



## SEASON'S GREETINGS

### Dear Staff, Customers and Stakeholders

As we approach the festive season, Fiji Ports would like to extend our warmest wishes to you and your families. This year has been one of growth, collaboration, and shared successes. We are immensely grateful for your continued trust and support, which has been instrumental in our journey toward excellence and sustainability.

To our staff, thank you for your hard work and dedication. To our customers and stakeholders, we appreciate your partnership and the confidence you place in us. May this holiday season bring joy, peace, and prosperity to your homes. We look forward to achieving even greater milestones together in the coming year.

Warm regards,  
Vajira Piyasena  
Chief Executive Officer

## ANNOUNCEMENTS



**(L-R) Manager Legal & Company Secretary, Ms Filipe, Director Mr Bauleka, Director Mr Lomalagi, Director Mr Cuttilan, Director Ms Vuataki, Director Mr Maharaj, Board Chairman Mr Tuituku, Director Mr Chettiar, Director Mr Pal, Director Dr. Dissanayake and CEO Mr Piyasena**

We are pleased to announce the appointment of two new Board of Directors for Fiji Ports Corporation Pte Limited (FPCL), Mr Isikeli Tuituku as Board Chairman and Ms Lesi Vuataki as Board Director. Newly appointed Directors will bring a wealth of experience and expertise to FPCL, and we are confident that they will contribute significantly to the company's growth and success. Their diverse backgrounds and skills will further strengthen our ability to navigate the evolving challenges of the maritime industry.

We express our sincere gratitude to the outgoing Directors, former Board Chairman, Mr Pita Wise and Board Director, Mr Emosi Varea, for their valuable contributions and commitment during their tenure. Their dedication and guidance have been instrumental in shaping FPCL's accomplishments. Management looks forward to working closely with the new Chairman and the Board Directors, as we continue to enhance our operations, improve efficiencies and achieve our strategic goals.

1. Mr Isikeli Tuituku	Chairperson (new)	Government Representative
2. Mr Vijay Maharaj	Director	Government Representative
3. Mr Waqa Bauleka	Director	Government Representative
4. Ms Lesi Vuataki	Director (new)	Government Representative
5. Mr Niranjan Chettiar	Director	Fiji National Provident Fund Representative
6. Mr Ashwin Pal	Director	Fiji National Provident Fund Representative
7. Mr Tevita Lomalagi	Director	Fiji National Provident Fund Representative
8. Dr Parakrama Dissanayake	Director	Aitken Spence Representative
9. Mr Iqram Cuttilan	Director	Aitken Spence Representative

### 2023 Bonus Payout

FPCL has made noteworthy progress, demonstrating our resilience and commitment to growth, innovation, sustainability, and business excellence. FPCL has demonstrated robust performance in 2023, despite global economic uncertainties and inflationary pressures.

The Group's Net Profit After Tax (NPAT) of \$27.84 million, a 3% increase from 2022, was attributed to a strategic approach to operational efficiency, service expansion, and infrastructure improvements. The economic rebound was attributed to an increase in overall cruise vessel arrivals with the normalization of global tourism in the Asia-Pacific region while the import and export trade volumes were moderately maintained.

FPCL has declared to pay \$16.6 million in dividends to all three shareholders (Government, FNPF and Aitken Spence PLC) for the 2023 fiscal year, a 6.8%

increase from 2022. During FPCL's annual Gala Night held on 14th December, the newly appointed Chairman, Mr Isikeli Tuituku announced the staff bonus payout of \$342,469 to 133 staff for the fiscal year 2023.



**FPCL Board Chairman, Mr Isikeli Tuituku, makes an announcement of staff bonus payout at the Staff Gala Dinner**

### Oceania's Best Cruise Terminal Award - Port of Lautoka



This year, FPCL nominated the Port of Lautoka for the title of Oceania's Best Cruise Terminal 2024, competing against renowned ports such as the Port of Auckland, Port of Newcastle, and Sydney Harbour. Last month, FPCL was thrilled to receive the official announcement that the Port of Lautoka has been awarded this prestigious honor.

