct day-to-day lives.

This initiative is meant to bring awareness across various sectors not limited to self-care, mental health, well-being and other topics in general.

Monthly Awareness Session (Webinar)

PREVENTING AND CONTROLLING NON-COMMUNICABLE DISEASES (NCD)

Program Content

- What is Non-Communicable Disease and what are they?
- Reasons or Risk factors for Non-Communicable Diseases
- Global and Sri Lankan status on NCD's
- Steps needs to be taken to Prevent and Control Non-Communicable Diseases

Resource Person : Dr. Ganaka Senarathne
 MBBS MD MRCP (UK) MRCP Acute Medicine (UK) FRCP (LONDON) FCCP
 Consultant Physician and Specialist in Internal Medicine.
 Head of Emergency Treatment Unit,
 Teaching Hospital Karapitiya.

Open for All Direct Employees and their Family members

Date | 09/05/2022
 Time | 03.30 PM to 04.30 PM (1 Hour)
 Venue | Virtual (Online)

Those who wish to participate in this workshop should confirm your participation on or before 07/05/2022 to Pramoodya/Rasika (pramoodya.amarasena@hipg.lk)
 For further information, please contact Pramoodya/Rasika of the HRD department.

HIPG HIPS
 HAMBANTOTA INTERNATIONAL PORT
 A member of **CEMBA**
 Human Resources Department 220505-197

Monthly Awareness Session (Webinar)

How to Maintain a Better Relationship

Program Content

- How to maintain a good relationship at the workplace and at home
- How respecting each gender lead to a healthy workplace
- How communication could help to maintain healthy relationship
- How to keep your work-life balance

Resource Person : Prof. (Dr.) Prasadini Gamage
 Professor in HRM at University of Kelaniya and holds PhD at the Management and Science University (MSU) in Malaysia following on from her B.Sc. (Business Administration) Special degree with a first class honors and M.Sc. (Management) degree, both from the University of Sri Jayawardenepura. In addition, she is an Attorney-at-Law of the Supreme Court of Sri Lanka.

Open for All Direct Employees and their Family members

Date | 30/03/2022
 Time | 03.30 PM to 04.30 PM (1 Hour)
 Venue | Virtual (Online)

Those who wish to participate in this workshop should confirm your participation on or before 29/03/2022 to Pramoodya/RH (pramoodya.amarasena@hipg.lk)
 For further information, please contact Pramoodya/Rasika of the HRD department.

HIPG HIPS
 HAMBANTOTA INTERNATIONAL PORT
 A member of **CEMBA**
 Human Resources Department 220325-194

Monthly Awareness Session (Webinar)

Mani talks MONEY

Program Content

- Right mindset to achieve personal finance goals in Crisis.
- Updating financial X ray with possible COVID-19 impact.
- Conscious spending behavior to family.
- Managing Borrowings.
- Managing Investments.
- Credit Card Management.
- Robust Risk Management.
- How to achieve your personal and financial goals in year 2022.

Resource Person : Manosh Kulaseena
 Founder of "Mani Talks Money", Member of the Chartered Institute of Management Accountants (UK) and member of the Institute of Chartered Accountants of Sri Lanka and holds B.Sc. Accounting (special) degree awarded by University of Sri Jayawardenepura.

Open for All Direct Employees and their Family members

Date | 26/01/2022
 Time | 03.00 PM to 04.30 PM (1.5 Hours)
 Venue | Virtual (Online)

Those who wish to participate in this workshop should confirm your participation on or before 25/01/2022 to Pramoodya/RH (pramoodya.amarasena@hipg.lk)
 For further information, please contact Pramoodya/Rasika of the HRD Department.

HIPG HIPS
 HAMBANTOTA INTERNATIONAL PORT
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 Human Resources Department 220120-188

Monthly Awareness Session (Webinar)

Tips for Healthy Life Style

Program Content

- What is good health?
- Importance of diet for healthy living
- Importance of exercise for good healthy living
- Tips for maintaining a healthy life

Resource Person : Dr. Suranga Ubeysekera
 Director of District General Hospital Hambantota.
 MBBS University of Ruhuna, M.Ch. (Community Medicine) University of Colombo,
 Former Regional Director of Health Services, Mannar (2016-2021),
 Former Deputy Director, District General Hospital, Mannar (2017-2019).

