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GACWORLD



Delivering your strategy.

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ON THE ROAD

A green road sign with a white border, pointing to the right. The sign is mounted on two metal poles. The background of the sign is green, and the text 'SUSTAINABILITY AHEAD' is written in white, bold, uppercase letters. The sign is set against a blue sky with white clouds.

**SUSTAINABILITY
AHEAD**

Part of Something Big...



Here's the simple situation: we have to reduce carbon emissions and clean up our oceans. The weight of science and the increasing toll of extreme weather events and wildfires have made it clear that the time for talk is over. Now is the time for doing.

Governments are helping. Many are adopting stretch targets, low-carbon policies, and subsidies to shift commercial behaviour towards more planet-friendly outcomes.

Down to business

Meanwhile, business is doing what business does: acting. Together and separately, the gears of industry and commerce are growing greener and picking up speed. Whether it is through initiatives with global targets or office programmes to cut down on power, water and waste, we are now involved in an urgent, planet-wide movement to become sustainable.

GAC is working on a number of fronts. At Group level, we are a signatory and supporter of several global initiatives pushing for greener, cleaner oceans. In one of those, The Green Award Foundation, customers get discounts for helping to achieve this goal. Our Sustainability Working Group is coordinating awareness drives and aggregating data from our local company initiatives.

Company action

There are many initiatives. In our 150 offices, sustainability has a mainly local colour. Our companies aim to improve their sustainability credentials by taking direct action on recycling, rooftop solar, tree-planting, shoreline rehabilitation, litter collection, etc. It is also at this level that practical steps to improve staff mental health and wellbeing are implemented. Our cover story on sustainability starts on page 10.

New offices and agreements

We've opened new offices in Shenzhen and Rhode Island to put people on the ground in places where service demand is rising (page 4). We've strengthened our sports logistics base in Qatar with a new agreement with the Losail Circuit for its international motorsport events (page 5). We've climbed the business rankings for small-medium sized enterprises in Poland (page 18) and been involved in some truly heavy lifts in Bahrain (page 3) and India (page 6).

Getting stuff done

What all this tells us is that business doesn't end because of a pandemic. It shifts, it realigns, it refocuses. And what is true for goods and services is also true for sustainability and the environment. We've gathered the evidence that shows our world is more fragile than we thought. Now the shift is on to get us all on to a planet-friendly path. Together and separately, it's time to get the hiking boots on.

Stuart Bowie

Editor

Ready to roll!

One of three huge chillers sits on its trailer at Bahrain port, ready to set off to its final destination where it will become part of an Air-Cooled District Cooling Plant.

A lot of preparatory work had to be done by GAC Bahrain before the loads weighing more than 200 metric tonnes could set off. First, they were freighted from South Korea to Bahrain. There, they went through local customs clearance and official approvals, before unloading and shifting to storage, ahead of their 20km road trip.

Because of their sheer bulk (a total of over 500m³), special permission had to be sought and a route survey conducted. What's more, due to the chillers' height on the trailers, the trucks had to take an unusual route – the opposite direction along a one-way road section, for which special permission had to be obtained.

GAC Bahrain's five-strong team at the port completed the task within two days. Their efficiency earned the team an appreciation letter from the customer. **GW**



New office in Shenzhen

Serving a growing shipping and logistics sector in South China

GAC has opened a new office in Shenzhen, China, with its own Non-Vessel Operating Common Carrier (NVOCC) and Ship Agency licenses.

GAC Shenzhen covers the international airports in Shenzhen and Guangzhou and provides blanket support across the region's logistics seaports. The company is closely tied to GAC Hong Kong to improve communications and share resources.

"Customers can enjoy greater convenience and more cost-efficient services with GAC Hong Kong acting as a single contact point for access to all ports in South China through our office in Shenzhen," says Maria Lam, Managing Director of GAC Hong Kong and GAC Shenzhen.

Regional development

Maria is confident that the Shenzhen office will fortify GAC's presence in South China, in particular the Guangdong-Hong Kong-Macau Greater Bay Area, and put the Group in a good position to take advantage of the region's development.

"Besides its role in the Belt and Road Initiative, the Greater Bay Area is one of China's key maritime, aviation and logistics hubs," says Maria. "And we are well-placed to support its growth."

GAC Hong Kong was set up as the GAC Group's first operation in Asia in 1974. It is now one of the top three ship agents and a leading logistics services provider in Hong Kong and across the Pearl River Delta. **GW**

With offices in Hong Kong and Shenzhen, GAC is well placed to tap into opportunities in the Greater Bay Area.

