

Hamilton Port Authority

Summary Report of Sustainability Actions in 2018



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Who We Are

Hamilton Port Authority (HPA) is one of 18 Canadian Port Authorities, established under the Canada Marine Act. We are financially self-sufficient; our revenue comes from our real estate and shipping operations, and we reinvest our profits locally into the development of the Port of Hamilton. In 2018, we received a special, one-time infrastructure investment through the federal National Trade Corridor Fund (NTCF) to modernize and enhance the western area of the port lands. Learn more about this investment on page 8.

Our role as part of Canada's national transportation system is to facilitate trade and provide the transportation services needed by some of the region's most important industries: steelmaking, agri-food, construction, and manufacturing.

We are the stewards of approximately 630 acres of industrial land on Hamilton's working waterfront. Our operations are managed day-to-day by a small-but-mighty team of about 50 staff. We have experts in fields like engineering and construction, maintenance, marina operations, finance, real estate, and business development. Together we manage Ontario's largest and most successful marine port, and we strive to do our job in a way that protects the environment, and enhances our community.

Message from the President & CEO

2018 was a remarkable year for the Port of Hamilton, and we are very proud of what we accomplished together as a team. We achieved our best cargo results in a decade, with more than 11.6 million tonnes of cargo transiting the port in 2018.



Financial sustainability is integral to our actions, and in 2018 we grew our net operating income, reinvested in port infrastructure, and attracted additional federal investment to Hamilton.

We made progress on our environmental stewardship mission this year, completing the restoration of the shoreline at Sherman Inlet. We continue to be in close contact with stakeholders about ongoing challenges regarding dust. We are taking this issue seriously, and this report outlines the actions taken this year as we continue to address it.

On the social aspect of sustainability, we continued to connect with our neighbours and stakeholders to help build pride in Hamilton's heritage and identity as a port city. We participated in numerous festivals, educational partnerships, and other actions to help connect our city and its working waterfront.

As we move into 2019, we will look to use HPA's leadership position in the marine sector to deliver environmental, economic and employment benefits to Hamilton and the regional economy.

Ian Hamilton
President & CEO, Hamilton Port Authority

Our Vision

Create and lead an integrated port network on the Great Lakes.

Our Mission

We are responsible stewards of the port and its marine, road and rail network. We create prosperity by facilitating commerce and providing sustainable solutions that offer value to our port community and benefit to our other stakeholders.

Our Values

A safe, empowered and positive team

Collaboration to create long-term value

Accountability for our decisions and our actions

Respect and inclusivity

Continuous improvement and learning

What Does Sustainability Mean To Us?

HPA uses a definition of sustainability that stands on three pillars:

Social Sustainability, which addresses our relationships with our community, employees and other stakeholders, and guides us in operating in a safe, transparent and responsive fashion.

Environmental Sustainability, to ensure our operations meet or exceed applicable regulations, and that we work to continually improve our environmental footprint on land, air and water.

Financial & Economic Sustainability, to ensure that HPA is financially stable and able to reinvest in the port and in our community, while meeting our mandate to generate prosperity through economic growth.



Stakeholder Priorities

HPA's sustainability priorities are identified through direct interaction with our stakeholders, building a shared vision for a vibrant port city. Our approach is flexible, allowing us to respond to new issues and priorities in partnership with neighbours, community groups, port tenants and port users. In 2018, we engaged directly with 2,200 members of our local community, through presentations, tours, and at community events. These are the areas where we focus our actions:

- Engage with the community
- Celebrate the port's history and role
- Improve the visual image of the port
- Make sustainable choices
- Demonstrate responsible environmental stewardship
- Provide more opportunities for access
- Explore issues of truck routing
- Continue to be an economic driver in the city
- Support a balance of uses along the Hamilton Harbour waterfront
- Build a better understanding of matters that are within/outside HPA's role