Open for All Direct Employees and their Family members

Date | 29/08/2022
 Time | 03.00 PM to 04.00 PM (1 Hour)
 Venue | Virtual (Online)

Those who wish to participate in this workshop should confirm your participation on or before 26/08/2022 to Pramoodya/RH (pramoodya.amarasena@hipg.lk)
 For further information, please contact Pramoodya/Rasika of the HRD department.

HIPG HIPS
 HAMBANTOTA INTERNATIONAL PORT
 A member of **CEMBA**
 Human Resources & Administration Department 220218-201

Monthly Awareness Session (Webinar)

HOW TO PROTECT YOURSELVES AND YOUR LOVED ONES FROM COVID-19

Program Content

- Immediate actions need to be taken to prevent COVID-19.
- Do's and Don'ts during the pandemic.
- How does traditional medicine affect mitigating the risk from COVID-19?
- What are the actions to take when someone is under home quarantine?
- How does nutrition work to enhance the immune system?
- How to take care of the elderly and kids from COVID-19?

Resource Person : Prof. Dr. Pujitha Wickramasinghe
 Senior Professor in Pediatrics, Faculty of Medicine, University of Colombo, Honorary Consultant Pediatrician - Lady Ridgeway Hospital for Children (LRH) Colombo, Expert advisor to the World Health Organization, Ministry of Health, Ministry of Education on Child Health and Nutrition.

Open for All Direct Employees and their Family members

Date | 22/10/2021 (Friday)
 Time | 04.00 PM to 05.00 PM (01 Hour)
 Venue | Virtual (Online)

Those who wish to participate in this workshop should confirm your participation on or before 21/10/2021 to Pramoodya/RH (pramoodya.amarasena@hipg.lk)
 For further information, please contact Pramoodya/Rasika of the HRD Department.

HIPG HIPS
 HAMBANTOTA INTERNATIONAL PORT
 A member of **CEMBA**
 Human Resources Department 211018-271

Monthly Awareness Session (Webinar)

The Power of Positive Attitude

Program Content

- Attitude is everything (attitude change)
- See - Do - Get (behavioral change)
- Identify negative thoughts that hold you back
- Be the change to see a change!
- Good habits for success

Resource Person : Mr. Mohan Palliyaguru
 Owner of Life Skills Academy and renowned Corporate Trainer, Motivational Speaker who has an extensive work experience of 20 years. He holds B.A. (Special) Degree from University of Colombo, Diploma in Marketing (USA), Diploma in Psychology (SL) and Certified Trainer of International Academy of Leadership in West Germany.

Open for All Direct Employees and their Family members

Date | 22/02/2022
 Time | 03.30 PM to 05.00 PM (01.5 Hours)
 Venue | Virtual (Online)

Those who wish to participate in this workshop should confirm your participation on or before 21/02/2022 to Pramoodya/RH (pramoodya.amarasena@hipg.lk)
 For further information, please contact Pramoodya/Rasika of the HRD Department.

HIPG HIPS
 HAMBANTOTA INTERNATIONAL PORT
 A member of **CEMBA**
 Human Resources Department 220218-201



Covid-19 Initiatives

Beginning with the first wave HIP implemented remote working with 50% or more staff working away from offices except for frontline business units. This ensured the safety of all employees and their families. On the other hand, remote working if managed properly can bring in advantages like better work-life balance. Simultaneously, employees can manage their personal life and professional life.

Communication, Requirement, Training, awareness, Surveys, Engagement events, and various other HR processes have been converted to online methods and the use of the DingTalk app as an online collaboration platform has enabled this to great extent. HIP plans to conduct the whole recruitment process online. Interviews have been conducted online and same as the selection process. Even selection exams and presentations also have been conducted online.

Moreover, HIP has systemized the onboard process on a virtual platform.

Training and development programs and evaluations also have been conducted through online applications like Zoom, MS Teams, DingTalk and etc. When more activities are going to be conducted online, maintaining social interaction among employees is a practical problem that every organization has to face.