New shipping office in Rhode Island

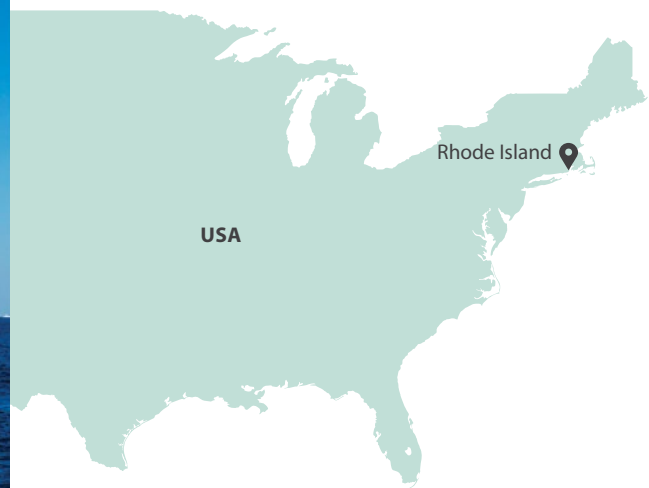
GAC North America has opened a shipping office in Providence, Rhode Island. This will aid its work in the expanding offshore wind industry and strengthen its support for LNG, LPG, CPP and husbandry customers.

Windfarming

The office will provide shipping, logistics and marine support for the growing number of windfarms planned for waters off the north-east coast. GAC North America will support all aspects of these operations from initial site surveys and installation through to operations and maintenance.

The Rhode Island base will be led by Port Manager Tony Youells, who brings more than 20 years of agency experience in the New England area.

GAC North America Shipping now has 18 offices offering services including ship agency, bunkers, hub agency and protecting agency. **GW**



Time-Critical! Gearing up for action

GAC Qatar has been appointed Third Party Logistics Partner for Losail Circuit Sports Club, which hosts major motorsport events like the Grand Prix of Qatar and Grand Prix of Doha.

GAC will handle clearance, transportation and freight services for all cargo including bikes, spares, tyres, fuel, protective kit, broadcasting equipment and merchandise. It will also provide the logistics workforce and Materials Handling Equipment at the Circuit.

"GAC has been the Logistics Provider to Losail Circuit Sports Club for over ten years, delivering high-value logistics solutions to the Club and the various international motorsport events hosted at the Circuit from 2004 to 2016," says Daniel Nordberg, GAC Qatar's General Manager. **GW**

GAC Qatar is a leader in sports logistics, having been the Official Logistics Partner for the Doha Asian Games in 2006 and Pan Arab Games in 2011. It continues to invest in its assets and develop its service offerings to add value to its sports logistics customers. Established since 1979, the company is Qatar's leading customs clearance agent with an in-house team of 30 customs brokers covering all Qatari ports. **GW**



GAC Qatar staff unloading containers at Losail Circuit Sports Club.

Contract logistics facility inked for Qatar

GAC has signed an agreement with Qatar Free Zones Authority (QFZA) to establish a contract logistics facility and office in the Ras Bufontas Free Zone. The facility will help expand the logistics offerings of QFZA and Qatar generally, bolstering the country's position as a global hub.



Mock-up of GAC's contract logistics facility in the Qatar Free Zones.

Sustainability & business

A purpose-built 27,000m² multi-user contract logistics facility, to be completed in the first quarter of 2022, will be built from sustainable materials, partly fueled by solar power, have several energy-saving features and use recycled water.

The warehouse will serve sectors including fast-moving consumer goods, food & beverage, fashion, sports, energy, aerospace and healthcare. It will maintain temperatures ranging from -18°C to +22°C and feature dedicated mezzanine levels for Value-Added Services such as component assembly, repacking and labelling.

Partnership

Lim Meng Hui, Chief Executive Officer of QFZA, said: "We welcome the partnership with GAC and we are pleased to see them join the group of logistics companies in Qatar Free Zones. The role of the free zones is to partner with companies that bring services that our local and regional market needs, allowing them to grow and our economy to grow with them. To bring in the world's best companies to the zones, we are focused on sectors where we have a strong value proposition."

Björn Engblom, GAC Group Executive Chairman & Trustee, added: "As a pioneer of contract logistics in the region for more than 30 years, GAC continues to augment its capabilities in this area at key locations globally. This agreement with the Qatar Free Zones marks another milestone for GAC as we continue to invest in and expand our service offerings in strategic areas."

"We have seen robust demand for GAC's logistics services including integrated solutions for the energy sector. We foresee even greater opportunities in Qatar in the lead-up to the FIFA World Cup in 2022 and as the North Field expansion projects progress. Qatar Free Zones will be an excellent base." **GW**

Multi-port heavy lifts in India

When Jumbo Shipping's heavy lifter *MV Fairpartner* called at several Indian ports to carry out specialised loadings and offloadings, it needed an agent with national coverage to ensure everything went smoothly.

First the *Fairpartner* loaded 3,300 MT comprising an Ethylene Oxide reactor, wash tower, steam drum and column de-ethaniser at the port of Hazira.

The cargo was split into eight heavy-lift coastal packages for onward discharge at Paradip and Dhamra.

Seven of the eight packages were discharged on to a self-propelled modular trailer at Paradip. Then, two mobile cranes weighing 837.50 MT were loaded as coastal cargo at Kakinada deep water port for discharge later at Gopalpur.

On the final stop before heading to Singapore, *Fairpartner* discharge a 133MT recondenser at Dhamra.

Adding to the challenges, GAC India had to convert the Netherlands-flagged vessel to 'coastal-run' and then back to 'foreign-run' at Dhamra.