Votes were cast by cruise industry professionals and the public, with each nominee vying for the most votes in their respective categories. The Port of Lautoka emerged as the winner in the category of Oceania's Best Cruise Terminal, highlighting its commitment to delivering exceptional experiences to cruise passengers and cruise vessels.

This prestigious accolade reflects the port's dedication to providing excellent customer service and seamless operations. This recognition not only validates the port's efforts but also highlights its contribution to the growth and success of the cruise industry in the region.

## EVENTS

### FPCL's Gala Night

FPCL celebrated its 2024 Annual Gala Night on 14th December at the Outrigger Resort in Sigatoka, marking a memorable evening of recognition and appreciation. The event featured the inaugural presentation of staff recognition certificates, highlighting the outstanding contributions of employees throughout the year.

The ceremony recognised the dedication and hard work of the FPCL team, which played a pivotal role in the successful completion of major projects and the company's achievements in 2024. A special segment of the evening celebrated employees with long-standing service to FPCL. Two employees were recognized for 15 years of dedicated service, while four employees were honored for their 10-year service to the organization.

The Gala Night is one of the ways FPCL shows its appreciation for its workforce, emphasizing the vital role of employee contributions in driving the company's growth and success.



**Employees receiving their long service plaque and special recognition certificates**





**FPCL Staff and Board of Directors at the Gala Night**

### Fiji Ports participates in the IAPH 2024 Conference

The International Association of Ports & Harbour (IAPH) 2024 World Ports Conference was held from 8th to 10th October, which brought together stakeholders from the global maritime supply chain including port authorities, policy makers, ship and cargo owners and service providers. This year the conference took place in Hamburg, Germany and was hosted by the Hamburg Port Authority.

The conference provided key insights on how ports worldwide are adapting to the energy transition and building secure, sustainable solutions in a rapidly changing environment of increasing geopolitical instability and security threats. The discussions and presentations focused on managing risks, building resilience, and unlocking opportunities.



**FPCL CEO, Vajira Piyasena with IAPH Managing Director, Dr Patrick Verhoeven and FPCL Company Secretary, Vani Filipe with delegates at the IAPH Conference 2024**

### Fiji Ports participates in the Ports Australia Biennial Conference 2024



**Manager Human Capital Services, Dushan Karunaratne and Manager Finance, Dhilan Parmar at the Ports of Australia Conference**

The 48th Ports Australia Biennial Conference took place from 29th to 31st October 2024, in Hobart, Tasmania, Australia. This is one of the key events attended by Fiji Ports as it brings together executives, CEOs, board members, and senior representatives from ports, maritime services, government departments, and regulatory agencies. The Biennial Conference is the key event for gathering port professionals, terminal operators, service providers and a wide range of supply chain experts, together with Government agencies who operate in the maritime sector. This conference was hosted by Ports Australia together with TasPorts.

### Fiji Ports participates in the Tech X and CybersecCon

FPCL participated in the TechX and CybersecCon event for the first time in New Zealand. Representing FPCL, Manager ICT Ronal Nair had the privilege to meet with industry experts sharing insightful knowledge on critical cyber-security measures and best practices, also sharing FPCL's proactive approach to safeguarding its ICT infrastructure and critical data assets.

In addition to this, he also attended the annual Cyber Con Conference hosted by ChillieSoft, a premier event in the field of cybersecurity. This conference gathered experts, innovators, and thought leaders from around the globe to discuss emerging threats, evolving strategies, and advanced solutions to combat cyber risks.

Through his participation, FPCL gained invaluable insights into innovative cybersecurity trends and innovative technologies. These learnings will undoubtedly strengthen our internal capabilities and fortify our defenses against the ever-changing cyber threat landscape. As cyber threats grow increasingly complex, FPCL remains committed to investing in expertise and fostering excellence in safeguarding our operations.



