



WAVU NEWS

July/August/September, 2021

FINDING NEW NORMAL

Life as we know it has now changed.

The COVID-19 virus is here to stay but we adapt... and it was a busy quarter filled with virtual events and activities.

How We Adapted

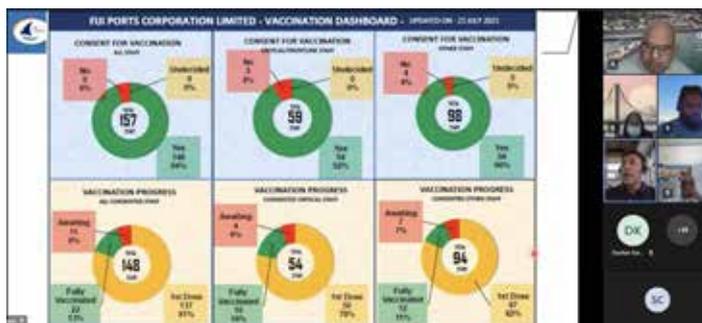
By the end of September, the FPCL COVID Response Team had conducted 53 meetings. These will continue until further required but also to maintain a watchful eye on the COVID-19 situation for the health and welfare of FPCL and its staff members. Life must go on...

Dashboard Creations

FPCL COVID-19 RESPONSE DASHBOARD										02-Jul-21			
RESPONSE LEVEL		STAFF DISTRIBUTION - SUVA					STAFF DISTRIBUTION - LAUTOKA						
SUVA	3	SUVA					113	LAUTOKA					37
LAUTOKA	2	OUTSIDE					3	OUTSIDE					1
LEVUKA	2												
OPERATIONAL STATUS	100%	100%	100%	100%	100%	FPCL CRITICAL EMPLOYEE/STAFF RELOCATED TO FACILITATE OPERATIONS DUE TO COVID19 ZONING	0	LOCAL WHARF SUVA (Temporary)	100%	OPERATIONAL STATUS	100%		
STAFF WORKING ON SITE	49	22	N/A	2	1	CASES REPORTED (STAFF)	0	LAUTOKA	30	OUTBOUND VESSELS	18/06 to 02/07		
INCIDENTS REPORTED	2	0	0	0	0		1	MONTHS	27	INBOUND VESSELS	18/06 to 02/07		
STAFF WORKING FROM HOME	26	13	N/A	0	0		0	LOCAL WHARF LAUTOKA (Temporary)	7	OUTBOUND VESSELS	18/06 to 02/07		
STAFF OUTSIDE LOCKDOWN ZONE UNABLE TO ATTEND	29	2	N/A	0	0		0	6	INBOUND VESSELS	18/06 to 02/07			
STAFF OUTSIDE LOCKDOWN ZONE UNABLE TO ATTEND	2	0	N/A	0	0								
STAFF IN ISOLATION	8	0	N/A	0	0								
STAFF IN QUARANTINE	2	0	N/A	0	0								
STAFF IN CONTACTED OFF AREA													
STAFF VACCINATED - 1ST DOSE	71	25	0			COVID-RELATED CONCESSIONS TO OUR CUSTOMERS/STAKEHOLDERS & PPE RELATED EXPENSES (JAN 2020 - TO DATE)	\$130k						
FULLY VACCINATED	7	4	0										
TOTAL IMPACT TO FPCL IN 2020	\$6.3m					TOTAL IMPACT TO FPCL JANUARY - JUNE 2021	\$2.6m						

Note: ** Local Wharf Suva - 100% Operational with External Restrictions**

Covid Response Dashboard July 2, 2021



Vaccination dashboard July 23, 2021

During the 2nd Wave of the pandemic, Dashboards were created to allow staff and stakeholders to know how FPCL managed the situation and how we were keeping track of our risk mitigation activities. These were shared weekly with FPCL Board and relevant ministries.

COVID-19 Response Dashboards for FPCL – While HR was maintaining a comprehensive Master sheet which recorded detailed employee related information i.e. employee demographics, bubble arrangements, rosters etc. The COVID-19 Response Dashboards showed Management and the Board the outcome achieved by daily monitoring of FPCL staff showing the number of staff that had contracted the virus, staff that were in isolation/quarantine/lock-down areas, staff working from home, staff present work. Most importantly it assisted FPCL Management to understand the exact situation experienced by staff at all Managerial levels. The dashboard was also

developed to examine the number of vessels handled by Harbour Masters Office and Local Wharf. Further to this, the dashboard showed the total COVID-19 related expense and its total impact to FPCL.

