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LPC Update

Lyttelton Port Company Community Newsletter

Issue 18 December 2020

Review into workplace culture released

LPC has released an independent review into workplace culture, which has clearly laid out the need for cultural change at the Port.

The independent review into workplace culture was commissioned by our Chief Executive Officer Roger Gray in May 2020 with the support of the LPC Board and led by Maria Dew QC.

The review terms of reference covered allegations relating to bullying, racial and sexual discrimination, harassment and unfair selection of family members for roles.

The review covered the 3-year period from 2017 to 2020.

“The findings of the review are sobering. Maria has done an excellent job holding a mirror up to our organisation, and this is a strong starting point for us to all work together to continue to change LPC,” says Roger.

LPC will accept and implement all the review’s 32 recommendations, which include five focus areas.

Recommendations include specialist training for all LPC staff on appropriate workplace conduct, improving diversity and inclusion in the LPC workforce, improving accountability for poor staff conduct and reducing the ‘them and us’ barriers that exist between teams.

“This report gives us clear direction for change. Our business is full of good people doing a hard job to support our local community and economy.

We need to focus on making sure they’re okay and that this is a place they feel respected and valued,” says Roger.

LPC Board Chair Margaret Devlin says the Board fully supports the implementation of the review’s findings.

“This report is the next step in the process of change and transformation that the Board began at LPC nearly 2 years ago.

We strongly support the findings of the independent review and will be working hard to ensure that all of the recommendations are addressed,” says Margaret.

“The changes required at Lyttelton Port Company are significant. As a Board, we are committed to ensuring our people have the specialists and additional resources required to implement these changes.”

The independent review was given full access to engage with staff and contractors and access to policies, procedures and relevant data.

LPC’s four main workforce unions – the Rail and Maritime Union of New Zealand, Maritime Union of New Zealand, New Zealand Merchant Service Guild and Amalgamated Workers Union New Zealand – were all fully engaged in the process of the review.

“I’d like to thank all of the nearly 100 current and former staff who came forward to speak

to the review and help build a new culture at LPC,” says Roger.

LPC will be releasing an action plan to implement the recommendations early in the new year, he says.

“Following that, we will be publicly releasing regular 6-monthly updates on progress on the implementation of the recommendations, as well as further measures we’ve taken to support change at LPC.

“I am determined that we will build a culture where everyone feels respected for their work no matter what their gender or ethnicity. Bullying and harassment have no place at LPC.

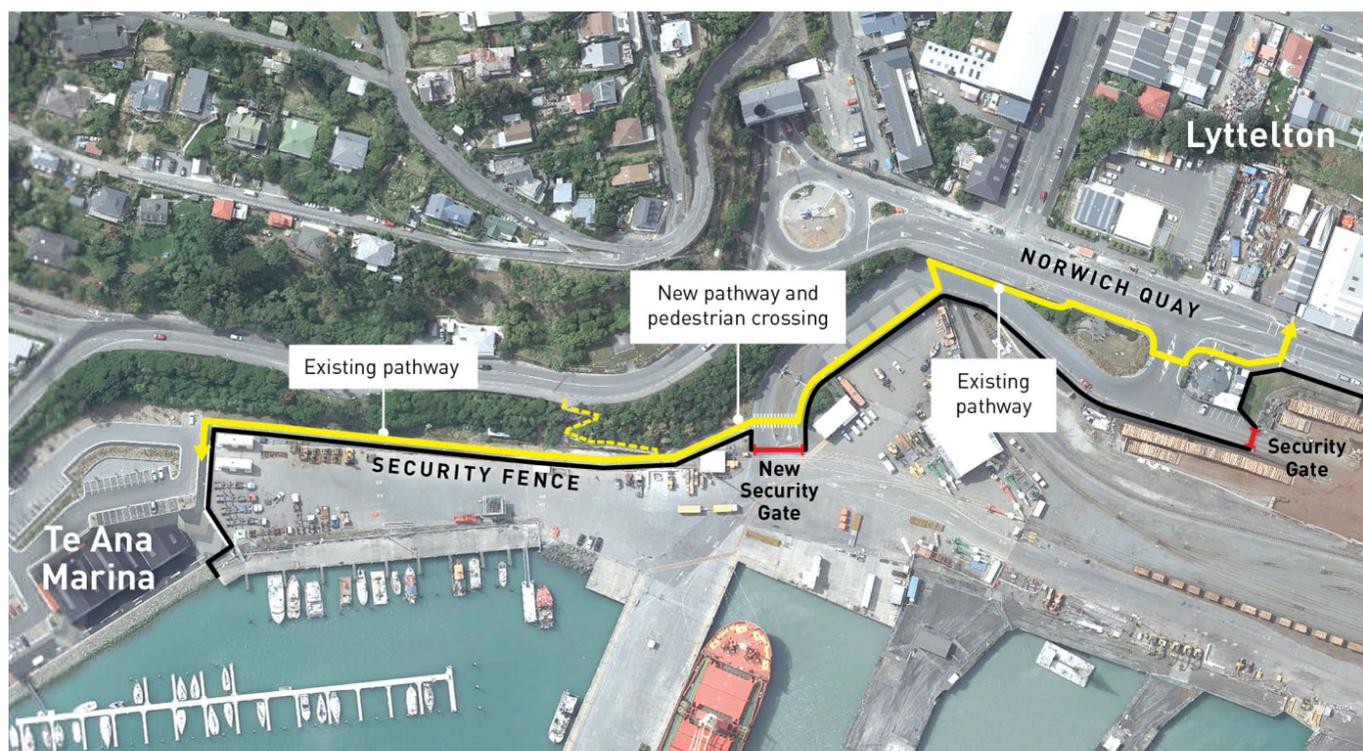
“From senior managers to our dedicated workforce, everyone has a part to play in building a new culture at LPC, and I am positive about the direction we are taking.