Financial & Economic Sustainability

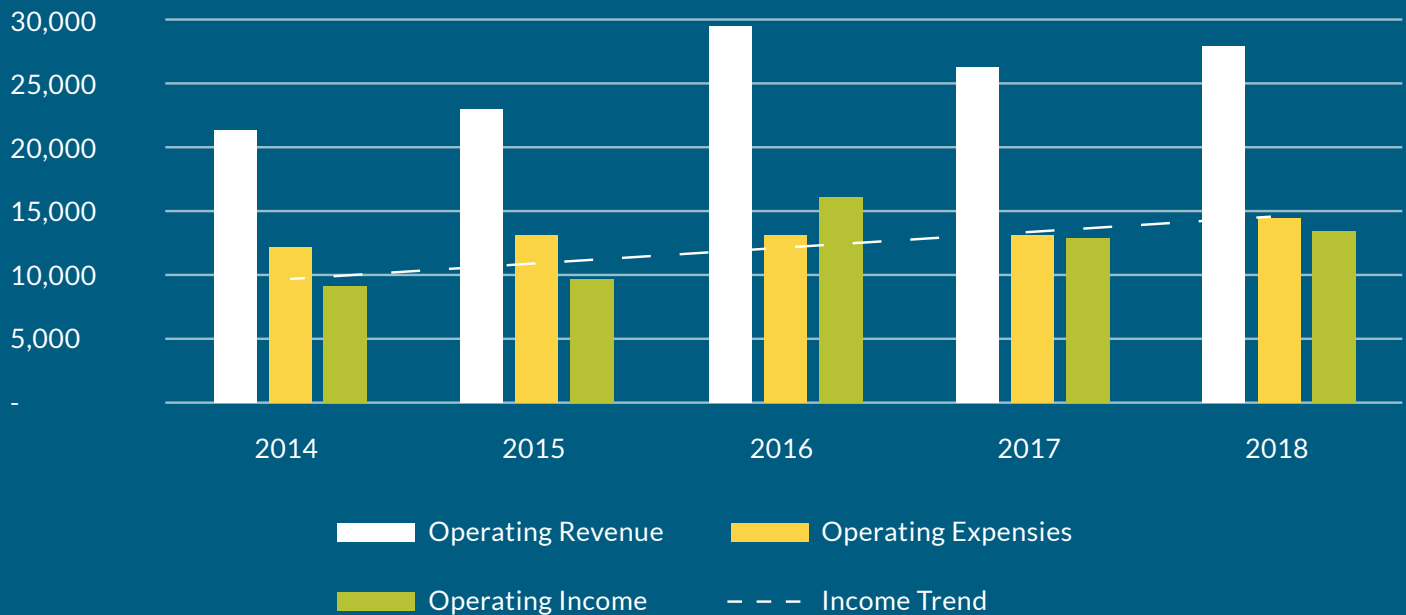
Delivering on our Economic Mandate

Organizational Financial Health

HPA is self-sustaining and profitable, funded by our own operations. This financial stability allows for reinvestment into new port infrastructure, proactive stewardship of the lands and water, and positive economic impacts within our community.



Operating Revenue, Expenses & Income



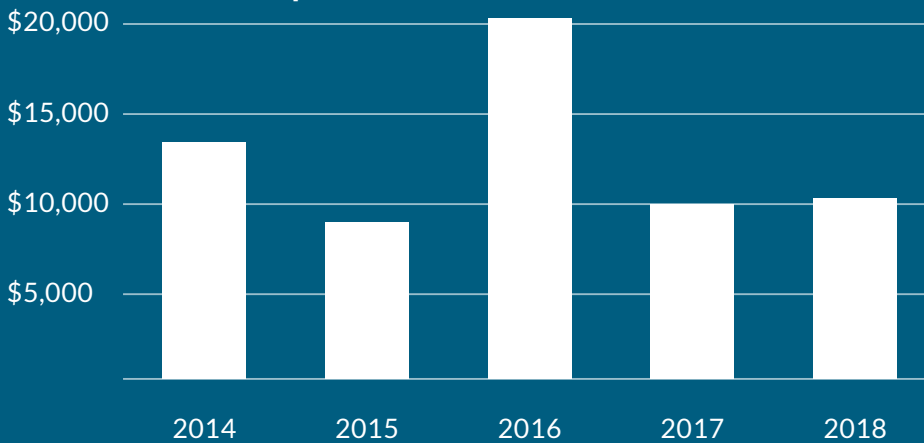


Invest in Port Infrastructure

Revenues from port operations are reinvested into infrastructure at the Port of Hamilton, for the benefit of port users.

In 2018, HPA invested \$11.4 million into infrastructure at the port as part of the Capital and Major Maintenance Program. Investments are critical to the long-term viability of the port as part of the regional transportation network.

Reinvestment in the Port HPA Capital Investment



Asset Management

HPA is investing in a comprehensive asset management program to track ongoing maintenance, repair and replacement of infrastructure at the port. The information captured will assist in planning for future maintenance and replacement of our critical infrastructure.



