

Kingdom Of Cambodia

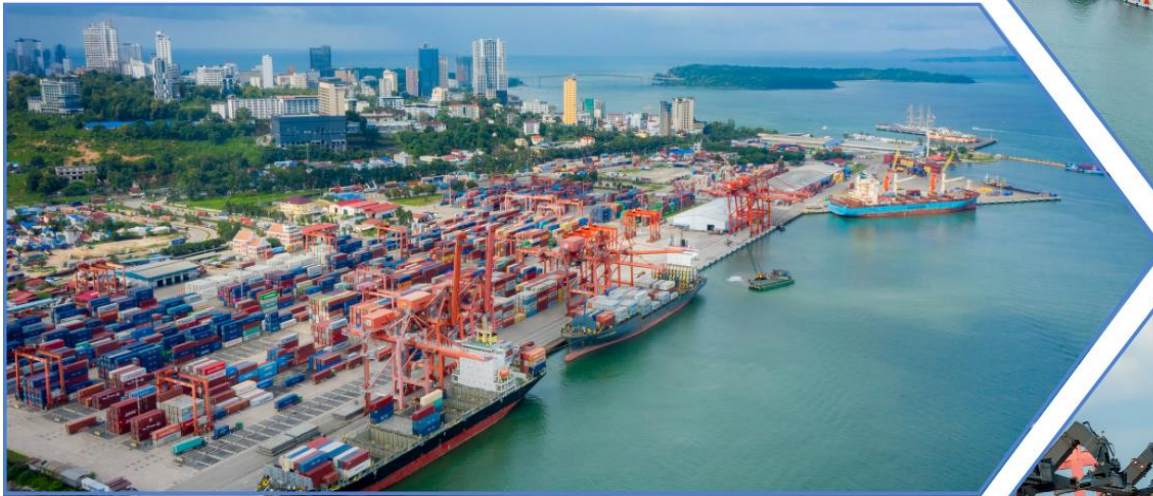
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Sihanoukville Autonomous Port

Sustainability Report

2024



Vision

To become the only efficient and dynamic deep seaport, contributing to the improvement of logistic service and socio-economic development in the Kingdom of Cambodia.

Mission

- To develop in accordance with the policy of the Royal Government.
- To improve service quality through close cooperation with port users, modernize port management and human resources development in line with international innovation
- To collaborate with development partners to study and towards the construction of deep-water ports in line with the vision and growth of transit containers
- To promote and strengthen the principle of being a port for all.

Values

- Geographical Superiority
- Customer-Oriented
- Pro-action & Innovation
- Integrity & Accountability
- Friendliness & Respectfulness
- Teamwork & Service Quality
- Reliability & Sustainable Growth



Message of H.E. Chairman & CEO

The Commitment to Sustainability, Environment, Social, and Governance

On behalf of the Board of Directors, the management, workers, and employees of the Sihanoukville Autonomous Port (PAS), I am honored and pleased to inform that the Sihanoukville Autonomous Port, which is an international deep-sea port of the Kingdom of Cambodia, has strived and focused on sustainability in accordance with environmental initiatives, including social responsibility and the implementation of business operations with ethical standards. PAS will promote sustainable practices and enhance environmental protection, business operations, human resource development, community engagement, social responsibility, good governance, ethical standards, workplace safety, and risk management. Furthermore, PAS will continue to promote transparency and accountability in business operations with inclusiveness by ensuring that the benefits derived from these practices will be prioritized for the workers, employees, and customers of PAS.

According to the sustainability strategy for 2024, PAS has strived to develop and improve all aspects of its operations. PAS has actively participated in environmental protection by promoting environmental awareness among workers, employees, and the public, taking into account environmental, social, and governance factors in its operational processes to encourage sustainable practices. At the same time, PAS has launched a payment service through an innovative and secure digital payment system, ensuring the protection of customers' business information and promoting sustainable growth for all stakeholders to support economic and social development.

PAS recognizes that its workforce is its most valuable asset, and PAS is committed to promoting a culture of equality and prioritizing the well-being of workers and employees by creating a supportive environment that values diversity and promotes equal opportunities for all. Through investment in human resources, PAS aims to transform its workplace into an environment where everyone can thrive and contribute to common success. Additionally, PAS welcomes feedback for improvement to enhance operational efficiency and engages with local communities to promote positive change through responsible practices. With a commitment to sustainable development, PAS adheres to the Sustainable Development Goals by promoting regulatory frameworks and encouraging research and innovation to drive continuous improvement and sustainable growth.

Preah Sihanouk Province, September 1, 2025
Delegate of the Royal Government of Cambodia
In Charge as Chairman & CEO

LOU KIMCHHUN

Message of H.E. Chairman & CEO

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Section 1: Operational Information



I. The Sihanoukville Autonomous Port's Business Model

The Sihanoukville Autonomous Port (PAS), which is the only international deep-water seaport in the Kingdom of Cambodia, plays a significant role in facilitating regional and global maritime transport. PAS covers an operational area of approximately 125 hectares and is strategically situated in Kampong Som Bay, benefiting from natural features such as deep water, islands that act as barriers against strong winds and tidal waves, and a location that does not require regular dredging for the vessel channel.

PAS serves as a distribution and supply center that incorporates all types of transportation systems to help facilitate and provide services to customers and port users. PAS is connected to Phnom Penh capital via National Road No. 4, which spans 226 kilometers, or through National Road No.3, passing through Kampot Province, with a length of 244 kilometers, or via the Expressway by 187 kilometers. Besides the road networks, PAS is linked by a southern railway line extending from Phnom Penh to Kampot Province with a length of 264 kilometers. Furthermore, PAS is accessible by air, with connections from Siem Reap, Phnom Penh, and Vietnam to Sihanoukville International Airport.

PAS has the following main sources of income:

- Port Charges for Vessel Services are revenues derived from shipping services and vessel berthing, including revenues from tonnage charge, berthage charge, channel, pilotage, tug assistance fee, mooring and unmooring, hatch opening and closing, and garbage collection from ships.
- Stevedoring Charges are revenues derived from the handling of general cargo or containers, offloading, and loading from ships to the pier.
- Lo-Lo Charges are revenues derived from the handling of general cargo or containers on the yard.
- Storage Fees are revenues derived from the storage of general cargo or containers in warehouses and yards.
- Land Leasing in the Sihanoukville Autonomous Port's Special Economic Zone.

