



## FONASBA MEMBERSHIP SURVEY

ITALY – 19<sup>th</sup> MAY 2025

# FONASBA SURVEY RESULTS: SOCIAL SUSTAINABILITY COMPLIANCE & FINANCIAL VIABILITY IN AGENCY OPERATIONS

This survey was initiated following a request from our colleagues in Italy.

The implementation of EU Directive 2022/2464 on Corporate Sustainability Reporting Directive (CSRD) has introduced significant challenges for maritime agents worldwide. The increasing compliance requirements in digitalization, traceability, and ESG (Environmental, Social, and Governance) obligations have added substantial complexity and financial burden to our sector.

To assess the impact and support the sector's sustainability and competitiveness, FONASBA launched this targeted survey to gather input from companies and associations, particularly those affected by these regulatory developments.

The data collected will support FONASBA in better understanding the practical implications of ESG compliance for ship agents and exploring potential ways to assist the professions we represent moving forward.



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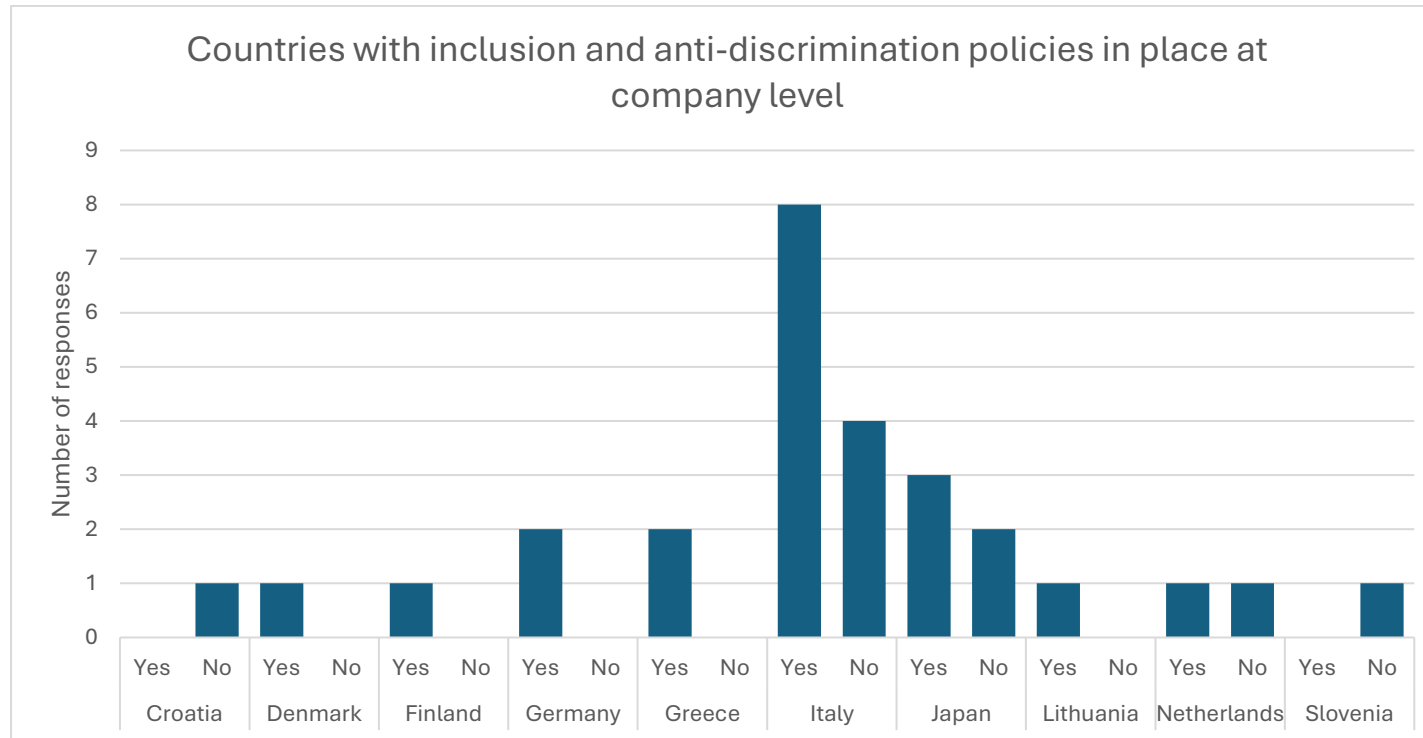
## Initial Overview of Survey on Assessing Social Sustainability Compliance and Financial Viability in Maritime Agency Operations





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## Survey Question:

### Q1. Number of Employees

Country	Port	Company Name	Number of Employees
Croatia	All ports	Bandic Maritime D.O.O.	6
Denmark	All commercial ports	Danish Shipbrokers and Port Operators on Behalf of Our National Membership	The maritime industry in Denmark recognized as the Blue Denmark has +100.000 employees
Finland	Appr. 30 ports	Shipbrokers Finland, 40 Companies, Agents, Port Operators Offering Agent Services and International Ship Owners	Between 2-800
Germany	Port of Rotterdam & North Sea Ports	Peter W. Lampke GmbH & Co. Kg	230
Germany	Bremen, Brunsbüttel, Hamburg, Rendsburg, Kiel, Wismar, Rostock, Stralsund, Wolgast, Mukran	Ahlmann-Zerssen GmbH	45
Greece	Piraeus Thessaloniki	Venieris Maritime Sm Sa	32
Italy		S.P.A. Srl	3
Italy	Argentario	Luise Yachting Argentario Srl	4
Italy		Margest Srl	3
Italy	Civitavecchia and all ports	Dock&Discover Shipping Agency - Cemar Agency Network	17
Italy	Civitavecchia	Agenzia Servizi Portuali Civitavecchia	30
Italy	Civitavecchia	Italian Ports Assistance Srl	9
Italy	Palermo	I. V. Meli Srl	N° 6
Italy	Brindisi	Gorgoni Srl	12
Italy	Palermo, Termini Imerese, Catania, Augusta, Porto Empedocle, Trapani, Vasto, Mazara Del Vallo, Pozzallo	Isla Srl	15
Italy	Augusta	Agenzia Msa	6
Italy		Destefano Speciale & C. Srl	8
Italy	Genova, Portofino and all Italian Ports of Call	Cemar Srl	14
Japan		Wilhelmsen Port Services Japan Co., Ltd.	30



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Japan		Toko Service Co.,Ltd.	50
Japan		Seino Logix Co., Ltd.	105
Japan	Kanmon Port (Kitakyushu Port and Shimonoseki Port)	Monryo Transport Corporation	123
Japan		Fujitrans Corporation	1200
Lithuania	Klaipeda	Limarko Maritime Agency Uab	30
Netherlands	(all ports)	Trans Saar Bv	7
Netherlands	Port or Rotterdam & North Sea Ports	Oudkerk Bv	26
Slovenia	Koper	Neptune International Shipping D.O.O.	2

*Q2. Does your company currently have an ESG compliance strategy? (Yes/No)*

Country	Port	Company Name	Does your company currently have an ESG compliance strategy? (Yes/No)
Croatia	All ports	Bandic Maritime D.O.O.	No
Denmark	all commercial ports	Danish Shipbrokers and Port Operators on Behalf of Our National Membership	Yes
Finland	Appr. 30 ports	Shipbrokers Finland, 40 Companies, Agents, Port Operators Offering Agent Services and International Ship Owners	Yes
Germany	Port or Rotterdam & North Sea Ports	Peter W. Lampke Gmbh & Co. Kg	No
Germany	Bremen, Brunsbüttel, Hamburg, Rendsburg, Kiel, Wismar, Rostock, Stralsund, Wolgast, Mukran	Ahlmann-Zerssen Gmbh	Yes
Greece	Piraeus Thessaloniki	Venieris Maritime Sm Sa	Yes
Italy		S.P.A. Srl	
Italy	Argentario	Luise Yachting Argentario Srl	No
Italy		Margest Srl	No
Italy	Civitavecchia and all ports	Dock&Discover Shipping Agency - Cemar Agency Network	Yes
Italy	Civitavecchia	Agenzia Servizi Portuali Civitavecchia	No
Italy	Civitavecchia	Italian Ports Assistance Srl	No