Careful planning

The GAC India and Jumbo teams worked closely together before and during the month-long operation with GAC's presence at all ports ensuring access to needed resources.

"Jumbo's detailed planning and close cooperation between the GAC team and vessel crew ensured smooth operations at every port," says Captain Srinivasan Sethumadhavan, General Manager - Shipping of GAC India. "We also thank Vessel Manager Martijn Huijgens and Gautamraj Sharma of Wheel & Time Logistics for their support throughout the entire operation." **GW**





Steely support

GAC India has been taking the weight for multiple imports of steel destined to become part of cars, household appliances and even a new expressway across Mumbai Bay.

The company is the general agent for vessels carrying steel coils and steel box girder bridge sections arriving at the ports of Nava Sheva, Mumbai and Mundra from Japan and South Korea. So far, they have handled more than 20 vessels with more to come.

Undaunted

The GAC teams have had to deal with additional operational constraints arising from the continuing COVID-19 pandemic. These include labour shortages and reduced productivity leading to extended berth stays and longer turnaround times.

"We managed to overcome these hurdles by working with the stevedores, ground teams, trailer operators and other ground level stakeholders," says Sankar Narayanan – Manager Shipping. "Our local knowledge and operational experience in handling similar cargoes put us in a better position to meet these challenges."

Steady volumes

Despite the challenges of COVID-19, dry cargo volumes to and from India have remained relatively stable. Throughout 2020 and into 2021, GAC India continued to handle vessels carrying steel, iron ore, coal, minerals, fertilizers and more. By the end of last year, the company had handled a record number of port calls. **GW**

Making alternative the new mainstream

For much of the past year, I've been grounded. COVID-19 has curtailed air travel and turned my home into my office as well as my refuge. It's been a time of adjustment and looking beyond the ways we're used to doing things. I've spent more time with my six-year-old son, helping with his online lessons, many of which have focused on reducing, reusing and recycling. And I've been thinking a lot more about what we can do to protect the world he and his two-year-old brother will inherit.



by Nicholas Browne,
Global Director of
GAC Bunker Fuels Ltd

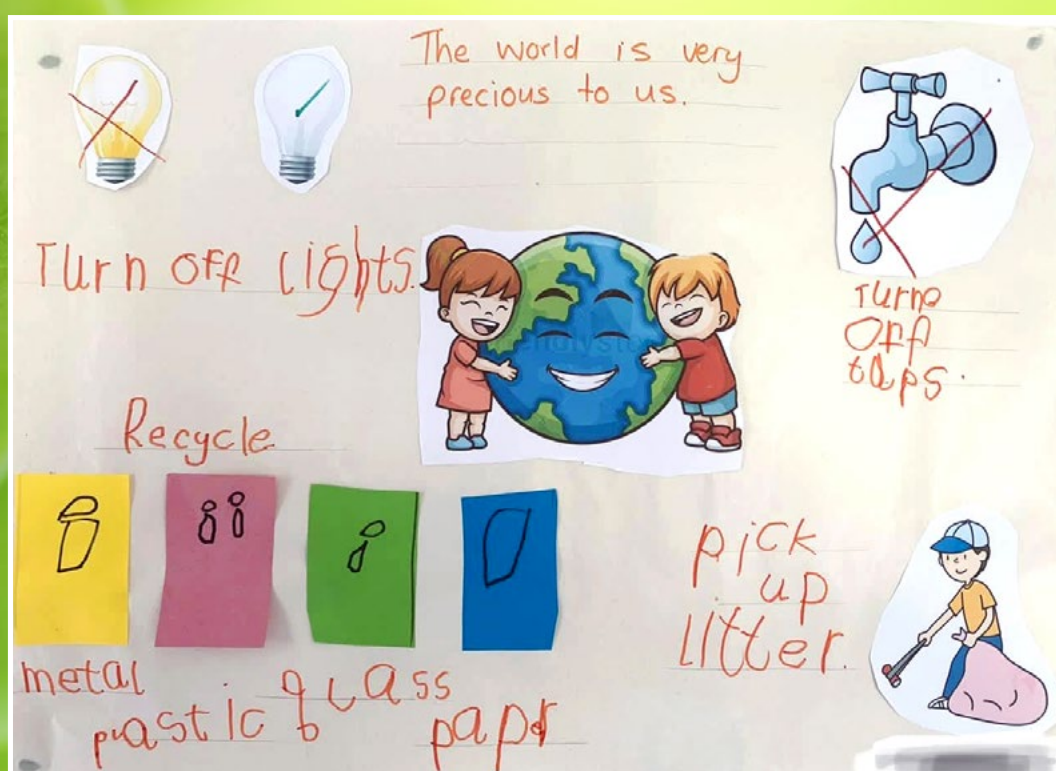
Sustainability requires action at every level, from turning off lights and recycling at home, to reducing the carbon footprint of the fleet of vessels that drive global trade. As a father and a professional involved in providing marine fuels to international shipping, I have a part to play. And to do so, I have to adapt the way I think and act.

