



WAVU NEWS

Quarter 3, 2025 (July - September)

EVENTS

Fiji Ports Pays Out Dividend to its Shareholders

Fiji Ports Corporation Limited (FPCL) declared a \$17.05 million dividend for the 2024 financial year, reflecting strong operations, a successful public-private partnership model, and the commitment of its employees.

The dividend was officially presented on 23rd July 2025 at a ceremony attended by the Hon. Prime Minister and Minister for Foreign Affairs, Climate Change and Environment, Civil Service, Information and Public Enterprises, Sitiveni Rabuka, together with the shareholders: Government, Fiji National Provident Fund and Aitken Spence (PLC). Despite global and domestic challenges, FPCL achieved a net profit after tax of \$28.41 million, enabling the dividend payout and a performance-based bonus for staff.

FPCL remains focused on delivering value to all our stakeholders—customers, employees, communities, and shareholders alike. FPCL extends its sincere appreciation to its employees across Suva, Lautoka, and Levuka Ports—as well as its stakeholders and partners for their continued support and dedication.



FPCL Board Chairman Mr. Isikeli Tuituku presents dividend cheque to FPCL's shareholders: representatives from the Fijian Government, Fiji National Provident Fund and Aitken Spence (PLC).

Fiji Ports Awards 2024 Staff Bonus Following Record Performance

On 31st July 2025, FPCL announced a performance-based bonus payout for all eligible staff, following the company's record-breaking net profit after tax of \$28.41 million for 2024. The Board approved a performance-based bonus payout of \$376,299.70 to 151 staff for the financial year 2024.

Board Chairman Mr. Isikeli Tuituku credited the achievement to strong governance, disciplined operations, and the dedication of FPCL's employees. He also acknowledged past Board members for laying the foundation for success.

The Chief Executive Officer, Mr. Vajira Piyasena highlighted that the company achieved a net profit after tax of \$28.41 million marking the highest milestones in our company's history, enabling a dividend distribution of \$17.05 million to our shareholders. He praised staff across all levels for driving operational excellence and staying committed to FPCL's vision as the Smart, Green Gateway for Trade in the Pacific. The bonus reflects FPCL's appreciation for its staff's hard work and marks the beginning of a new era of transformative growth.



FPCL Board Chairman, Executive Management and Staff during the 2024 bonus announcement

IMO Secretary General's Visit to Fiji Ports

The Ministry of Public Works, Meteorological Services and Transport, in

collaboration with the Pacific Community (SPC), officially launched the International Maritime Organization (IMO) Regional Presence Office for the Pacific in Suva on Wednesday, 7th August 2025. This marks a historic milestone not only for Fiji but for the Pacific region as a whole, as Fiji will host the first ever IMO presence office in the Pacific Islands.

As part of the IMO Secretary-General's visit to Fiji, he visited several organisations, including FPCL, on 7th August where he had the opportunity to meet with senior management team from FPCL and its associate company, Fiji Ports Terminal Limited.



IMO Secretary General, Mr. Arsenio Dominguez (seated centre) with representatives from the Ministry of Transport, FPCL and FPTL management and staff

Fiji Ports participates at the 47th Pacific Maritime & Transport Alliance (PMTA) Conference

FPCL joined regional leaders, industry experts, and partners at the 47th PMTA Conference in the Cook Islands – a platform that brings together the Pacific's maritime community to shape the future of transport, trade, and connectivity. This year's theme, "Building stronger Pacific Ports, regional collaboration, sustainable infrastructure, and a skilled and resilient workforce", the conference highlighted collaboration, sustainability, and innovation across the Pacific's maritime sector.

For Fiji Ports, it was an opportunity to share its journey in driving modernization, strengthening safety and security, and embedding sustainability into everything we do.

On first day, Fiji Ports CEO, Mr. Vajira Piyasena moderated first plenary session on the topic- The State of Pacific Ports. On second day, Ms. Florence Nand, Manager Planning and Strategy Implementation delivered the Country Report outlining some of the development projects, regional collaboration initiatives, key challenges and future opportunities.

Together, Fiji Ports is charting a resilient and connected Pacific through smarter ports, greener shipping, and stronger partnerships.