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Italy	Palermo	I. V. Meli Srl	No
Italy	Brindisi	Gorgoni Srl	Yes
Italy	Palermo, Termini Imerese, Catania, Augusta, Porto Empedocle, Trapani, Vasto, Mazara Del Vallo, Pozzallo	Isla Srl	No
Italy	Augusta	Agenzia Msa	No
Italy		Destefano Speciale & C. Srl	Yes
Italy	Genova, Portofino and all Italian Ports of Call	Cemar Srl	Yes
Japan		Wilhelmsen Port Services Japan Co., Ltd.	Yes
Japan		Toko Service Co., Ltd.	No
Japan		Seino Logix Co., Ltd.	No
Japan	Kanmon Port (Kitakyushu Port and Shimonoseki Port)	Monryo Transport Corporation	Yes
Japan		Fujitrans Corporation	Yes
Lithuania	Klaipeda	Limarko Maritime Agency Uab	Yes
Netherlands	(all ports)	Trans Saar Bv	Yes
Netherlands	Port or Rotterdam & North Sea Ports	Oudkerk Bv	No
Slovenia	Koper	Neptune International Shipping D.O.O.	No

*Q3. If yes, how is it structured? (Brief description)*

Country	Port	Company Name	If yes, how is it structured? (Brief description)
Croatia	All ports	Bandic Maritime D.O.O.	
Denmark	all commercial ports	Danish Shipbrokers and Port Operators On Behalf Of Our National Membership	Being of part of Danish Industry, we have a whole information section about ESG and its obligations. The difficult part is not those directly subject to ESG, but those who are not subject and is a vendor to a subjected company.



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Finland	Appr. 30 ports	Shipbrokers Finland, 40 Companies, Agents, Port Operators Offering Agent Services and International Ship Owners	Yes and no, the bigger companies, port operators offering agent services, may have a strategy made by the higher staff, the smaller ones no
Germany	Port of Rotterdam & North Sea Ports	Peter W. Lampke Gmbh & Co. Kg	
Germany	Bremen, Brunsbüttel, Hamburg, Rendsburg, Kiel, Wismar, Rostock, Stralsund, Wolgast, Mukran	Ahlmann-Zerssen Gmbh	It is part of our Quality Policy
Greece	Piraeus Thessaloniki	Venieris Maritime Sm Sa	Produced by a specialized company in ESG Compliance Manuals
Italy		S.P.A. Srl	
Italy	Argentario	Luise Yachting Argentario Srl	
Italy		Margest Srl	
Italy	Civitavecchia and all ports	Dock&Discover Shipping Agency - Cemar Agency Network	We comply with Iso in quality, environment and security
Italy	Civitavecchia	Agenzia Servizi Portuali Civitavecchia	
Italy	Civitavecchia	Italian Ports Assistance Srl	
Italy	Palermo	I. V. Meli Srl	
Italy	Brindisi	Gorgoni Srl	Our Agency follows the basic ESG guidelines
Italy	Palermo, Termini Imerese, Catania, Augusta, Porto Empedocle, Trapani, Vasto, Mazara Del Vallo, Pozzallo	Isla Srl	
Italy	Augusta	Agenzia Msa	
Italy		Destefano Speciale & C. Srl	According to ESG rules; we are Ecovadis certified
Italy	Genova, Portofino and all Italian Ports of Call	Cemar Srl	Ensure transparency and due diligence across your supply chain. This includes assessing suppliers for ESG compliance and working with them to improve their practices.
Japan		Wilhelmsen Port Services Japan Co., Ltd.	
Japan		Toko Service Co.,Ltd.	



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Japan		Seino Logix Co., Ltd.	As a member of the Mitsubishi Logistics Corporation Group conducts environmental impact assessments, compliance education, and other related activities
Japan	Kanmon Port (Kitakyushu Port and Shimonoseki Port)	Monryo Transport Corporation	Basic SDGs actions, Actions to keep the stuff members healthy. etc
Japan		Fujitrans Corporation	UN 17 steps environmental initiative 2020-2025, Policy and procedure on application of EU GDPR, IT policies procedures, Commitment to Eticks and Compliance and anti-corruption and bribery policy, Whistle-Blowing policy, Trade sanctions and anti-money laundering policy
Lithuania	Klaipeda	Limarko Maritime Agency Uab	As per our HQ regulations
Netherlands	(all ports)	Trans Saar Bv	
Netherlands	Port or Rotterdam & North Sea Ports	Oudkerk Bv	
Slovenia	Koper	Neptune International Shipping D.O.O.	





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## SOCIAL SUSTAINABILITY COMPLIANCE ("S" IN ESG).

Q1. How does your company ensure fair working conditions for employees and subcontractors? (Select all that apply)

			SOCIAL SUSTAINABILITY COMPLIANCE ("S" IN ESG). How does your company ensure fair working conditions for employees and subcontractors? (Select all that apply)
Country	Port	Company Name	
Croatia	All ports	Bandic Maritime D.O.O.	Employee training and development programs;
Denmark	all commercial ports	Danish Shipbrokers and Port Operators on Behalf of Our National Membership	Compliance with local labour laws; Regular audits and assessments; Employee training and development programs;
Finland	Appr. 30 ports	Shipbrokers Finland, 40 Companies, Agents, Port Operators Offering Agent Services and International Ship Owners	Compliance with local labour laws; Regular audits and assessments; Employee training and development programs;
Germany	Port or Rotterdam & North Sea Ports	Peter W. Lampke Gmbh & Co. Kg	Compliance with local labour laws; Regular audits and assessments; Employee training and development programs;
Germany	Bremen, Brunsbüttel, Hamburg, Rendsburg, Kiel, Wismar, Rostock, Stralsund, Wolgast, Mukran	Ahlmann-Zerssen Gmbh	Compliance with local labour laws; Regular audits and assessments; Employee training and development programs;
Greece	Piraeus Thessaloniki	Venieris Maritime Sm Sa	Compliance with local labour laws; Employee training and development programs;
Italy		S.P.A. Srl	Compliance with local labour laws;



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Italy	Argentario	Luise Yachting Argentario Srl	Compliance with local labour laws; Regular audits and assessments;
Italy		Margest Srl	Compliance with local labour laws; Regular audits and assessments; Employee training and development programs;
Italy	Civitavecchia and all ports	Dock&Discover Shipping Agency - Cemar Agency Network	Compliance with local labour laws; Regular audits and assessments; Employee training and development programs;
Italy	Civitavecchia	Agenzia Servizi Portuali Civitavecchia	Employee training and development programs; Compliance with local labour laws; Regular audits and assessments;
Italy	Civitavecchia	Italian Ports Assistance Srl	Compliance with local labour laws; Employee training and development programs;
Italy	Palermo	I. V. Meli Srl	Compliance with local labour laws; Regular audits and assessments; Employee training and development programs;
Italy	Brindisi	Gorgoni Srl	Compliance with local labour laws; Employee training and development programs;
Italy	Palermo, Termini Imerese, Catania, Augusta, Porto Empedocle, Trapani, Vasto, Mazara Del Vallo, Pozzallo	Isla Srl	Compliance with local labour laws; Regular audits and assessments; Employee training and development programs;
Italy	Augusta	Agenzia Msa	Compliance with local labour laws;
Italy		Destefano Speciale & C. Srl	Compliance with local labour laws; Regular audits and assessments;