FPCL Vaccination Dashboard – The workforce was categorized according to their requirement as per business needs i.e. Critical, Core and Flexible staff. Based on the categorization HR created four doughnut diagrams i.e. vaccination progress for Critical staff, vaccination progress for Core and Flexible workers, a charts to show the number of staff that had been provided exemption by Ministry of Health and Medical Services to get vaccinated mainly due to existing medical conditions and another chart to represent the vaccination status of the entire workforce. The Dashboards were useful for Management understand the plan laid out for staff to receive their vaccination. As the vaccination numbers were progressing the vaccination dashboard was amended and shows the progression of vaccination showing the number of employee and the dates they were to receive their vaccination. Similar concepts were also adapted by FSHIL for their FSHIL vaccination dashboard

RAPID TESTING FOR COVID-19

During the height of the pandemic, many individuals caught the virus and spread it knowingly and unknowingly. Case numbers that were infected reach the thousands, hospitals and medical clinics were becoming over run and MOH were not able to keep up with demand for swab testing's. To try and maintain the control of the virus for FPCL staff, FPCL Management commissioned the services of Vanualevu Medical Diagnostics Pte Ltd (VanMed Labs) services for companies private swabbing of staff and family members. If a staff member felt they were not well, they would contact HCS who then would make the necessary arrangements.

For the safety and convenience of the FPCL staff and family members, VanMed Labs would visit the staff member at their residence and have results returned within a couple of hours. Those FPCL staff that were identified as positive or primary cases were advised by HSC to isolate and not return to work until and unless MoH or a negative result of swab tests was provided.



LEVUKA VACCINATION DRIVE

Every Saturday for the month of July, the FPCL Levuka Port Team, Ministry of Health & Medical Services - Fiji, The Maritime Safety Authority of Fiji - MSAF, Fiji Police, and Fiji Ports supported the Fijian Government campaign to keep all of Fiji safe and vaccinated even in the other islands in the Lomaiviti group.

FPCL Levuka Port team getting their first jab during the vaccination drive in the Port of Levuka on Saturday, June 3rd. We are thankful to our Fiji Ports Levuka team, the Ministry of Health and Police for setting up vaccination drive for the residents of Levuka and other maritime islanders living close by. Vaccination drive continued every Saturday for the month of July.



SMART PHONES FOR FPCL STAFF

FPCL adhered to all Ministry of Health (MoH) and Ministry of Commerce Trade, Tourism and Transport (MCTTT) COVID-19 safety measures and requirements in helping Fiji in the fight against COVID-19 by displaying the business unique QR codes on all FPCL premises. To assist some staff members that did not have a Smart Phone device necessary for scanning the QR codes with the CareFiji app, FPCL management devised a 50:50 cost sharing option to allow

FPCL staff members to be able to purchase a smart phone device to avoid further future issues with regards to MCTTT regulations.

Staff members would apply and consent to purchasing the mobile phones FPCL sourced Smart phones devices from reputable suppliers and installed the CareFiji app before distributing them to the requesting FPCL staff members.



FPCL NEW CUSTOMIZED FACEMASK

As a marketing and branding initiative, reusable FPCL logo facemasks were created to create some form of unity and uniformity. While FPCL already supplied high grade PPE's to all staff, and to take into consideration environmental impacts and shortage of surgical masks, FPCL procured customized FPCL logo facemasks that are durable, re-useable, and washable. The FPCL facemask had a two fold usage, a PPE and branding of FPCL. Employees wear their facemasks with pride.



Security and Operations teams wearing their facemasks while working.

LEVUKA AND LAUTOKA 100% VACCINATED.

By early September, both the teams in Levuka and Lautoka were all fully vaccinated. Congrats to these teams for pushing forward and working together to keep yourself, family and colleagues safe. Come on Suva FPCL you next! the CareFiji app before distributing them to the requesting FPCL staff members.



DONATION

Institute of Maritime Guild Officers Donation • 29 September

A small donation of secondhand furnishing including six (6) wooden chairs, a 2 door wooden filing cabinet, rolls of used carpets, a computer table and a wooden open filing shelf was donated along with \$1,000 cash to the Institute of Maritime Officers Guild to assist them in the creation of their new offices at 25 Eliza Street, Walu Bay. These will assist in the process of building a new office space for their executive management in which they can conduct meetings to fulfill the IMO objectives and missions.