Capital Program Highlights



Pier 12 west wharf reconstruction – phase 1

\$4.7 million
Reconstructing 210 metres of the west half of Pier 12. Installation of new steel sheet pile, anchors, concrete walls, fendering.



Pier 22 rail reconstruction

\$600,000
Replacement of rail infrastructure within Parkland Fuels' fuel transload area.



Pier 23 combined use wharf surfacing

\$200,000
New asphalt pad for bulk material storage.



450 Sherman Ave. N surfacing

\$230,000
Replacement of damaged asphalt, concrete curbs, line painting. This work will greatly reduce dust generated by passing traffic.



1632 Burlington St. lighting retrofit

\$200,000
Replacing old sodium vapour light fixtures with new LED fixtures, greatly improving lighting for building tenants, and reducing energy consumption by 1,330,000 kWh per year.



1632 Burlington St. transformer replacement

\$700,000
Replacing the existing transformer, which contained PCBs, and replacement with a new 7.5 MVA transformer to ensure electrical system reliability for tenants.



Eastport dock fenders, ladders, wheel guards

\$300,000
Repair and replacement of infrastructure that ensures vessels can moor safely.



1632 Burlington St. partial roof replacement

\$600,000
Replacement of 72,000 sq.ft of roofing, part of a multi-year upgrade at this industrial complex.



Invest in Hamilton Partner

We work closely with our local economic development partners, including the City of Hamilton's Economic Development division and the Hamilton International Airport. We are proud to be a City of Hamilton Invest in Hamilton Partner, working together to attract new businesses to the city, in shared-priority sectors such as agri-food, advanced manufacturing, aerospace, and goods movement.

Support Canadian Industries and Facilitate Trade

Close to 130 tenant companies large and small call the Port of Hamilton home. We aim to create a community of enterprises that can innovate, collaborate and grow together. Our real estate team visits each tenant a number of times each year, to ensure customer satisfaction, and to identify opportunities for our existing customers to grow their businesses. In 2018, our team completed 1,800 customer visits.

Foreign Trade Zone Point

In 2018, we took the first steps as part of a partnership with Hamilton Economic Development and the Hamilton International Airport to apply for a Foreign Trade Zone Point designation for the City of Hamilton. This designation will increase the city's attractiveness as a location for trade-oriented businesses.

Spotlight: Westport Modernization

In 2018, HPA received \$17.7 million in federal government funding to modernize port infrastructure. Transport Minister Marc Garneau visited Hamilton to announce the investment in the Port of Hamilton from the National Trade Corridor Fund (NTCF), which will be matched by HPA, in support of the Port's \$40+ million Westport Modernization Project.

Westport is a 115-hectare area located west of the Port of Hamilton. Among the oldest industrial employment areas in the City of Hamilton, the Port's landholdings spanning Piers 10-15 were assembled piece by

piece over many decades. This result is a collection of uses that are not optimized, with insufficient modal connections, and infrastructure in some cases that exceeds 100 years old.

The project will see port lands used more efficiently, and reconfigured to create new employment land development parcels. New transportation infrastructure will improve efficiency and fluidity for port users. Perimeter areas will add landscaping to improve port-city interface. Primary project investments begin in 2019. The project will be completed by December 2020.

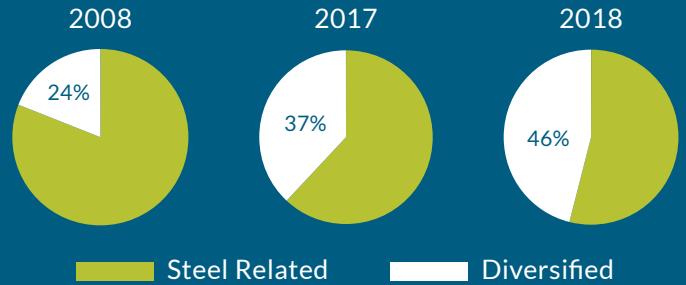


Tracking Trends

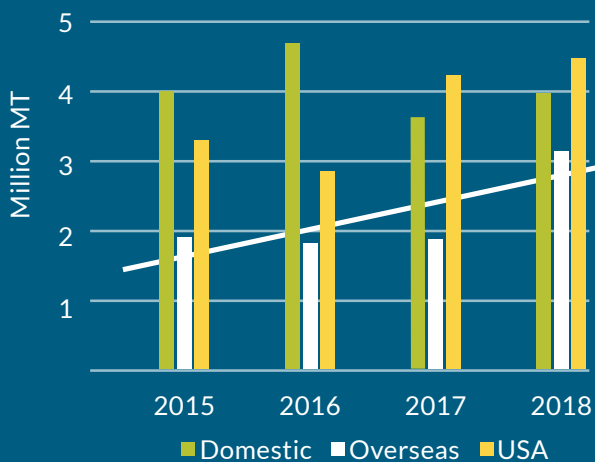
Diversification

Hamilton is home to Canada's most diversified economy, a trend that is reflected in cargo activity at the port.