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			Employee training and development programs; Other (please specify);
Italy	Genova, Portofino and all Italian Ports of Call	Cemar Srl	Compliance with local labour laws; Employee training and development programs;
Japan		Wilhelmsen Port Services Japan Co., Ltd.	Compliance with local labour laws; Regular audits and assessments; Employee training and development programs;
Japan		Toko Service Co., Ltd.	Compliance with local labour laws; Regular audits and assessments;
Japan		Seino Logix Co., Ltd.	Compliance with local labour laws;
Japan	Kanmon Port (Kitakyushu Port and Shimonoseki Port)	Monryo Transport Corporation	Compliance with local labour laws; Regular audits and assessments; Employee training and development programs;
Japan		Fujitrans Corporation	Compliance with local labour laws; Regular audits and assessments; Employee training and development programs;
Lithuania	Klaipeda	Limarko Maritime Agency Uab	Compliance with local labour laws; Employee training and development programs;
Netherlands	(all ports)	Trans Saar Bv	Compliance with local labour laws; Regular audits and assessments; Employee training and development programs;
Netherlands	Port of Rotterdam & North Sea Ports	Oudkerk Bv	Compliance with local labour laws; Regular audits and assessments; Employee training and development programs;



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Slovenia	Koper	Neptune International Shipping D.O.O.	Compliance with local labour laws; Regular audits and assessments; Employee training and development programs;
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*Q2. If you chose "Other" please specify here*

Country	Port	Company Name	If you chose "Other" please specify here
Croatia	All ports	Bandic Maritime D.O.O.	
Denmark	all commercial ports	Danish Shipbrokers and Port Operators on Behalf of Our National Membership	
Finland	Appr. 30 ports	Shipbrokers Finland, 40 Companies, Agents, Port Operators Offering Agent Services and International Ship Owners	
Germany	Port of Rotterdam & North Sea Ports	Peter W. Lampke GmbH & Co. KG	
Germany	Bremen, Brunsbüttel, Hamburg, Rendsburg, Kiel, Wismar, Rostock, Stralsund, Wolgast, Mukran	Ahlmann-Zerssen GmbH	
Greece	Piraeus Thessaloniki	Venieris Maritime S.A.	
Italy		S.P.A. Srl	
Italy	Argentario	Luise Yachting Argentario Srl	
Italy		Margest Srl	
Italy	Civitavecchia and all ports	Dock&Discover Shipping Agency - Cemar Agency Network	
Italy	Civitavecchia	Agenzia Servizi Portuali Civitavecchia	
Italy	Civitavecchia	Italian Ports Assistance Srl	
Italy	Palermo	I. V. Meli Srl	
Italy	Brindisi	Gorgoni Srl	
Italy	Palermo, Termini Imerese, Catania, Augusta, Porto Empedocle, Trapani, Vasto, Mazara Del Vallo, Pozzallo	Isla Srl	



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Italy	Augusta	Agenzia Msa	
			Additional benefits to employees (bonus and extras on wages, extra health insurance, participation to their house expenses, ecc
Italy		Destefano Speciale & C. Srl	
Italy	Genova, Portofino and all Italian Ports of Call	Cemar Srl	
Japan		Wilhelmsen Port Services Japan Co., Ltd.	
Japan		Toko Service Co.,Ltd.	
Japan		Seino Logix Co., Ltd.	
Japan	Kanmon Port (Kitakyushu Port and Shimonoseki Port)	Monryo Transport Corporation	
Japan		Fujitrans Corporation	
Lithuania	Klaipeda	Limarko Maritime Agency Uab	
Netherlands	(all ports)	Trans Saar Bv	
Netherlands	Port or Rotterdam & North Sea Ports	Oudkerk Bv	
Slovenia	Koper	Neptune International Shipping D.O.O.	

**Q3. Does your company implement inclusion policies as well as policies against discrimination? (Yes/No)**

Country	Port	Company Name	Does your company implement inclusion policies as well as policies against discrimination? (Yes/No)
Croatia	All ports	Bandic Maritime D.O.O.	No
Denmark	all commercial ports	Danish Shipbrokers and Port Operators on Behalf of Our National Membership	Yes
Finland	Appr. 30 ports	Shipbrokers Finland, 40 Companies, Agents, Port Operators Offering Agent Services and International Ship Owners	Yes
Germany	Port or Rotterdam & North Sea Ports	Peter W. Lampke Gmbh & Co. Kg	Yes



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Germany	Bremen, Brunsbüttel, Hamburg, Rendsburg, Kiel, Wismar, Rostock, Stralsund, Wolgast, Mukran	Ahlmann-Zerssen Gmbh	Yes
Greece	Piraeus Thessaloniki	Venieris Maritime Sm Sa	Yes
Italy		S.P.A. Srl	Yes
Italy	Argentario	Luise Yachting Argentario Srl	No
Italy		Margest Srl	No
Italy	Civitavecchia and all ports	Dock&Discover Shipping Agency - Cemar Agency Network	No
Italy	Civitavecchia	Agenzia Servizi Portuali Civitavecchia	Yes
Italy	Civitavecchia	Italian Ports Assistance Srl	Yes
Italy	Palermo	I. V. Meli Srl	Yes
Italy	Brindisi	Gorgoni Srl	Yes
Italy	Palermo, Termini Imerese, Catania, Augusta, Porto Empedocle, Trapani, Vasto, Mazara Del Vallo, Pozzallo	Isla Srl	Yes
Italy	Augusta	Agenzia Msa	No
Italy		Destefano Speciale & C. Srl	Yes
Italy	Genova, Portofino and all Italian Ports of Call	Cemar Srl	Yes
Japan		Wilhelmsen Port Services Japan Co., Ltd.	Yes
Japan		Toko Service Co.,Ltd.	No
Japan		Seino Logix Co., Ltd.	No
Japan	Kanmon Port (Kitakyushu Port and Shimonoseki Port)	Monryo Transport Corporation	Yes
Japan		Fujitrans Corporation	Yes
Lithuania	Klaipeda	Limarko Maritime Agency Uab	Yes
Netherlands	(all ports)	Trans Saar Bv	Yes
Netherlands	Port of Rotterdam & North Sea Ports	Oudkerk Bv	No
Slovenia	Koper	Neptune International Shipping D.O.O.	No



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Q4. If you chose "Yes", please describe briefly.

Country	Port	Company Name	If you chose "Yes", please describe briefly.
Croatia	All ports	Bandic Maritime D.O.O.	
Denmark	all commercial ports	Danish Shipbrokers and Port Operators on Behalf of Our National Membership	For some company's inclusion is a strategic remedy, but tends to be those larger companies with such efforts.
Finland	Appr. 30 ports	Shipbrokers Finland, 40 Companies, Agents, Port Operators Offering Agent Services And International Ship Owners	Some of the bigger ones do have that kind of policies, less than 10 companies, mainly port operators offering agent services
Germany	Port of Rotterdam & North Sea Ports	Peter W. Lampke Gmbh & Co. Kg	Included in our Code of Conduct and Sustainability Report
Germany	Bremen, Brunsbüttel, Hamburg, Rendsburg, Kiel, Wismar, Rostock, Stralsund, Wolgast, Mukran	Ahlmann-Zerssen Gmbh	We comply with the German law especially the "AGG - Allgemeines Gleichbehandlungsgesetz"
Greece	Piraeus Thessaloniki	Venieris Maritime Sm Sa	No discrimination of origin, ethnicity, religion, sexual preferences
Italy	Argentario	S.P.A. Srl	selection and training to any kind of candidate
Italy		Luise Yachting Argentario Srl	
Italy		Margest Srl	
Italy	Civitavecchia and all ports	Dock&Discover Shipping Agency - Cemar Agency Network	
Italy	Civitavecchia	Agenzia Servizi Portuali Civitavecchia	
Italy	Civitavecchia	Italian Ports Assistance Srl	In our Company we hired foreign Employees, we have an equal division of males and females, we hired Employees belonging to protected categories according to Italian regulations
Italy	Palermo	I. V. Meli Srl	Our Company procedures establish the highest attention to fairness, equity, and accessibility for all individuals, regardless of their race, gender, disability, socioeconomic status, or other characteristics