Handing over of the cheque and furniture to IMO officer

EVENTS

Port of Suva Nomination by World Cruise Award – Oceania's Best Cruise Terminal 2021

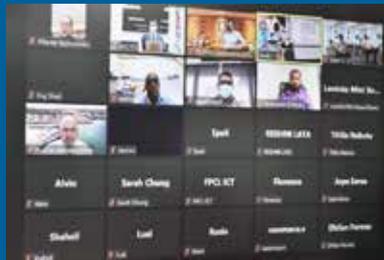
The World Cruise Awards is the sister event to the world travel Awards, which was launched in 1994 to celebrate excellence in global travel and tourism. This year is the first annual World Cruise Awards. The World Cruise Awards aims to foster growth, innovations, and best practice in the cruise sector on a global scale. Its program covers a full spectrum of the global cruise sector. Categories include Best Cruise Line, Best Cruise Destination (Fiji has also been nominated), Best Cruise Terminal, Best Cruise Travel Agency, and Best River Cruise Ship. Nominees range from small companies and start-ups to global brands.



The nominee with the most votes in each category will be announced as the 2021 World Cruise Awards winner and will be unveiled at the inaugural World Cruise Awards Gala Ceremony, scheduled on 9 December 2021. The Port of Suva is up against the Autonomous Port of Papeete (French Polynesia), CentrePort Wellington (New Zealand), Port of Tauranga (New Zealand), Ports of Auckland (New Zealand), and Sydney Harbour (Australia).

FPCL Dividends and Bonus Virtual Presentation • 13 August, 2021

On August 13, 2021, Fiji Ports Corporation Limited (Fiji Ports) paid its shareholders a dividend of \$13.63 million, following a Net Profit After Tax (NPAT) of \$22.73m for the year ended 31st December 2020. Due to the effects of the COVID-19 pandemic, FPCL hosted its first ever virtual Dividend & Bonus Zoom Presentation from its Head offices at Muaiwalu House, Walu Bay. Taking into consideration Ministry of Health and Medical Services regulations of social distancing and COVID-19 safe measures, the Zoom presentation ensured that relevant stakeholders and staff of FPCL could still attend such an auspicious event of the payout of the FPCL 2020 Dividends and Bonus.



During the virtual meeting, 77 links of people were in attendance, including 3 groups of 10 from their relevant locations. These included Staff (Lautoka, Suva and Levuka offices) at FPCL, Board of Directors, representatives from the Ministry of Economy, FNPF and Aitken Spence PLC representatives.

Chief Guest, Mr. Shaheen Ali, Permanent Secretary of Ministry of Commerce, Trade Tourism and Transport and Fiji Ports Corporation Limited Chairman, extended his appreciation to the Board of Directors, Executive Management and all the staff of Fiji Ports in making 2020 a successful year despite the challenges faced.

Audits - Internal Audits with PKF Auditors • 20-23 September

The Board and Management have overall responsibilities for internal control for FPCL and to ensure the organisation implements effective internal controls. To maintain transparency and accountability within the organisation, FPCL has continued to engage an audit firm, PKF Aliz Pacific to conduct independent internal audits of key areas of the organisation. Whilst there were no significance internal control issues identified, the Board and Management closely collaborated in implementing processes and procedures to address the audit findings.

Quality & IMS External Audit • 20 - 21 September

FPCL being an International Organisation for Standardisation (ISO) certified company, has driven the company to a world class level. ISO has enabled FPCL to improve its performance, provide better quality service, reduce risk, increase innovation and revenue. The External Audits were successfully conducted by DNV Australia through remote audit method. During this Quality Management System External Audit there were no Major or Minor Non-Conformances highlighted by the Auditors.

Executive Management Virtual Presentation to All Staff • 27 September

The Executive Management at FPCL held a virtual presentation to all staff highlighting different areas of operations, finance, 5 Year Strategy Plan, Projects, Challenges and the road ahead. CEO highlighted areas relating to FPCL's 5 Year Strategy Plan implementation progress. CFO reviewed FPCL & FSHIL Financial Performance and outlook for 2021. ACOO provided updates on Operations and what is to be expected ahead. Manager Projects & Assets shined a light on the current Infrastructure projects and challenges. All in all, FPCL is still looking in good shape and lots to look forward to.

CEO's presentation to USP's Marine Management Students on Fiji Ports' Reforms • 28th September

CEO was invited by the University of the South Pacific to speak to the final year Marine Management students on "Port Reforms: Case Study of Fiji Ports Corporation Limited". CEO shared FPCL's experience in port reforms, the drivers of port reforms, the governance reform process, and benefits to stakeholders and the economy.

World Maritime Day 2021 Webinar • September 30, 2021

The Maritime Safety Authority of Fiji and Ministry of Commerce, Trade Tourism and Transport conducted a webinar to celebrate World Maritime Day virtually on the morning of Thursday, 30th September 2021. All seafarers were invited to attend virtually via a link on Zoom. This year's theme "Seafarers: at the Core of Shipping's Future" highlighting the importance their roles play were discussed and explained through various testimonies and presentations by different individuals in the industry along with their experiences.