A. Operational Outcomes

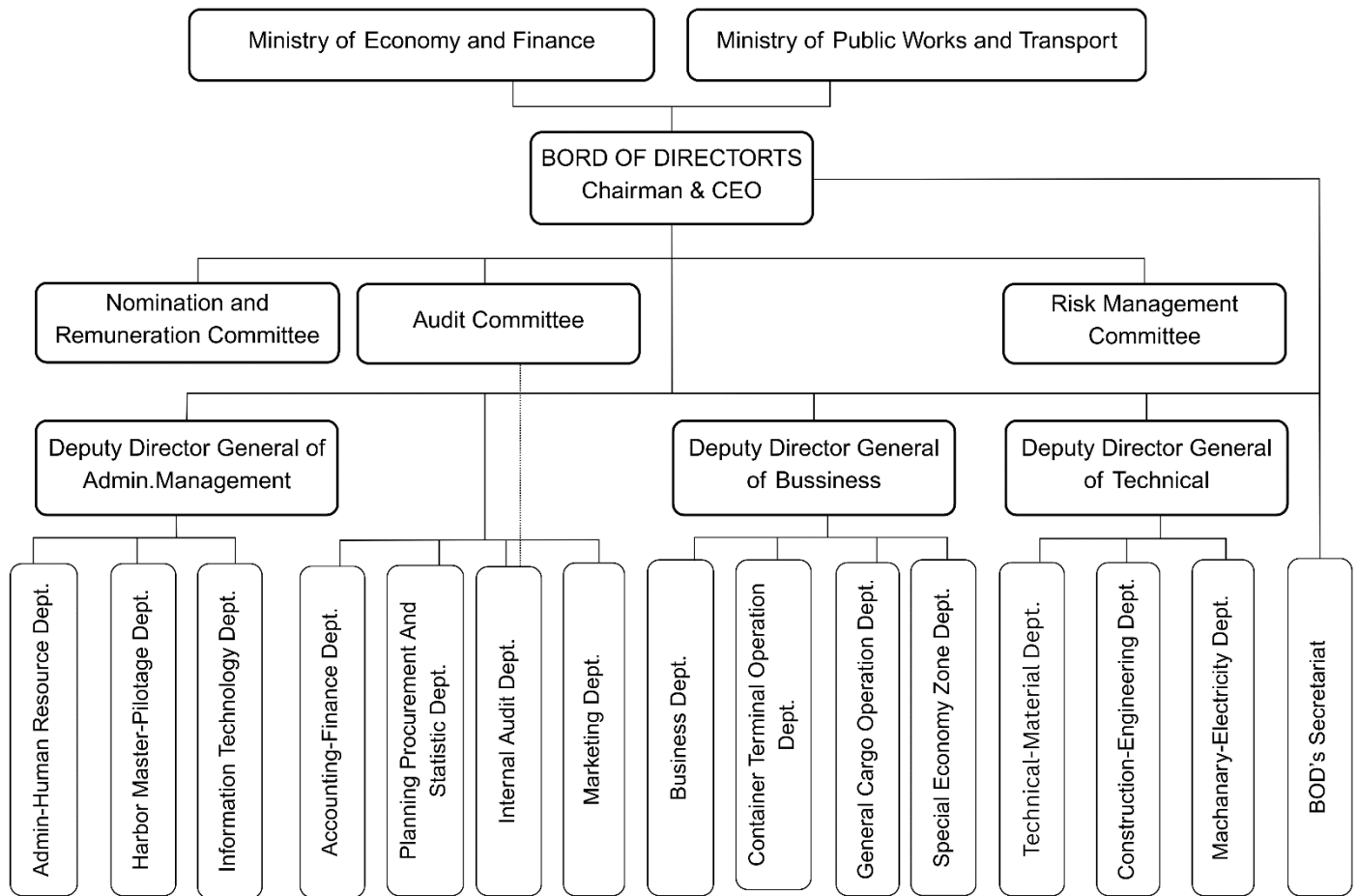
Items		2023	2024
		1	2
Gross Throughput	Tons	7,893,157	9,797,413
Container Cargo	—	5,611,207	7,156,099
General Cargo	—	203,304	413,634
Fuel	—	1,939,721	2,077,873
Gas	—	138,924	149,807
Imported Cargo	—	5,842,989	7,345,412
Exported Cargo	—	2,050,168	2,452,001
Cargo Handling	—	17,161,938	21,108,169
Direct Delivery	—	169,173	371,783
Container Yard and Warehouse	—	16,992,765	20,736,385
Container Throughput	TEUs	797,778	1,032,191
Imported Container	—	402,633	537,017
Exported Container	—	395,145	495,174
Calling Vessels	Units	1,506	1,566
	Tons	19,105,702	20,211,433

B. Income results

Description	2023		2024	
	KHR '000	Percentage of total income	KHR '000	Percentage of total income
Stevedoring Charge	177,778,892	48.75%	227,643,155	49.57%
Lo-Lo Charge	93,390,482	25.61%	122,984,311	26.78%
Port Charge for Vessel Services	74,057,713	20.31%	78,185,635	17.03%
Storage (Warehouse and Yard)	14,064,536	3.86%	20,717,757	4.51%

Organization Structure

Organization chart of Sihanoukville Autonomous Port



Section 2: Governance of Sustainability



2. Sustainability Strategy

As a strategy, PAS is currently considering integrating Sustainable Development Goals (SDGs), which include environmental protection, social responsibility, and governance, into its business framework. The port plans to establish a committee tasked with monitoring and reporting on daily operational activities to management and the Board of Directors. This management structure will ensure that sustainability is embedded in the decision-making processes to align the organization's mission with implementation, guided by ethical standards and accountability.

In its planning processes, PAS considers prioritizing sustainability through the implementation of energy-efficient technologies, reduction of solid and liquid waste, and engagement with local communities to promote social and economic development. Through ongoing evaluation of its planning against the SDGs and strategic adjustments as needed, PAS demonstrates its commitment to creating long-term value for stakeholders and related entities.

PAS's Goal of Sustainable Development Strategy

Development goals

PAS's Climate and ESG Goals

Climate and Environmental Protection

A commitment to participate in reducing the negative impacts of climate change and environmental degradation caused by business operations and the implementation of PAS stakeholders, in order to support and pursue sustainable development goals.

- Reduce carbon emissions from business operations and service activities of PAS in accordance with Cambodia's strategic plan.
- Strengthen the capacity of resources and resilience to natural disasters, including various calamities, by enhancing infrastructure efficiency and building sturdiness, and implementing urgent measures to combat climate change and its impacts.
- Encourage workers and employees at all levels to participate in all activities to reduce the impact on climate factors and the environment.
- Provide training and raise awareness among all workers and employees to participate in various activities aimed at responding to climate change and environmental impacts.

Social Activity

Commitment to Promoting a Contemporary Culture that Cares for Society and Community

- Respect human rights, diversity, and gender equality.
- Provide a workplace with a good environment and hygiene.
- Fair Distribution of the labor workforce.
- Continue to grant equal rights in training and technical education.
- Avoid any activities that may lead to social impact or violate the regulation limit.