Participants at the 47th PMTA Conference in Cook Islands

FPCL CEO, Mr. Vajira Piyasena moderated first plenary session on the topic - The State of Pacific Ports

Pacific Maritime Pilots Conference

In August 2025, Fiji Ports participated in the Port Pilots Conference in Cook Islands, bringing together maritime experts from across the Pacific to discuss the latest advancements in port pilotage, navigational safety, and sustainability in the region. Led by the Pacific Pilots Training Group, the session brought together marine pilots and port professionals from at least seven Pacific nations, with five senior facilitators from New Zealand and Australia delivering specialist training not usually accessible in smaller island states.

With the conference theme, “*Putting the Plan into Practice*”, provided an excellent platform for sharing knowledge, building connections, and exploring best practices that will shape the future of our ports. The exchange of knowledge and training was a milestone for maritime safety in the region — strengthening cooperation among Pacific ports and ensuring that no matter the size of the vessel or the shape of the coastline, the people guiding ships home are trained to the highest standard. FPCL is proud to be part of these conversations, strengthening its role as the Smart, Green Gateway for Trade in the Pacific.



Two of FPCL's Senior Port Pilots, Captain Rupeni Kotoisua and Captain Sairusi Qalobula had attended the Pilots Conference in Cook Islands

Fiji Ports at BizOps 2025

Fiji Ports CEO, Mr Vajira Piyasena delivered a presentation on “*Pacific Island Ports at Crossroads - Navigating Infrastructure Gaps and Global Geopolitics*” at the BizOps 2025 in Australia - premier Business Operations conference focused on the evolving future of port operations. This year's theme spotlighted the transformation of the maritime industry through digitalisation, automation, and artificial intelligence (AI). The event brought together global leaders and innovators to explore cutting-edge technologies and strategies shaping the ports of tomorrow. As the Smart, Green Gateway for Trade in the Pacific, Fiji Ports is committed to staying ahead of the curve — embracing innovation to enhance efficiency, sustainability, and service delivery across our operations.



Fiji Ports CEO, Mr Vajira Piyasena delivering his presentation at the BizOps Conference in September

Fiji Ports participates at the Fijian Industrial Relations Training

The Fijian Industrial Relations Workshop facilitated by Dr. Andrew See of Kilkenny Chambers, was aimed to enhance participants understanding of effective industrial relations practices in the Fijian context. The workshop held at Tanoa Waterfront in Lautoka from 10th to 11th July, focused on building capacity in managing union negotiations, fostering constructive employer - employee engagement, and strengthening compliance with Employment Relations Act 2007.

Key takeaways for FPCL included the importance of proactive communication with unions, adopting a collaborative rather than adversarial approach to dispute resolutions, and the need to continuously align company policies with evolving employment laws and best practices. As a next step, FPCL may consider reviewing its current industrial relations framework and exploring training opportunities for line managers to embed these principles to their departments and units.



FIJIAN INDUSTRIAL RELATIONS 2025
Lautoka Workshop

The workshop was attended by FPCL Director Chettiar, Chief Infrastructure Officer, Manager Legal & Company Secretary, Manager Human Capital Services and Deputy Administration Manager.

World Maritime Day 2025 Celebrations

On 26th September, Fiji Ports joined the global maritime community in celebrating World Maritime Day 2025 with the theme: “*Our Ocean, Our Opportunity and Our Obligation.*”

As a vital hub for trade and connectivity in the South Pacific, Fiji Ports recognizes the immense value of our oceans—not only as a gateway to the world but also as a shared resource that we must protect for future generations. This year, it was highlighted the importance of sustainable practices, ocean conservation, and the need for collaboration across nations and industries to ensure a thriving maritime sector that benefits both the environment and economy.



World Maritime Day 2025

A Major Initiative for the Removal of Derelict Vessels Launched

The Waitt Foundation and Waitt Institute of the United States has given Fiji's Joint Marine Environment Committee a 12-month deadline to remove derelict vessels from Suva Harbour. This directive follows the launch of the Jonathan Smith Derelict Vessel Removal Fund, which has been awarded US \$1 million (FJ \$2.25 million) to support immediate cleanup and removal efforts. The funding will directly support the removal of vessels that pose environmental and navigational hazards in the harbour.