This review is the first step in our transformation.”

To read the independent review’s executive summary and stay up to date on progress, please visit the dedicated Workplace Culture page on LPC’s website: www.lpc.co.nz



New pedestrian pathway: Lyttelton to Te Ana Marina



Soon you will be able to walk, cycle, run or scooter directly from Norwich Quay in Lyttelton along Sutton Quay to Te Ana Marina, part of LPC's commitment to further open the west side of the waterfront for the community to enjoy.

Works began in mid-November including the construction of a pathway, two new pedestrian crossings and the relocation of the Sutton Quay Port access gate, creating a pedestrian link from Norwich Quay to Te Ana Marina.

Currently, there is no pedestrian access from Sutton Quay to Te Ana Marina, meaning people must either use the stairs from Simeon Quay to the back of Te Ana Marina or walk down to Godley Quay.

Christchurch Deputy Mayor and Banks Peninsula ward councillor Andrew Turner says he's excited to see the Lyttelton community gain additional access to the waterfront.

"Whakaraupō/Lyttelton Harbour is a special place to many people.

We know that, particularly during the COVID-19 Level 4 lockdown earlier this year, Te Ana Marina was very a popular spot for locals to walk and enjoy some fresh air.

"Providing this walkway will mean people can now easily walk from Lyttelton's town centre to Te Ana Marina.

"I'm looking forward to seeing more families and visitors down on the waterfront this summer – this is the perfect spot for a picnic, a walk along the promenade or a chance to take in the stunning harbour views."

The new pathway is expected to be completed in January.

▲ Map showing the new walkway which will open in January.

Border protection measures at LPC

LPC staff are working with Canterbury District Health Board and Pegasus Health to ensure New Zealand stays COVID-19 free.

Marine pilots, launch crews, cargo handlers and security staff who transport ships' crew are undergoing COVID-19 testing regularly, after the Ministry of Health made testing mandatory for border-facing staff earlier this year.

GP Clinical Lead for the Canterbury Primary Response Group Hannah Gordon says the borders are our first line of defence

against COVID-19, but it is important to remember what we are asking from the people who work in these places.

"Most of them are being expected to have a nasal swab regularly and again if they become symptomatic.

"It's a good reminder that, if these guys can do this, the rest of us should probably front up to get a test when we are unwell. It's the least we can do."

Pegasus Health are on site twice a week to hold testing clinics and support LPC with the mandatory testing order.

LPC CEO Roger Gray says keeping our people, community and all Port users safe continues to be the focus of our response to COVID-19 at Lyttelton Port Company.

"We're proud of the way our people have adapted to a 'new normal' way of working."



▲ Cargo Handler, Shaun McSorley, at his fortnightly COVID-19 test with nurse Beth Lenihan.



Light relief: The Lyttelton lighthouse has returned

As work on the cruise berth comes to completion, we have been able to return the Lyttelton lighthouse, a historic piece of infrastructure, to its rightful home on the eastern mole in Whakaraupō/Lyttelton Harbour.