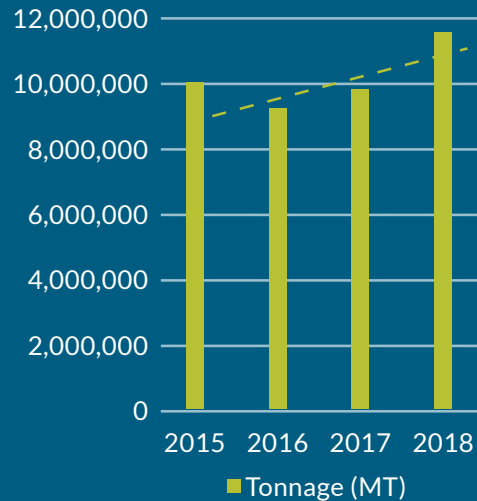
In 2018, overseas shipments through the Port of Hamilton were up 68%. Behind this trend were increased exports of Ontario-grown grain, helped along by new terminal capacity at the port, a solid crop year, and expanded European market access as a result of the CETA agreement.



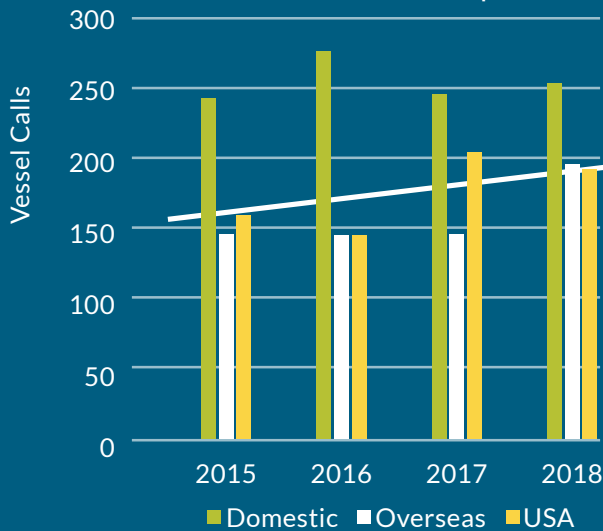
More Overseas Trade



Growing Total Tonnage



More Overseas Ships



Key export commodities:
soybeans | corn | wheat




Support Local Employment & Prosperity

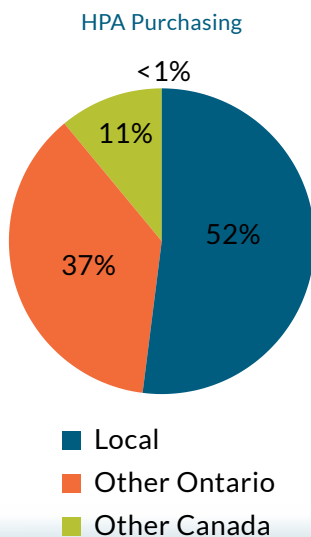
Jobs & Employment

More than 2,100 people work on-site at the Port of Hamilton, at HPA and approximately 130 tenant businesses. Port jobs are concentrated in stable, well-paying fields like transportation/warehousing, manufacturing, and engineering/construction. Wages in these fields are typically 20% higher than the Ontario average (57k-65k), and on-site employment at the port has grown by 30% since 2009.

Employees at the Port of Hamilton inject \$261 million annually into the local economy each year through personal spending.



\$261 million in personal spending goes into the local economy



Supporting Local Business

HPA's purchasing policy reflects an effort to choose local suppliers of goods and services, where possible. In 2018, more than 52% of HPA's purchases (by dollar value) were made locally.

Local Taxes Paid by HPA and Port of Hamilton Tenants

HPA is financially self-sustaining, with proceeds from real estate and cargo operations reinvested into Hamilton port infrastructure. In 2018, HPA and its tenants together paid approximately \$6 million in City of Hamilton property taxes, making the port one of the single largest tax contributors to the City of Hamilton.