Global impact

Direct CO₂ emissions from shipping activities have surged as cargo volumes have increased globally. By 2015, if shipping was treated as a country, it would

have been the sixth largest emitter of energy-related CO₂, just above Germany. Carbon emissions from shipping rose in the six-year period to 2018, accounting for 2.89% of the world's CO₂.

The international maritime community has really started taking on board the need to change. In 2018, the International Maritime Organisation committed to reducing greenhouse gas emissions from international shipping by at least half by 2050, and thereafter eliminating them altogether. Switching to low- and zero-carbon fuels is therefore a must.



Building up LNG marine fuel capacity in American NW

Under the new global limit that came into force in January last year, ships must use fuel oil with a sulphur content of no more than 0.50% m/m, down from the previous limit of 3.50%. The market has adapted using lower sulphur fuels or 'scrubbers'.

Other options

Talk about alternative fuels is everywhere – not least Liquefied Natural Gas (LNG), which emits 25% less carbon dioxide than conventional marine fuels.

A growing number of industry leaders are looking to LNG as the marine fuel of choice due to its significantly lower emissions profile and cost competitiveness. But issues persist, as additional LNG bunkering infrastructure is needed before widespread adoption can occur.

Sustainable development

At GAC Bunker Fuels, we are working on the United Nations' Sustainable Development Goals relevant to our business. That work is now the springboard for our approach to alternative fuels.

We have taken the long view and embraced LNG bunkering early on. We see ourselves as market makers, acting as broker-traders or working with our partners to supply LNG anywhere in the world. LNG suppliers new to the marine space recognise our links to shipowners worldwide, and customers have noted that we are ahead of the competition in terms of our understanding this new sector. We are the world's only bunkering company with an integrated ISO 9001, 14001, and 45001 certification for bunker procurement that also covers LNG as a marine fuel.

In September last year, we fixed the first non-US flagged vessel to bunker LNG in the United States. In doing so, we laid the foundation for a partnership with Texas-based Pilot LNG to supply LNG as a marine fuel from its proposed Galveston LNG Bunker Port. This will be the region's first dedicated LNG bunker terminal when it opens in 2024. There are many more projects in the pipeline.

Full speed ahead

Our sustainability journey has begun. Ultimately, alternative fuels will become the new mainstream in shipping and serve as the spur to drive us all on towards net carbon neutrality. **GW**

GAC Bunker Fuels and Puget LNG will work together to supply and sell LNG marine fuel from Puget's terminal to GAC's customers in the American Pacific Northwest.

Under a Memorandum of Understanding, GAC and Puget will offer direct shoreside loading of bunker barges upon completion of the Tacoma LNG Terminal later in the year.

Footprint

GAC Bunker Fuels' Global Director Nicholas Browne sees this step into the Pacific Northwest as expanding the company's US footprint and adding to the GAC Group's growing global LNG fuel capacity. He describes the move as future focused.

"We have less than ten years to meet the greenhouse gas reduction targets set by the International Maritime Organisation for 2030," he says. "Right now, LNG is the alternative fuel with the greatest potential and biggest following."

Action

Under the terms of the memorandum, GAC Bunker Fuels will issue a Request for Proposal for a Jones Act-compliant LNG bunker barge to be constructed, owned, and operated by a third party. It will have the flexibility in size and design to serve multiple shipping customers and is expected to be operational in 2023. Loading out of Puget LNG's terminal in Tacoma, the barge will be able to bunker vessels in port. GAC will extend credit terms to shipping companies that purchase fuel on both contract and spot basis.

Beyond Net Zero

Puget LNG Director Blake Littauer says: "Partnering with GAC Bunker Fuels is another way Puget LNG is working to create a clean energy future for all as its sister company, Puget Sound Energy, has set an aspirational goal to be a Beyond Net Zero Carbon company by 2045.

"PSE is targeting to reduce its own carbon emissions to net zero and go beyond by helping other sectors enable their own carbon reduction." **GW**



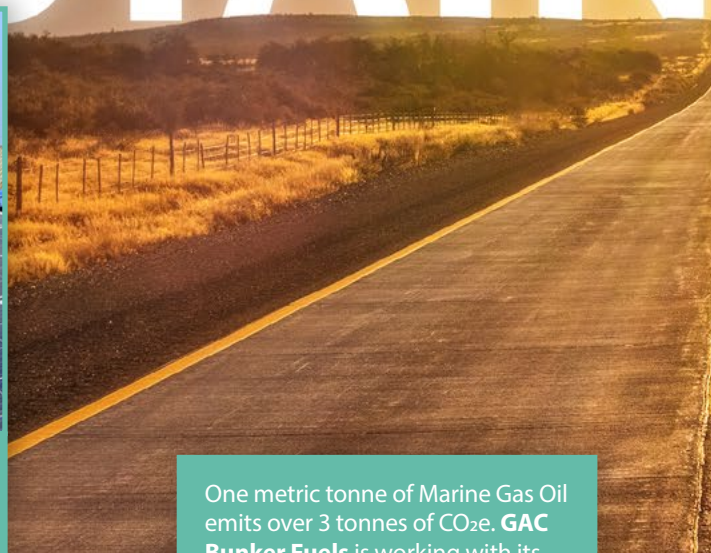
Showing the way to a sustainable future

The GAC Group has unveiled its Roadmap to Sustainability, setting out its commitment to “adapt, reduce and mitigate” the negative impact of its activities and influence change in others to work towards a sustainable future.

