

Wishing you a year full of
Promising Growth.

Happy New Year!

2025



WAVU NEWS

Quarter 1, 2025 (January - March)

Welcome Message by the Chief Executive Officer, Vajira Piyasena



Bula Vinaka and warm greetings from Fiji Ports Corporation Pte Limited (FPCL) to all our valued employees, customers, and stakeholders.

I am delighted to connect with you through the first edition of our *Wavu* Newsletter for this year. This is a great opportunity to extend my sincere appreciation for your unwavering commitment and partnership.

As we strengthen our position as Fiji's premier ports and trade facilitator, your contributions remain truly invaluable.

This year has already brought exciting opportunities and challenges, and I have no doubt that, together, we will successfully navigate them. Whether you work behind the scenes or on the front lines, your role is integral to our continued success. Our mission remains steadfast: to provide reliable services while ensuring the efficient, safe, and sustainable operation of our ports.

In this edition, we celebrate key milestones, showcase exciting developments, and highlight the innovative projects driving us forward. I encourage you to take pride in the progress we have achieved and the positive impact we continue to make on our communities and the Fijian economy.

As always, we remain committed to fostering a workplace built on teamwork, respect, and sustainability. Your feedback and ideas are essential as we continue on this journey of growth and excellence.

Thank you for your dedication and for being an integral part of Fiji Ports' success. Together, we will build a brighter and more prosperous future for our company, our employees, and for Fiji.

EVENTS

2025 Staff Welcome

As customary, at the start of each new year, FPCL Management hosted a Welcome Lunch during the first week of 2025 to inspire staff and set a positive tone for the year ahead. This year's event was extra special as FPCL had the pleasure of welcoming Chief Infrastructure Officer Tomasi Sauqaga and Chief Financial Officer Suresh Prasad to the FPCL family.

The program began with a devotion led by Reverend Anil Reuben, followed by a debrief from the CEO, Manager of Finance, and Manager of Projects. They highlighted some of FPCL's key achievements in 2024 and shared the focus areas and expectations for the year ahead. After the formal presentations, the event concluded with a welcome lunch for all staff in Suva, Lautoka, and Levuka, organized by the outgoing 2024 Social Committee.



FPCL Suva Staff and Executive Management during the 2025 Staff Welcome Lunch

Government Stakeholders invited to discuss Port Operations and 24-hour Service Proposal

As part of FPCL's ongoing commitment and efforts to enhance the efficiency and service delivery of its port operations, FPCL hosted an important stakeholder meeting on 13th February, aimed at discussing key issues impacting current port operations. The goal is to collaborate with stakeholders to identify opportunities for improvement and streamline processes that directly affect the Port's overall security and performance.

The meeting brought together key Government representatives and FPCL's associate company, Fiji Ports Terminal Pte Limited (FPTL), to collaboratively explore solutions to improve port efficiency and accommodate the increasing volume of cargo traffic. Discussions centered around current port operations and challenges, strategies to improve service quality and efficiency, and proposal to implement a 24-hour service schedule to address congestion and enhance throughput.

The meeting was attended by key stakeholders such as the Biosecurity Authority of Fiji, Maritime Safety Authority of Fiji, Ministry of Immigration, Ministry of Public Enterprise, Ministry of Fisheries & Forestry, Ministry of Transport, Fiji Police, Fiji Revenue & Customs Services, Suva City Council and FPTL. The meeting concluded with everyone agreeing to form a collaborative taskforce and work collectively towards a more effective operational model. Fiji Ports remains committed to improving the operational capacity of Suva Port to support the nation's growing economy and trade activities.



Permanent Secretary for Ministry of Public Enterprises, Mr. Parmesh Chand, FPCL Board Chairman, Mr. Isikeli Tuituku, FPCL & FPTL Management and key Government Stakeholders present at the stakeholder consultation meeting

FPCL Engages Retailers in Consultation to Strengthen Partnerships and Enhance Services

As part of its ongoing commitment to fostering collaboration and improving service delivery, FPCL recently conducted a Retailers Consultation to engage directly with businesses using port services. The consultation provided a platform for retailers to share their feedback, discuss operational challenges, and explore opportunities for enhancing their business environment. FPCL values the role of its retail partners in contributing to the overall efficiency and customer experience within the ports, and this session was instrumental in addressing key concerns and identifying areas for improvement.