The lighthouse was built in 1878, and before advances in technology, it was an essential piece of navigation infrastructure, guiding ships into the harbour.

In 2010, when the first of many earthquakes devastated Christchurch, it caused a large amount of irreparable damage on the wharf the lighthouse sat on, leaving it on a 15-degree lean.

Our team quickly worked to remove the lighthouse to save the iconic structure and prevent further damage.

LPC Engineer Neil McLennan says the Port team always anticipated that it would return to its original position.

“The welfare of the lighthouse provided some welcome light relief during the

challenging early days of our earthquake response, but we all understood that it was part of our Port heritage, important to the Lyttelton community and that we needed to take care of it,” says Neil.

Moving the lighthouse is no easy feat as the wooden structure weighs 9 tonnes. Using a crane, the lighthouse was lifted onto a truck, moved down Norwich Quay and through to the end of the eastern mole structure – the same place it stood for around 140 years before the earthquakes.

Although the lighthouse will no longer be part of the Port’s navigation infrastructure, there will be a white display light visible at night.



◀ Lyttelton’s lighthouse returned to the eastern mole in Whakaraupō/Lyttelton Harbour.



◀ The installation of a new live monitoring station on Gilmore Terrace in Lyttelton.

Delving into dust

This December, LPC is launching a new live dust monitoring station in Lyttelton.

In 2021, LPC will be applying to renew its coal dust resource consent. As part of this process, a live dust monitoring station is being set up in the residential area closest to the coal stockyard.

Furnished with state-of-the-art equipment, the station will provide a clear picture of dust levels and sources over a 5-month period.

This information will enable analysts to pinpoint exactly when high coal dust levels occur and, by looking at weather patterns and other environmental factors, understand what conditions create dust.

With this insight in hand, our team will be able to make predictions with a higher level of accuracy and target our dust minimisation measures even more effectively.

Three expert organisations have come together to deliver the new monitoring station, which will be helicoptered into place.

The measuring equipment is provided by Mote, an Auckland-based supplier of specialist instruments.

Crown research institute GNS will analyse the sources of dust collected at the station, and Tonkin + Taylor will provide an independent assessment of air quality effects.

Richard Chilton, Principal Air Quality Scientist at Tonkin + Taylor, explains the benefit of live monitoring.

“This station will tell us the hour-to-hour concentrations of fine particles. Combined with GNS’s analysis of dust sources, we will be able to understand where dust is coming from and what impact, if any, the coal stockyard is having in the community.”

Data from the live monitoring station will be uploaded to the LPC coal dust consent webpage.

Once the results are fully analysed, LPC will discuss the findings with the community at a drop-in session planned for autumn 2021.

Gathering dust

In addition to the new station, LPC has 13 dust collection sites in the Port and township, which have provided 20 years of near-continuous monitoring. Together with the new live monitoring station, the full story of coal dust will be revealed so that we can best understand the impact of our operations.

Where does dust come from?

There are numerous sources of dust in Lyttelton. These include dust particles associated with the Port as well as log burners, pollen, car emissions, soil dust and even sea salt. It’s essential not just to monitor dust levels but also to understand dust sources so that control measures can be targeted appropriately.