SUSTAIN



In 2019, 84 360-watt capacity solar panels were installed at **GAC India's** head office at Cochin Port. They generate about 100 units of solar-powered electricity every day, meeting about half of the office's monthly requirements. Any surplus power generated on holidays or non-working days is fed back into the Cochin port grid.



One metric tonne of Marine Gas Oil emits over 3 tonnes of CO₂e. **GAC Bunker Fuels** is working with its clients to offset these emissions, whilst working strategically on its alternative fuels strategy.



The roadmap includes measurable goals covering three areas – economic, environmental and social – with the goal of reaching Net Zero Carbon in Group operations by 2050.

Leadership and innovation

Group President Bengt Ekstrand says it is an integral part of GAC's response to the challenges of the 21st century. It reflects the Group vision to provide leadership and innovation in global business and community life by delivering services built on quality, safety, honesty, vigour and a commitment to long term business relationships.

"We are striving to minimise and repair any damage and replenish resources that we consume in the course of our daily business operations," he says. "And we are looking beyond to the wider environment and communities in which we live and work. At Group, regional, local and personal levels, we support community projects, promote the well-being of our employees and their families, and engage in initiatives to help protect and preserve the planet.

"As a business, we want to do well, but also to do good wherever we can to make the world better, safer, cleaner and greener. These are achievable business goals, it's not a case of picking one over the other. That philosophy is at the heart of our commitment to sustainability, ethics, compliance and HSSE."

Group standards, based on the Global Reporting Initiative and the United Nations Sustainable Development Goals, are at the core of the sustainability roadmap. All GAC companies will customise the initiatives to their local priorities and circumstances. **GW**

ABILITY



Every year, **GAC Bahrain** recycles an average of 10 tons of paper. They also reuse or recycle about 15 wooden pallets every month. These initiatives translate into an annual reduction of more than 45 tons of CO₂.



GAC joins Getting To Zero Coalition

Working to halve shipping's greenhouse gas emissions by 2050

The GAC Group has nailed its sustainability colours to its mast by joining the Global Maritime Forum's Getting To Zero Coalition. The coalition is an alliance of more than 140 companies from the maritime, energy, infrastructure and finance sectors working to accelerate the decarbonisation of shipping by developing and deploying zero emission vessels (ZEVs) by the end of the decade.

International shipping emits 2-3% of global greenhouse gases, something the International Maritime Organisation aims to reduce by half by 2050. To achieve that goal, commercially viable ZEVs must enter the global fleet by 2030, followed by a rapid increase in fleet numbers throughout the 2030s and 2040s.

Call to action

The Getting to Zero Coalition is a partnership between the Global Maritime Forum, the Friends of Ocean action and the World Economic Forum, which builds on the call to action in support of decarbonisation launched in October 2018 and the Poseidon Principles global framework for climate-aligned ship financing launched in June 2019.

GAC operates a fleet of offshore work and service boats and launches to provide essential services to its shipping, offshore, energy and other customers around the world. The Group is contributing to the Coalition by committing to upgrade its fleet to significantly reduce its emissions.



GAC Denmark has adopted a policy that all agency cars must yield at least 18 km for every litre of fuel. They have also pledged to plant a tree every time a client allows them to attend to a vessel remotely.