FSHIL ISO 9001: 2015 RE-CERTIFICATION

FSHIL is committed to align its people, processes and system to the so that the organisation complies with the International shipping industries. With the certificate expiring on 15th August, FSHIL was committed and determined to get the re-certification with the guidance of the Quality team at FPCL. As such, an external audit was conducted in the midst of the global pandemic on the 28th and 29th July and successfully completed and granted another 3 year renewal that will expire in year 2024.

PROJECTS

It was all about health and hygiene this time around for the Projects and Engineering Department:

1. Facility Upgrade Lautoka – Admin Building Toilets

The then existing toilet block required an upgrade due to its state. These toilets are not only used by FPCL staff but for stakeholders such as BAF, FRCS, future incoming tourists to name a few. Thus, it is a timely boost and ensures stakeholders are provided with the best in terms of use of its facilities.

2. Facility Upgrade Suva – Muaiwalu House Toilet

A duty of care to its staff that are based at Head Office and with one of its floors (level 2) hired by external parties/organisations/government departments, etc. The upgrade of each floor/level toilets was solely to improve the existing.

3. Muaiwalu 2 Car park greenery

Designated as FPCL's Green Facility, with the inclusion of solar panels installed on the container office, solar carpark lights at the Muaiwalu 2 Carpark. Flower beds were erected through the assistance of landscapers not only for beautification but in alignment with the FPCL Green Port Master Plan of "aiming to establish green spaces at our facilities". These green spaces will be monitored and maintained in terms of the healthiness of the flower beds/plants.

LEARNING AND PROFESSIONAL DEVELOPMENT

As the 2nd Wave of the Covid-19 virus took over Fiji and with continued lockdowns, bubble teams, FPCL Training and Development program continued with further online courses and training. These included:

1. Managing and Managing People- This 8-hour course introduced the world of management, by looking at what managers do, what skills they require, and how to develop as a manager. Introducing Corporate Finance.
2. Influences of Corporate Governance- Staff is able to provide a range of definitions of corporate governance, identify issues usually addressed by corporate governance structure, summarise recent scandals and abuses and the regulatory reaction, identify the other drivers of corporate governance, such as capital markets, shareholders and rating agencies.
3. Internal Audit training- the training aimed to train identified internal auditors in the area of integrated management system by identifying gaps or areas of improvement. A total of 8 FPCL staff and 6 FSHIL staff successfully completed the three days training.
4. Getting started with Chinese 1- This free 8-hour course introduced you to the essentials of reading, writing, speaking and listening in Chinese.
5. Adobe Sign (Rename to DocuSign)- The training aimed to introduce a group of staff on digital workflows and gather feedback on DocuSign to be introduced at FPCL.
6. SOPHOS Training- The training aimed to build competency in FPCL laptop users on using storage encryption. So that they can have their laptops encrypted as well as share confidential data that is encrypted. A total of 38 staff attended this training.
7. A practical approach to FIDIC contract- Staff are able to learn the different types of contract and its application to the projects.

EXTERNAL TRAININGS PARTICIPATED BY FPCL STAFF MEMBERS.

KOICA Online Training Program

Korea International Cooperation Agency (KOICA) Fiji Office in collaboration with Korea Shipping Port Logistics Institute hosted a ten-day online training program from 23 August to 01 September on Capacity Building of Maritime Policy and Port Administration.

A total of 15 trainees participated from the Ministry of Commerce, Trade, Tourism and Transport (MCTTT), the Maritime Safety Authority of Fiji, the Fiji Ports Corporation Limited (attended by Reshmi Lata and the University of South Pacific. The training program aimed to enhance competitiveness of the maritime industry by building capacities of maritime policy development and port administration in Fiji. OBJECTIVE: To share KOREA'S experience with partner countries whereby KOREA transformed from aid recipient to donor country. To share important technical skills and knowledge as well as to build capacities for sustainable socio-economic development of partner countries.



Smart Ports Workshop • 13-15 September 2021

Fiji Ports together with other ports in the Pacific Island participated in a three-day virtual workshop which was led by the U.S. Department of State, in partnership with Deloitte, covered leading practices on the following topic: Smart Ports Concepts for Pacific Island Countries.

The overall aim of the workshop was to empower participants to find solutions that work best for their countries' ports and interests. The objectives of the workshop were to:

- Familiarize participants with leading practices related to Smart Ports;
- Create a sustained forum for participants where issues relating to Smart Ports concepts can be discussed; and
- Provide participants with relationships and know-how to implement Smart Ports concepts.