\$6 million in Hamilton local taxes

Creating Pathways from Education to Employment

In 2018, the first students entered a new Mohawk College Supply Chain Management Program, developed in partnership with HPA.

This initiative was informed by the work of Hamilton Mayor Fred Eisenberger's Blue Ribbon Task Force, which highlighted the need for practical educational pathways to the jobs that are in demand with local employers.

"The partnership between Mohawk College's Supply Chain Management Graduate Certificate and the Hamilton Port Authority enables opportunities for graduate students and the port industries through applied research capstone projects and case simulations."

-Tracey Kadish,
Associate Dean, Business and Media Graduate Studies, Applied Research and Entrepreneurship, Mohawk College

"Whether it be Purchasing, Production Planning, Sales, or Operations, the Supply Chain Management program provided me with skills that companies are looking for and with my new certification I landed a job in my field within days of graduating."

- Greg Blanchette,
Mohawk College Supply Chain Management Program Graduate

OCWI Research & Careers at the Port

With funding from the Ontario Centre for Workforce Innovation (OCWI), City School by Mohawk explored employment demand at Hamilton's Port, in partnership with HPA and Workforce Planning Hamilton. From this research emerged a new initiative, a free 'try college' course for local residents, called Careers at the Port. This non-credit course is delivered at the Eva Rothwell Centre, located in the Keith neighbourhood, a priority community adjacent to the port lands. Careers at the Port offers students workplace readiness skills, awareness of careers at the port, educational pathways, information about the skilled trades, and soft skill development.



A Waterfront for Work and Play



A Modern Working Waterfront

HPA is pleased to be working with the City of Hamilton on the Bayfront Industrial Strategy, a vision for a modern, sustainable industrial employment zone, which includes the port lands and other industrial lands. We are also pleased to partner with the Hamilton Chamber of Commerce as it studies opportunities for waste heat capture and re-use in the Bayfront industrial zone, through a project funded by The Atmospheric Fund.

Recreational Boating

Through our operations at the Harbour West Marina, we encourage people to enjoy the harbour for recreation. In 2018, we had 204 customers spend the summer with us at Harbour West, and we strive to create a relaxing and fun summer experience. We also partner with Tourism Hamilton to attract boaters from throughout the Golden Horseshoe to visit Hamilton by boat, and enjoy the city while they are here. New repair and maintenance services were introduced in 2018 to serve Hamilton's active boating community.



