

The Past



THE PRESENT





# *Yesteryears*



Opened in 1980 for operations, Port of Belize has maintained its corporate obligation to facilitate trade and commerce. Strategically located in Belize City, the Port of Belize is the principal hub of cargo connectivity. In addition to servicing the country of Belize, we serve as a gateway to several other countries.

2023 represents our 43rd year in operation; our journey included several changes such as; change in ownership, management, operations, and procedures. Yet, we continue to strive for excellence and the delivery of efficient, effective services. This is achieved through the servicing of vessels, our various port services such as; 24-Hour Pilotage, Storage, Cargo handling, LCL and FCL, reefer and interisland cargo delivery.



# *Today*

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**Port of Belize's strong association with stakeholders dates back to its early years. The current operation incorporates all aspects of learned knowledge and experiences from all parties involved. This has led to the refocusing of our strategic direction in enhancing our services.**





# *Our Goals*



## MISSION – VISION – CORE VALUES

### MISSION

Our Mission is to provide reliable, sustainable, efficient and high-quality logistics services to our valued Customers. We will achieve this through our highly-skilled and engaged Employees, supported by technology.

### VISION

Our Vision is to be the Port of choice for Belizean shippers, facilitating economic growth, offering innovative Customer-centric services and providing Employees with rewarding careers.