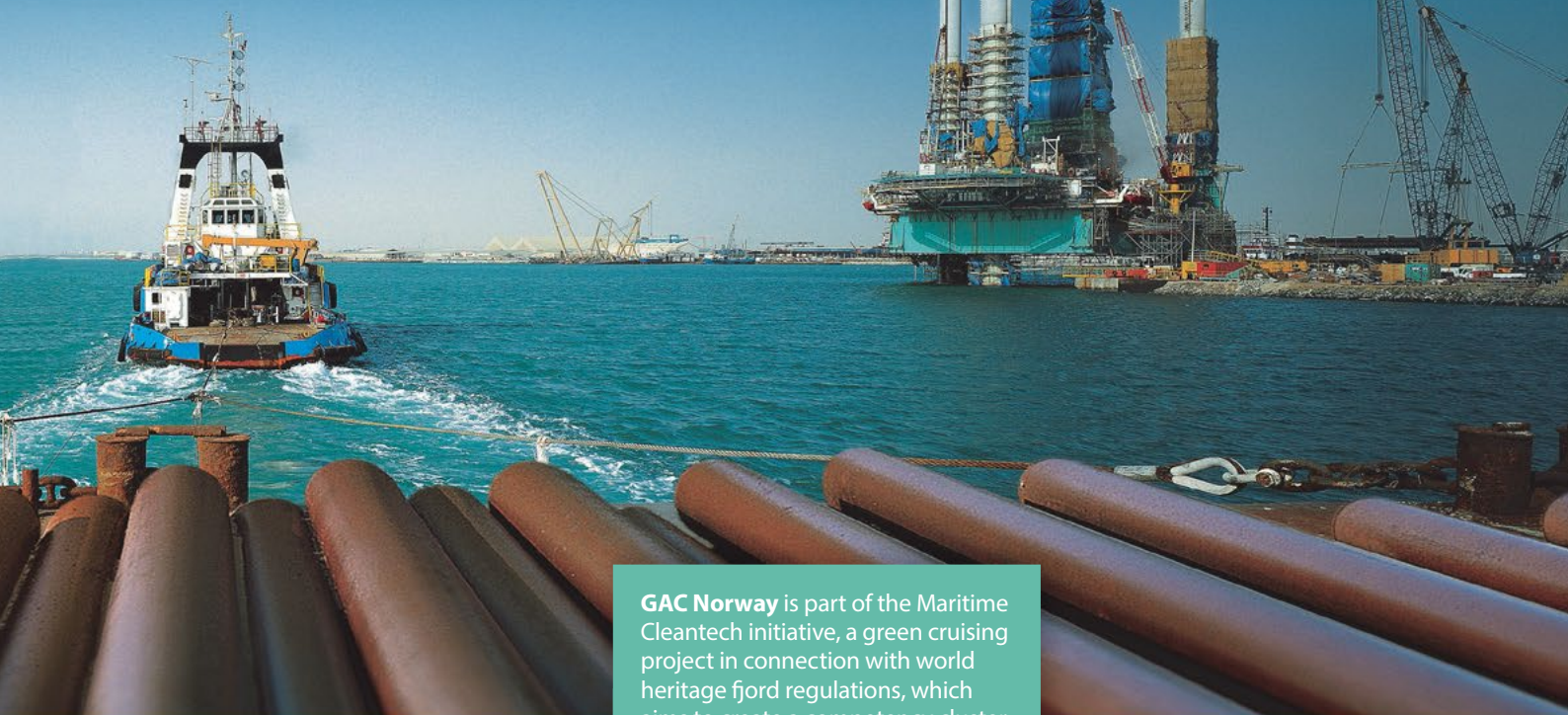
Since April 2020, **GAC Thailand** has reduced its paper usage by approximately 20 reams per month. With one tree calculated as the equivalent of 16.67 reams of copy paper, that means they have saved 13 trees over the past year. The company also encourages staff to reduce, reuse and recycle.

Long view responsibility

"GAC has a strong history of pioneering, and that means looking ahead and, importantly, taking responsibility for the impact our business has on the environment," says GAC Group President Bengt Ekstrand.

"We firmly believe that commercial success and sustainability work best in tandem, and that partnerships like the Getting To Zero Coalition will play a key role in improving the environment for generations to come." **GW**

Read more about the Getting To Zero Coalition at <https://www.globalmaritimeforum.org/getting-to-zero-coalition>



GAC Norway is part of the Maritime Cleantech initiative, a green cruising project in connection with world heritage fjord regulations, which aims to create a competency cluster focused on clean technology in the maritime industry.



Supporting The One Ocean Expedition

In August 2021, the Norwegian tall ship *Statsraad Lehmkuhl* sets sail on The One Ocean Expedition, a circumnavigation of the globe in support of the United Nations Decade of Ocean Science for Sustainable Development. Over nineteen months, she will sail 55,000 nautical miles and visit 36 ports.

Along the way the vessel will serve as a focus point for raising awareness and sharing knowledge about our oceans. GAC will provide shipping and logistics support. **GW**



GAC Qatar's warehouse is lit with 80 high-bay LED lights, reducing power consumption by about 80%. Outdoor lights are operated automatically through timers. Air curtains on cargo shutter doors prevent hot air and dust from flowing into the warehouse and retain temperature and humidity levels inside the building, helping to reduce air conditioning use. A raft of sustainability initiatives – including solar power - will be incorporated into the company's planned new warehouse at Qatar Free Zone due to be ready in early 2022.



“The health of the oceans must be preserved, if we want to have a healthy planet. By supporting the One Ocean project, GAC is helping to build knowledge about the sustainable development and the vital role the ocean plays in our lives.”

- Björn Engblom,
GAC Group Executive
Chairman & Trustee.



Globally, GAC is supporting the OneOcean project, a collective of marine organisations seeking to influence ocean protection through aligned, impactful communication. GAC is acting as ship agency and logistics partner, using its worldwide network, with logistics from Oslo, Global Hub Services for finance/coordination and GAC Bunker Fuels for bunker fuel supplies.

Rainwater collected from the open terrace at **GAC India's** Chennai office is redirected to the ground to raise ground water levels. This ensures rainwater goes to wells and other usable sources, rather than going to run-off.



Four-pronged approach in Dubai

The Group's largest single operation, GAC Dubai, is working for the good of the environment on four fronts:



Tree Planting: Working with Germany-based international campaign group Plant-for-the-Planet since 2018 to help restore degraded forests and landscapes. 3,000 trees were planted in 2020 at the Yucatán Reforestation site in Mexico, bringing the company's total contribution to 6,600 trees since they started the partnership. There's more to come.