Governance

A commitment to uphold peace, integrity, and fair resolution in business operations, and compliance with laws and regulations.	▪ Uphold good governance in business operations and services. ▪ Continue implementing a strong internal control system to prevent corruption. ▪ Promote legal measures and ensure justice and equality for both staff and related parties. ▪ Prioritize the development of technology systems and digital programs to enhance operational efficiency and ease in meeting customer needs as well as timely access for users. ▪ Protect and maintain the confidentiality of customer information.
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3. Key risks identified from climate, environmental and corporate social matters

The major risk factors identified by PAS and the potential impacts they may have on its infrastructure and operations from climate, environmental, and corporate social matters over the short, medium, or long term are as follows:

Risk Factor		Impact on Business Operations, Employee and Community
Impact of Climate Change		
1.	Rising sea level Severe weather pattern changes as air temperatures and humidity increase, and water cycles become faster, storms are expected to become more regular and more intense.	Can cause damage to ship berths, port infrastructure, warehouses, general cargo and container operational areas, electricity supply, navigation aids, and environmental protection equipment/materials in case of flooding. Impact and/or disrupt port operational activities (such as delays in vessel movement, cargo and container handling operations, and transportation), hazards, or personnel safety during operations in case of storms, gusts of wind, heavy rainfall, and large sea waves, etc. Potential capital losses due to the reduced lifespan of certain assets vulnerable to climatic factors. Impact the environmental aesthetics of the port area.
	Increased temperatures	Threats to the personal health of employees and port users. Increases in unworkable hours.
Environmental Law		
2.	Risks related to non-compliance and legal principles	Increased costs or impacts on financial stability that may necessitate significant investments in development, technology, and operational processes to meet environmental compliance requirements. Stricter implementation of new regulations, such as water extraction, land use, discharges of wastewater, and waste disposal.
	Environmental pollution management	Risks related to managing emissions and waste discharge, which could lead to penalties or operational limits if not properly managed.
	National/regional market instability	Negative impacts on sales or inability to increase sales volumes, potentially causing disruptions to business operations or supply chains.

Corporate Social Responsibility (CSR)		
3.	Community relations (Negative impact on local community from port operations, e.g., noise pollution from the use of heavy machinery, traffic congestion in areas surrounding the port, environmental pollution through air pollution from vehicles, and water pollution from oil spills and waste from ships).	May cause relative impacts to the communities by the expansion of port's master plan in 2050. May cause relative impacts to local communities by noise, pollution, or traffic issues, which could affect the port's reputation.
	Employment relations (Negative impact include a lack of skilled personnel, insufficient human resource training and development, etc.)	Ensuring fair employment practices and addressing issues related to the workforce can be critical in maintaining operational stability and public image.

Note:

Sea Level Rise: PAS has currently not yet had specific data to confirm the level of sea level rise. However, PAS can monitor sea level data through notifications from local authorities and/or from the Ministry of Water Resources and Meteorology.

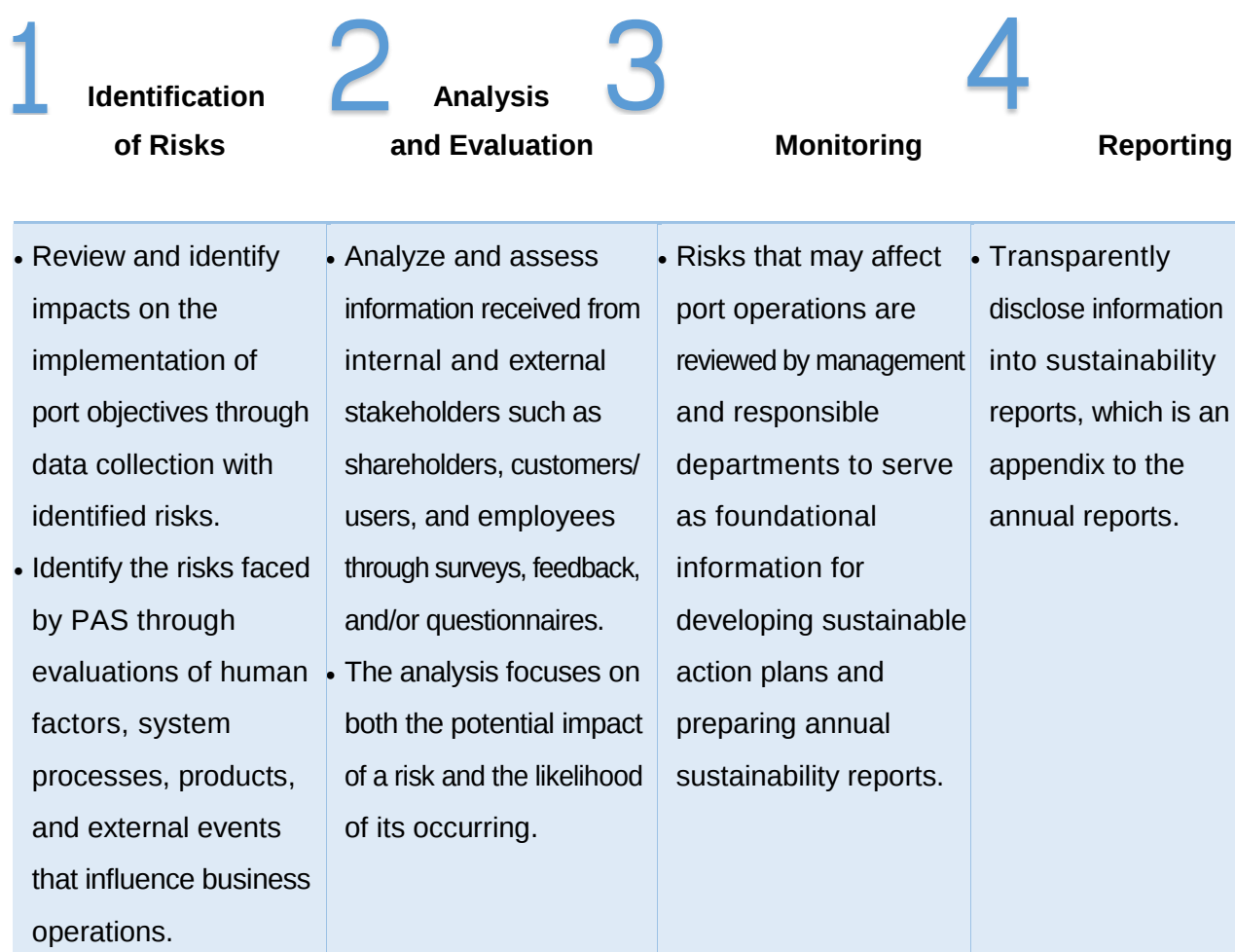
4. Risk Management Operations

The Sihanoukville Autonomous Port (PAS) recognizes that climate change poses significant risks to the port's infrastructure and its business operations. PAS does not yet have an ongoing and dedicated risk management framework, as all risks are identified, assessed, and addressed at functional levels. However, for the purposes of sustainability reporting, PAS conducted a specific analysis to identify major risks that may arise from climate variability and assessed their impact on port infrastructure and business operations using research projects and statistical data. At the same time, PAS has monitored and understood social risks and impacts that could emerge from port activities and related parties, and implemented strategies to mitigate these risks, such as developing sustainable construction projects and utilizing new technologies to reduce environmental impacts.