Environmental Stewardship

Green Marine

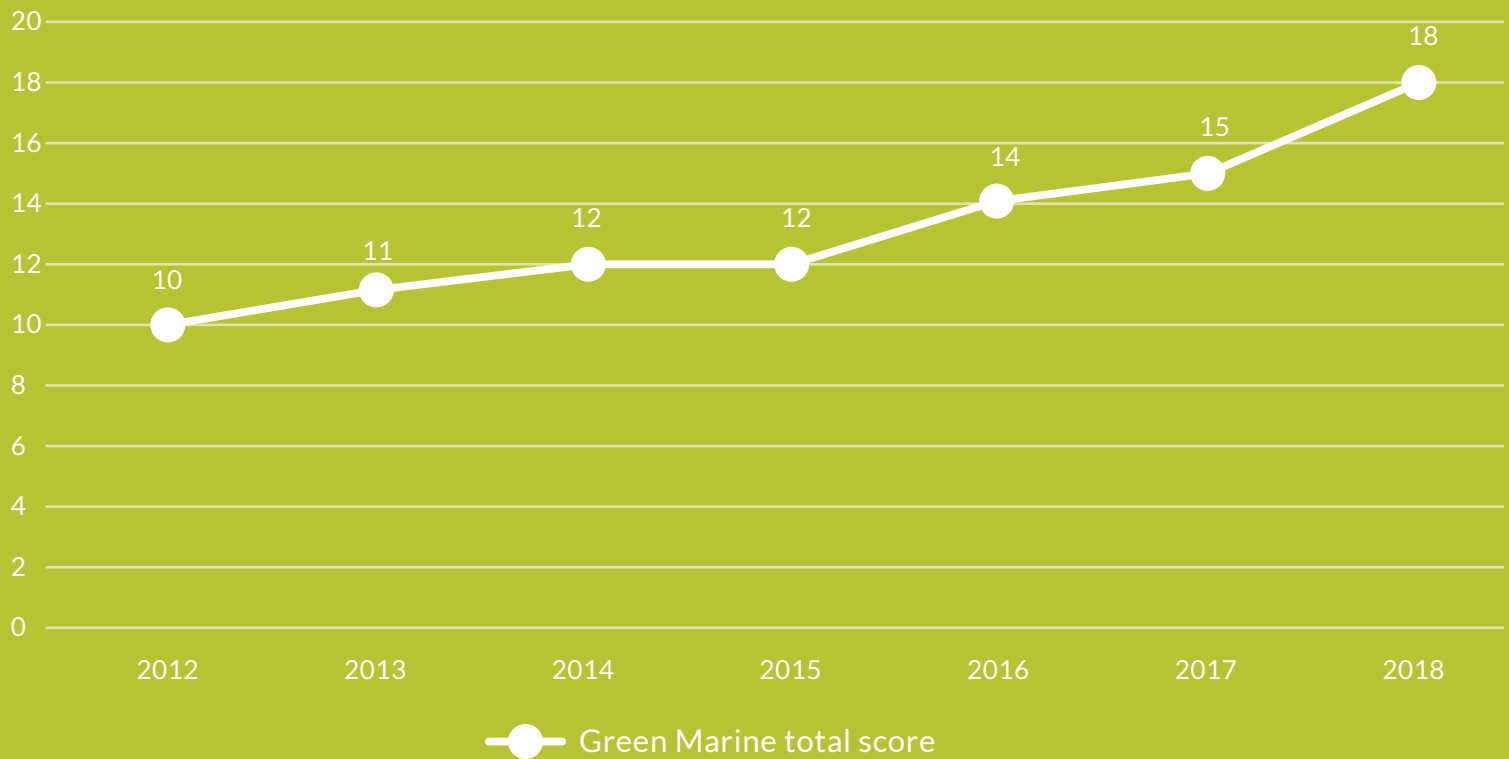
HPA is a founding member of the Green Marine industry environmental program. Participants benchmark their annual environmental performance, have their results accredited by an external verifier, and publish their results.

According to Green Marine's standard, level 1 means meeting the regulatory standard, while level 5 means leadership and excellence.

Hamilton Port Authority's 2018 Green Marine results

Greenhouse gases & air pollutants	3
Spill prevention	4
Community impacts	4
Environmental leadership	4
Waste management	3

Green Marine total score





Randle Reef

Protect & Enhance Water Quality

Randle Reef

HPA is proud to be contributing funds and expertise to the Randle Reef Sediment Remediation project. In 2018, the \$139 million project entered its second phase. The double containment walls have been completed and the dredging of contaminated sediment has begun.

Harbour West Marina – Clean Marine Program

The Clean Marine program guides recreational marine businesses to prevent water, air and land pollution from recreational boating activities. More than 300 marinas in Ontario are members of this voluntary program, and participate in an independent third party, 220-point assessment. In 2017-2018, Harbour West Marina proudly achieved a five-diamond rating.



Protect & Enhance Air Quality

HPA has worked proactively with port tenants to address sources of dust, improve air quality:

- Keeping bulk piles of salt and other materials watered or covered, and erecting wind barriers;
- Truck scheduling to reduce queuing at terminals;
- Signage at terminals reminds drivers to turn off engines;
- Reducing the amount of unpaved gravel areas contributing to track-out dust;
- Increasing the amount of road sweeping on HPA internal roads;
- Applying dust suppressant to unpaved roads;
- Supplying shore power electricity to ships berthed over the winter.

In 2018, HPA invested over \$500,000 to pave and reduce dust on port properties, including in the area of the Port Security Centre on Pier 15, and on Pier 23.

Asphalt millings were placed on parking lots on Pier 15 as a temporary dust suppressant prior to redevelopment. Port tenants also made major investments in 2018, including Quebec Stevedoring Ltd.'s purchase of a new street sweeper for use at Eastport, and driveway paving by Heddle Marine at Pier 15.



Promote Biodiversity

Extending the Pollinator Corridor

In 2018, HPA continued building a pollinator corridor of native plantings that provides food and shelter for pollinators like butterflies as they travel across port lands. The first pollinator garden was planted last summer at HPA's maintenance building and this summer 12 hive boxes were installed at a new bee yard adjacent to Sherman Inlet on the Port's Pier 15, in partnership with Hamilton urban beekeeping company Humble Bee.