**Manager ICT, Ronal Nair together with other participants at the ITACC NZ 2024. Photo credit: Investment Fiji**

### TOPEX Conference

The Top Executive Conference (TOPEX) 2024 is Fiji's premier event for business leaders and executives, organized by Fiji Commerce and Employers Federation (FCEF). It was held at the Sofitel Fiji resort and Spa in Nadi from 22nd to 24th November and had attracted over 400 delegates from various sectors. The conference themed as "Collaborative Action for Sustainable Growth: Delivering on our 2030 Commitment", highlighted sustainability and innovation in business practices. The twoday event featured discussions on leadership, economic challenges, digital transformation, sustainable practices and human capital development.



**Manager Planning & Strategy Implementation, Florence Nand and Manager Finance, Dhilan Parmar attended the 2024 TOPEX Conference. Photo credit: Fiji Commerce and Employers Federation**

### Quality Circle Convention & Team Excellence Competition 2024

FPCL proudly participated in the National Quality & Innovation Conference held on October 3rd at Sofitel Resort in Nadi. This year's conference included the Team Excellence Competitions (Quality Circle), now in its fourth year. For the first time, FPCL's team participated in the Quality Circle Team Excellence Competition.

Team RecreAction Harbour showcased a Quality Circle project centered on the FPCL Staff Wellness Centre, which includes the Staff Gym and Recreational Area. This milestone marks a significant step for FPCL, as participating in such competitions not only underscores its commitment to excellence and employee well-being but also provides a platform to gain valuable insights and learn from other industries. By engaging in national competitions like this, FPCL reinforces its dedication to continual improvement and innovation, reflecting its drive to lead by example in the maritime industry.



**FPCL's Team RecreAction Harbour at the Quality Circle Team Excellence Competition**

### FPCL proudly sponsors Fiji Business Excellence Awards Night 2024

The National Training and Productivity Centre of the Fiji National University proudly celebrated 25 years of championing business excellence in Fiji. The Fiji Business Excellence Awards (FBEA), the nation's longest running and most prestigious business accolade, recognizes exceptional quality and achievements within the Fijian business community. This esteemed framework empowers organizations to elevate their management systems and processes, driving enhanced performance and delivering greater value to customers and stakeholders. The 25th Anniversary of the FBEA was celebrated on November 4th at the Sheraton Resort in Nadi.

FPCL, a recipient of the prestigious President's Award in Business Excellence in 2023, continued its commitment to excellence by participating in this year's awards night. A team from FPCL attended the event to support and celebrate the achievements of fellow organizations on their journey of continuous improvement. Additionally, FPCL was proud to be one of the Silver Sponsors of the 2024 FBEA night, underscoring its dedication to fostering excellence across Fiji's business landscape.



**FPCL team at the FBEA's 25th Silver Anniversary event**



## Fiji Ports Celebrates Fiji Day

Fiji Ports joined the nation in celebrating Fiji Day, honoring 54 years of Fiji's independence. The event brought together staff to commemorate the occasion with pride and unity. Fiji Ports remains committed to fostering national pride and cultural appreciation, emphasizing the importance of unity and collaboration in building a prosperous future for Fiji.



*FPCL staff celebrates Fiji Day*

## Fiji Ports Celebrates Diwali

Diwali, the festival of new beginnings and the triumph of light over darkness and good over evil, was celebrated with enthusiasm at FPCL on 31st October. Staff embraced the spirit of the occasion by dressing in traditional Diwali attire and enjoying a feast of delicious festive treats. Departments and units displayed their creativity through vibrant rangoli designs and decorative displays, adding to the festive atmosphere.



*FPCL staff with CEO and an external auditor during Diwali celebrations*

## Family Fun Day

On 16th November, FPCL's Social Committee and Human Capital Services Department hosted the annual Family Fun Day at Gospel High School grounds. This event provided an enjoyable opportunity for staff and their families to connect, fostering stronger bonds and creating lasting memories beyond the workplace. It highlights FPCL's commitment to promoting a supportive and inclusive corporate culture that values work-life balance and family-focused initiatives.