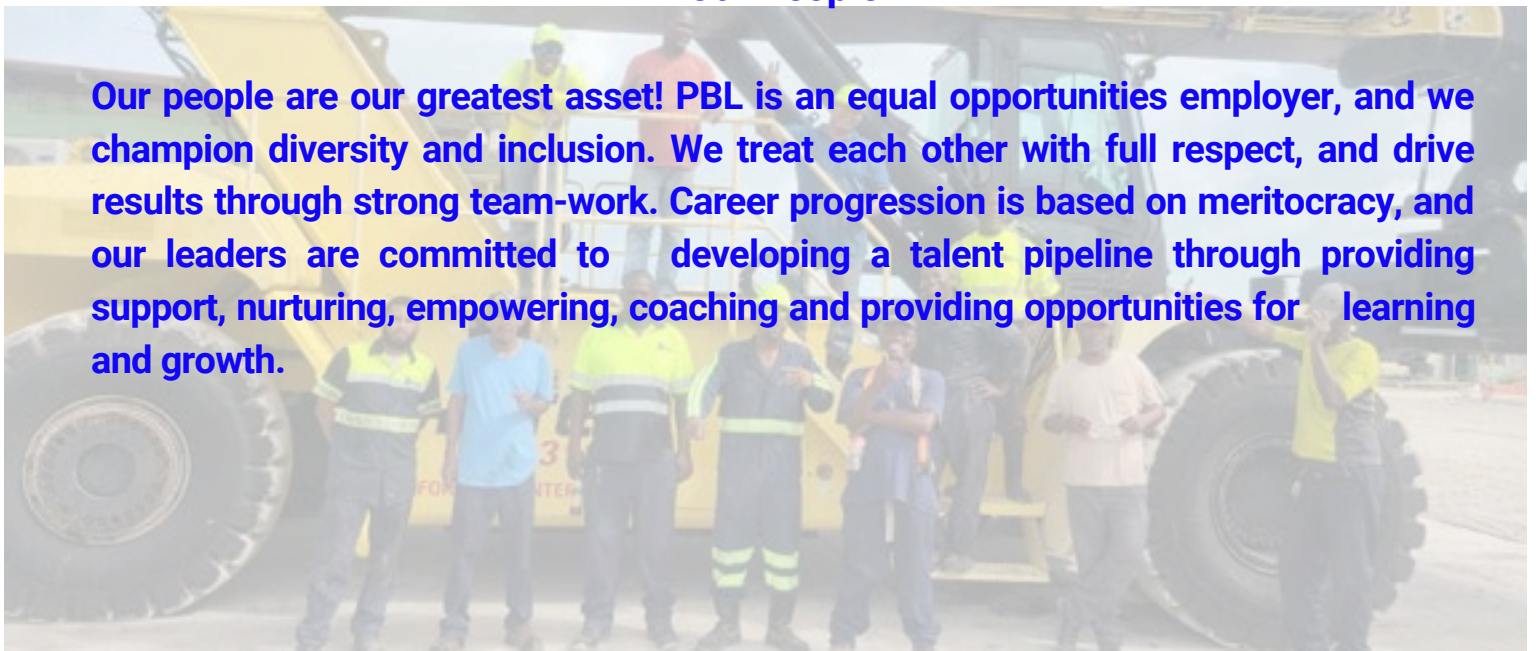
### CORE VALUES Safety



Our goal is to proactively ensure “Zero Harm” to Employees and all visitors working within the facility! Every person who enters the facility must exit in the same physical and mental condition as they entered. No effort is too great, no detail too small. There will be no compromises or non-compliance to our clearly documented safety standards and policies.

### Our People

Our people are our greatest asset! PBL is an equal opportunities employer, and we champion diversity and inclusion. We treat each other with full respect, and drive results through strong team-work. Career progression is based on meritocracy, and our leaders are committed to developing a talent pipeline through providing support, nurturing, empowering, coaching and providing opportunities for learning and growth.



## Our Customers



Without our Customers, we do not exist! We strive to add value to their business, through offering high-quality relevant services, and through being flexible, adaptable and responsive. We build long-term sustainable relationships with our Customers, through understanding their requirements, building respect and trust. We deliver what we promised.



## Integrity

Our word is our bond! We are always honest, and have strong moral and ethical principles. We always do the right thing, even when no one is watching. Living this value requires holding yourself accountable, accepting responsibility and facing the consequences of your actions. We have zero tolerance towards fraud, corruption or deceit, whether actual or intended.

## Professionalism

Take ownership in ambiguous situations! The professionalism which we expect from our team is a collection of traits that when put together make up exceptional Employees, and as a result, a successful company. These traits include reliability, competence, dependability and respect. In our organization, pride is balanced with an equal degree of humbleness.



## Innovation

The best is yet to be! We constantly redefine the standards of excellence in everything that we do. Therefore, we encourage ideas that challenge paradigms and drive innovation. The only constant in life is change and we believe that in order to stay relevant we must continuously improve to meet the rapidly evolving dynamics of our environment. We involve all levels of the organization to identify the best ideas.