Through open dialogue and active engagement, FPCL aims to create a more business-friendly and efficient port environment that supports both economic growth and stakeholder success. The insights gathered during the consultation will inform future strategies, ensuring that the needs of retailers are integrated into FPCL's planning and development initiatives. FPCL remains committed to collaborative growth and looks forward to continued engagement with its stakeholders to build a stronger and more inclusive port community.



Various retailers sharing their valuable insights and feedbacks to FPCL Management

Consultants Engage Stakeholders for Port of Lautoka's Master Plan Development

As part of ongoing efforts to enhance port infrastructure and operational efficiency, the project consultants leading the Port of Lautoka's Port Master Plan recently conducted a stakeholder consultation with FPCL's Board of Directors and Management team. This initiative ensures that the master plan aligns with industry needs, regulatory requirements, and the broader economic development goals of Fiji.

The purpose of the consultation was to provide valuable insights into the current challenges and future opportunities. Discussions focused on optimizing port capacity, improving logistics, and integrating sustainable development practices. Fiji Ports remains committed to fostering collaboration with both internal and external stakeholders to create a forward-looking and resilient master plan that supports trade growth and enhances port services. The outcomes of this consultation will play a crucial role in shaping the Port of Lautoka's future, ensuring it remains a vital hub for maritime commerce in the region.

National Energy Information Management System and Energy Statistics Workshop

The Ministry of Environment and Climate Change (MECC), in collaboration with the United Nations Framework Convention on Climate Change (UNFCCC) Secretariat and the Department of Energy, Ministry of Public Works, Transport, and Meteorological Services, organised a 4-day workshop focusing on Quality Assurance of the National Energy Information Management System and Energy Statistics. The workshop was held from 24th – 27th February at the Grand Pacific Hotel, Suva.

The 4-day workshop focused on enhancing Fiji's energy information management systems and improving data collection methodologies and the quality of data through a series of structured sessions. It also covered the quality assurance processes for energy balances, commodity balances, metadata, and the dissemination of energy statistics to strengthen Fiji's overall energy data systems.

As an ISO 50001:2018 Energy Management System certified organisation, FPCL played a key role in the workshop, sharing the best practices of energy data collection established within the organisation. Further, it was an ideal opportunity for FPCL to understand the requirements of the National Energy Framework of Fiji.



FPCL's Quality Assurance Officer, Upasna Prasad and Environment & Sustainability Officer, Shwantika Devi with other participants at the National Energy Information Management System and Energy Statistics Workshop

New Cruise Ships Visits Fiji's Shores

The new year began with the peak season for cruise ship vessels, with more than fifteen (15) cruise ships visits to both Suva and Lautoka Ports during the first quarter of 2025. Amongst these, two (2) cruise ships were on their maiden voyage to Fiji. FPCL anticipates an increase in the number of cruise ship vessels visiting Fiji this year, when compared with 2024.



Plaque presentation onboard of Celebrity Edge on 7th January

Plaque presentation onboard of Azamara Onward on 3rd February

FPCL Celebrates International Women's Day 2025

Fiji Ports proudly joined the global community in celebrating International Women's Day (IWD) 2025, reaffirming its commitment to gender equality and empowering women in the maritime industry. This year's theme, "#AccelerateAction", resonated strongly with Fiji Ports as the organization continues to drive tangible progress toward diversity and inclusivity within its workforce.

The celebration featured an invited guest, Ms Matelita Katamotu, founder of Domoika Adventures of Waivaka, Namosi for sharing her insights and words

of encouragement - not just for the women, but for our male colleagues as well, who play a vital role in fostering an inclusive and supportive work environment. Employees were also engaged in networking sessions aimed at fostering professional growth and mentorship.

As part of its commitment to workplace equality, Fiji Ports highlighted its ongoing initiatives, such as leadership development programs for women, workplace safety enhancements, and policies that promote work-life balance. These efforts align with the company's broader vision of creating a fair and inclusive working environment for all.

CEO Vajira Piyasena emphasized the importance of recognizing and supporting women in the maritime industry, stating, "Women play an integral role in our operations, and it is vital that we continue to provide opportunities for them to excel. Our commitment to gender equality is not just for today but for the sustainable growth of our industry."

Fiji Ports remains committed in its pledge to support and uplift women, ensuring a more inclusive and progressive maritime sector for future generations.