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Italy	Brindisi	Gorgoni Srl	Our agency follows the basic ESG guidelines
Italy	Palermo, Termini Imerese, Catania, Augusta, Porto Empedocle, Trapani, Vasto, Mazara Del Vallo, Pozzallo	Isla Srl	Code of Ethics and Conduct - Whistleblowing Protection
Italy	Augusta	Agenzia Msa	
Italy		Destefano Speciale & C. Srl	As per company statement
			Scope This policy applies to all employees, contractors, visitors, customers, and stakeholders. Policy Elements Discrimination is any negative action directed towards someone because of protected characteristics such as race, gender, age, religion, ethnicity, nationality, disability, medical history, marriage/civil partnership, pregnancy/maternity/paternity, gender identity, or sexual orientation. Reporting and Handling Complaints Employees must report discrimination to their supervisor or the HR department. All complaints will be investigated, and disciplinary actions will be taken against those who violate this policy.
Italy	Genova, Portofino and all Italian Ports of Call	Cemar Srl	
Japan		Wilhelmsen Port Services Japan Co., Ltd.	
Japan		Toko Service Co.,Ltd.	
Japan		Seino Logix Co., Ltd.	
Japan	Kanmon Port (Kitakyushu Port and Shimonoseki Port)	Monryo Transport Corporation	Code of Conduct
Japan		Fujitrans Corporation	To keep the opportunities to challenge for all stuff members
Lithuania	Klaipeda	Limarko Maritime Agency Uab	
Netherlands	(all ports)	Trans Saar Bv	We have to comply with our HQ regulations
Netherlands	Port or Rotterdam & North Sea Ports	Oudkerk Bv	
Slovenia	Koper	Neptune International Shipping D.O.O.	





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*Q5. How does your company ensure workplace safety and security in compliance with ESG requirements? (Select all that apply)*

Country	Port	Company Name	How does your company ensure workplace safety and security in compliance with ESG requirements? (Select all that apply)
Croatia	All ports	Bandic Maritime D.O.O.	Safety certifications and audits; Health and well-being programs;
Denmark	all commercial ports	Danish Shipbrokers and Port Operators on Behalf of Our National Membership	Other (please specify);
Finland	Appr. 30 ports	Shipbrokers Finland, 40 Companies, Agents, Port Operators Offering Agent Services and International Ship Owners	Periodic safety training; Health and well-being programs; Safety certifications and audits;
Germany	Port of Rotterdam & North Sea Ports	Peter W. Lampke Gmbh & Co. Kg	Periodic safety training; Health and well-being programs; Safety certifications and audits;
Germany	Bremen, Brunsbüttel, Hamburg, Rendsburg, Kiel, Wismar, Rostock, Stralsund, Wolgast, Mukran	Ahlmann-Zerssen Gmbh	Health and well-being programs; Periodic safety training;
Greece	Piraeus Thessaloniki	Venieris Maritime Sm Sa	Periodic safety training; Health and well-being programs;
Italy		S.P.A. Srl	Periodic safety training; Health and well-being programs;
Italy	Argentario	Luise Yachting Argentario Srl	Periodic safety training; Safety certifications and audits;
Italy		Margest Srl	Periodic safety training; Health and well-being programs; Safety certifications and audits;
Italy	Civitavecchia and all ports	Dock&Discover Shipping Agency - Cemar Agency Network	Periodic safety training; Health and well-being programs; Safety certifications and audits;



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Italy	Civitavecchia	Agenzia Servizi Portuali Civitavecchia	Periodic safety training; Health and well-being programs;
Italy	Civitavecchia	Italian Ports Assistance Srl	Periodic safety training; Health and well-being programs; Safety certifications and audits; Other (please specify);
Italy	Palermo	I. V. Meli Srl	Periodic safety training; Safety certifications and audits;
Italy	Brindisi	Gorgoni Srl	Periodic safety training; Safety certifications and audits; Health and well-being programs;
Italy	Palermo, Termini Imerese, Catania, Augusta, Porto Empedocle, Trapani, Vasto, Mazara Del Vallo, Pozzallo	Isla Srl	Periodic safety training; Safety certifications and audits; Health and well-being programs;
Italy	Augusta	Agenzia Msa	Safety certifications and audits;
Italy		Destefano Speciale & C. Srl	Periodic safety training; Health and well-being programs; Safety certifications and audits;
Italy	Genova, Portofino and all Italian Ports of Call	Cemar Srl	Periodic safety training; Health and well-being programs;
Japan		Wilhelmsen Port Services Japan Co., Ltd.	Periodic safety training; Health and well-being programs; Safety certifications and audits;
Japan		Toko Service Co.,Ltd.	
Japan		Seino Logix Co., Ltd.	Periodic safety training; Health and well-being programs;
Japan	Kanmon Port (Kitakyushu Port and Shimonoseki Port)	Monryo Transport Corporation	Periodic safety training;
Japan		Fujitrans Corporation	Periodic safety training; Health and well-being programs; Safety certifications and audits;



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Lithuania	Klaipeda	Limarko Maritime Agency Uab	Periodic safety training; Health and well-being programs; Safety certifications and audits;
Netherlands	(all ports)	Trans Saar Bv	Health and well-being programs; Safety certifications and audits;
Netherlands	Port or Rotterdam & North Sea Ports	Oudkerk Bv	Health and well-being programs;
Slovenia	Koper	Neptune International Shipping D.O.O.	Periodic safety training;

*Q6. If you chose "Other" please specify*

Country	Port	Company Name	If you chose "Other" please specify
Croatia	All ports	Bandic Maritime D.O.O.	
Denmark	all commercial ports	Danish Shipbrokers and Port Operators on Behalf of Our National Membership	Usually discussed at employee developments interviews.
Finland	Appr. 30 ports	Shipbrokers Finland, 40 Companies, Agents, Port Operators Offering Agent Services and International Ship Owners	
Germany	Port or Rotterdam & North Sea Ports	Peter W. Lampke Gmbh & Co. Kg	
Germany	Bremen, Brunsbüttel, Hamburg, Rendsburg, Kiel, Wismar, Rostock, Stralsund, Wolgast, Mukran	Ahlmann-Zerssen Gmbh	
Greece	Piraeus Thessaloniki	Venieris Maritime Sm Sa	
Italy		S.P.A. Srl	
Italy	Argentario	Luise Yachting Argentario Srl	
Italy		Margest Srl	
Italy	Civitavecchia and all ports	Dock&Discover Shipping Agency - Cemar Agency Network	
Italy	Civitavecchia	Agenzia Servizi Portuali Civitavecchia	



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			At each of our Offices we do have a Representative in charge to supervise and ensure that safety and security are granted at all times, as well as to verify that our Employees follow the safety and security policies and rules
Italy	Civitavecchia	Italian Ports Assistance Srl	
Italy	Palermo	I. V. Meli Srl	
Italy	Brindisi	Gorgoni Srl	
Italy	Palermo, Termini Imerese, Catania, Augusta, Porto Empedocle, Trapani, Vasto, Mazara Del Vallo, Pozzallo	Isla Srl	
Italy	Augusta	Agenzia Msa	
Italy		Destefano Speciale & C. Srl	Medical checks, antibribery trainings, etc
Italy	Genova, Portofino and all Italian Ports of Call	Cemar Srl	
Japan		Wilhelmsen Port Services Japan Co., Ltd.	
Japan		Toko Service Co.,Ltd.	
Japan		Seino Logix Co., Ltd.	
Japan	Kanmon Port (Kitakyushu Port and Shimonoseki Port)	Monryo Transport Corporation	
Japan		Fujitrans Corporation	
Lithuania	Klaipeda	Limarko Maritime Agency Uab	
Netherlands	(all ports)	Trans Saar Bv	
Netherlands	Port or Rotterdam & North Sea Ports	Oudkerk Bv	
Slovenia	Koper	Neptune International Shipping D.O.O.	