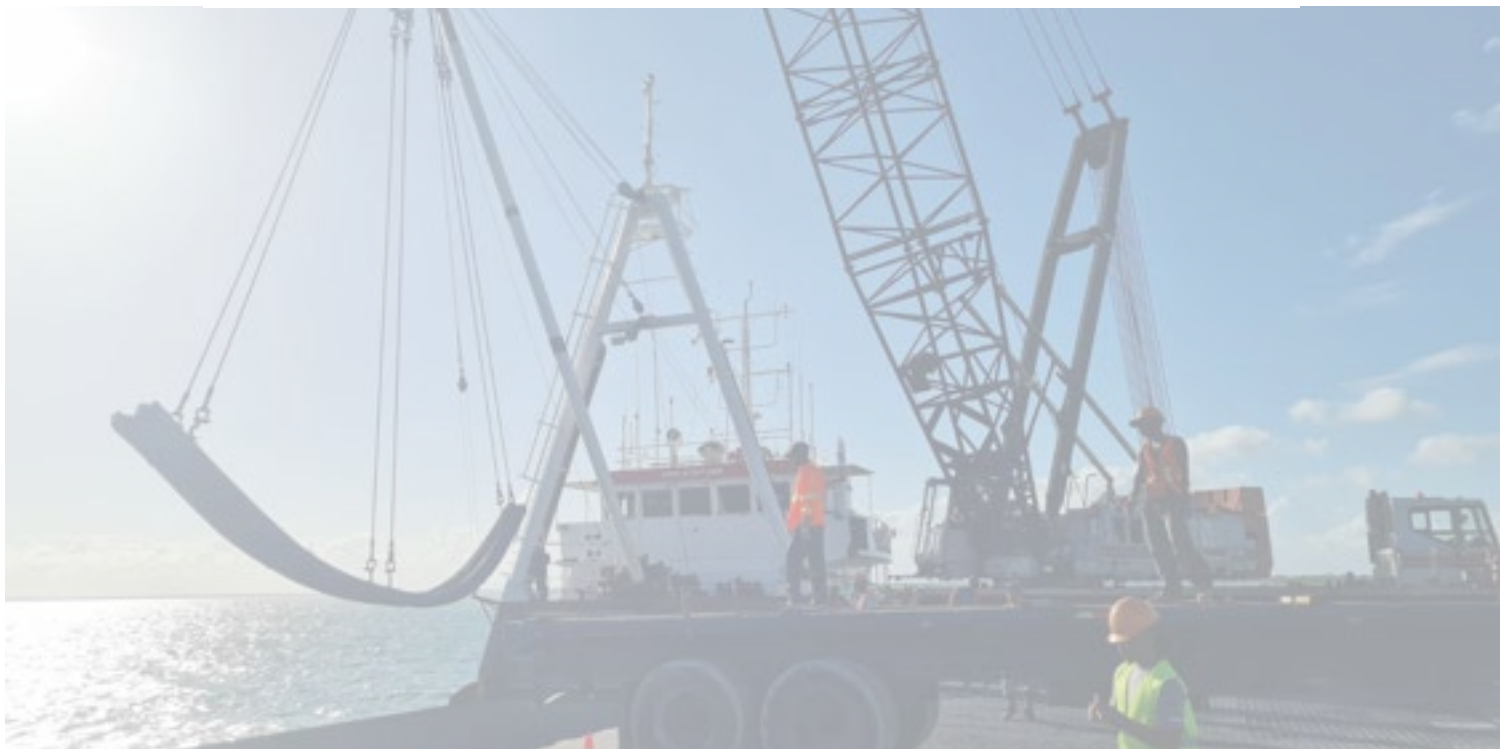
# *Our Operations*

## *Port Facilities and Information*



Feature	Present
Approach Channel Depth	10 meters
Turning Basin	8.1 meters
Water Depth Alongside	7.5 meters
Pilot Launches	2
Pilots	6
Tugboats (3 <sup>rd</sup> party)	2

Feature	Present
Pier Cranes	2
Stackers/Yard Cranes	4
Towheads (Trucks)	7
Container Trailers	8
Quay Length	67 meters
Yard Space	13.8 acres
LCL Warehouse	21,312 Sq.Ft.