Nevertheless, HIP has plans to keep employee engagement using virtual platforms and we have already completed a few employee engagement activities like Online Poson Celebration Event, Online Christmas Celebration Event, International Women's Day Celebration, Online Photo Competition successfully with the higher rate of employee engagement.



Bridging Cultures

The historical relationships between China and Sri Lanka date back over twenty centuries and are deeply rooted in the hearts of the two nations no matter how the domestic and international situation changes. The two countries share religious, cultural, trade and economic values, beginning from the visit of Chinese scholar-monk Faxian to Sri Lanka and the subsequent Sino-Lanka economic and political ties that were formed.

Moving forward, HIP also shares a mutual cultural background which ultimately leaves an enjoyable workplace environment. Also, having staff members from diverse backgrounds is considered one of the best ways to have an excellent working environment.

Diverse ethnic, religious, cultural, educational and socio-economic backgrounds create a joyful working environment because HIP celebrates all most all cultural and religious events.

"Promising a mutually beneficial and joyful work life"

This encourages the staff in many ways. HIP strives to ensure that the employees achieve their best in the personal and career development along with work-life balance.

Public Relationship

HIP has its very own strategic communication process that builds mutually beneficial relationships between Government Organizations and the public. While harnessing the resources of the Government of Sri Lanka, HIP maintains amicable relationships with the Government ministries, authorities and several other institutions including private institutions to drive the port operations.

The port is working with all the stakeholders to raise awareness of its activities, initiates, decisions, and major steps in advancing or promoting services and bringing to a conclusion a matter that is of significant interest to the public.

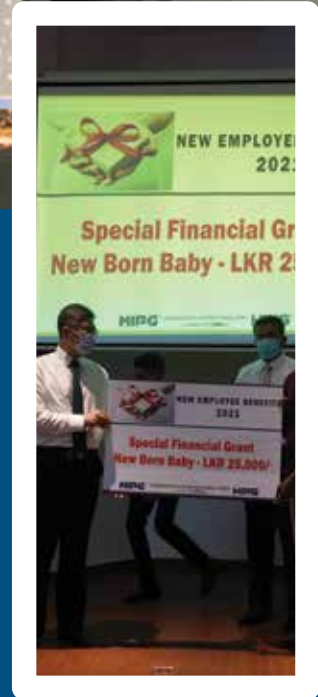
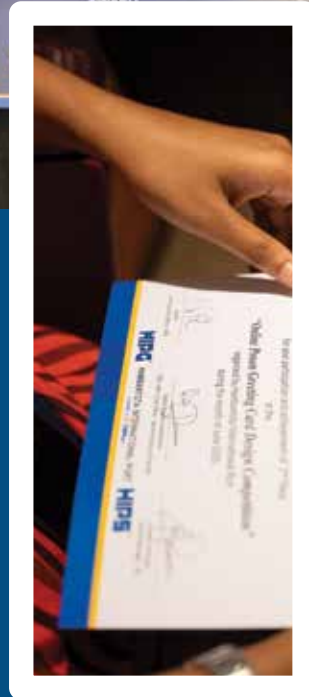
In order to ensure that corporate messaging is in line with the HIP brand voice, stakeholder relationships and communications are managed quickly and efficiently on a daily basis mitigating any adverse effect on reputation or brand image and ensuring a consistent and coordinated approach.



CMPORT AWARDS 2021

"Best Corporate Level Safety Management Award"

This award recognizes the leadership and guidance demonstrated to ensure the Safety at HIP in line with the Safety protocols specified CMPort while achieving overall Safety standards of the company.



Governance

Snapshot



The only port in Sri Lanka to be the recipient of ISO Integrated Management System for its quality, environmental consciousness and health and safety



FFS (Fitness for Service) Certification by Lloyd's Register



In compliance with Factory Ordinance (No. 45 of 1942)



Implementation of the Legal Agreement Management System (LAMS)

ISO Certification

Hambantota International Port (HIP) has been certified with ISO Integrated Management System.