Invited guest, Ms Matelita Katamotu with management and staff during the International Women's Day celebration

PROJECT UPDATES

Lautoka Port Yard 4 Upgrade Project

The Lautoka Port Yard 4 Upgrade Project continues to advance steadily, with significant milestones achieved this quarter. This essential infrastructure upgrade is set to enhance port efficiency and operational capacity.

Latest progress updates:

- Concrete Pouring for Industrial Sliding Gate Ground Beam.
- The ground beam reinforcement and formwork were successfully completed on 28th February 2025.
- Accessories were installed, and 30MPa concrete was poured onto the ground beam, marking a key milestone in the project.
- Southern Fence-Line and Sleeper Walls.
- The contractor made progress with the installation of UC piles and concrete slabs for the southern fence-line and sleeper walls, reinforcing security and stability in the area.
- Southwestern Corner Works.
- Boring for UC pile foundations was conducted on the Southwestern corner, paving the way for further structural enhancements.

This upgrade is part of FPCL's commitment to strengthen port infrastructure to meet increasing demands and improve service delivery for stakeholders.



Concrete pouring on the ground beam

Lautoka Port Queen's Wharf Rehabilitation Project Update

The Queen's Wharf Rehabilitation Project continues to make significant progress, with major works now reaching the final stages. This important project is focused on strengthening the structural integrity and operational capacity of one of Fiji's key port facilities.

Latest progress updates:

- Stage 3D Reinstatement Works Completed.
- Sandblasting for Stage 3D was successfully carried out, followed by full reinstatement works under Package B.
- Pile Driving Progress – 99% Complete.
- A 12m pile was driven on Fender F11 on 12th February 2025.
- A second 12m pile has been welded onto the driven pile, preparing for final installation.
- The remaining pile driving work is weather-dependent, with operations scheduled to resume on 3rd March 2025, subject to favorable conditions.

Lautoka Port Foreshore Development and Port Master Plan Project Update

Progress continues on the Lautoka Port Foreshore Development and Port Master Plan Project, with key discussions held to assess proposed development options. A recent assessment was conducted to evaluate these options against pre-agreed evaluation criteria and critical success factors—proven methodologies successfully applied in previous port planning studies by the Project Consultant.

This initiative is a vital step towards shaping Lautoka Port's future growth, ensuring that development aligns with operational needs, environmental sustainability, and long-term economic benefits. The Port Master Plan will serve as a strategic roadmap, guiding infrastructure investments, capacity expansion, and efficiency improvements to support Fiji's maritime sector.

Lautoka Port Maintenance Dredging Project Update

The Lautoka Port Maintenance Dredging Project has reached a major milestone, with the contractor confirming the completion of dredging works. To verify the dredged volumes and ensure compliance with project specifications, the Fiji Navy conducted a post-bathymetry survey, which was successfully completed on 14th February 2025. The survey results will provide critical data on the effectiveness of the dredging operations. This maintenance dredging is essential for ensuring safe navigation, optimizing port operations, and maintaining Lautoka Port's capacity to accommodate larger vessels.



Lautoka Port Maintenance Dredging Project

Suva Port Shed 3 Pavement Project Update

The Suva Port Shed 3 Pavement Project is progressing well, with the pavement design successfully completed on 30th November 2024. The next phase of the project is underway, as the Project Consultant prepares to submit the construction tender evaluation report. This report will be crucial in selecting a contractor to carry out the pavement works, ensuring the project meets quality, durability, and operational efficiency standards. Once completed, the upgraded pavement will enhance cargo handling capacity, improve safety, and support the long-term resilience of port operations.

Gap Analysis against compliance to ISO 27001: 2022 Information Security Management System (ISMS)

FPCL commenced a comprehensive 3-day Gap Analysis audit for the ISO 27001:2022 Information Security Management System, conducted by its third-party audit body Det Norske Veritas (DNV). The Gap Analysis was conducted from 3rd-5th March 2025 with the Manager ICT, Systems & Network Administrator and Quality Assurance Officer. The assessment verified FPCL's current compliance level to the ISO 27001:2022 Information Security Management System, as well as identifying key areas requiring improvement. This proactive approach demonstrates FPCL's commitment to safeguarding sensitive data and ensuring compliance with global cybersecurity best practices. With a structured action plan in place, FPCL is set to enhance its resilience against information security, cybersecurity and data protection.