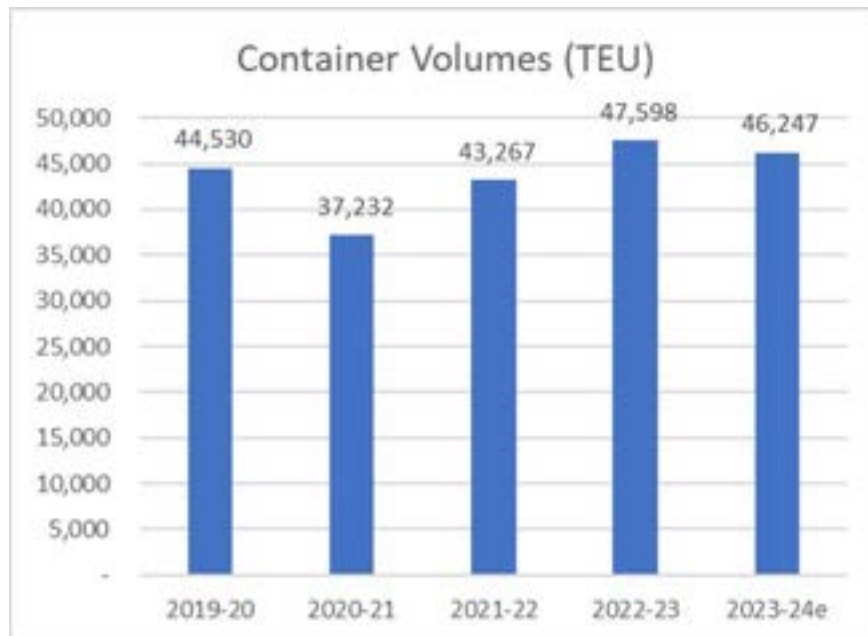




## *Container Volumes*



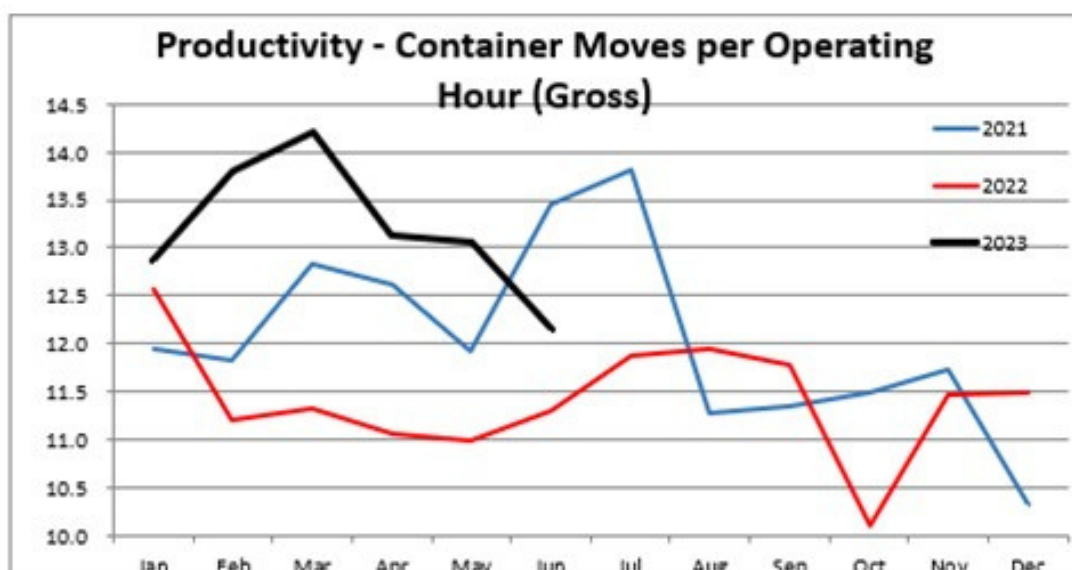
The Port of Belize currently serves container carriers including CMA(Compagnie Maritime D'Affretement which translates to Maritime Freighting Company/CMGA (General Maritime Company), Hapag Lloyd, Zim, and Tropical with connection to Jamaica and Port of Everglades for services out of Europe, China and South America. During its 42nd financial year 2022-23, we handled roughly 47,598 TEUs ("Twenty Foot Equivalent Units"). Given the container volumes downturn of early 2023 we expect an estimate of 46,247 TEUs for FY2023/2024.



With the current configuration of the port the total annual capacity can be calculated at 60,000 TEU; 79% of its current usage value.

### **Container Ship Productivity**

Many advances were made in 2021, with a 10.2 percent improvement in handling speed compared to 2020 and 2019. In 2022-2023 further steps have been taken to improve ship handling speed, through process improvements and investments in additional container handling equipment.



Year	YTD
2019	10.7
2020	10.9
2021	12.0
2022	11.3
2023	12.1

### External Truck Handling Time

The current drive to improvements also includes the push to efficient customer service with the average truck turnaround time reduced to 40 minutes per container to process external trucks fetching imports and delivering exports from time of report at the in-gate to exit from the terminal. This level of performance places Port of Belize in the top ports internationally. Despite this honorable performance, we are looking to further reduce these times in 2023 through process improvements and with the addition of new equipment.

### Warehouse Delivery Time

The restructuring of the Warehouse processes has allowed the Port to improve its cargo delivery efficiency. Via these changes we have been able to achieve a 3 hour Delivery speed for commercial cargo, 1.5 hour delivery speed for personal items and 2.5 hour delivery speed for small turns.

### Assets

In 2022 a collective effort was made to improve and bolster our preexisting fleet and asset management. The strategic outlook was to provide internal customer service in order to meet ever-growing Operational demands in several departments including Marine, Operations and Warehouse.