**Quality Management
(ISO 9001; 2015)**

**Environmental Management
(ISO 14001: 2015)**

**Health and Safety
(ISO 45001:2018)**

Implementation and integration of 3 management systems deliver the outcomes to make the organization more established through its continuous improvement of environmental sustainability and its risk controls, occupational health and safety and quality of services to customers/service providers and visitors.

The three standards of ISO 9001, ISO 14001 and ISO 45001 have a common underlying principle: continuous improvement based on Deming's cycle (Plan-Do-Check-Act). The standard shares the same structure and can be integrate using the PDCA approach.

The main component in the planning stage is senior management's commitment toward those standards and it is literally covered and shown the commitment in IMS/QHSE policy.

QHSE/IMS Policy

Management of HIP has established, implemented and maintain an IMS policy that,

- Is suitable to the purpose and context of the organization and support its strategic direction
- Provide a framework for setting IMS objective
- Include a commitment to satisfy applicable legal requirements
- Include a commitment to continual improvement of three systems
- Include a commitment to provide safe and healthy working place for the prevention of work related injury and ill health and environmental protection.

HIP QHSE Policy has been communicated to all relevant and displayed in vicinity places including the local language and This reflects senior management commitment toward 3 stands of ISO 14001,45001 and 9001 and this policy has been signed by the company CEO and it was in the planning process of system standardization.



BUREAU
VERITAS

Bureau Veritas Certification

HAMBANTOTA INTERNATIONAL PORT GROUP PRIVATE LIMITED (HIPG)



HAMBANTOTA MARITIME CENTER, MIRIJJAWILA, HAMBANTOTA, SRI LANKA.

This is a multi-site certificate, additional site(s) are listed on the next page(s)

Bureau Veritas Certification Holding SAS – UK Branch certifies that the Management System of the above organization has been audited and found to be in accordance with the requirements of the Management System Standards detailed below.

Standards

ISO 9001:2015, ISO 14001:2015 & ISO 45001:2018

Scope of certification

PORT OPERATIONS AND MANAGEMENT, PORT RELATED INDUSTRIES DEVELOPMENT, INTERGRATED MARITIME SERVICES. PROVISION OF PILOTAGE, TOWAGE AND MOORING SERVICES, PORT & HARBOUR MAINTENANCE, EMERGENCY SERVICES.

Original cycle start date: **08 November 2021**

Expiry date of previous cycle: **Not Applicable**

Certification Audit date: **21 July 2021**

Certification cycle start date: **08 November 2021**

Subject to the continued satisfactory operation of the organization's Management System, this certificate expires on: **07 November 2024**

Certificate No. **IND.21.8053/IM/U**

Version: **1**

Revision date: **08 November 2021**

Signed on behalf of BVCH SAS UK Branch
Jagdheesh N. MANIAN
Head – CERTIFICATION, South Asia
Commodities, Industry & Facilities Division



0006

Certification body address: **5th Floor, 66 Prescot Street, London, E1 8HG, United Kingdom.**

Local office: **Bureau Veritas Lanka (Pvt) Ltd**
34, Sanchi Arachchi Gardens, St. Sebastian Hill, Colombo-12, Sri Lanka.

Pg 1 of 2

Further clarifications regarding the scope of this certificate and the applicability of the management system requirements may be obtained by consulting the organization. To check this certificate validity please call + 94 (0)114 734 325-6.



BUREAU VERITAS

Bureau Veritas Certification

HAMBANTOTA INTERNATIONAL PORT GROUP PRIVATE LIMITED (HIPG)

HAMBANTOTA INTERNATIONAL PORT SERVICES COMPANY PRIVATE LIMITED (HIPS)



Standards

ISO 9001:2015, ISO 14001:2015 & ISO 45001:2018

Scope of certification

PORT OPERATIONS AND MANAGEMENT, PORT RELATED INDUSTRIES DEVELOPMENT, INTERGRATED MARITIME SERVICES. PROVISION OF PILOTAGE, TOWAGE AND MOORING SERVICES, PORT & HARBOUR MAINTENANCE, EMERGENCY SERVICES.