Stakeholders	Communication mechanisms
Shareholders	Annual general meetings, annual reports, PAS's websites, and media outlets.
Board of Directors	Meetings, quarterly and annual reports, PAS's websites, and media outlets.
Employees	Communication networks within the port, including email, WhatsApp, Telegram, contact numbers, discussions or meetings between management and work teams, training sessions, and workshops.
Business Partners: Development Partners, Suppliers	Meetings (formal and informal), surveys, joint agreements.
Community	Direct engagement with local communities through cooperation, partnership, volunteer activities, and donations.
Parent Ministries (Ministry of Economy and Finance and Ministry of Public Works and Transport)	Leadership, support, consultation for modernizing the port; annual reports.
Securities and Exchange Regulator of Cambodia (SERC)	Consultation meetings, participation, and annual reports.

▪ Risk Management Process

The risk management process used by PAS includes identification, analysis, evaluation, monitoring, and reporting related to climate, environmental, and social risk. This process is implemented at the functional level of each department to participate in identifying, analyzing, and assessing risks related to climate, environmental, and social factors that arise within the scope of work of each department. These findings are then reported to the Board's Risk Management Committee to ensure that these significant risks are addressed effectively.



5. The Strategy or Implementation Plans for Risk Management

PAS has conducted a detailed assessment of these risks to reduce hazards stemming from weather, environmental, and social factors as follows:

Risk Factors Assessment Table

Risk Factors	Stakeholders	PAS's Strategies
Impacts of Climate Change		
Rising Sea Levels (Causing flooding in operational areas)	• Shareholders • Board of Directors • Workers and Employees • Business Partners, Development Partners, Suppliers • Communities • Parent Ministries (Ministry of Economy-Finance and Ministry of Public Works-Transport) • SERC	PAS assesses the vulnerability of port infrastructure to sea level rise and frequent flooding and collaborates with stakeholders to respond to potential impacts.
Severe Weather Conditions (Including storms, heavy rainfall, and large sea waves)		PAS will prepare contingency plans for severe weather conditions and issue guidelines on procedures for rescue/evacuation of personnel, materials, equipment, communication strategies, and resource allocation in accordance with the national climate change strategic plan.
Strategic Adjustments		PAS will develop and implement strategic adjustments such as strengthening infrastructure and improving drainage systems to reduce flood risks.
Environmental Law		
Environmental Risks and Pollution	• Shareholders • Board of Directors • Workers and Employees • Business Partners, Development Partners, Suppliers • Communities • Parent Ministries (Ministry of Economy-Finance and Ministry of Public Works-Transport) • SERC	Identity and establish monitoring mechanisms to implement environmental laws at the local, national, and international levels. Prepare resources to improve technologies for standard implementation, reduce emissions, and manage waste. Develop an Environmental Management System (EMS) including policies and procedures for controlling emissions and waste, and conduct inspections to ensure compliance and identify areas for improvement. Enhance awareness and provide training to personnel on environmental pollution management to promote a culture of environmental responsibility.

Corporate Social Responsibility (CSR)		
Community Engagement and Social Responsibility	• Workers and Employees • Community	PAS will encourage participation and consultation with residents to address issues related to sound/noise, traffic, and pollution, promote communication, and enhance the port's reputation.
Sustainable Human Resource Development	• Parent Ministries (Ministry of Economy-Finance and Ministry of Public Works-Transport) • Shareholders • Board of Directors • Workers and Employees	Strengthen capacity by promoting education and training on climate change. Increase awareness through training and environmental outreach, such as the conservation of biodiversity in vulnerable areas affected by human activities, waste management, and the prevention of water and air pollution. Ensure environmental sustainability by implementing programs that promote development in local communities.
Implementation of Fair Work Practices	• Shareholders • Board of Directors • Workers and Employees	To enforce policies that guarantee equal rights and safety for workers and employees, including training and dispute resolution procedures to maintain operational stability and public image.
Continuous Monitoring	• Shareholders • Board of Directors • Workers and Employees • Business Partners, Development Partners, Suppliers • Community • Parent Ministries (Ministry of Economy-Finance and Ministry of Public Works-Transport) • SERC	Assess environmental impacts and regularly implement work using Performance Metrics, including identifying impacts, measurement and evaluation, as well as feedback from stakeholders to confirm accountability and build trust with the community.

Note:

Performance Metrics: are used to identify, measure, and evaluate impacts, and are presented in point 7.

6. Governance of Risks

The Sihanoukville Autonomous Port (PAS) is led by the Board of Directors with authority to perform its duties within the framework of regulations, internal rules, ensure good governance, business sustainability, and services provided by PAS, and has three main committees as follows:

Risk Management Committee

The Risk Management Committee is responsible for identifying, assessing, and managing potential operational risks. It develops and implements risk management policies and conducts regular risk assessments. The committee holds quarterly meetings to discuss risks and related developments in daily operations and set directions for mitigating and reducing risks within acceptable levels. At the same time, the Board's member from the Ministry of Economy and Finance has a role to deal with any risk related to finance of the port that may occur, while the Board's member from the Ministry of Public Works and Transport deals with technical issues that may hinder PAS's operational efficiency, and the rest of the members may give recommendations based on their personal experience and expertise.

Audit Committee

The Audit Committee is responsible for overseeing financial reporting, internal management, and auditing, ensuring compliance with applicable laws and regulations, and reporting to and advising the Board of Directors.

Nomination and Remuneration Committee

The Nomination and Remuneration Committee oversees the selection and appointment of directors and senior management, ensuring a fair and transparent recruitment process. It encourages diversity and fairness, and evaluates implementation regularly. Each committee has a role to report to the Board of Directors.

Sustainability Team/Committee

To ensure compliance with relevant laws and regulations, PAS will establish a sustainability team/committee to monitor, evaluate implementation, and report to the Board of Directors in accordance with its sustainability objectives.