Solar Energy: The solar plant on the roof of the Dubai South warehouse has generated 5.1 Million KWh of clean energy since it was commissioned in February 2020. The energy is used to power GAC's operations and feed into the UAE grid. It has generated more than 2KT of CO₂ savings, equivalent to planting 35,000 trees. There are also plans to install solar plants in two more GAC Dubai sites in Jebel Ali, which should almost triple solar energy production and further lower the carbon footprint.



Water Recycling: On-site sewage treatment plants are operated on two sites. Treated water is used in the Ammonia Chiller plant cooling towers as well as for irrigation of gardens and trees around GAC Dubai premises.



Recycling: Paper, cartons, plastic, wood, metal and E-waste from the company's operations are recycled. More than 600+ tons of waste are recycled per year, using approved service providers. **GW**

GAC Oman is monitoring electricity and water consumption and has plans to reduce fuel consumption, upgrade lighting with LEDs, and raise awareness through staff education and quizzes.



UK sets goals for sustainability

In March this year, GAC UK launched MARS25, its sustainability programme for people and the planet.

Named after **M**easure, **A**ction, **R**eview and **S**uccess by 2025, the programme aims to align GAC UK with the United Nations' Sustainable Development Goals to form the framework of the ISO 26000 Corporate Social Responsibility management system in two stages: first leading up to 2025, and then from 2026 to 2030.

"We are committed to significantly reducing our environmental impact, improving the well-being of our people, and influencing our stakeholders to do the same."

- MARS25 mission statement

"To achieve our goals, we need collaboration from everyone across our business," says QHSSE Manager, Laura Grizzell, head of GAC UK's sustainability team driving MARS25. "It's a real team effort."

Tangible steps

Herman Jorgensen, GAC UK's Managing Director, adds: "Through MARS25, we are taking tangible steps to achieve a better future for our people and our planet. For us, sustainability means taking action and this strategy will definitely result in positive change.

"MARS25 also underlines our support and proactivity in the energy transition which is critical in the shipping and energy sectors we serve." **GW**

For people

- Promote positive mental and physical health
- Staff volunteering and charity support
- Mental Health First Aid training
- Blood donation
- Employee assistance
- Inclusive policies and procedures
- Diversity in Maritime charter status
- Flexible working

For planet

- Zero waste to landfill
- Energy efficient office equipment
- Sustainable office relocation
- Office lighting replaced with energy efficient solutions
- Reduced printing
- Renewable energy for offices
- Responsibly sourced work equipment, stationery and corporate merchandise
- Sustainable workwear and PPE
- Tracking tool for freight forwarding
- Reduce travel and travel related CO₂e
- Track office related CO₂e
- Track/reduce external meetings
- Encourage drivers to choose electric vehicles
- No new petrol/diesel company cars to be ordered after 2021
- Switch forklifts to electric
- Use Teams outbound call feature
- Support The Ocean Race and #CleanSeas initiatives

To learn more about MARS25, contact the Sustainability Team at sustainability-uk@gac.com



GAC Russia has recycled three years' worth of archive papers.

GAC Qatar's entire fleet of trucks has been fitted with an online monitoring system which monitors location, fuel consumption, acceleration and braking.



Military honours!

GAC Kuwait's Dry Cargo team has received a certificate of appreciation from the US Army's 1184th Deployment & Distribution Support Battalion for "exceptional support". The job involved moving two landing craft from Kuwait Naval Base and loading them on to a submersible vessel anchored offshore.



The certificate's citation notes that over a six-month period, the Kuwait team continuously displayed "professionalism, expertise and devotion" when liaising with the authorities at Ash Shuaybah Seaport to obtain permits and coordinate the task.

Port Operation Supervisor Sharhan Punathil also received praise and a certificate from the 1185th Deployment & Distribution Support Battalion. His certificate cited his ability to react quickly to logistical changes and provide access for Public Affairs Officers from three separate army units, all resulting in smooth operational outcomes. **GW**

Ranking recognition

GAC Poland has been ranked among the country's most dynamic enterprises in the Small-Medium Enterprise sector following its inclusion in the 'Business Gazelles' list for 2020.

The 21st edition of the business ranking was open to companies that have achieved net sales revenue increases year on year, without recording losses, as submitted to the country's Register of Entrepreneurs.



Diamond

The company has also been awarded a 'Forbes Diamond 2021' distinction in the Polish edition of 'Forbes' magazine's annual ranking of companies. The ranking lists those companies in Poland which have increased their value most effectively in the past three years.

Testimony

"It is extremely gratifying to be included in these prestigious business rankings," says Tomasz Sabatowicz, GAC Poland's General Manager. "It is recognition that we are a good, hard working company and testimony that - even in the current difficult times - we are a reliable, trustworthy partner with a solid history and a bright future." **GW**

GAC UK celebrates Diversity in Maritime Charter status

Maritime UK, the umbrella body for the maritime sector, has welcomed GAC UK as the latest organisation to join its Diversity in Maritime Charter. The Charter is a pivotal initiative in the Diversity in Maritime programme, and GAC UK is the first provider of ship agency and related services to be accepted, joining eleven other organisations.

Closing the gap

The Charter holds organisations accountable for closing the diversity gap and making the maritime sector more inclusive.