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*Q7. Does your company engage in social impact initiatives within the local port community? (e.g., community engagement, environmental projects, education programs, charity initiatives)*

			Does your company engage in social impact initiatives within the local port community? (e.g., community engagement, environmental projects, education programs, charity initiatives)
Country	Port	Company Name	
Croatia	All ports	Bandic Maritime D.O.O.	Yes
Denmark	all commercial ports	Danish Shipbrokers and Port Operators on Behalf of Our National Membership	No
Finland	Appr. 30 ports	Shipbrokers Finland, 40 Companies, Agents, Port Operators Offering Agent Services and International Ship Owners	Yes
Germany	Port of Rotterdam & North Sea Ports	Peter W. Lampke GmbH & Co. KG	No
Germany	Bremen, Brunsbüttel, Hamburg, Rendsburg, Kiel, Wismar, Rostock, Stralsund, Wolgast, Mukran	Ahlmann-Zerssen GmbH	Yes
Greece	Piraeus Thessaloniki	Venieris Maritime S.A.	Yes
Italy		S.P.A. Srl	Yes
Italy	Argentario	Luise Yachting Argentario Srl	Yes
Italy		Margest Srl	No
Italy	Civitavecchia and all ports	Dock&Discover Shipping Agency - Cemar Agency Network	Yes
Italy	Civitavecchia	Agenzia Servizi Portuali Civitavecchia	Yes
Italy	Civitavecchia	Italian Ports Assistance Srl	No
Italy	Palermo	I. V. Meli Srl	No
Italy	Brindisi	Gorgoni Srl	Yes
Italy	Palermo, Termini Imerese, Catania, Augusta, Porto Empedocle, Trapani, Vasto, Mazara Del Vallo, Pozzallo	Isla Srl	No
Italy	Augusta	Agenzia Msa	No



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Italy		Destefano Speciale & C. Srl	No
Italy	Genova, Portofino and all Italian Ports of Call	Cemar Srl	No
Japan		Wilhelmsen Port Services Japan Co., Ltd.	No
Japan		Toko Service Co.,Ltd.	No
Japan		Seino Logix Co., Ltd.	No
Japan	Kanmon Port (Kitakyushu Port and Shimonoseki Port)	Monryo Transport Corporation	Yes
Japan		Fujitrans Corporation	Yes
Lithuania	Klaipeda	Limarko Maritime Agency Uab	Yes
Netherlands	(all ports)	Trans Saar Bv	No
Netherlands	Port or Rotterdam & North Sea Ports	Oudkerk Bv	No
Slovenia	Koper	Neptune International Shipping D.O.O.	No

*Q8. If you chose "Yes", please describe briefly.*

Country	Port	Company Name	If you chose "Yes", please describe briefly.
Croatia	All ports	Bandic Maritime D.O.O.	
Denmark	all commercial ports	Danish Shipbrokers and Port Operators on Behalf of Our National Membership	
Finland	Appr. 30 ports	Shipbrokers Finland, 40 Companies, Agents, Port Operators Offering Agent Services and International Ship Owners	Some companies, 1-5 may do that, this is mainly a business of the port companies
Germany	Port or Rotterdam & North Sea Ports	Peter W. Lampke GmbH & Co. Kg	
Germany	Bremen, Brunsbüttel, Hamburg, Rendsburg, Kiel, Wismar, Rostock, Stralsund, Wolgast, Mukran	Ahlmann-Zerssen GmbH	Regular donations to local initiatives. Participation in coastal cleaning initiatives in attica region, charity to piraeus local orphanage
Greece	Piraeus Thessaloniki	Venieris Maritime Sm Sa	selection and training to any kind of candidate
Italy		S.P.A. Srl	



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Italy	Argentario	Luise Yachting Argentario Srl	continuous direct contact with the local port community
Italy		Margest Srl	
Italy	Civitavecchia and all ports	Dock&Discover Shipping Agency - Cemar Agency Network	Charity, education and environment programs
Italy	Civitavecchia	Agenzia Servizi Portuali Civitavecchia	charity initiative with Comunità S. Egidio of Civitavecchia
Italy	Civitavecchia	Italian Ports Assistance Srl	
Italy	Palermo	I. V. Meli Srl	
Italy	Brindisi	Gorgoni Srl	Community engagement
Italy	Palermo, Termini Imerese, Catania, Augusta, Porto Empedocle, Trapani, Vasto, Mazara Del Vallo, Pozzallo	Isla Srl	
Italy	Augusta	Agenzia Msa	
Italy		Destefano Speciale & C. Srl	
Italy	Genova, Portofino and all Italian Ports of Call	Cemar Srl	
Japan		Wilhelmsen Port Services Japan Co., Ltd.	
Japan		Toko Service Co.,Ltd.	
Japan		Seino Logix Co., Ltd.	
Japan	Kanmon Port (Kitakyushu Port and Shimonoseki Port)	Monryo Transport Corporation	Sponsorship of community events and participation in volunteer activities, Certified as Green Management certification
Japan		Fujitrans Corporation	Street cleanings, Forest firming
Lithuania	Klaipeda	Limarko Maritime Agency Uab	Participating in local community initiatives
Netherlands	(all ports)	Trans Saar Bv	
Netherlands	Port of Rotterdam & North Sea Ports	Oudkerk Bv	
Slovenia	Koper	Neptune International Shipping D.O.O.	

*Q9. Does your company have a grievance mechanism for employees and stakeholders to report social sustainability concerns? (Yes/No)*

			Does your company have a grievance mechanism for employees and stakeholders to report social sustainability concerns? (Yes/No) If yes, how is it managed? (Brief description)
Country	Port	Company Name	
Croatia	All ports	Bandic Maritime D.O.O.	
Denmark	all commercial ports	Danish Shipbrokers and Port Operators on Behalf of Our National Membership	See reply 11
Finland	Appr. 30 ports	Shipbrokers Finland, 40 Companies, Agents, Port Operators Offering Agent Services and International Ship Owners	The bigger companies have "whistle blowing" channels
Germany	Port of Rotterdam & North Sea Ports	Peter W. Lampke GmbH & Co. Kg	Yes, via our whistle blower tool
Germany	Bremen, Brunsbüttel, Hamburg, Rendsburg, Kiel, Wismar, Rostock, Stralsund, Wolgast, Mukran	Ahlmann-Zerssen GmbH	Not completed, yet.
Greece	Piraeus Thessaloniki	Venieris Maritime Sm Sa	Yes through our hr department
Italy		S.P.A. Srl	
Italy	Argentario	Luise Yachting Argentario Srl	No
Italy		Margest Srl	
Italy	Civitavecchia and all ports	Dock&Discover Shipping Agency - Cemar Agency Network	
Italy	Civitavecchia	Agenzia Servizi Portuali Civitavecchia	No
Italy	Civitavecchia	Italian Ports Assistance Srl	No
Italy	Palermo	I. V. Meli Srl	No
Italy	Brindisi	Gorgoni Srl	Monthly company meetings
Italy	Palermo, Termini Imerese, Catania, Augusta, Porto Empedocle, Trapani, Vasto, Mazara Del Vallo, Pozzallo	Isla Srl	
Italy	Augusta	Agenzia Msa	





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Italy		Destefano Speciale & C. Srl	
			We have established a comprehensive system that allows individuals to confidentially report any issues related to social sustainability. This mechanism includes: Anonymous Reporting Channels Clear Procedures
Italy	Genova, Portofino and all Italian Ports of Call	Cemar Srl	
Japan		Wilhelmsen Port Services Japan Co., Ltd.	
Japan		Toko Service Co.,Ltd.	No
Japan		Seino Logix Co., Ltd.	
Japan	Kanmon Port (Kitakyushu Port and Shimonoseki Port)	Monryo Transport Corporation	Established the compliance reporting desk
Japan		Fujitrans Corporation	internal specialized department
Lithuania	Klaipeda	Limarko Maritime Agency Uab	
Netherlands	(all ports)	Trans Saar Bv	yes - we have a whistleblower procedure in place
Netherlands	Port or Rotterdam & North Sea Ports	Oudkerk Bv	
Slovenia	Koper	Neptune International Shipping D.O.O.	