SITE	ADDRESS	SCOPE
HAMBANTOTA INTERNATIONAL PORT GROUP PRIVATE LIMITED (HIPG)	HAMBANTOTA MARITIME CENTER, MIRIJJAWILA, HAMBANTOTA, SRI LANKA..	PORT OPERATIONS AND MANAGEMENT, PORT RELATED INDUSTRIES DEVELOPMENT, INTERGRATED MARITIME SERVICES.
HAMBANTOTA INTERNATIONAL PORT SERVICES COMPANY PRIVATE LIMITED (HIPS)	HAMBANTOTA MARITIME CENTER, MIRIJJAWILA, HAMBANTOTA, SRI LANKA	PROVISION OF PILOTAGE, TOWAGE AND MOORING SERVICES, PORT & HARBOUR MAINTENANCE, EMERGENCY SERVICES.

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Pg 2 of 2

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Employee Care

Insurance

Surgical and Hospitalization cover for employees and immediate family members, workmen compensation-personal accident insurance cover

Annual Leave

14 days of fully paid annual leave, 7 day casual leave and 7 day medical leave and unutilized leave encashments

Health

On-site consultation thrice a month with top notch doctors, health advisors, 24/7 open ETC with medical staff, equipment and ambulance, yearly medical check-ups

Lifestyle

Company attires, corporate mugs, disinfecting cabinet facilities, flexy working hours for employees, health and sanitary kits

Parenting

Leave for delivery and post care with paid salaries, feeding intervals



Company Holidays

Special company holidays for non-declared holidays by the Government

Religious Events

Wesak/Poson Poya days activities, Annual Pirith ceremony, Christmas celebrations

Daily Needs

Company shuttle bus service, Coffee and Espresso Machines for each floor

Work Amenities

Gym, billiards (pool), table tennis, basket ball, indoor badminton, outdoor workout spot, movie rooms, jogging paths, children's play area

Work Anniversaries

Anniversary celebrations and events of HIP and CMPort

Birthdays

Birthday Celebrations and gift vouchers

Celebrations and Events

Sinhala and Tamil new year celebrations, Chinese new year celebration, Ceremonial Start of every year, Mid-year and year end gatherings

Token of Appreciation

Gift hampers, vouchers

Fellowship Events

Camera Eye, Festival competitions, Bathi Gee, Christmas Carols competitions



Employee Care Fund

The Employee Care Fund (ECF) is a financial assistance program for direct employees of HIPG/HIPS, as well as outsourced employees which is in line with the visionary thoughts of the CEO.

The ECF is not designed to address ongoing financial challenges and is not a loan that requires the funds to be reimbursed or a facility coming under welfare. The scheme shall mainly focus on low-income earning employees and is granted in addition to current benefits extended by the insurance schemes of the company.

All direct employees meaning both HIPG and HIPS employees can receive assistance from ECF who meet the company's eligibility criteria and qualifying expenses. Employees who are confirmed in employment and who are under a fixed-term employment contract are considered under the ECF.

In a special case, if any outsourced employee is injured at work, the said employee is eligible to receive ECF assistance based on the valid evidence provided and acceptance of the case by the ECF committee of the HIP.

Board Oversight

As per the Shareholder Agreements of both HIPG and HIPS, four (04) Board Meetings are required to be held annually. From the inception of both Companies, Board Meetings were successfully held with the presence of the required quorum.

The Board Meetings were held on an online platform during the Covid-19 period, allowing the Board Directors to successfully participate from a variety of locals. The boards of directors of HIPG and HIPS are made up of representatives from Sri Lanka Ports Authority (SLPA) and China Merchants Port Holdings Company Limited (CMPort).

Company Secretaries of HIPG and HIPS conduct the Board Meetings and they ensure to take the minutes of every Board Meeting and keep the same in their records. The Legal Division of the Company which is under the Corporate Affairs Department (CRP) is responsible for all the Board Meeting arrangements and all the Board Papers, Financial Reports, and Chief Executive Officer's Reports.

Board Meetings are duly scheduled and conducted as per the guidelines given in the respective Articles of Association and the Shareholder Agreements of both companies.

Board Members

HIPG

02 - SLPA

11 - CMPort



HIPS

04 - SLPA

05 - HIPG



Occupational Health and Safety

For Safety in every Stride!