*FPCL Staff and their families enjoying the various sports and games during the Family Fun Day*

## PROJECT UPDATES

### Dredging works at Lautoka Port

The dredging works at Lautoka Port have been successfully completed, marking a significant step towards enhancing port operations and navigational safety. The next phase involves conducting postdredging bathymetry surveys, which will provide detailed assessments of the seabed and verify the effectiveness of the dredging activities. This project is expected to improve vessel accessibility, reduce risks and align with Fiji Ports' commitment to maintaining efficient and sustainable port infrastructure.



*Dredging works at Lautoka Port*

### Lautoka Port Yard 4 Project

Progress continues at Lautoka Port's Yard 4, with pressure testing of the water main lines currently underway. This crucial step aims to identify and address any leaks in the system, ensuring the integrity and reliability of the water infrastructure. Once completed, this project will enhance operational capacity and resilience at the port, supporting the broader goals of infrastructure development and operational efficiency at Fiji Ports.



*Vibratory compaction around tower light foundations*

## Suva Port Shed 3 Pavement Construction Project

Preparations for the Shed 3 Pavement Project are progressing as planned. A pre-bid site meeting and inspections have been conducted, allowing pre-qualified contractors and their selected subcontractors to assess the site and project requirements thoroughly. The construction tender is scheduled to close on 20th December 2024, marking a critical milestone in the procurement process. This project aims to improve the pavement infrastructure, enhancing operational efficiency and supporting the long-term development objectives at Lautoka Port.



*Site inspection for Suva Port Shed 3 Pavement Construction Project*

## FSHIL Slipway Rehabilitation Project

The FSHIL Slipway Rehabilitation Project is ongoing with the installation of rail, proper alignment and stability of the rails and grouting. Surveying from Grid 16 to Grid 18 for rail placement is anticipated to be completed soon, advancing preparations for further installation.

The 1000-ton slipway is expected to be completed by 8th January 2025. Full completion of both the 1000-ton and 500-ton slipways is scheduled for 31st July 2025. These upgrades are set to enhance FSHIL's capacity to service larger vessels efficiently, aligning with Fiji Ports' strategic objectives to strengthen maritime infrastructure.



*1000T Slipway under water grouting works in progress*

## FPCL achieves another ISO Milestone with the External Audit Success

From 22<sup>nd</sup> October to 4<sup>th</sup> November, FPCL underwent its Integrated Management System external audit conducted by the certification body, Det Norske Veritas (DNV). This comprehensive audit covered three categories, including FPCL's four existing Integrated Management Systems and the introduction of a new one: ISO 50001:2018 Energy Management System. FPCL successfully achieved certification for its Energy Management System, valid for three years—marking yet another significant milestone in the company's journey toward operational excellence.

With this achievement, FPCL now benchmarks its daily operations against five international management systems: ISO 9001: 2015 Quality Management System, ISO 45001: 2018 Occupational Health & Safety Management System, ISO 14001: 2015 Environmental Management System, ISO 22316 Organizational Resilience Management System and ISO 50001:2018 Energy Management System. This accomplishment underscores FPCL's commitment to compliance, continual improvement, and embedding global standards into its organizational culture.

## Successful ISPS Audit and Certification of Compliance



*Acting Coordinator Port Security & Enforcement, Jope Serea and Port Facility & Security Officer, Apenisa Vakararawa with the ISPS Code Certification of Compliance for Port of Suva and Port of Lautoka*

FPCL proudly announces the successful achievement of the International Ship and Port Facility Security (ISPS) Code Certification of Compliance for Kings and Queens Wharf, valid for the next five years. This achievement underpins FPCL's full compliance with the requirements of the ISPS Code and its globally recognized standards. This certification not only reinforces FPCL's compliance with international security mandates but also positions FPCL as a benchmark for best practices in port security management. It reflects FPCL's commitment to safeguarding our facilities, stakeholders, and the broader maritime community.

## LEARNING AND PROFESSIONAL DEVELOPMENT

Captain Rupeni Kotoisuva, one of FPCL's Port Pilots, participated in the Elements of Marine Pilotage training program held in Kuala Lumpur, Malaysia, from 2nd to 4th December. The training provided in-depth knowledge and practical insights into the critical aspects of marine pilotage, enhancing technical skills and reinforcing safety and efficiency in port operations.