FPCL has identified 17 derelict vessels of high priority for removal. The initiative builds on the legacy of the late Captain Jonathan Smith, former master of the traditional Fijian voyaging canoe Uto Ni Yalo, who championed efforts to clean Suva Harbour.

Minister for Transport Ro Filipe Tuisawau confirmed that the Joint Marine Environment Committee will lead the project. The Committee includes representatives from the Ministry of Public Works and Transport, Ministry of Environment and Climate Change, Fiji Ports Corporation Limited, the Maritime Safety Authority of Fiji, and Blue Prosperity Fiji.



(Left to Right): FPCL COO, Mr. Upali De Zoysa, FPCL Harbour Master Suva, Captain Laisiasa Gonewai, Theodore Waitt of Waitt Foundation and FPCL CEO, Mr. Vajira Piyasena during the launch of derelict vessels removal project.

Fiji Ports Welcomes the British High Commissioner

Fiji Ports had the privilege of welcoming the newly appointed British High Commissioner to Fiji, His Excellency Mr. Kanbar Hossein-Bor, during his visit to Lautoka Port. The visit provided an opportunity to showcase the port's operations and discuss areas of mutual interest, reflecting Fiji Ports' commitment to fostering strong international partnerships and collaboration. FPCL looks forward to strengthening ties with the British High Commission and working together on shared priorities for sustainable growth and development.



Fiji Ports staff with the British High Commissioner to Fiji, His Excellency Mr. Kanbar Hossein-Bor at Lautoka Port

Fiji Ports Welcomes Delegation from New Caledonia

Fiji Ports facilitated the delegation from New Caledonia at Lautoka Port. The visit provided the delegation with an overview of the port's operations, service flows, and key facilities, while also showcasing Fiji Ports' commitment to efficiency, safety, and sustainability in port management. The engagement created an opportunity to highlight areas of mutual interest, strengthen regional collaboration, and explore potential avenues for partnership between Fiji and New Caledonia. Fiji Ports remains committed to positioning our ports as vital gateways for trade and economic growth in the Pacific.



Fiji Ports staff with the New Caledonia Delegation at Lautoka Port

FPCL conducted various Consultations with Key Stakeholders

During the quarter, Fiji Ports held various stakeholder consultation meetings both in Suva and Lautoka Ports, to engage with key partners and stakeholders on upcoming development projects. FPCL's Manager Projects, Mr. Krishnit Charan, provided stakeholders with updates on the progress of FPCL's development projects. The sessions provided a valuable platform to share project updates and planned initiatives for Suva and Lautoka Ports, listen to feedback and insights from the stakeholders and strengthen collaboration as FPCL works towards building a smarter, safer, and more sustainable port.



Project Stakeholder Consultation Meetings held at Suva and Lautoka Ports



Stakeholder Consultation Meeting held at FSHIL

Fiji Ports Conducts Stakeholder Awareness Session on International Waste Handling

Fiji Ports facilitated an awareness session with stakeholders at both Suva and Lautoka Ports, to strengthen knowledge and compliance on international waste handling requirements. The session provided an important platform to share best practices, enhance understanding of global environmental obligations, and reinforce Fiji Ports' commitment to safe, efficient, and sustainable port operations. This initiative reflects our ongoing commitment to protecting the marine environment and supporting national and international efforts in sustainable port management.



FPCL Staff with stakeholders during the awareness session meeting at Lautoka Port

FPCL Chairman Leads "Double Up by 2030" Workshop with Senior Management Team

FPCL Chairman Mr. Isikeli Tuituku led a strategic workshop titled "Double Up By 2030", aimed at doubling FPCL's financial and operational outputs by 2030. The session brought together senior management to align on growth

strategies, focusing on port efficiency, revenue diversification, sustainability, digital transformation, and workforce excellence. Mr. Tuituku emphasized innovation, collaboration, and future-ready investments, while CEO Mr. Vajira Piyasena encouraged bold leadership and shared accountability of the company's future direction. The workshop outcomes will shape FPCL's upcoming 5-Year Strategic Plan, marking the start of a transformative phase to reinforce its role as the Smart, Green Gateway for Trade in the Pacific.