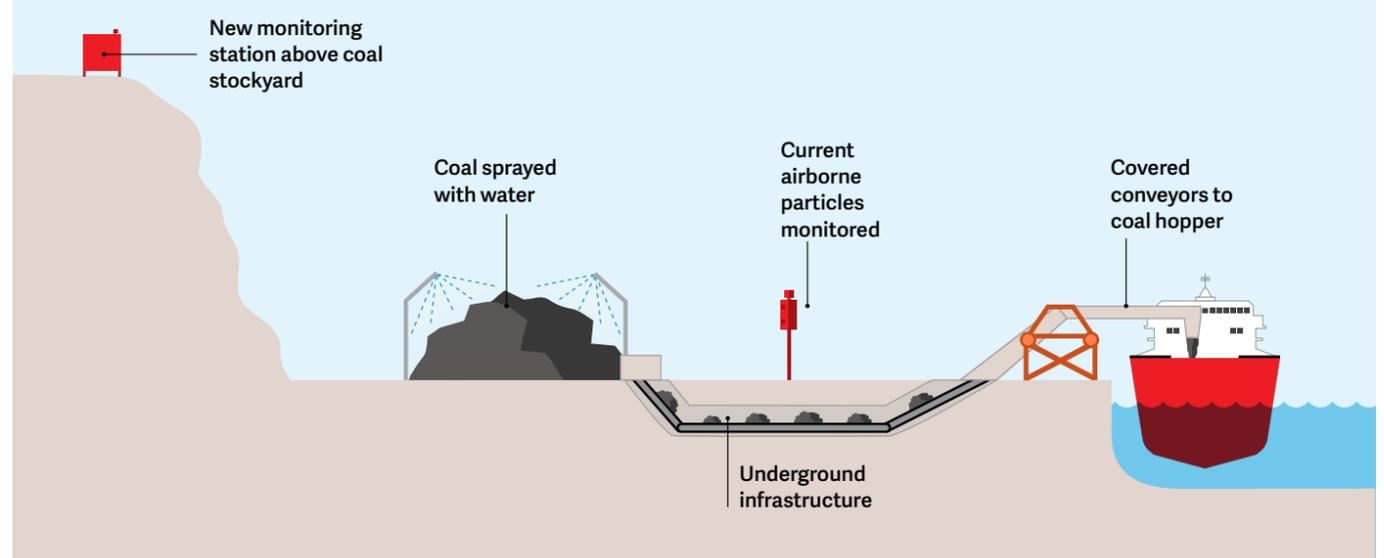
Coal dust resource consent renewal

LPC is in the process of renewing our coal dust resource consent, which enables us to store and handle coal for export. We are currently working through the steps required to prepare our application, including detailed air quality assessments to ensure we meet (or exceed) national standards for air quality.

To learn more about the coal dust resource consent renewal, please visit www.lpc.co.nz/community/coal-dust-resource-consent-renewal.

To speak to a member of the Engagement and Sustainability Team, contact lpccommunications@lpc.co.nz or call 03 328 8198.

How we minimise coal dust



Chinese antarctic research vessel welcomed to Lyttelton

Last month the Chinese antarctic research vessel, *Xue Long 2* was welcomed into Lyttelton in a rather untraditional way.

With crew unable to leave the ship due to COVID-19 restrictions, a drone was used to fly a gift onto the vessel, for the almost 100 crew members on deck to receive.

Christchurch City Council, ChristchurchNZ and the Christchurch Antarctic Office presented a gift to the vessel for their first visit to New Zealand. LPC GM Bulk Cargo and Marine Paul Monk was on

hand to collect a gift from the crew in return, which spent 14 days in quarantine before it could be opened.

"It's fantastic that LPC could support the welcoming of the vessel and crew, it was a unique and memorable experience for everyone involved," says Paul

"COVID-19 has forced us to grow and adapt in ways we never expected to, with this event just another example of how LPC and Christchurch has managed to adjust to ensure everyone stays safe."

Christchurch is one of five gateway cities to Antarctica, with Lyttelton Port having a long history as a base for Antarctic exploration for not only New Zealanders but international Antarctic explorers.

"Being one of only five cities in the world with an Antarctic connection is incredibly

special and it's great to come together and celebrate that," says Paul.

Lyttelton Port is often used as a place for vessels to restock and prepare, before heading straight to the Antarctic, with supplies for the Chinese vessel quarantined then delivered through a contact free process.

Departing from China, the crew were at sea for 17 days before they arrived in Lyttelton, and after two days, headed for Zhongshan Station in Antarctica.

The *Xue Long 2* carries members of the '37th Chinese expedition' to Antarctica for scientific research, with this expedition, looking at microplastics in the Antarctic Ocean as well as carrying out hydrological, meteorological, and environmental investigations.



◀ Crew from the *Xue Long 2* with the gift they received while in Lyttelton Port.

Cruise berth opening

New Zealand's first purpose-built cruise ship facility was officially opened last month by the Mayor of Christchurch, Hon. Lianne Dalziel.

Since 2018, a dedicated team of contractors, project managers and engineers have worked tirelessly to build the cruise berth.

A redesign of the berth in the early stages of the project has minimised the number and size of piles in the wharf and significantly reduced underwater noise, which can affect marine mammals – notably Hector's dolphins, which are endemic to the South Island.

LPC Chief Executive Officer Roger Gray says the project raised the standard of practice in protecting marine mammals in construction projects in New Zealand by designing with nature in mind.

The redesign of the wharf structure also presented LPC an opportunity to significantly reduce the embodied carbon emissions of the wharf by adopting a design that reduced steel and concrete use.

Overall, the redesign of the berth resulted in a 50% reduction in embodied carbon emissions created in the construction of the berth.