JICA Alumni Seminar • 29th - 30th September, 2021

Seventeen (17) JICA Port Alumni members/countries got together virtually and shared their countries' port management and operations under the Covid-19 experiences, and latest situation of the key port development projects. First day also focused on experiences shared by Indonesia on their "Patimban New Port Project", PNG on "Policy/measures against COVID 19 Pandemic"; and Solomon Islands on "Green Port Initiative". Day 2 was focused on Japanese companies sharing on technological developments in machinery, steel and iron; and construction industry. This Seminar was attended by CEO Vajira Piyasena, CFO Roshan Abeyesundere and Florence Nand Planning & Strategy Consultant.

CORPORATE SOCIAL RESPONSIBILITY

Lautoka Social Committee Distributed Food Packs to FPCL staff in self isolation

July 23rd the Lautoka Social Committee team distributed 18 food packs to families of FPCL staff that were self isolating as they were either primary contacts or positive cases themselves.

Upon the instruction of FPCL management and approval, the FPCL Social Committee were instrumental in getting the shopping of \$50 food packs to FPCL staff in self isolation. The HSC team and the Social Committee worked together to deliver Food packs to staff that requests the assistance. Some were advised on a Friday of their isolation and were not able to go and do shopping for themselves as they were placed into immediate isolation upon confirmation of positive results or primary contact notification. FPCL continue to acquire the assistance of a local supermarket should the need arise in preparing more food packs.



NEW EMPLOYEE PROFILE



Qalovibau Turaganicolo, who has joined Support Staff Levuka in August



Mehul Segran, who has joined as Site Engineer, in the Projects Department commenced in September

MEET THE TEAM



Name: Tomasi Sauqaqa
Position: Manager Projects & Assets
Department / Unit: Project Management Office / Asset Management Department Suva
Division: Finance Division, Port of Lautoka
Year Joined: 2019

What do you like about working for FPCL:

FPCL has allowed me to continue to serve our beloved country Fiji not through military service but by applying my civil engineering/projects knowledge and experience to ensuring that our assets are able to facilitate over 90% of local and international trade. In the process, I get to share knowledge and experience in a healthy work environment with a talented and dedicated team across all departments under the visionary guidance and support of the executive management.

I am a father to three healthy boys, a husband to a loving wife and a son and a brother to a god-fearing family. My purpose in life is serving my engineering and military knowledge and experience to my country through military service, working for FPCL and community service. In return, across my 10 years tenure with the RFMF Engineers Regiment and 2 years with the United Nations, real job satisfaction for me is seeing my projects successfully implemented and seeing the positive results it produces. I look forward to producing the same results for FPCL and achieving the same job satisfaction through our current major projects.

Hobbies: Meeting and catching up with family and friends, watching rugby and boxing or working on a home project.

Quote: "In the end, when it's over, all that matters is what you've done." – Alexander the Great



Name: Jacinta Vamarasi
Position: HRA/ Admin Assistant Ltka
Department / Unit: Human Capital Services, Lautoka
Division: Finance Division, Port of Lautoka
Year Joined: 2017

What do you like about working for FPCL:

I am grateful and humbled to be still working and earning amidst this COVID 19 pandemic and its effects. I like the existing team bonding and camaraderie spirit evident at the Port and that everyone is passionate enough to have their say which shows they care. I'm fairly new to operations, I find it very interesting. I get to learn daily when engaging with colleagues and stakeholders. I have to acknowledge that whilst women make up almost 20% of the FPCL workforce, there is obvious respect, appreciation, recognition, and career growth for us women also.

Hobbies: Family time, Travelling, Reading, Sewing and being involved in Sporting activities especially Kayaking.

Quote: When life offers you lemons, make lemonade! -



Name: Shivani Kumar
Position: Security Administrative Assistant
Department / Unit: Port Security, Suva
Division: Finance Division, Port of Lautoka
Year Joined: 2021

What do you like about working for FPCL:

Friendly and helpful staff, an exciting work environment. Meeting and greeting with external stakeholders as I get to deal with them with regards to their Port User License and Port User ID Cards. I enjoy the diverse workforce which gives me the opportunity to build more connections. Working at ports has been challenging since I come from a different background however, this gave me new insights of how this organization operates and I hope with my knowledge and experience I can make a difference in this organization.

Hobbies: Baking, Socializing, being creative (making handmade cards for families and friends).

Quote: "Believe you can and you're half way there" – Theodore Roosevelt.