LEARNING AND PROFESSIONAL DEVELOPMENT

FPCL Welcomes Ports Authority of Tonga's Official on Secondment

Fiji Ports proudly welcomed Ms. Laumaile Tohi, Manager Green Ports & Environmental Compliance from the Ports Authority of Tonga, on her official secondment to FPCL. This exchange highlights the strong regional collaboration between Pacific Island nations in advancing sustainable port operations and environmental compliance. During her 1-week tenure at FPCL, Ms. Tohi exchanged information and knowledge with internal departments and units on some of the best practices and ongoing sustainability initiatives.

FPCL CEO, Vajira Piyasena, expressed his appreciation for the secondment, stating, "We are pleased to host Ms. Tohi as part of our ongoing commitment to knowledge-sharing and capacity-building within the Pacific region. Her

insights and experience will greatly benefit our sustainability agenda and vice versa."

Ms. Tohi's secondment reflects FPCL's dedication to strengthening regional partnerships and enhancing environmental stewardship. The collaboration between FPCL and the Ports Authority of Tonga sets a positive precedent for mutual growth, innovation, and the shared vision of a greener maritime industry in the Pacific.



Ms. Laumaile Tohi, Manager Green Ports & Environmental Compliance, Ports Authority of Tonga (middle) with FPCL's Training Officer (left) and Quality Assurance Officer (right)

FPCL Participates in the Leaders for a Free and Open Indo-Pacific Training on Sea and Human Security Workshop in Japan

Fiji Ports was honored to take part in the Leaders for a Free and Open Indo-Pacific Training on Sea and Human Security workshop, facilitated by the United Nations Institute for Training and Research (UNITAR) and funded by the Government of Japan. Representing FPCL, Legal Officer Vinaina Diroiroi was among the distinguished participants selected for this prestigious program, held from 10th – 21st February 2025 across various locations in Japan.

The training attracted over 900 applicants from across the Asia-Pacific region, with only the top 50 performing participants from 27 countries advancing to the final in-person Phase 3 workshop in Japan. This intensive program provided a platform for participants to engage in high-level discussions on maritime security, legal frameworks, and cooperative strategies to address regional challenges.

As part of FPCL's contribution, a project on Safe Ports and Secure Harbors was submitted, reinforcing FPCL's ongoing commitment to strengthening port security and ensuring safer maritime operations. The insights gained from this program will also support FPCL's role within the Social Committee, further driving initiatives that align with international best practices.

A key highlight of the workshop was the development of policy brief documents, which were presented on the final day at the United Nations University in Tokyo. These policy recommendations aimed to address pressing maritime security concerns and enhance collaborative efforts within the Indo-Pacific region. FPCL remains committed to fostering regional cooperation and strengthening its position in global maritime security initiatives, ensuring safer and more resilient port operations for the future.



FPCL's Legal Officer, Vinaina Diroiroi, with other participants at the UNITAR Workshop in Japan

Proud Moment for FPCL: Shaheil Hussain Represents Fiji in National Darts Competition

FPCL proudly celebrates a remarkable achievement as one of its employees, Shaheil Hussain, Supervisor Revenue, earned the honor of representing Fiji in the South Pacific Darts Championship Competition in January. This accomplishment reflects not only his personal dedication and skill but also FPCL's commitment to supporting its employees in their diverse talents and passions.

Shaheil's journey to the national stage is an inspiration to his colleagues, demonstrating the importance of perseverance, focus, and excellence—values that align with FPCL's core principles. His participation in this national competition showcases Fiji's talent on a broader platform and strengthens the country's representation in the sport. FPCL extended its best wishes to

Shaheil as he took part in the competition for the first time at the highest level. His achievement is a testament to the dedication and versatility of FPCL's workforce, proving that excellence extends beyond the workplace and into the wider community. Congratulations, Shaheil, FPCL is proud of your achievement!



FPCL's Shaheil Hussain, standing from left, with other national representatives at the South Pacific Darts Championship earlier this year

HUMAN CAPITAL SERVICES UPDATE

Employee's Health is Wealth

Each year, the Human Capital Services Department organizes free medical check-ups for all staff, reinforcing FPCL's commitment to employee well-being. On 7th March, a medical team conducted comprehensive health assessments, including height and weight measurements, BMI (Body Mass Index) analysis, overweight categorization, blood pressure monitoring, and sugar and cholesterol checks.