To become a Charter organisation, businesses must share baseline data including the total proportion of women in their workforce as a whole, as well as at middle and senior management levels, and to set five- or ten-year targets – criteria which GAC UK has met.

It also challenges organisations to share where they currently stand in terms of their equality, diversity and inclusion progress. The targets set form a large part of individual company action plans, which also include a commitment to implement specific projects and initiatives, commitments which feature in GAC UK's MARS25 sustainability plan launched in March.

Early adopter

GAC UK was an early adopter of the Women in Maritime pledge in 2019, and recently signed the Mental Health in Maritime pledge to achieve full Charter status.

The company has taken active steps to improve gender equality. Job interviews are conducted together by men and women to ensure gender balance. Job advertisements have been retooled to create a level playing field for all applicants.

Mental health and wellbeing initiatives have been rolled out with practical training in how to detect issues and respond effectively to colleagues in need of support.

Tangible results

"Staff morale and motivation has risen, and we have become a better employer with improved staff retention rates and the more people wanting to work with us," says Herman Jorgensen, GAC UK's Managing Director. "This only encourages us to continue our work and extend our coverage to address LGBT+ and broader ethnicity targets.

"We encourage our people and partners to celebrate diversity and to monitor their personal and professional attitudes and actions in regard to matters of equality. We do this because it's very clear to us that a healthier, more equal workforce is critical to our sustainability and long-term business success."

Important step

Chrissie Clarke, Maritime UK's Programme Manager Diversity and Skills, says: "The Diversity in Maritime Charter programme is an important step on GAC UK's journey to creating a more inclusive working environment and their progress will really help move the sector forward." **GW**



Photo © GAC. Image taken before Covid-19 social distancing and other restrictions imposed.

Helping hand at school for migrant youngsters



Underprivileged children at the Don Bosco School in Haryana, India, are using new equipment and furniture, delivered free of charge by GAC Dubai.

For the past ten years, the school, run by the Salesians of Don Bosco, has provided the children of poor migrant families with lessons in Hindi, English and maths as well as time for play and a midday meal. The school now cares for 270-340 children, aged two-13, five days a week.

The chance to improve facilities came when a school in the UK closed down. The school offered to donate its furniture, sports equipment, academic aids, musical equipment, uniforms and early learning toys, all used but in good condition. GAC Dubai's Managing Director Ronald Lichtenecker was contacted to see if GAC would help with the shipping. GAC would. Ronald arranged for GAC Dubai to cover the costs of shipping a full 40ft container.

GAC UK handled the transport from the UK to the Indian port of Mundra, from where the container it went by rail to Delhi. Costs for customs clearances, declarations and bookings were covered by GAC Dubai.

Helping hand

"This was a unique chance to extend a helping hand," says Ronald. "We were more than happy to help such a good cause." **GW**



Haryana

INDIA



GAC onboard for Sweden's first inland shipping shuttle service

Inland cargo shipping specialist Rederei Deymann has appointed GAC Sweden as the port and booking agent for its new shuttle service linking the country's capital and one of its key logistics hubs. It will be Sweden's first inland waterway container barge service.

The 110m long barge 'Emelie Deymann' will carry up to 208 containers twice weekly between Stockholm's Norvik port on the Baltic coast and Västerås 100km to the west in central Sweden. Västerås is one of the country's main logistics hubs.

GAC Sweden will work with Rederei Deymann's commercial representative in Sweden, Barge Transport Sweden AB (BTSA), to run the service. BTSA will set rates for the service and GAC will handle bookings as well as provide ship agency and support services. The service accords with a Swedish Government initiative supporting the movement of goods by water, which has less impact on the environment than road. **GW**



GAC's man on the greens named ambassador for new amateur league

GAC-sponsored golfer Shiv Kapur has been appointed brand ambassador for the newly formed Emirates Amateur Golf League (EAGL).

The first-of-its-kind franchise-owned amateur league tournament in the world, the EAGL was launched in the UAE in January. It will feature eight teams in a round-robin format, followed by semi-finals and finals and is scheduled to be played on four world-class UAE courses in November this year.

Shiv says: "It's an honour to be associated with a project as unique as this and with the potential to grow the game by shaking it up a bit."

The 39-year-old player from New Delhi, India, now based in Dubai, was part of the history-making Indian team at the 2002 Asian Games in Busan, where he won the individual gold medal. He went professional in 2004 and was named Rookie of the Year in the Asian Tour in 2005. He is a three-time champion on the Asian Tour and has also won twice on the European Challenge Tour.

Shiv signed a multi-year partnership as GAC's sporting ambassador in 2018. **GW**



Appointments



Ajay Donde



Kelly Rump



Peter Steenberg

GAC Group Marketing - Logistics

Ajay Donde

Group Marketing Manager – Logistics (based in Houston, USA)
Previously: Commercial Director for GAC North America – Logistics

GAC Bunker Fuels Ltd.

Kelly Rump

Head of Sustainability & QHSSE Manager
Previously: QHSSE Manager for GAC Bunker Fuels

GAC Denmark

Peter Steenberg

Business Manager, Shipping Services
Previously: Offshore Manager for GAC Denmark

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