In order to maintain a safe and sound environment at HIP, the Quality, Health, Safety and Environment Policy in accordance with the Sri Lankan and International Labor Laws have been put in place where the department of QHSE is in charge of monitoring the health and safety protocols of HIP.

Starting from security systems up to food safety monitoring systems the company has developed its own unique SOPs and protocols with the mission to achieve its ultimate goals and objective under occupational health and safety.



Safety Trainings

Over **203Nos** for 1600 staff

Safety Inspections

Over **1840**



Rectifying **94%** of identified hidden dangers

Over **200** emergency drills



Occupational Health and Safety



CEO's Awards

CEO's Recognition Awards Ceremony was held to recognize exceptional performance and contributions of the HIP team for the year 2021. The event included the higher-level recognition category "CMPort Awards 2021" as well and many individuals, teams, and even service providers were recognized under both Award categories. As per the 'People's First' Philosophy, HIP organized its first-

ever "CEO's Recognition Awards Presentation" on 09th June 2022 to recognize exceptional performance contributions within HIP for the year 2021. 55 individuals received CMPort Awards, and 49 individuals received CEO's Recognition Awards. In addition 01 Service provider company received CEO's awards for the first time.





Professional Standards

-Emergency Response Unit-

The Emergency Response Unit (ERU) consists of thirty-nine professionals with the hands-on practical and theoretical experience to respond to any emergency but not limited to fire, oil or chemical spills, emergency rescue operations, emergency evacuation operations, and natural disasters within and surrounding areas of the Hambantota International Port.

The unit operates under the direct supervision and guidance of the Chief Executive Officer of HIPS and under the direction of the Head of the Department of Hambantota International Port Services Pvt. Ltd.

In addition to these emergency responses, the ERU team actively engages in the maintenance and inspection of all the equipment related to fire and safety of the port, Also providing basic fire-fighting induction sessions to staff members working at HIP on regular basis to maintain and enhance the port safety culture.

ERU provides fire patrolling and protection specifically to all the oil and gas vessels calling at HIP in addition to the routine safety supervision of general cargo operations.

Creating Limitless Possibilities!



Compliance System

Compliance with any business entity is a mandatory requirement in order to ensure the legality of the particular business establishment. HIP is a business entity that is highly keen on adhering to compliance norms in its strict application.

While the ISO 9001: 2015 QMS, ISO 14001: 2015 EMS and ISO 45001: 2018 OHSMS guidelines are duly followed and monitored via a qualified certification body, legal compliance is ensured by Legal Division under Corporate Affairs Department (CRP).

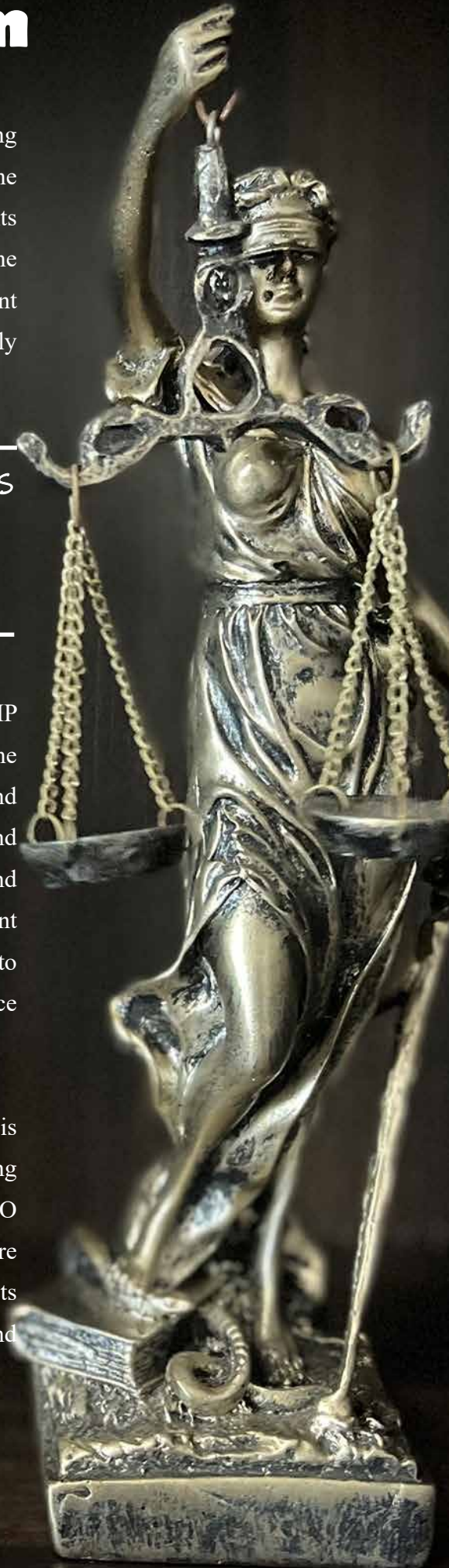
An electronic Legal system is developed by the Legal Division in order to streamline and expedite the legal agreement administration. This Legal System enhances the transparency and accountability in executing a legal agreement between HIPG/HIPS and the respective investor, service provider or supplier.