**Captain Rupeni Kotoisuva (far right) with participants of the Elements of Marine Pilotage training**



**Lautoka Port staff attended the First Aid and CPR and Fire Warden trainings in December**



**Staff of Lautoka Port attended the OHS Module 3 & 4 trainings with the Ministry of Labour in October**

## CORPORATE SOCIAL RESPONSIBILITY

### FPCL supports the Pinktober Campaign

As part of its ongoing commitment to corporate social responsibility (CSR), FPCL proudly supports the Cancer Society's Pinktober campaign each year to raise awareness for breast cancer. This year a combined contribution from both employees and FPCL was made, in support of this worthy cause.



**Senior Human Capital Services Officer, Anare Leweniqila with a representative from the Fiji Cancer Society**

## Updates from FSHIL

### ISO 9001:2018 Quality Management System External Audit - 2024

Fiji Ships & Heavy Industries Limited (FSHIL) underwent a surveillance audit for the ISO 9001:2015 Quality Management System on 11th & 12th November. The audit was conducted by FSHIL's certification audit body, Sri Lanka Standards Institute (SLSI).

### Training Workshop for ISO 14001:2015 Environment Management System (EMS) and ISO 45001: 2018 Occupational Health & Safety Management System (OHSMS)

Reflection is made on FPCL's successful journey in managing compliance to the EMS and OHSMS since its implementation in 2020. Management is now confident of extending the same standard of compliance to FSHIL. The impact of governance by an ISO standard specific to Environment and OHS will be vastly beneficial for FSHIL. With this vision, FSHIL underwent the preliminary training for the Environment Management System and Occupational Health & Safety Management System on the 13th -15th of November 2024. The training workshop was conducted by FSHIL's external audit body SLSI. FSHIL has started with the implementation journey, which will conclude in 2025.



**FSHIL team attended the ISO Management System trainings**

### FSHIL attends the Annual Industry Forum

The Centre for Appropriate Technology and Development (CATD) extended a warm invitation to FSHIL to participate in its Annual Industry Forum on 28th November. The forum focused on addressing the growing skills shortage impacting both Fiji and the global workforce.

FSHIL's participation provided an opportunity to engage with a new generation of locally trained skilled professionals while contributing valuable insights to help align CATD's curriculum with industry needs and expectations. This collaboration reinforces FSHIL's commitment to fostering a skilled workforce that meets the evolving demands of the maritime and industrial sectors.



**FSHIL staff attended the Annual Industry Forum**

## FPCL – Farewell / Retirement

This quarter, FPCL bid farewell to two of its long-serving employees as they began a new chapter in their lives—retirement.

Captain Pauliasi Vakaloloma, one of our Senior Port Pilots, retired after 9 years of dedicated service to the company. FPCL also bid farewell to Ratu Epi Turagavuli, a Handyman and Support Staff member, who had been with FPCL for 19 years.

Both Captain Vakaloloma and Ratu Epi's contributions have left a lasting impact on FPCL, and they will be missed by all. FPCL would like to wish them both the very best in their well-deserved retirements.



**Captain Pauliasi Vakaloloma**



**Ratu Epi Turagavuli, former handyman**

## FSHIL - In Loving Memory of the Late Mr. Samisoni Drala



It is with profound sadness that we announce the passing of the Late Mr. Samisoni Drala, who left us at the age of 52. Samisoni served FSHIL with dedication and loyalty for 19 years as a Hiab Truck Driver. His hard work and commitment made him a valued member of the FSHIL family, and his contributions over the years will always be remembered. In this time of loss, FSHIL's management was honored to support his family by handling the funeral arrangements, ensuring that his final wishes were respected.

Our heartfelt thoughts and deepest condolences go out to his family and loved ones during this difficult time. The Late Mr. Samisoni Drala will be deeply missed by all his colleagues and friends at FSHIL.