"As a major player in Whakaraupō/Lyttelton Harbour, we know we have a responsibility to not only protect our marine environment but also play our part in contributing to addressing climate change," says Roger.

LPC remains positive about the berth's future as a long-term asset for Lyttelton Port.

"Last month, we welcomed Heritage Expeditions' flagship vessel Spirit of Enderby to the berth, which has been granted an exemption by the government to operate domestic expedition cruises in New Zealand this season," says Roger.

LPC is also exploring opportunities to use the berth for other inner harbour operations, including using the space for fishing vessels, Antarctic research vessels and some bulk cargo operations.

"The berth is an asset for LPC and will free up much needed capacity in our inner harbour.

While we are disappointed this cruise season will be impacted by the COVID-19 pandemic, we will be ready to welcome cruise ships when they do return," says Roger.

"LPC remains positive about the berth's future as a long-term asset for Lyttelton Port."

2,000
Rock bags placed for scour protection

2,500m³
Concrete used in construction

10km
Of piles driven to build the berth

148m
Length of the berth



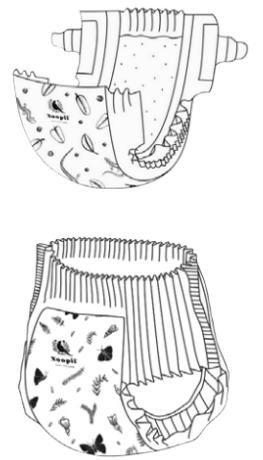
◀ The Mayor of Christchurch the Hon. Lianne Dalziel cutting the ribbon at the Cruise Berth opening ceremony with LPC Board Chair Margaret Devlin while Maui Stuart from Te Hapū o Ngāti Wheke looks on.

07 CUSTOMER FOCUS

“If you spend all your time sitting and wondering, you’ll never get anywhere. It’s all about hard work, determination and commitment.”



Safe sustainable materials



- Dermatest certified
- Free from latex, chlorine, synthetic dyes, chemicals and perfume.
- Cotton blend nappy outer for natural comfort and softness.
- Mānuka Hydrosol is sourced from New Zealand Mānuka Bioactives.

Noopii nappies: The sustainable solution

Creating sustainable nappies is not an easy task, but a successful New Zealand company is proving these household essentials can be made with the environment in mind.

Noopii is a New Zealand nappy brand with a local Lyttelton connection that is driven by making products that not only benefit the environment, but as a social enterprise company, they are focused on helping wider communities with strong social and environmental drivers.

The award-winning products are developed and designed in New Zealand and manufactured overseas.

The nappies then arrive at Auckland Port for North Island distribution before they are shipped to Lyttelton to be dispatched across the South Island.

Noopii nappies are made from more than 70% plant-based sustainable and renewable materials, have a cotton blend outer, paper packaging and contain mānuka hydrosol, making them naturally anti-bacterial and helping to prevent nappy rash – a world first.

CEO Bridget Bodie-Healy says Noopii was made to be a ‘challenger’ brand to conventional nappies on the New Zealand market and will be exported worldwide.

“Whenever we need to make a decision for the company, we just ask if this is going to serve children, families and the environment.

We run our thinking through our environmental, social and healthcare lens.

If it’s not going to have a positive impact, then we don’t move forward with it.

In that respect, it’s quite simplistic – it’s the product design that often provides the challenge.”

For each pack sold, a percentage of funds is donated to the Trees that Count programme through the Noopii One Pack One Tree initiative supporting reforestation as well as native species and habitat recovery organisations Yellow-eyed Penguin Trust, Forest & Bird and Project Jonah NZ.

When asked about starting a new business, Bridget says it’s all about confidence and determination.