Further by implementing such an electronic system, the security of the legal documents is well preserved and all the correspondence of the relevant documentation shall be duly recorded.

*“Marching towards
the highest level
of compliance”*

The entire staff of HIP is well educated on the compliance mechanism and QHSE Department, HR and Administration Department and Corporate Affairs Department are collectively dedicated to uplifting the overall compliance standards of HIP.

On the other hand, HIP is hosting a Compliance Meeting chaired by the company CFO once a month in order to ensure that the company is meeting its compliance requirements and other contractual obligations.



Anti-Corruption

It is a policy of HIP not to encourage any type of gifts, bribes or any such favorable inducement within the business transactions. All the stakeholders of HIP are guided to completely avoid any mode of corrupted business transactions and always encouraged to uphold transparency and accountability in its business engagements.

The Shareholder Agreements of both HIPG and HIPS specifically define the Anti-Corruption guidelines and company management is responsible for adherence to the same. By introducing a clear procurement procedure to be followed in any event of purchasing of goods or services, the company is abided to promote Anti-Corruption norms in its entire business matters.

"Ensuring a zero-fraud approach across 360°"

While the Procurement Division under Finance Department is following this procurement procedure, the Legal Division of Corporate Affairs Department (CRP) monitors the application of the same.





Cost Saving

HIP initiated Cost Saving Strategy in order to save costs and gain additional revenue which ultimately improves the bottom-line of the business. The company implemented new strategies, and initiatives to manage the costs of the ongoing projects and new business projects.

**Through more than
30 initiatives**

**Over USD 1million
Saved**

USD 10 million Gained



Hambantota Maritime Center; the Beacon of Opportunity

Workplace Summary



Employee Headcount

1028

Total Number of Workforce

90%
Local Staff

10%
Expat Staff



Employment Diversity

185
Direct Staff

843
Outsourced Staff



Average Age

35

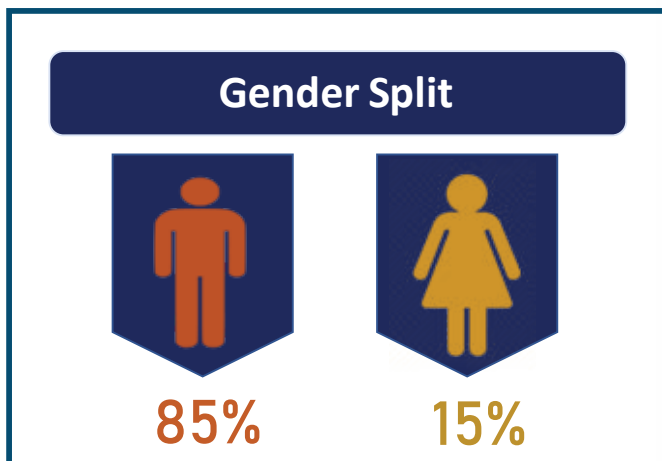
Geographical Diversity

Port Region
73%

Out of Port Region
27%



Workplace Summary



HIP has opened the doors to women to tap the talent pool in the port industry. The employment opportunities for female staff are particularly boosted specially in an industry that is traditionally male-dominated.