Board Chairman together with Executive Management and Management team during the workshop discussion

Fiji Ports Executives Visit Vanua Levu to Explore New Business Opportunities

In July, FPCL's management team visited Vanua Levu as part of a strategic engagement visit to explore new business opportunities and strengthen maritime connectivity in Fiji's Northern Division.

Led by FPCL's Harbour Master Suva and Risk & Compliance Analyst, the visit included site assessments of port infrastructure at Wairiki Port, Nabouwalu Jetty, Valaga Boat Yard, Vatuyalewa Jetty, Malau Port and Nawli Island Marina and discussions on inter-island trade facilitation, and early scoping of opportunities. The FPCL team also took the opportunity to meet with local port users and operators to better understand their operational needs and explore how FPCL's services could better support them through infrastructure investment and improved customer experience.

The visit forms part of FPCL's broader commitment under its upcoming new Strategic Plan, which includes expanding reach, improving service delivery across the islands, and contributing meaningfully to national development goals. Fiji Ports remains committed to being a trusted national enabler of trade, connectivity, and inclusive growth.



FPCL senior management team at the Wairiki Wharf, Vanua Levu

PROJECT UPDATES

ISO 27001-2022 Information Security Management System – Stage 1 Audit

FPCL continued its journey toward ISO 27001:2022 certification (covering information security, cybersecurity, and data protection) with the successful completion of a 2-day Stage 1 Audit conducted remotely by FPCL's thirdparty audit body, Det Norske Veritas (DNV). The audit concluded successfully with positive outcomes. As FPCL progresses through its structured certification journey, the organization remains committed to fostering a culture of continuous improvement and information security excellence. The certification audit is scheduled for 3rd–7th November 2025.

FPCL Undergoes 5S Certification Audit

On 3rd September 2025, Fiji Ports Corporation Limited (FPCL) undertook its 5S Certification Audit, facilitated by the Fiji National University's (FNU) Department of Quality & Awards. The audit, held at FPCL Headquarters – Muaiwalu House, forms part of the organisation's ongoing commitment to quality and continuous improvement.

The assessment focused on the five core principles of 5S: *Sort, Set in Order, Shine, Standardise, and Sustain*. As part of the process, FPCL staff and 5S Champions were interviewed by the FNU audit team. The auditors recognised the dedication of FPCL's 5S Champions and acknowledged the valuable mentorship provided by Mr. Rajneel Prasad of FNU.

FPCL now awaits the official outcome of the audit, further demonstrating its commitment to workplace excellence and continuous improvement.

The next 5S Certification Audit is scheduled for the Port of Lautoka on 17th September 2025.



Senior Human Capital Services Officer explaining to the FNU 5S Auditors about his 5S compliance.

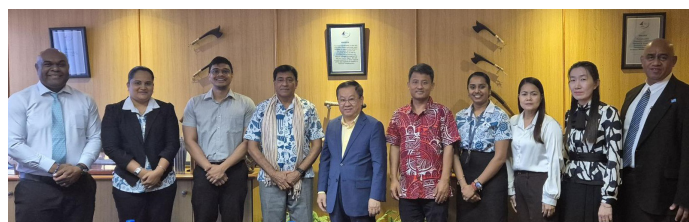
FPCL Recognised as Role Model Organisation in Bilateral Cooperation Program

On 10th September 2025, Fiji Ports hosted the National Training & Productivity Centre (NTPC), Fiji's National Productivity Organisation (NPO), in collaboration with the Asian Productivity Organization (APO), under the Bilateral Cooperation Program with the National Productivity Centre of Cambodia (NPCC).

The visit provided the Cambodian delegation with practical insights into FPCL's successful implementation of productivity tools and techniques, particularly in alignment with the Business Excellence (BE) Framework.

As a role model organisation, FPCL was selected to showcase its strong commitment to productivity improvement and the sustainability of BE practices. The delegation's visit reinforced FPCL's reputation as a leading example of how structured initiatives drive excellence and continuous growth.

During the visit, Mr. Bob Mitchell, Director of Productivity & Innovation at NTPC, commended FPCL's dedication, emphasising that management commitment, recognition systems, and model practices are key drivers of organisational excellence and sustainable development.



FPCL representatives with the NPCC, NTPC and APO -Fiji delegation.