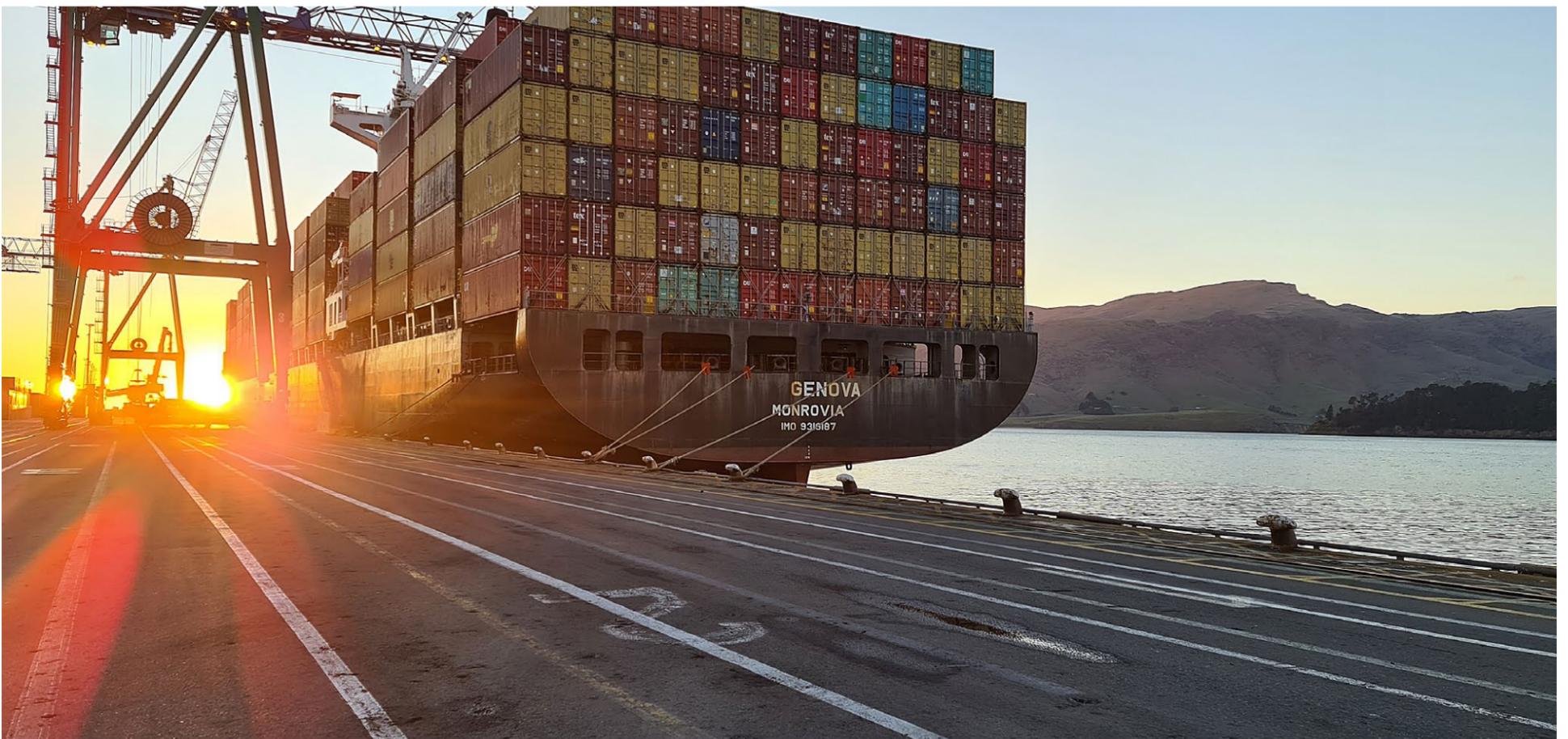
“If you spend all your time sitting and wondering, you’ll never get anywhere. It’s all about hard work, determination and commitment. Making a world-class award-winning brand takes high productivity, passion and laser focus.”

"I'm proud to be an essential link helping Canterbury in challenging economic times."

Gareth Milton

LPC staff snapshots

Our staff have breathtaking views of Lyttelton Harbour throughout their work day and love to share their snaps. Here are a few of our favourites!