7. Key Metric, Indicators, and Measurements

To serve as a basis for monitoring, measurement and evaluating the reduction of climate, environmental, and social impacts, PAS has established a matrix and preliminary indicators with the help from JICA expert and other relevant departments that reflect the current priority of PAS in considering issues related to climate, environment, and society concerning business operations as follows:

1. Implementation of Climate Policies

Carbon Emissions	2023	2024
Scope 1 (Balance of carbon emissions measured in TEUs)	0.0205	0.0185
Scope 2 (Balance of carbon emissions measured in TEUs)	0.0059	0.0052
Note: - Greenhouse Gas (GHG) emissions under Scope 1 refer to direct emissions from activities and operations of the port, such as combustion from the consumption of fuel for tugboats, cargo handling equipment, transportation vehicles, and power generators. - GHG emissions under Scope 2 are indirect emissions resulting from the purchase of electricity.		
Energy Consumption	2023	2024
Electricity consumption measured in kilowatt-hours	9,973,620	10,361,660
Fuel consumption measured in liters	6,299,694	7,406,189

Travelling	2023	2024
Number of traveling by air in one year	59	68

2. Environmental Implementation

Water Usage	2023	2024
Water used in cubic meters (m³)	37,852	55,642
Sewage water		
Sewage water that is treated at SEZ, in cubic meters (m3)	19,354	32,692
Sewage water at PAS in cubic meters (m3)	No data	No data
Total treated sewage water in cubic meters (m3)	19,354	32,692

Note:

- The Sewage water at PAS is currently being monitored or continuously researched for data.

Waste	2023	2024
Solid waste in tons	1,554	1,305

3. Implementation of Corporate Social

Injury and Fatality Rates	2023	2024
Lost time injury frequency rate (LTIFR) per one million hours worked	0	0
Total recordable work-related injuries	0	0
Rate of fatalities	0	0
High-consequence work-related injury or ill-health (excluding fatalities)	1	0

Staff Data	2023	2024
Total number of staff	1,411	1,489
Number of female staff	133	150
Number of male staff	1,278	1,339

Staff Training Hours	2023	2024
Total Training Hours	2,952	3,544
Average Training Hours per Employee	2.09	2.38

4. Governance Implementation

Board of Directors Data	2023	2024
Total members of Boards of Directors	7	7
Number of all-women Boards of Directors	0	0
Percentage of women (%)	0%	0%
Number of all-men Boards of Directors	7	7
Percentage of men (%)	100%	100%

Executive Management Data	2023	2024
Total number of senior management levels	18	18
Number of women senior management levels	1	1
Percentage of women (%)	7%	7%
Number of men senior management levels	17	17
Percentage of men (%)	93%	93%

8. Target Risks and Actual Outcomes Compared to Target Risks

While PAS is commencing its analysis on these risks, the current analysis does not yet have specific or appropriate targets for indicators. However, PAS expects to establish these types of targets in the future, and will also begin to develop specific plans for targeted risk mitigation as shown in the performance table below:

Commitment	Performance in 2024
A. Climate and Environmental	
Reducing Greenhouse Gas Emissions from Port Operations Scope 1 and Scope 2	Total greenhouse gas emissions in 2024 - Scope 1: CO2 emissions per container throughput (TEUs): 0.0185 tCO2, a 10% reduction compared to 2023. - Scope 2: CO2 emissions per container throughput (TEUs): 0.0052 tCO2, an 11% reduction compared to 2023.
Reducing fuel consumption	Energy intensity consumption in 2024 in 0.019% comparing with 2023: 0.021%
Reducing emissions from port operational sources	Total waste discharge from ships and PAS is 1,305 tons per year in 2024, a 16% decrease compared to 2023 (base year).
Environmentally sustainable management	Reusing or using alternative items such as buckets, water containers, glass, metal pipes, bamboo, cloth bags, food containers, and reusable cups.
Conserving and planting trees and vegetation	Continuing to maintain and increase the planting of vegetation and trees in PAS and SEZ areas
B. Corporate Social	
Human Resource Development and Training	A total of 57 training courses provided to all workers and employees, totaling 2,38 hours per person, a 14% increase compared to 2023.
Strictly committed to full participation in leadership roles at the workplace.	In 2024, the number of female workforce (senior, middle, and entry-level managers) increased by 150 people, a 15% rise compared to 2023.
Ensuring transparent business operations, free from corruption, and adhering to principles and ethical standards.	No issues found or warned by the Parent Ministries and Securities and Exchange Regulator of Cambodia.
Maintaining relationships and customer satisfaction by continuously updating business operations according to needs.	In December 2024, the number of PAS Mobile App users and digital payment system (e-Payment) users reached 2005.

Section 3: Corporate Social Impact



Hospital Set for Grand Opening

9. Education and Training for Staff, Workers, and Employees

PAS has established human resource development principles aimed at strengthening the knowledge and technical skills of officials, staff, and all employee to enhance their capacity in operational activities and respond effectively to market changes and the evolving economic context. This training and skill development also help increase competitiveness for organizations and enterprises by ensuring they can utilize new knowledge and technologies to improve productivity and service quality. Therefore, PAS is building a solid foundation for future development and competitiveness in both domestic and international markets.

In 2024, PAS provided opportunities for officials, staff, and employees to participate in training courses both domestically and abroad as well as a 57-course business operations training program, equivalent to a total of 3,544 training hours.

The amount of training hours and average training hours per employee is shown as below:

Staff Training Hours	2023	2024
Total Training Hours	2,952	3,544
Average Training Hours per Employee	2.09	2.38

10. Workplace Accidents and Mortality Rates During Work

PAS always provides training for every employee to ensure they are well aware of safety measures beforehand in order to avoid any accidents during operations. As a result, there were no incidents throughout the year in 2024

The injury and death data of PAS is as follows:

Injury and fatality rates	2023	2024
Injury frequency rate (LTIFR) per one million hours worked	0	0
Total recordable work-related injuries	0	0
Number of fatalities	0	0
High-consequence work-related injury or ill-health (excluding fatalities)	1	0

11. Policy on Child Protection and Forced Labor

The policy regarding the protection of child and forced labor of PAS aims to support efforts to eliminate child labor and forced labor, and to contribute to creating conditions for individuals to have the right to work in a fair, just, and safe environment.

To ensure its commitment to combating child labor and forced labor, PAS has set the following implementation goals:

- Adhere to legal requirements;
- Prohibit child and forced labor;
- Exercise due diligence in selecting suppliers;
- Report and monitor;
- Constantly improve.

This policy was reviewed and approved by **H.E Delegate of the Royal Government of Cambodia in charge as Chairman & CEO** on 15 February 2024.

12. Policy on Handling Complaints

This policy covers complaints, including employee complaints about matters like service quality, safety, discrimination, harassment, unethical behavior, conflicts of interest, and any other policy violations at Sihanoukville Autonomous Port (PAS). This policy also establishes guidelines for receiving and resolving complaints at PAS and covers some parties associated with PAS, such as employees, clients, subcontractors, and visitors.