Safeguarding Our Waters: Water Quality Monitoring

FPCL's Environment & Sustainability Unit launched a Water Quality Monitoring program as part of FPCL's ongoing commitment to protecting the marine environment. This initiative strengthens FPCL's environmental management practices and ensures compliance with the Environment Management Act 2005, the Environmental Management (Waste Disposal and Recycling) Regulations 2007, the conditions of FPCL's Waste Disposal Permit, as well as FPCL's obligations under the ISO 14001:2015 Environmental Management System and the Green Port Master Plan.

Beyond regulatory compliance, the program provides valuable data and insights to support informed decision-making and continuous improvement in sustainability. It underscores FPCL's long-term commitment to preserving marine ecosystems while enabling safe and responsible port operations. Through initiatives like this, FPCL continues to demonstrate strong environmental stewardship, safeguarding Fiji's waters for the benefit of our communities and future generations.

LEARNING AND PROFESSIONAL DEVELOPMENT

ISO 9001:2015 Quality Management System Lead Auditor Training

The Quality Assurance Units of FPCL and FSHIL attended the ISO 9001:2015 Quality Management System (QMS) Lead Auditor Training on 18th – 22nd of August 2025. The training programme, facilitated by FNU, was focused on strengthening internal capacity in Quality Assurance and Compliance. This training equipped the participants with advanced knowledge and auditing skills necessary to ensure continuous improvement, effective implementation of management systems, and alignment with international standards. By building this capability, FPCL and FSHIL reaffirm their commitment to excellence, customer satisfaction, and maintaining the highest standards of operational efficiency and safety.



Quality Assurance Staff (FPCL & FSHIL) attending the ISO 9001:2015 QMS Lead Auditor Training

FPCL Staff Complete Boat Master License Training

Fiji Ports has successfully completed Boat Master License Training for selected staff members, reinforcing its commitment to strengthening maritime operational competencies and upholding national maritime safety standards. The training was delivered in collaboration with the Maritime Safety Authority of Fiji (MSAF) and is designed to ensure FPCL employees are equipped with the skills and certification required to operate safely and efficiently within Fiji's ports and surrounding waters.

This reflects the company's ongoing investment in staff development and its dedication to maintaining the highest standards of safety across its operations.

FPCL Staff Achieve Open Water Dive Certification to Strengthen Inspection Capabilities

FPCL's Site Engineers for Suva and Lautoka, together with the Manager Projects, have successfully completed their Open Water Dive Certification under the Professional Association of Diving Instructors (PADI). This achievement marks a significant step in enhancing FPCL's technical capacity, enabling the team to conduct direct underwater inspections and quality control assessments. By acquiring certified diving skills, FPCL reduces reliance on surface-level observations or the engagement of external diving organisations, ensuring greater efficiency, accuracy, and oversight in critical maritime operations. This certification aligns with FPCL's commitment to operational excellence, safety, and continuous improvement across all port facilities.

HUMAN CAPITAL SERVICES UPDATE

Inspiring the Next Generation of Maritime Leaders

FPCL together with its associate company, Fiji Ports Terminal Limited jointly participated in the Marist Brothers High School Careers Expo 2025. Both team shared insights into the exciting opportunities within the port and maritime sector – from operations and engineering to ICT, safety, and corporate services. Students had the chance to engage with our professionals, ask questions, and learn how a career in ports can shape Fiji's future. FPCL believes in investing in the youth and encouraging them to explore careers that contribute to the growth of Fiji's economy and the development of the nation.



FPCL and FPTL jointly participated in the careers expo held at the Marist Brother's High School

RETIREMENT & FAREWELL

FPCL Farewells Long-Serving Team Member, Mr. Jone Kaukimunia

FPCL recently farewelled Mr. Jone Kaukimunia, affectionately known as "JK"—who retired after nearly 20 years of dedicated service. Starting as a Wharf Attendant in 2005, JK became a respected and reliable figure across FPCL's operations, known for his humility and commitment. FPCL expressed heartfelt thanks and best wishes to Mr. Kaukimunia, acknowledging his lasting impact and loyal contribution to the organisation.

Vinaka vakalevu, JK, and happy retirement!



Mr. Jone Kaukimunia with management and staff of FPCL during his farewell