09 OUR PEOPLE

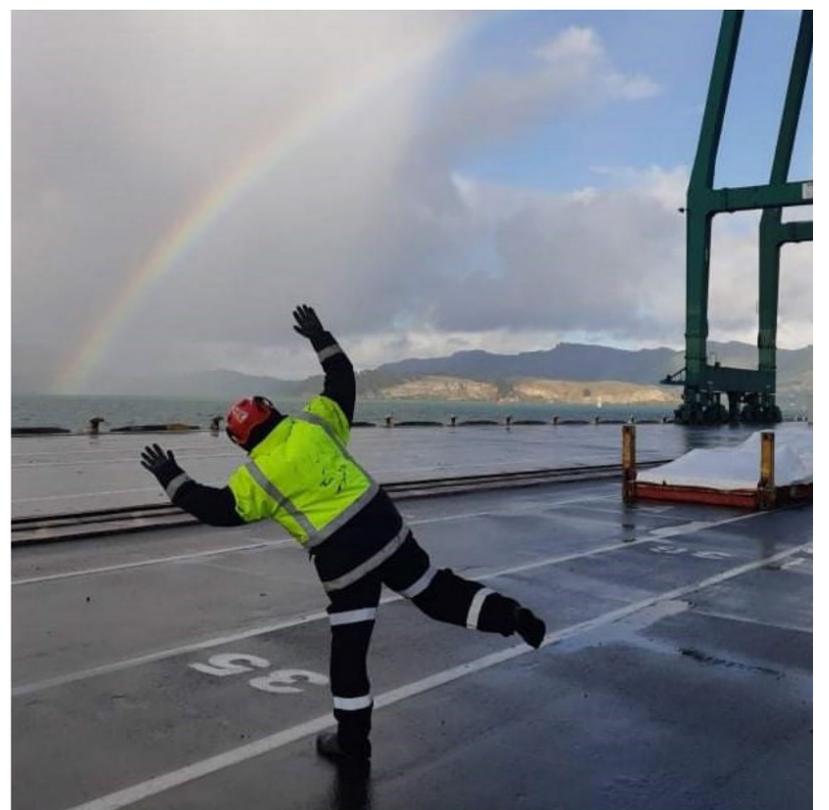


“I’m proud of working at LPC because its such a unique environment where our services and our team, help all of NZ and the world.”

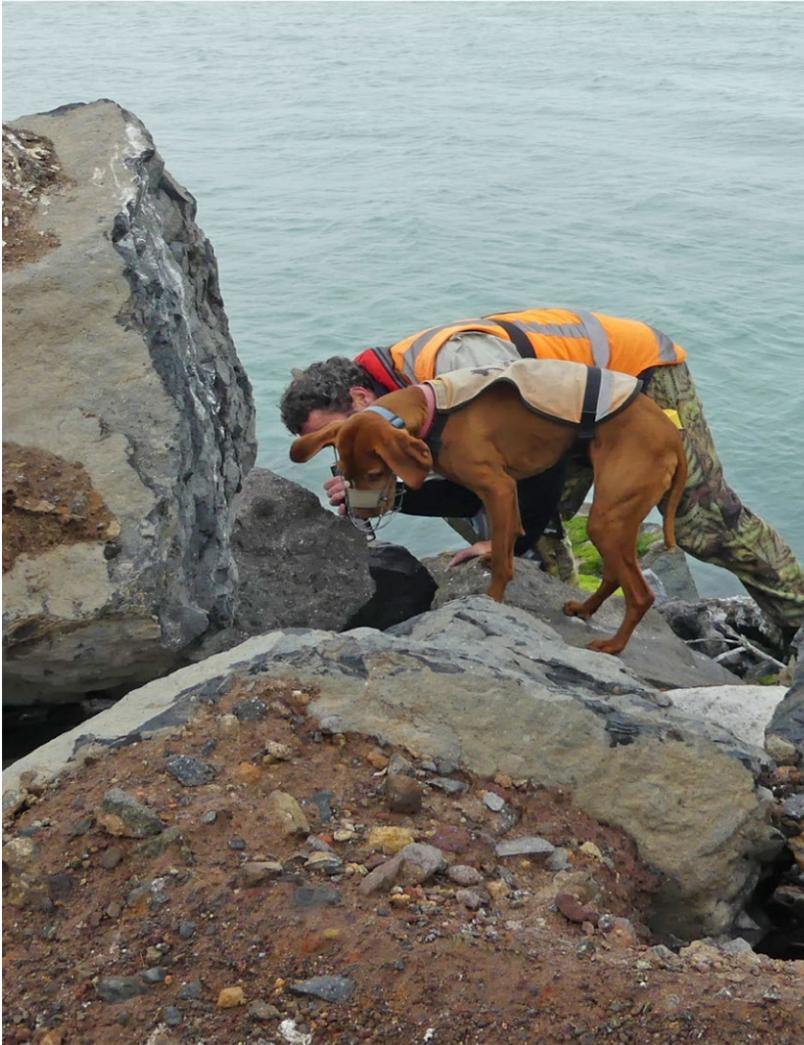
Kane Robinson

“Proud to know that I’m an essential link in the chain of moving cargo fast and efficiently.”

Robbie Winder



Mena the conservation dog



◀ Alastair and Mena were able to locate 20 penguin nests around the harbour, including this little penguin pictured.

As part of LPC's Biodiversity Positive strategy we're focused on being a good neighbour, not only to the community, but also to the animals of conservation significance we share the environment with.