To ensure transparent stakeholder reporting and grievance resolution mechanisms, PAS adheres to following guidelines:

- Procedures for reporting
- Process for investigation;
- Process for resolution;
- Communication;
- Maintenance for records;
- Evaluation and enhancement; and
- Compliance.

Customer Complaint Resolution Procedure

(Service is provided from 7:00 AM to 4:00 PM every working hour.)

- Respondent : Ms. Chey Sokunthea
- E-Mail : market@PAS.org.kh
- Contact Number : 034 933 937
- Telegram : PAS-Customer Care

Contact Address

- Website : www.PAS.gov.kh
- Facebook Page:Sihanoukville Autonomous Port
: www.fb.com/PAS.gov.kh
- PAS Mobile App:In App Store and Play Store
- Or come to the Administration Building of Sihanoukville Port to have the issue resolved.



This policy was reviewed and approved by **H.E Delegate of the Royal Government of Cambodia in charge as Chairman & CEO** on 15 February 2024.

13. Policy on Corruption and Bribery Prevention

To ensure transparency, accountability, and honesty in its day-to-day business operations, the Sihanoukville Autonomous Port (PAS) is committed to putting into practice a strategy to prevent corruption and bribery which consists of the following key principles:

- A code of conduct;
- Protection of whistleblowers;
- Transparency measures;
- Education and awareness programs;
- Careful consideration in the procurement process;
- Enforcement systems;
- Collaboration with law enforcement; and
- Consider monitoring and evaluation.

By adhering to the principles of laws, rules, and regulations that serve as the cornerstone of this policy, PAS can strengthen its integrity, promote moral behavior, and thwart corruption and bribery in its business operations. However, PAS will continue update and implement in accordance with the policy of the Royal Government of Cambodia.

This policy was reviewed and approved by **H.E Delegate of the Royal Government of Cambodia in charge as Chairman & CEO** on 15 February 2024.

14. Policy on Confidential Whistleblowing

The purpose of this policy is to encourage the reporting of illegal or unethical activities within Sihanoukville Autonomous Port (PAS), protect the whistleblowers from retaliation, and ensure the confidentiality of their identities and information.

This policy applies to all employees, contractors, customers, and stakeholders of PAS who wish to report misconduct or violations of laws, regulations, policies, or ethical standards.

- **Confidential Reporting Mechanism**

- An anonymous reporting hotline and email will be established to receive reports of suspected misconduct or violations.
- A report can also be made directly to the designated compliance officer or another designated individual within the port.
- All reports will be treated confidentially to the extent possible, and every effort will be made to protect the identity of the whistleblower.

- **Protection Against Retaliation**

- Retaliation against individuals who report suspected misconduct in good faith is strictly prohibited.
- Any employee found to have retaliated against a whistleblower will be subject to disciplinary action and/or termination.

- **Investigation Process**

- Upon receiving a report, the compliance officer or designated individual will initiate an investigation into the allegations.
- The investigation will be conducted impartially and with the utmost confidentiality.
- Whistleblowers will be kept informed of the progress and outcome of the investigation to the extent possible without compromising confidentiality.

- **Reporting and Documentation**

- All reports of suspected misconduct, investigations, and outcomes will be documented and maintained securely and confidentially.
- Reports and investigation records will be shared with designated individuals on a need-to-know basis only.

- **Training and awareness**

This policy will be reviewed periodically to ensure its effectiveness and compliance with relevant laws and regulations.

- **Acknowledgement**

All employees, contractors, customers, and stakeholders must acknowledge that they have read, understood, and agree to comply with this Policy on Confidential Whistleblowing.

This policy was reviewed and approved by **H.E Delegate of the Royal Government of Cambodia in charge as Chairman &CEO** on 15 February 2024.

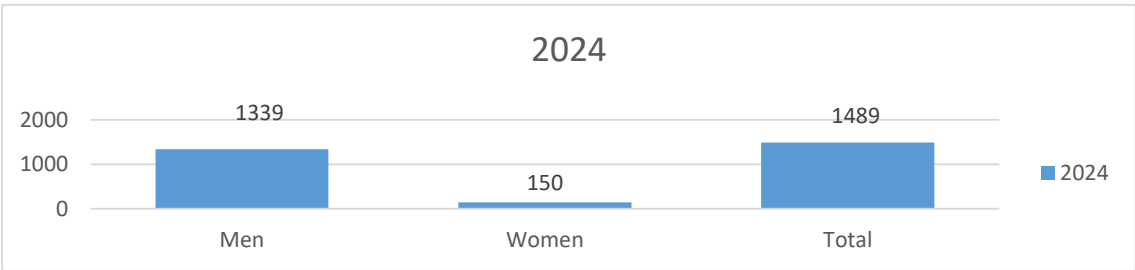
15. Gender Representation of Women on the Board and Senior Staff

PAS is strongly committed to ensuring gender diversity within its Board of Directors and senior management. To date, 6% of senior management are women, while there are still gaps in recruiting women to the Board of Directors, as shown in the table below:

Total number of people	Total members	Number of women	Percentage of women
Board of Directors	7	0	0%
Senior management	18	1	6%

16. Staff, Workers, and Employees of PAS

In 2024, PAS has a total of 1,489 workers and employees, comprising 1,339 men (90%) and 150 women (10%).



17. Policy on Promotion of Gender Diversity

The purpose of this policy is to promote gender diversity within the Sihanoukville Autonomous Port (PAS) and to create an inclusive and equitable work environment. PAS recognizes the value of diverse perspectives and the contributions of all individuals, regardless of their gender identity.

- **Commitment**

The Sihanoukville Autonomous Port is committed to:

- Ensuring equal opportunities for all employees and candidates in recruitment, hiring, promotions, and professional development.
- Fostering an inclusive workplace culture so all individuals feel valued and respected.
- Promoting gender diversity at all levels of PAS.

- **Recruitment and Hiring**

- PAS will implement recruitment practices that attract a diverse candidate pool, ensuring job postings are accessible to all genders.
- The recruitment commission will be trained to avoid unwillful bias in the selection process.

- **Training and Work Environment**
 - All employees will receive training on gender diversity, including work skills and experiences in their respectful workplaces.
 - PAS will offer implementation policies, work arrangements and parental leave, to support employees in balancing their professional and personal lives.
 - PAS adheres to a policy against discrimination or harassment based on gender identity, with clear procedures for reporting and addressing incidents.
- **Creating a Safe and Inclusive Culture**
 - PAS encourages open dialogue about gender issues and will establish employee resource groups to support community-building and advocacy.
 - PAS will provide resources for employees to discuss their gender identity and experiences, encouraging a sense of belonging.