In 2018, HPA planted a second pollinator garden, located on the northwest side of HPA headquarters at 605 James Street. The gardens were planted as part of the Pollinator Paradise Project, a collaborative initiative between Environment Hamilton and the Hamilton Naturalists' Club to build an uninterrupted pollinator corridor across the city.

Sherman Inlet

The restoration of the shoreline at Sherman Inlet is now complete. In 2017, HPA announced the start of a two-year process to restore an area at Sherman Inlet that was filled in 2000, and made a commitment to preserve the inlet as a protected natural space within the port's perimeter. Sherman Inlet is one of the last remnants of the original shoreline of Hamilton Harbour and carries cultural as well as environmental significance to the surrounding community. More than 650 m² of shoreline has been restored back to open water, equivalent to the amount of fish habitat that was filled. The excavation also created a new bottom elevation, lined with geomembrane and topped with sand, gravel, and soil to help promote the growth of marsh plantings.



Bee Hives



Pollinator Gardens



Sherman Inlet

Reduce Waste & Energy Consumption

Paper Use

In 2018, HPA began tracking its paper use, and shifting away from paper for key activities. Our Board of Directors meeting packages have moved to electronic-only format, as have several routine accounting documents, and Harbour West Marina customer invoices and statements.

Energy Efficiency Projects

HPA is working with Alectra Utilities to implement energy efficiency upgrades within port facilities. In 2018, we completed four projects, reducing energy use by 1,369,000 kWh – enough energy to power 114 homes.



In 2018, we
reduced our
paper use by
19%



1632 Burlington Street
Lighting Replacement

Social Sustainability

We're working to build pride in Hamilton's role and identity as a port city. We enjoyed face-to-face interactions with more than 2,200 members of our community in 2018, sharing ideas and collaborating on community initiatives.



Build Awareness & Pride in Our Port City

Events and Festivals

HPA participates in several community events and festivals each year, giving us an opportunity to meet people face-to-face, and answer questions about the port. In 2018, we were happy to participate in the following community events:

- Keith Neighbourhood Strawberry Thunder Festival
- Beach Canal Lighthouse 60th Anniversary Celebration
- Hamilton Harbour Fishing Derby
- Hamilton Children's Water Festival
- North End Park n' Party
- Mohawk College Supply Chain Job Fair
- Hamilton Boat Show
- Corridor Innovation Summit (Hamilton Chamber of Commerce)





Public Tours & Doors Open

In 2018, we hosted three public tours aboard the Hamilton Harbour Queen, welcoming over 300 residents. We presented a guided tour of the port lands, an overview of the history of the port, and explained the various businesses and land uses on the working waterfront.

We were also proud to participate in Doors Open Hamilton in 2018, welcoming 350 visitors to learn more about the port, its history, and its role in our local economy.



Community News

We know that our neighbours are interested in what goes on ‘behind the gates’ at the port. We try to share interesting stories, and build a better understanding of the port’s role in the day-to-day life of our city. Outreach includes the Hamilton Spectator’s weekly Shipping News, the North End Breezes, a subscriber newsletter, and social media. More than 5,000 people follow one of our platforms. In 2018, HPA participated in the conference of the International Association of Port Cities (IAPC), and we shared our ongoing effort to build pride in Hamilton as a port city.