*Q10. 3. ECONOMIC VIABILITY OF ESG COMPLIANCE > Has the implementation of ESG regulations affected your company's operational costs?*

			3. ECONOMIC VIABILITY OF ESG COMPLIANCE > Has the implementation of ESG regulations affected your company's operational costs?
Country	Port	Company Name	
Croatia	All ports	Bandic Maritime D.O.O.	Yes, moderately
Denmark	all commercial ports	Danish Shipbrokers and Port Operators on Behalf of Our National Membership	No impact



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Finland	Appr. 30 ports	Shipbrokers Finland, 40 Companies, Agents, Port Operators Offering Agent Services and International Ship Owners	Yes, moderately
Germany	Port or Rotterdam & North Sea Ports	Peter W. Lampke Gmbh & Co. Kg	Yes, moderately
Germany	Bremen, Brunsbüttel, Hamburg, Rendsburg, Kiel, Wismar, Rostock, Stralsund, Wolgast, Mukran	Ahlmann-Zerssen Gmbh	No impact
Greece	Piraeus Thessaloniki	Venieris Maritime Sm Sa	Yes, moderately
Italy		S.P.A. Srl	Yes, moderately
Italy	Argentario	Luise Yachting Argentario Srl	No impact
Italy		Margest Srl	Yes, moderately
Italy	Civitavecchia and all ports	Dock&Discover Shipping Agency - Cemar Agency Network	Yes, significantly
Italy	Civitavecchia	Agenzia Servizi Portuali Civitavecchia	No impact
Italy	Civitavecchia	Italian Ports Assistance Srl	Yes, moderately
Italy	Palermo	I. V. Meli Srl	Yes, moderately
Italy	Brindisi	Gorgoni Srl	No impact
Italy	Palermo, Termini Imerese, Catania, Augusta, Porto Empedocle, Trapani, Vasto, Mazara Del Vallo, Pozzallo	Isla Srl	
Italy	Augusta	Agenzia Msa	No impact
Italy		Destefano Speciale & C. Srl	Yes, moderately
Italy	Genova, Portofino and all Italian Ports of Call	Cemar Srl	Yes, significantly
Japan		Wilhelmsen Port Services Japan Co., Ltd.	Yes, moderately
Japan		Toko Service Co.,Ltd.	
Japan		Seino Logix Co., Ltd.	Yes, moderately
Japan	Kanmon Port (Kitakyushu Port and Shimonoseki Port)	Monryo Transport Corporation	Yes, moderately
Japan		Fujitrans Corporation	No impact
Lithuania	Klaipeda	Limarko Maritime Agency Uab	Yes, significantly
Netherlands	(all ports)	Trans Saar Bv	Yes, moderately
Netherlands	Port or Rotterdam & North Sea Ports	Oudkerk Bv	Yes, moderately
Slovenia	Koper	Neptune International Shipping D.O.O.	No impact

*Q11. What are the main cost drivers for ESG compliance in your company? (Select all that apply)*

Country	Port	Company Name	What are the main cost drivers for ESG compliance in your company? (Select all that apply)
Croatia	All ports	Bandic Maritime D.O.O.	Employee training and education; Technology and digitalization requirements; Costs of third-party audits and certifications;
Denmark	all commercial ports	Danish Shipbrokers and Port Operators on Behalf of Our National Membership	Technology and digitalization requirements; Costs of third-party audits and certifications;
Finland	Appr. 30 ports	Shipbrokers Finland, 40 Companies, Agents, Port Operators Offering Agent Services and International Ship Owners	Employee training and education; Technology and digitalization requirements; Costs of third-party audits and certifications;
Germany	Port of Rotterdam & North Sea Ports	Peter W. Lampke Gmbh & Co. Kg	Compliance reporting and administration; Costs of third-party audits and certifications;
Germany	Bremen, Brunsbüttel, Hamburg, Rendsburg, Kiel, Wismar, Rostock, Stralsund, Wolgast, Mukran	Ahlmann-Zerssen Gmbh	
Greece	Piraeus Thessaloniki	Venieris Maritime Sm Sa	Technology and digitalization requirements; Compliance reporting and administration;
Italy		S.P.A. Srl	Employee training and education; Compliance reporting and administration;
Italy	Argentario	Luise Yachting Argentario Srl	Employee training and education; Technology and digitalization requirements;
Italy		Margest Srl	Employee training and education; Compliance reporting and administration;
Italy	Civitavecchia and all ports	Dock&Discover Shipping Agency - Cemar Agency Network	Costs of third-party audits and certifications; Employee training and education; Compliance reporting and administration;
Italy	Civitavecchia	Agenzia Servizi Portuali Civitavecchia	Other (please specify);



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Italy	Civitavecchia	Italian Ports Assistance Srl	Employee training and education; Compliance reporting and administration;
Italy	Palermo	I. V. Meli Srl	Employee training and education; Costs of third-party audits and certifications;
Italy	Brindisi	Gorgoni Srl	Employee training and education; Technology and digitalization requirements; Costs of third-party audits and certifications;
Italy	Palermo, Termini Imerese, Catania, Augusta, Porto Empedocle, Trapani, Vasto, Mazara Del Vallo, Pozzallo	Isla Srl	Employee training and education; Compliance reporting and administration; Technology and digitalization requirements; Costs of third-party audits and certifications;
Italy	Augusta	Agenzia Msa	Costs of third-party audits and certifications;
Italy		Destefano Speciale & C. Srl	Employee training and education; Compliance reporting and administration; Technology and digitalization requirements; Costs of third-party audits and certifications;
Italy	Genova, Portofino and all Italian Ports of Call	Cemar Srl	Employee training and education; Compliance reporting and administration;
Japan		Wilhelmsen Port Services Japan Co., Ltd.	Employee training and education; Compliance reporting and administration; Costs of third-party audits and certifications;
Japan		Toko Service Co.,Ltd.	
Japan		Seino Logix Co., Ltd.	Employee training and education; Compliance reporting and administration;
Japan	Kanmon Port (Kitakyushu Port and Shimonoseki Port)	Monryo Transport Corporation	Compliance reporting and administration; Costs of third-party audits and certifications;
Japan		Fujitrans Corporation	Technology and digitalization requirements;
Lithuania	Klaipeda	Limarko Maritime Agency Uab	Employee training and education; Technology and digitalization requirements;
Netherlands	(all ports)	Trans Saar Bv	Employee training and education; Compliance reporting and administration; Technology and



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			digitalization requirements; Costs of third-party audits and certifications;
Netherlands	Port of Rotterdam & North Sea Ports	Oudkerk Bv	Employee training and education; Compliance reporting and administration; Technology and digitalization requirements; Costs of third-party audits and certifications;
Slovenia	Koper	Neptune International Shipping D.O.O.	Employee training and education; Compliance reporting and administration; Technology and digitalization requirements; Costs of third-party audits and certifications;



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Q12. If you chose "Other" please specify