With non-communicable diseases (NCDs) being the leading cause of death globally, raising health awareness among FPCL staff is essential. These check-ups provide valuable insights, enabling employees to take proactive steps toward better health and well-being.



Suva Staff receiving their medical check ups



CORPORATE SOCIAL RESPONSIBILITY

FPCL Champions Civic Pride on National Clean-Up Day

On March 15, 2025, FPCL joined hands with other organizations to support the Ministry of Environment & Climate Change's National Clean-Up Day initiative. This nationwide effort aimed to instill accountability, civic pride, and collective responsibility in maintaining a cleaner environment while raising awareness for a litter-free Fiji.

As an advocate for environmental stewardship, FPCL has earned both international and local recognition for its sustainability efforts. Engaging in initiatives like National Clean-Up Day reflects its commitment to corporate social responsibility while fostering teamwork and unity among employees. With clean-up activities organized across major towns and cities, FPCL teams in Lautoka, Suva, and Levuka actively participated, demonstrating their strong support for this vital cause.



Left to right: FPCL staff from Suva, Lautoka and Levuka assist with the clean up initiative, organized by the Ministry of Environment & Climate Change

FPCL Supports Donation Drive for Frank Hilton Home

FPCL continues to uphold its commitment to social responsibility by supporting the donation drive for the Frank Hilton Home. This initiative aligns with FPCL's commitment to making a meaningful impact in the community, especially for children with disabilities who rely on the home's specialized care and services.

FPCL employees came together to contribute essential items, demonstrating their generosity and compassion for this worthy cause. Through such

initiatives, FPCL not only strengthens its corporate social responsibility efforts but also fosters a culture of empathy and giving within the organization. By supporting the Frank Hilton Home, FPCL reinforces its belief in community engagement and the power of collective action to create positive change.

UPDATES FROM FSHIL

FSHIL Welcomes Staff to an Exciting 2025!

Fiji Ships & Heavy Industries Ltd FSHIL kicked off the new year with a vibrant 2025 Staff Welcome Function, bringing together employees for a day of motivation and renewed commitment to excellence. The welcome event was held onsite at FSHIL's premises, provided an opportunity for leadership to share FSHIL's vision for 2025, key projects, and strategic priorities. In his address, FPCL CEO Mr Vajira Piyasena, emphasized the company's commitment to continuous growth, teamwork, and delivering high-quality services to Fiji's maritime sector.

Employees enjoyed an afternoon tea, setting a positive tone for the year ahead. As 2025 unfolds, FSHIL looks forward to another year of innovation, collaboration, and success in ship repair and heavy industries.



FPCL CEO together with Executive Management team and FSHIL's Acting Operations Manager during staff welcome function.

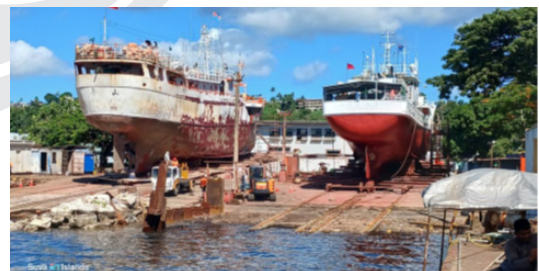
FSHIL Slipway Rehabilitation Project Update

The FSHIL Slipway Rehabilitation Project is making significant progress, with key repair and construction activities currently underway.

Latest Project Updates:

- Center Beam Section Repair.
- Airlifting operations are ongoing on the South beam from Grid 5 to Grid 2.
- Intertidal Zone works completed.
- Excavation and clearing of beams in the intertidal zone are progressing.
- Temporary king piles and sheet pile walls are being installed to support structural rehabilitation.

The completion date for the 1,000 tonne slipway has been revised to end of April 2025 to ensure all works meet safety and structural integrity standards. The rehabilitation of the FSHIL slipway is a crucial investment in enhancing ship repair capabilities and sustaining maritime operations in Fiji.



Ongoing slipping operations on the 1000T Slipway

NEW APPOINTMENTS



Chief Infrastructure Officer
Tomasi Sauqaqa



Chief Financial Officer
Suresh Prasad