## Assets

The introduction of a computerized maintenance management system, EMaint CMMS-(computerized maintenance management system), was the first step in acquiring a system that generates a guided maintenance system. Via its assistance we have moved from a Reactive Maintenance system to Corrective/Preventative Maintenance Management. The change has allowed the more efficient and effective utilization of equipment, parts, and fuel. Its efforts have yielded fruits. The reliability of the equipment has increased by 10% in 2022 from 62% in the end of year 2021. This increase in reliability directly impacts all aspects of operations as its continued increases have allowed vessels, customers, and cruises to be handled on time, reducing expenses to all parties involved. Having our customers in mind we have also taken up the project of soil-cement pavement. This pavement would allow for better customer experience and yard organization.



# Capital Investment



In recent years the Port of Belize has invested in major equipment to improve its operational activities, such as delivering containers and cargo and loading of exports cargo on a timely basis. The aim is to serve our customers more efficiently, remain competitive and improve our customers, staff, and stakeholders' confidence. This achievement has not been easy as the Port of Belize has faced many challenges in its lifetime however, with a committed and dedicated Management Team during all encountered adversities the Port has remain resilient.

In most recent years the main challenge faced by the organization was COVID 19, as did the rest of the world, despite the decrease in revenues due to the slowed down of business actives worldwide, the Port continue to find ways to improve its operations, looking in the future when business would resume to normal that the Port would be equip and ready to serve our customers. This was a risky decision as in the short term it affected the company's earnings growth, but it was a worthwhile risk to provide the best container and cargo handling services, to secure the company's future and to satisfactorily serve our customers, retain our staff and keep our stakeholders confident in the decision taken to invest in capital.

As part of the Port's capital investment commitment with pride we have listed a few of the most recent major capital investments made.

**8 Towheads Trucks**

**5 Utility trucks**

**10 Trailers**

**1 Aluminum Crew Boat (Oliver 108)**

**1 Hyster Forklift Model H50FT**

**2 2020 Hyster Forklift H50FT**

**1 2005 Tylor "Big Red" Container Handler**

**1 2005 Hyster Reach Stacker**

**1 2011 Hyster Reach Stacker**

**2 Meddler Toledo Scales**

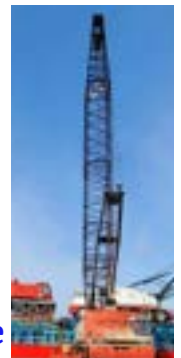
**1 1996 Linkbelt HC -248H Crane**

**1 Miller/Mixer SCHIBECI ST600**

**33 Handheld Security Radios**

**Major upgrade Computers, servers and other IT Equipment and Software**

**Major office renovation – desk, chairs, cabinets, AC. Etc.**

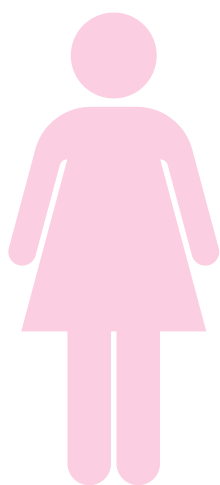
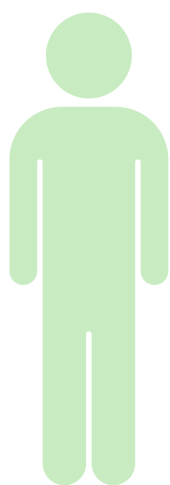