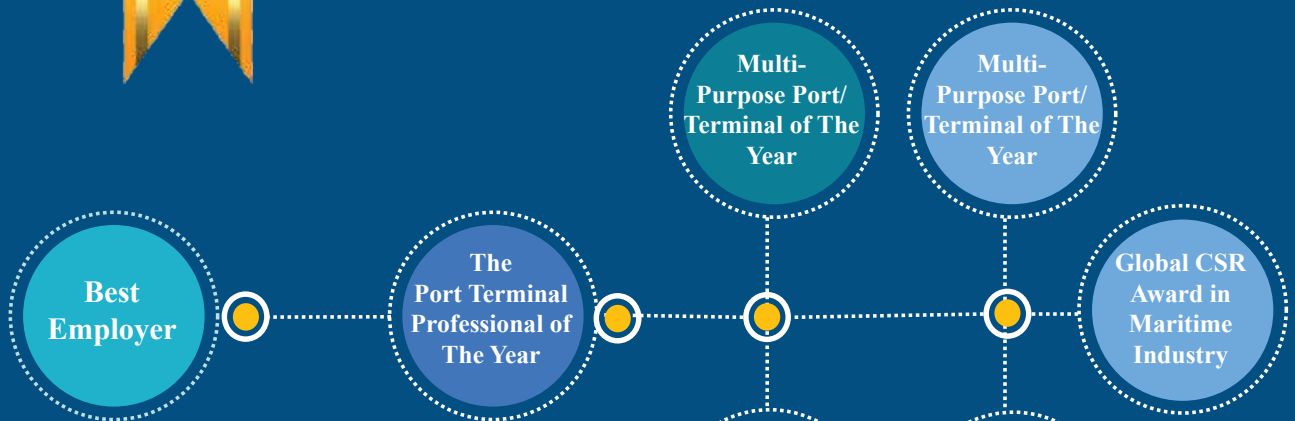
"Challenging the Status Quo"

Proving that an equal world is an enabled world, HIP always tries to attract more women while aiding in an enjoyable working culture of equality where women thrive. Adding that, HIP partnered with the Women's International Shipping and Trading Association (WISTA) to provide mentoring and support for young females in the industry.





Our Awards and Accolades



Best Employer Award 2019

Best Employer Brand Awards 2019 awarded by Employer Branding Institute, India.

The Port/Terminal Professional of The Year 2020

Global Ports Forum Awards 2020 held in Dubai.

Multi-Purpose Port/Terminal of The Year and Port Infrastructure Development of the Year 2021

Global Ports Forum Awards 2021 held in Dubai.

Multi-Purpose Port/Terminal of The Year and Port Infrastructure Development of the Year 2022

Global Ports Forum Awards 2022 held in Dubai.

Global CSR Award

HIP wins top!



Winner of the Corporate Social Responsibility category at the Maritime Standard Awards 2022 held in Dubai

HIP was pitted against 5 other finalists for the CSR award;

- Abu Dhabi Ports Group
- DP World UAE
- Glander International Bunkering
- The Shipping Corporation of India
- Tristar Maritime

CSR plays a key role in the strategic development of the port and is strongly supported by the China Merchant Foundation

The first Sri Lankan Port to win an international award for CSR!



About the Report

Providing the Full Picture

This report is prepared in accordance with the company's ESG Framework which is unique to the company and is subject to company framework changes. This basically reflects HIP's approach to ESG with the guidance given by its parent company CMPort where the report covers all the initiatives of ESG of HIP, its impact and performance.

HIP is committed to being a responsible corporate citizen in Sri Lanka running a sustainable business with a green eye toward the future. While cementing its position in the maritime map as the ideal strategic hub in the region pivoting East and West, HIP is also mission-driven to benefit all the stakeholders today and tomorrow by taking care of our unique ESG portfolio.

While believing the coexistence with nature, we intend to work towards achieving the goals of proving the sustainability of the operations through our sincere commitment to environmental, social and governance practices and initiatives.



Thank You!

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Sri Lanka

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