The seawalls around the Port are a great habitat for white-flipped penguins and this time of year they can often be found onshore laying eggs and raising chicks.

They breed only on Banks Peninsula and Motunau Island and are considered to be the one and only indigenous creature unique to Canterbury, New Zealand.

LPC's Head of Sustainability and Environment Kim Kelleher says we want to make sure we keep our feathered friends safe while they're on land so every year we do a full survey of our coastal sea walls to locate the nest sites and protect them.

We have a special helper to do that - Mena the conservation dog and her trainer Alastair were back at LPC recently to locate any penguins that may be nesting in the seawalls around the Port.

The pair are from the Kaikōura Ocean Research Institute and work together to track penguins through a keen sense of smell as well as visual indicators that suggest the presence of white-flipped penguins.

Alastair and Mena were able to locate 20 penguin nests around the Port, including this little penguin pictured.

"One of the main things we can all do to help protect the white-flipped penguins is to have good predator control (ferrets, feral cats and stoats) and keep our domestic pets, cats and dogs away from the coastal strip during the nesting season," says Kim.

"As part of our biodiversity positive approach, we value nature and support and protect the special wildlife we share the harbour with."

Find out more about our biodiversity-positive goals at lpc.co.nz/community/environment/biodiversity.

"Lyttelton Harbour/Whakaraupō is used or visited by at least 42 species of marine birds including the white-flipped penguin, shags, and black billed gull."

To follow the trail, download the Pop Up Penguin app, and don't forget to check out Little Blue in Lyttelton Square. Find out more about the Pop Up Penguins at www.popuppenguins.co.nz.

Pop Up Penguins celebrate creativity and exploration this summer in Christchurch

Pop Up Penguins have hit the streets of Christchurch with LPC co-sponsoring Little Blue, which is set to feature in Lyttelton's town square for 10 weeks.

After the success of the Christchurch Stands Tall giraffes, this summer, 50 large and 65 small penguin sculptures have been spread around Ōtautahi, featuring designs by emerging and established local artists.

LPC is proud to be supporting this initiative and is sponsoring a penguin along with two other local companies, Structex and Lyttelton Engineering.

LPC General Manager Engagement and Sustainability Phil de Joux says it's important to be supporting the community in a creative and innovative way, with the theme of penguins drawing a special significance.

"Christchurch is a gateway city to Antarctica, with Lyttelton Port being the connection to the ice, so Pop Up Penguins is a chance to celebrate and educate people around the importance of this and encourage exploration in a new generation.

"The harbour also has a special connection to the hoiho as one of their main breeding grounds is in Banks Peninsula."

The penguin was designed by Diamond Harbour artist Debbie Porter who was inspired by the penguins that live in the harbour, their habitat and diet and the ocean.

After the 10 weeks on display, the penguins will be auctioned off, with the proceeds going to Cholmondeley, a charity that supports children of families in crisis.

"We are proud to be supporting Cholmondeley through this project, who have been operating in Banks Peninsula and supporting Canterbury families for nearly a century," says Phil.



▼ LPC's GM Engagement and Sustainability Phil de Joux and CEO Roger Gray standing with Little Blue in Albion Square.

Next issue due out Autumn 2021.
Article ideas to lpccommunications@lpc.co.nz



◀ The garden can be accessed via the lane between the swimming pool and the playground. Or up the stairs and through double wire gates St David Street.

Project Lyttelton community garden

Timber from deconstructed wharves at LPC has been put to good use and upcycled into planter boxes for Project Lyttelton's community garden.

The timber has been donated over the last three years and was used to construct 14 vegetable and flower boxes. Our Civil Maintenance Team ensured the timber was safely transported to the community garden.

The garden, which started 16 years ago, is maintained by a committed group of volunteers who work on the garden every Wednesday.

Project Lyttelton Manager Jacqueline Newbound says the community garden offers a great chance to get to know people you wouldn't normally meet.

"We have a great range of people that come here, from young to old with everyone working together towards a common goal."

Not only is produce available to the volunteers who help grow it, Project Lyttelton also donates vegetables to Lyttelton's Community House.

Along with the planter boxes, the garden also has an orchard, a glasshouse, a nursery and several chickens and plans to install hydroponics in the future.

For more information on Project Lyttelton, visit www.lyttelton.net.nz

"We have a great range of people that come here, from young to old with everyone working together towards a common goal."

Season's greetings

On behalf of LPC, we'd like to wish the community a safe and happy holiday season with family and friends. Merry Christmas and Happy New Year!



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