## STAFF BREAKDOWN BY DEPARTMENT AND GENDER

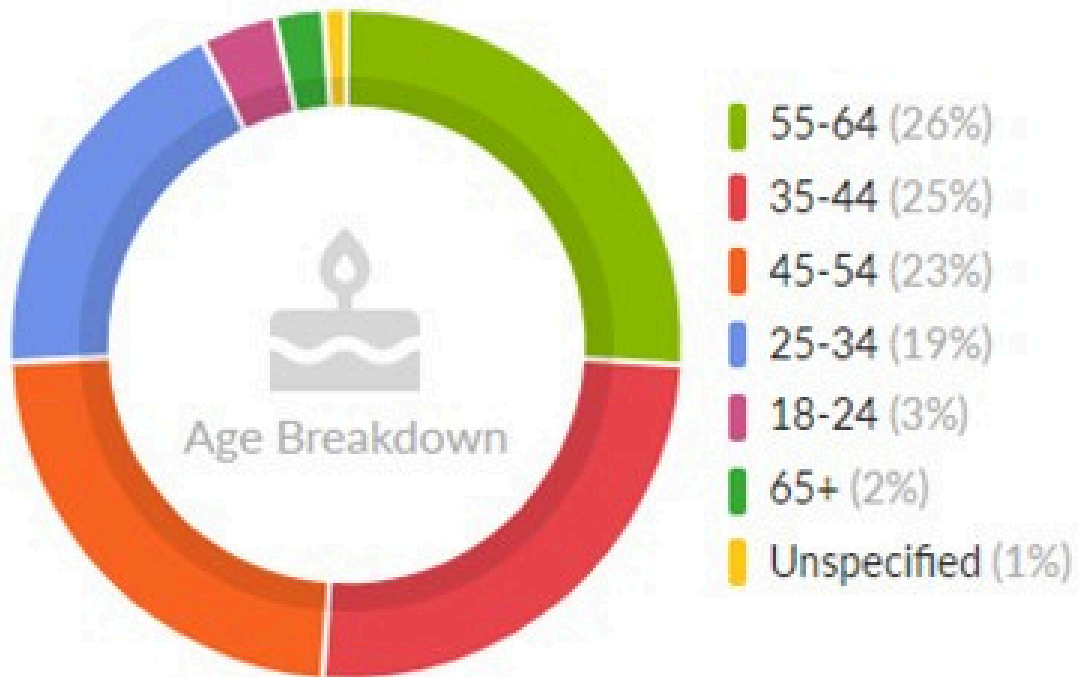


DEPARTMENT	TOTAL STAFF	MALE	FEMALE
Accounts	8	1	7
Human Resource	6	1	5
IT	3	3	
Maintenance	10	10	
Marine	13	12	1
Mechanical/Electrical	10	9	1
Operations	35	33	2
Security	24	18	6
Stevedore	107	107	
Warehouse	18	16	2
<b>TOTAL</b>	<b>234</b>	<b>210</b>	<b>24</b>



- Male (89%)
- Female (11%)
- Unspecified (0%)

## STAFF BREAKDOWN BY AGE PROFILE



## YEARS OF SERVICE





## STAFF TURN OVER



Termination Reason	Terminations ↓	Percent of Terminations
RESIGNATION	11	29.7%
Retirement	7	18.9%
Unspecified	5	13.5%
Performance	3	8.1%
Death	2	5.4%
Attendance	2	5.4%
Termination	1	2.7%
Dismissal	1	2.7%
Relocation	1	2.7%
unable to be contacted	1	2.7%

RESIGNATION	29%
Retirement	18%
Unspecified	13%
Performance	8%
Death	5%
Attendance	5%
Termination	2%
Dismissal	2%
Relocation	2%
unable to be contacted	2%
Early Retirement	2%
Mutual Separation	2%
Other employment	2%

# *The Future*



## **2023 Current and Strategic Development**

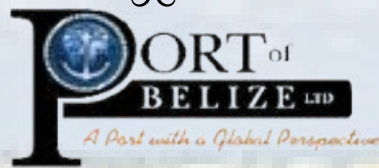
The Port of Belize Ltd continues to invest in its existing facilities to keep these as modern as possible. Over the past 10 years more than BZD 14 million has been invested in the facility and its equipment, and similar investments have been undertaken in 2022 and will be ongoing through 2022, 2023 and 2024.

Most notably the investments in 2022-2023 to equipment include the purchase of 6 Container Chassis, 3 Dock Tractors, 1 Hyster 45-31 reach Stacker, 1 Manitowoc 777t Combinations Lattice Hydraulic Crane. Investment in the infrastructure has also been noted with the changing of three Astro-girder beams and the Paving of the Container yard which stands at 60% completion.





*PBL Management Team*



**Mr. Arturo Vasquez**  
**Chief Executive Officer**

**Maria Magana**  
**Chief Accountant**

**Kevin Pitts**  
**Chief Operations Officer**

**Henry Locke**  
**Marine Manager**

**Anthony Sankey**  
**Chief Security Officer**

**Rashaad Mendez**  
**Warehouse Supervisor**

**Jenna Lucario**  
**Human Resource Manager**

**TEAM**





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