Country	Port	Company Name	If you chose "Other" please specify
Croatia	All ports	Bandic Maritime D.O.O.	
Denmark	all commercial ports	Danish Shipbrokers and Port Operators on Behalf of Our National Membership	
Finland	Appr. 30 ports	Shipbrokers Finland, 40 Companies, Agents, Port Operators Offering Agent Services and International Ship Owners	
Germany	Port of Rotterdam & North Sea Ports	Peter W. Lampke GmbH & Co. KG	
Germany	Bremen, Brunsbüttel, Hamburg, Rendsburg, Kiel, Wismar, Rostock, Stralsund, Wolgast, Mukran	Ahlmann-Zerssen GmbH	
Greece	Piraeus Thessaloniki	Venieris Maritime S.A.	
Italy		S.P.A. Srl	
Italy	Argentario	Luise Yachting Argentario Srl	
Italy		Margest Srl	
Italy	Civitavecchia and all ports	Dock&Discover Shipping Agency - Cemar Agency Network	
Italy	Civitavecchia	Agenzia Servizi Portuali Civitavecchia	not applicable
Italy	Civitavecchia	Italian Ports Assistance Srl	
Italy	Palermo	I. V. Meli Srl	
Italy	Brindisi	Gorgoni Srl	
Italy	Palermo, Termini Imerese, Catania, Augusta, Porto Empedocle, Trapani, Vasto, Mazara Del Vallo, Pozzallo	Isla Srl	
Italy	Augusta	Agenzia Msa	
Italy		Destefano Speciale & C. Srl	
Italy	Genova, Portofino and all Italian Ports of Call	Cemar Srl	
Japan		Wilhelmsen Port Services Japan Co., Ltd.	
Japan		Toko Service Co., Ltd.	
Japan		Seino Logix Co., Ltd.	
Japan	Kanmon Port (Kitakyushu Port and Shimonoseki Port)	Monryo Transport Corporation	



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Japan		Fujitrans Corporation
Lithuania	Klaipeda	Limarko Maritime Agency Uab
Netherlands	(all ports)	Trans Saar Bv
Netherlands	Port or Rotterdam & North Sea Ports	Oudkerk Bv
Slovenia	Koper	Neptune International Shipping D.O.O.

*Q13. Do your clients adequately cover the additional costs of ESG compliance?*

Country	Port	Company Name	Do your clients adequately cover the additional costs of ESG compliance?
Croatia	All ports	Bandic Maritime D.O.O.	No, we are absorbing most of the costs internally
Denmark	all commercial ports	Danish Shipbrokers And Port Operators On Behalf Of Our National Membership	
Finland	Appr. 30 ports	Shipbrokers Finland, 40 Companies, Agents, Port Operators Offering Agent Services And International Ship Owners	No, we are absorbing most of the costs internally
Germany	Port or Rotterdam & North Sea Ports	Peter W. Lampke Gmbh & Co. Kg	No, we are absorbing most of the costs internally
Germany	Bremen, Brunsbüttel, Hamburg, Rendsburg, Kiel, Wismar, Rostock, Stralsund, Wolgast, Mukran	Ahlmann-Zerssen Gmbh	
Greece	Piraeus Thessaloniki	Venieris Maritime Sm Sa	Partially
Italy		S.P.A. Srl	No, we are absorbing most of the costs internally
Italy	Argentario	Luise Yachting Argentario Srl	Partially
Italy		Margest Srl	No, we are absorbing most of the costs internally
Italy	Civitavecchia and all ports	Dock&Discover Shipping Agency - Cemar Agency Network	No, we are absorbing most of the costs internally



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Italy	Civitavecchia	Agenzia Servizi Portuali Civitavecchia	No, we are absorbing most of the costs internally
Italy	Civitavecchia	Italian Ports Assistance Srl	No, we are absorbing most of the costs internally
Italy	Palermo	I. V. Meli Srl	No, we are absorbing most of the costs internally
Italy	Brindisi	Gorgoni Srl	No, we are absorbing most of the costs internally
Italy	Palermo, Termini Imerese, Catania, Augusta, Porto Empedocle, Trapani, Vasto, Mazara Del Vallo, Pozzallo	Isla Srl	No, we are absorbing most of the costs internally
Italy	Augusta	Agenzia Msa	No, we are absorbing most of the costs internally
Italy		Destefano Speciale & C. Srl	No, we are absorbing most of the costs internally
Italy	Genova, Portofino and all Italian Ports of Call	Cemar Srl	No, we are absorbing most of the costs internally
Japan		Wilhelmsen Port Services Japan Co., Ltd.	No, we are absorbing most of the costs internally
Japan		Toko Service Co.,Ltd.	
Japan		Seino Logix Co., Ltd.	No, we are absorbing most of the costs internally
Japan	Kanmon Port (Kitakyushu Port and Shimonoseki Port)	Monryo Transport Corporation	No, we are absorbing most of the costs internally
Japan		Fujitrans Corporation	Partially
Lithuania	Klaipeda	Limarko Maritime Agency Uab	No, we are absorbing most of the costs internally
Netherlands	(all ports)	Trans Saar Bv	No, we are absorbing most of the costs internally
Netherlands	Port of Rotterdam & North Sea Ports	Oudkerk Bv	No, we are absorbing most of the costs internally



Slovenia	Koper	Neptune International Shipping D.O.O.	No, we are absorbing most of the costs internally
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*Q14. Has your company open a line of communication with clients to discuss the ESG impacts?*

Country	Port	Company Name	Has your company open a line of communication with clients to discuss the ESG impacts?
Croatia	All ports	Bandic Maritime D.O.O.	No, we do not believe it is feasible
Denmark	all commercial ports	Danish Shipbrokers and Port Operators On Behalf Of Our National Membership	No, we do not believe it is feasible
Finland	Appr. 30 ports	Shipbrokers Finland, 40 Companies, Agents, Port Operators Offering Agent Services and International Ship Owners	No, but we plan to
Germany	Port of Rotterdam & North Sea Ports	Peter W. Lampke GmbH & Co. Kg	No, we do not believe it is feasible
Germany	Bremen, Brunsbüttel, Hamburg, Rendsburg, Kiel, Wismar, Rostock, Stralsund, Wolgast, Mukran	Ahlmann-Zerssen GmbH	No, we do not believe it is feasible
Greece	Piraeus Thessaloniki	Venieris Maritime Sm Sa	Yes, but with resistance from clients
Italy		S.P.A. Srl	Yes, but with resistance from clients
Italy	Argentario	Luise Yachting Argentario Srl	No, we do not believe it is feasible
Italy		Margest Srl	No, we do not believe it is feasible
Italy	Civitavecchia and all ports	Dock&Discover Shipping Agency - Cemar Agency Network	Yes, successfully
Italy	Civitavecchia	Agenzia Servizi Portuali Civitavecchia	No, but we plan to
Italy	Civitavecchia	Italian Ports Assistance Srl	No, but we plan to
Italy	Palermo	I. V. Meli Srl	No, but we plan to
Italy	Brindisi	Gorgoni Srl	No, but we plan to
Italy	Palermo, Termini Imerese, Catania, Augusta, Porto Empedocle, Trapani, Vasto, Mazara Del Vallo, Pozzallo	Isla Srl	Yes, but with resistance from clients
Italy	Augusta	Agenzia Msa	No, but we plan to



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Italy		Destefano Speciale & C. Srl	Yes, but with resistance from clients
Italy	Genova, Portofino and all Italian Ports of Call	Cemar Srl	No, but we plan to
Japan		Wilhelmsen Port Services Japan Co., Ltd.	No, but we plan to
Japan		Toko Service Co.,Ltd.	No, but we plan to
Japan		Seino Logix Co., Ltd.	No, we do not believe it is feasible
Japan	Kanmon Port (Kitakyushu Port and Shimonoseki Port)	Monryo Transport Corporation	No, but we plan to
Japan		Fujitrans Corporation	Yes, but with resistance from clients
Lithuania	Klaipeda	Limarko Maritime Agency Uab	Yes, successfully
Netherlands	(all ports)	Trans Saar Bv	No, we do not believe it is feasible
Netherlands	Port or Rotterdam & North Sea Ports	Oudkerk Bv	Yes, successfully
Slovenia	Koper	Neptune International Shipping D.O.O.	No, we do not believe it is feasible