Titles and roles

Directress	1
Deputy Directress	2
Office Head	8
Deputy Office Head	6
Department Head	2
Employees	98
Workers	22

Activities involved in 2024

- On March 6, 2024, 154 women members of the PAS Women's Association participated in the International Women's Day celebration on March 8th, the 113th anniversary, presided over by **H.E Delegate of the Royal Government of Cambodia** and **Lok Chum Teav**, and ladies and gentleman, Management of PAS.
- On March 7, 2024, 25 women members of the PAS Women's Association participated in the International Women's Day celebration on March 8th at the Ministry of Public Works and Transport.
- On December 21, 2024, 50 women members of the PAS Women's Association participated in the "Celebration of Achieving 1,000,000 TEUs Container Throughput at PAS," a proud milestone under the peaceful shade and development, which is the historical achievement of **Samdech Akka Moha Sena Padei Techo Hun Sen**, and continues to lead the country by **Samdech Moha Borvor Thipadei, the Prime Minister**, resulting in the proud development of the national economy, with the container throughput volume at Sihanoukville Autonomous Port reaching an unprecedented high of 1,000,000 TEUs (an increase of over 29%).

18. Policy on Collaboration with Local Communities and Indigenous Peoples

The Sihanoukville Autonomous Port (PAS) is committed to fostering positive relationships with local communities and indigenous peoples. PAS values their inherent rights, cultural heritage, and crucial contribution to the social and economic fabric of its area. This policy outlines PAS's commitment to collaboration, respect, and mutual benefit.

Objectives

- **Engagement and Consultation:**
 - PAS will engage local communities and indigenous peoples in decision-making processes, ensuring their voices are heard and considered in the operations and port development planning.
- **Cultural Respect and Recognition:**
 - PAS will acknowledge and respect indigenous peoples' and local communities' cultural heritage and traditions and incorporate their traditional knowledge into its environmental protection and operational practices.
- **Economic Opportunities:**
 - PAS will seek to create economic opportunities for local communities and indigenous peoples through employment and training initiatives related to port activities.
- **Environmental Stewardship:**
 - PAS will work collaboratively with local communities to protect and preserve the environment, recognizing the traditional ecological knowledge of indigenous peoples as a valuable resource.
- **Community Investment:**
 - PAS will invest in community development projects that align with local communities and indigenous peoples' needs and aspirations, fostering sustainable growth.

This policy was reviewed and approved by **H.E Delegate of the Royal Government of Cambodia in charge as Chairman & CEO** on 15 February 2024.

Social and Humanitarian Activities Contributed by PAS in 2024 are as follows:

- Contributed funds to the Cambodian Red Cross for the celebration of the 161st anniversary of World Red Cross and Red Crescent Day on May 8, 2024.
- Sponsored the construction of schools, administrative offices, meeting halls, religious buildings, and other infrastructure with the purpose of promoting the education sectors, religion, and the provision of public services to the citizens.
- Donated charitable funds to help alleviate the hardships of poor citizens, victims of riverbank collapses and various natural disasters, as well as the families fallen soldier, wounded, and disabled veterans, and others.
- Provided encouragement and support to students who passed the High School Diploma examination for the 2023-2024 academic year, as well as to teachers and professors.

Section 4: Environment Impact



19. Description of Significant Environmental Impacts

The business activities of PAS may have several environmental impacts, such as damage to marine habitats/animals, the risk of introduction of species from outside countries, waste disposal, and air and water pollution.

Possible significant impacts that may occur on environment due to PAS's business activities include:

- **Damage to habitats/sea creatures:**
 - Expansion of ports and related activities may lead to the loss of natural habitats and marine life including fish.
 - Ballast water from ships may introduce aquatic species into local ecosystems.
- **Waste disposal:** Improper disposal from ships and port operations can pollute the environment.
- **Air pollution:** Emissions/discharges from ships, vehicles, and cargo handling equipment may deteriorate air quality.
- **Water pollution:** Waste water disposal from ships and port operations may deteriorate water quality.

20. Policy on Reduction of any Negative Impacts of the Business Activities on the Environment

The Sihanoukville Autonomous Port (PAS) is committed to conducting business operations that protect the environment and promote sustainability. PAS recognizes the importance of reducing environmental impacts and makes a concerted effort to adopt and carry out sustainable measures.

General Principles

- **Compliance with Regulations:**
 - Adhere to local, national, and international environmental regulations and standards.
- **Sustainable Practices:**
 - Implement and promote sustainable practices, including waste reduction, recycling, and the use of eco-friendly materials.
- **Pollution Prevention:**
 - Develop measures to prevent pollution from oil spills, emissions, and waste, including the use of environmental management best practices.
- **Biodiversity Protection:**
 - Monitor and protect local ecosystems and wildlife, ensuring that operations do not negatively impact biodiversity.
- **Stakeholders Engagement:**
 - Involve local communities, businesses, and environmental organizations in decision making processes to foster collaborative solutions.
- **Continuous Improvement:**
 - Regularly assess and improve environmental practices through training, technology upgrades, and innovation.
 - Establish reporting mechanisms to track environmental performance and share results with stakeholders.

This policy was reviewed and approved by **H.E Delegate of the Royal Government of Cambodia in charge as Chairman & CEO** on 15 February 2024.

21. Total Water Volume Extracted for Operations and Business

PAS always promotes awareness and efficiency in resource utilization at the port, focusing especially on water use management. This not only helps reduce possible water wastage but also protects the environment and ensures water resource safety for the future. PAS has also implemented strategies to enhance corporate and entrepreneurial awareness regarding efficient and transparent resource use. This education and training can help them understand methods to improve resource usage and water management in port operations and the special economic zone.

In 2024, the amount of water extracted for use in the operational areas of the port reached 55,642 cubic meters, an increase of 47% compared to 2023. This rise is due to the significant increase in the volume of goods passing through the port, as well as the growth of investment in the Special Economic Zone (SEZ), and the continued expansion of the port's operational area to meet the needs of customers and port users.

The sources of water for PAS and SEZ are shown below:

Parameter	2023	2024
Sources of water extracted for use		
Surface water (including river water, lake water, etc.)	No usage	No usage
Groundwater (including wells, etc.)		
Water withdrawn for use at PAS in cubic meters (m ³)	6,511	8,327
Water withdrawn for use at SEZ in cubic meters (m ³)	31,341	47,315
Third-party water (from water suppliers)	No usage	No usage
Total amount of water withdrawn for use in cubic meters (m ³)	37,852	55,642
Water Intensity in cubic meters (m ³) per riel	0.00000010	0.00000012

22. Proportion of Wastewater Generated, Treated, and Recycled

Wastewater Ratio	2023	2024
Proportion of wastewater treated in the Special Economic Zone (SEZ) in cubic meters (m ³)	19,354	32,692

23. Total Solid Waste Generated from Operations and Business

PAS always provides training on waste management to port staff, workers, and employees, as well as to relevant parties, to participate in environmental protection and waste management. This training focuses primarily on methods to reduce waste through reuse and recycling, in order to decrease plastic waste, which has become a major issue in environmental management. Specifically, in 2024, PAS reduced solid waste in operations by 19% compared to 2023 (base year). This reduction demonstrates PAS's commitment to environmental protection and its participation in implementing strategies to enhance waste management capacity and raise awareness about the importance of sustainable development in the economic and environmental sectors.

Total Solid Waste from Ships and PAS

Waste	2023	2024
Solid waste in tons	1,554	1,305

24. Proportion of Solid Waste Recycled or Recovered

As of 2024, PAS has not yet recycled or reused solid waste because PAS has hired a private company to transport garbage/solid waste from the port to be disposed of at a waste dumping site authorized by Preah Sihanouk Province. Nevertheless, PAS will continue to monitor this case to potentially invest in recycling solid waste to ensure that the environment around the port remains safe and clean for the community.

Section 5: Climate Impact



25. Significant Impacts on Climate

As described above, PAS has a clear understanding that its business activities and services may have direct and indirect impacts on the climate. Therefore, PAS intends to establish guidelines to reduce the climate impacts of its business activities, promoting sustainability while encouraging eco-friendly practices. The major impacts resulting from its business operations include energy consumption, waste generation, and resource use at the port, as well as cargo services, transportation modes, storage, and electricity supply in the Special Economic Zone.

In relation to the climate, however, the principal impact is through the emission of Greenhouse Gases (GHG), through the direct and indirect combustion of fossil fuels.

Types of Machinery	Type of Energy	Climate impact
Tugboat	Fuel	Air pollution and ecology in operational areas and global warming
Cargo Handling and transportation means	Fuel	Air pollution and global warming
PAS's Power Generators	Fuel	Air pollution and global warming
Electricity consumption in PAS and SEZ areas	Electricity	Global warming

26. Policy on Reduction of any Negative Impacts on the Climate

PAS's goal is to minimize greenhouse gas emissions and enhance sustainability across all port operational activities.

Objectives

- **Emission Reductions:**

- Implement measures to reduce carbon emissions per TEU from port operations by 30% by 2030.
- Encourage the use of low-emission vessels and equipment through incentives and partnerships.

- **Renewable Energy:**

- Transition to renewable energy sources for port operations, aiming for 50% of energy consumption to come from renewable sources by 2030.
- Install solar panels and wind turbines where feasible.

- **Sustainable Practices:**

- Promote sustainable practices among port users, including waste reduction, recycling, and the use of eco-friendly materials.
- Implement the PSHE Policy, and green program for companies operating in the port.

- **Collaboration and Engagement:**

- Engage with local communities, environmental organizations, and government bodies to develop and implement best practices in climate impact reduction.
- Participate in regional and international initiatives aimed at sustainable shipping and port operations.

- **Monitoring and Reporting:**

- Establish a monitoring system to track emission and sustainability metrics.
- Publish an annual sustainability report outlining progress towards climate goals and future commitments.

This policy was reviewed and approved by **H.E Delegate of the Royal Government of Cambodia in charge as Chairman & CEO** on 15 February 2024.

27. Total Energy Consumption in Operations

PAS consistently promotes energy management and enhances the efficiency of energy use within the port operational area.

In 2024, PAS's total electricity consumption reached 88,079,523 kWh, an increase of 16% compared to 2023. This increase was due to the intensification of port operational activities, the implementation of new technologies that require more electricity, the development of infrastructure, and the drastically increasing services related to lift-on-list off, discharging-loading, storage, and transportation of goods and containers.

All fuel consumption is mainly diesel while other energy consumption is composed of coal energy.

Energy	2023	2024
Total Electricity consumption (A)	9,973,620 kWh	10,361,660 kWh
Total fuel consumption (B)	6,299,160 LTR or 65,878,694 kWh	7,406,189 LTR or 77,456,369 kWh
Other energy consumption (C)	244,331 kWh	261,494 kWh
Total Energy Consumption (A+B+C)	76,096,645 kWh	88,079,523 kWh
Energy intensity per riel of turnover (Total energy consumption/annual turnover in riels)	0.021%	0.019%

28. Proportion of Renewable Energy Usage

Currently, PAS has not yet utilized any renewable energy sources. However, PAS is in the process of preparing feasibility study projects and seeking further understanding of potential energy sources that can be harnessed as alternatives.

29. Total Energy Produced and Proportion of Renewable Energy Produced

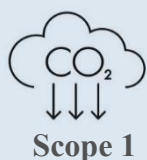
The information regarding energy use for operational activities of PAS is presented in Section 27. These energies are not the energy that has been produced or generated. Conversely, the equivalent of renewable energy produced, which has not yet been generated, is still under assessment because PAS is preparing feasibility studies and exploring additional sources of energy that can be harnessed as alternatives.

30. Greenhouse Gas Emissions

Scope 1 greenhouse gas emissions related to the operational activities of PAS direct emissions from operational activities, such as fuel combustion from Tugboats, Rubber Tyred Gantry Crane (RTG), Container and Cargo trucks, Harbour Mobile Cranes, Shore Cranes, forklifts, Reach Stackers, and Generators. Among these machinery, the most significant emitters are tugboats and RTG cranes, which serve the operations of bringing vessels in and out and handling containers within the port's operational area. The total Scope 1 greenhouse gas emissions are **19,110 tCO₂**.

Scope 2 greenhouse gas emissions associated with **PAS's** business operations are indirect emissions, such as electricity consumption for port facilities like Quay Cranes (QC), lighting, heating systems, and air conditioning. The total Scope 2 greenhouse gas emissions are **5,407 tCO₂**.

PAS has conducted emission assessments by collecting information about port carbon emissions resulting from operational activities.



- In 2024, greenhouse gas (GHG) emissions in the Scope 1 category decreased by 10% in terms of emissions per TEU compared to 2023.



- In 2024, greenhouse gas (GHG) emissions in the Scope 2 category decreased by 11% compared to 2023, in terms of emissions per TEU.

Carbon Emission	2023	2024
Scope 1 (Tonnes of Carbon dioxide equivalent/TEU)	0.0205	0.0185
Scope 2 (Tonnes of Carbon dioxide equivalent/TEU)	0.0059	0.0052
Total Greenhouse Gas Emissions per TEU (Scope 1 & Scope 2)	0.0264	0.0238

Note:

The GHG emissions were calculated with the assistance of a Japanese consultancy. The calculations were carried out using Japanese Emission Factors published by Japan's Ministry of Environment under the JCM Equipment Subsidy Program as a proxy for emission factors for Cambodia (not otherwise available)



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