*Q15. Do you believe that ESG compliance is financially sustainable for maritime agencies in the long term?*

Country	Port	Company Name	Do you believe that ESG compliance is financially sustainable for maritime agencies in the long term?
Croatia	All ports	Bandic Maritime D.O.O.	Yes, with proper recognition of agents work, meaning a fair payment of the work/services delivered
Denmark	all commercial ports	Danish Shipbrokers and Port Operators On Behalf Of Our National Membership	No, ESG compliance is creating unsustainable financial pressure
Finland	Appr. 30 ports	Shipbrokers Finland, 40 Companies, Agents, Port Operators Offering Agent Services and International Ship Owners	Yes, with proper recognition of agents work, meaning a fair payment of the work/services delivered
Germany	Port or Rotterdam & North Sea Ports	Peter W. Lampke Gmbh & Co. Kg	Yes, with proper recognition of agents work, meaning a fair payment of the work/services delivered



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Germany	Bremen, Brunsbüttel, Hamburg, Rendsburg, Kiel, Wismar, Rostock, Stralsund, Wolgast, Mukran	Ahlmann-Zerssen Gmbh	Yes, with proper recognition of agents work, meaning a fair payment of the work/services delivered
Greece	Piraeus Thessaloniki	Venieris Maritime Sm Sa	Yes, with proper recognition of agents work, meaning a fair payment of the work/services delivered
Italy		S.P.A. Srl	Yes, but only with external financial support (e.g., subsidies, incentives)
Italy	Argentario	Luise Yachting Argentario Srl	Yes, with proper recognition of agents work, meaning a fair payment of the work/services delivered
Italy		Margest Srl	No, ESG compliance is creating unsustainable financial pressure
Italy	Civitavecchia and all ports	Dock&Discover Shipping Agency - Cemar Agency Network	Yes, with proper recognition of agents work, meaning a fair payment of the work/services delivered
Italy	Civitavecchia	Agenzia Servizi Portuali Civitavecchia	Yes, with proper recognition of agents work, meaning a fair payment of the work/services delivered
Italy	Civitavecchia	Italian Ports Assistance Srl	Yes, but only with external financial support (e.g., subsidies, incentives)
Italy	Palermo	I. V. Meli Srl	Yes, with proper recognition of agents work, meaning a fair payment of the work/services delivered
Italy	Brindisi	Gorgoni Srl	Yes, with proper recognition of agents work, meaning a fair payment of the work/services delivered
Italy	Palermo, Termini Imerese, Catania, Augusta, Porto Empedocle, Trapani, Vasto, Mazara Del Vallo, Pozzallo	Isla Srl	Yes, with proper recognition of agents work, meaning a fair payment of the work/services delivered



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Italy	Augusta	Agenzia Msa	Yes, but only with external financial support (e.g., subsidies, incentives)
Italy		Destefano Speciale & C. Srl	Yes, with proper recognition of agents work, meaning a fair payment of the work/services delivered
Italy	Genova, Portofino and all Italian Ports of Call	Cemar Srl	No, ESG compliance is creating unsustainable financial pressure
Japan		Wilhelmsen Port Services Japan Co., Ltd.	Yes, with proper recognition of agents work, meaning a fair payment of the work/services delivered
Japan		Toko Service Co.,Ltd.	Yes, with proper recognition of agents work, meaning a fair payment of the work/services delivered
Japan		Seino Logix Co., Ltd.	Yes, but only with external financial support (e.g., subsidies, incentives)
Japan	Kanmon Port (Kitakyushu Port and Shimonoseki Port)	Monryo Transport Corporation	Yes, with proper recognition of agents work, meaning a fair payment of the work/services delivered
Japan		Fujitrans Corporation	No, ESG compliance is creating unsustainable financial pressure
Lithuania	Klaipeda	Limarko Maritime Agency Uab	Yes, with proper recognition of agents work, meaning a fair payment of the work/services delivered
Netherlands	(all ports)	Trans Saar Bv	Yes, with proper recognition of agents work, meaning a fair payment of the work/services delivered
Netherlands	Port of Rotterdam & North Sea Ports	Oudkerk Bv	Yes, with proper recognition of agents work, meaning a fair payment of the work/services delivered

Slovenia	Koper	Neptune International Shipping D.O.O.	Yes, with proper recognition of agents work, meaning a fair payment of the work/services delivered
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### Q16. ADDITIONAL COMMENTS

- Do you have any further suggestions on how maritime agencies can maintain financial viability while complying with ESG requirements?

			ADDITIONAL COMMENTS Do you have any further suggestions on how maritime agencies can maintain financial viability while complying with ESG requirements?
Country	Port	Company Name	
Croatia	All ports	Bandic Maritime D.O.O.	
Denmark	all commercial ports	Danish Shipbrokers and Port Operators on Behalf of Our National Membership	N/A
Finland	Appr. 30 ports	Shipbrokers Finland, 40 Companies, Agents, Port Operators Offering Agent Services and International Ship Owners	Is there a problem in this?
Germany	Port of Rotterdam & North Sea Ports	Peter W. Lampke GmbH & Co. KG	
Germany	Bremen, Brunsbüttel, Hamburg, Rendsburg, Kiel, Wismar, Rostock, Stralsund, Wolgast, Mukran	Ahlmann-Zerssen GmbH	n.a.
Greece	Piraeus Thessaloniki	Venieris Maritime Sm Sa	At a certain point, companies with proven/audited ESG plan should be rewarded by the state in terms of lower taxation maybe or some sort of subsidy selection and training to any kind of candidate
Italy		S.P.A. Srl	



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Italy	Argentario	Luise Yachting Argentario Srl	NO
Italy		Margest Srl	
			Co-design ESG strategies with cruise lines to align operational goals, reduce redundant costs, and share the resulting savings.
Italy	Civitavecchia and all ports	Dock&Discover Shipping Agency - Cemar Agency Network	
Italy	Civitavecchia	Agenzia Servizi Portuali Civitavecchia	
Italy	Civitavecchia	Italian Ports Assistance Srl	
Italy	Palermo	I. V. Meli Srl	
Italy	Brindisi	Gorgoni Srl	
Italy	Palermo, Termini Imerese, Catania, Augusta, Porto Empedocle, Trapani, Vasto, Mazara Del Vallo, Pozzallo	Isla Srl	
Italy	Augusta	Agenzia Msa	No
			Letting owners/principals aware of our efforts to keep sustainable the industry, giving more consideration of our work in respect of their ESG guidelines and local communities needs/willings even considering the increasing complaints against our activities/industry which are often reported polluting and not useful to communities. Informing them the rules/costs of maritime staff is very high (mainly if their qualification has to be maintained) and not the same all around the world. We are afraid actual level of fees are not sufficient for maintaining financial liability while adequately complying with ESG requirements
Italy		Destefano Speciale & C. Srl	
Italy	Genova, Portofino and all Italian Ports of Call	Cemar Srl	



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Japan		Wilhelmsen Port Services Japan Co., Ltd.	
Japan		Toko Service Co.,Ltd.	
Japan		Seino Logix Co., Ltd.	
Japan	Kanmon Port (Kitakyushu Port and Shimonoseki Port)	Monryo Transport Corporation	
Japan		Fujitrans Corporation	
Lithuania	Klaipeda	Limarko Maritime Agency Uab	
Netherlands	(all ports)	Trans Saar Bv	
Netherlands	Port of Rotterdam & North Sea Ports	Oudkerk Bv	Part of our ESG is also discussed in our ISO audits
Slovenia	Koper	Neptune International Shipping D.O.O.	