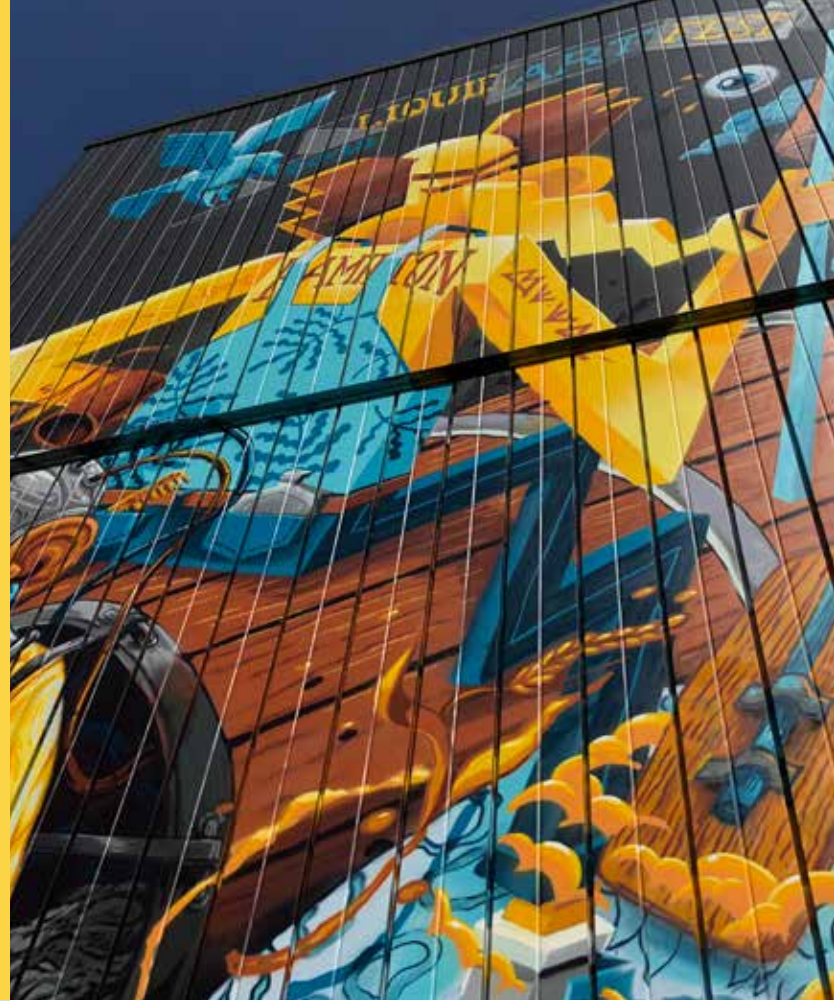
Improve the Port-City Interface

Public Art

This year, with support from HPA, Collective Arts added a new mural facing Burlington Street. The brewery is an important transitional space between the industrial and residential areas. We are pleased to support this creative way to soften the edges of the port lands, and improve their aesthetic appeal.

A People Place at Fisherman's Pier

Down by the boat launch at Fisherman's Pier in summertime, you'll find our new 'big blue chair' – a new spot to sit and watch the ships come through the canal, or take a photo by the water. Built by HPA's own carpenter, the chair is one of the first steps in HPA's goal to make Fisherman's Pier a more welcoming gateway to the city.





Operate a Safe & Secure Port

Seafarers' Critical Incident Stress Program

HPA's Harbour Master's Office/Port Patrol, in partnership with the Mission to Seafarers Southern Ontario (MTSSO) launched a first-of-its-kind Critical Incident Stress program for seafarers visiting the Port of Hamilton, and support has also been offered to HPA port tenants. By offering immediate help after a traumatic incident, it can be possible to mitigate the development of Post Traumatic Stress Disorder. Seafaring can be a dangerous and demanding job, with potential exposure to highly stressful circumstances like extreme weather or on-board accidents.

Operation Safe & Sober

Hamilton Police Service Marine Unit and Hamilton Port Authority Harbour Master's Office/Port Patrol renewed their campaign to keep recreational boaters safe. Operation Safe & Sober focuses on tips to stay safe while enjoying the water this boating season. The information is a refresher on safety practices all boaters should know, like wearing a life jacket, and not drinking and boating. The campaign also addresses an issue that is particularly relevant to Hamilton Harbour: how to safely share the Harbour with large commercial cargo ships.



Safe, Empowered & Positive Team

HPA has a staff of 54 full-time and 20 part-time (seasonal) employees, responsible for the safe operation, management, development and promotion of the Port of Hamilton. A proactive succession plan ensures the development of new leaders for long-term stability.

100 per cent of full-time employees enjoy health and pension benefits, and 100 per cent of all our employees' hourly wages exceed the living wage measure for Hamilton (currently \$15.85/hr per Ontario Living Wage Network).

Training and Learning

HPA is a learning organization. In 2018, all HPA employees received upgraded education and skills training. We also provide tuition assistance for employees pursuing courses, diplomas, or professional certifications.



**100% of all HPA employees
earn a living wage**





Culture of Safety

'Safety above all else' is a defining feature of our workplace culture. In 2018, we held monthly staff conversations, training and inspections aimed at fostering a safe workplace. We were pleased to report zero lost-time injuries in 2018.

0 lost-time injuries in 2018



100% of full time employees upgraded their skills or education in 2018

Employee Giving Programs

HPA's employee charitable giving program celebrates the generosity of our staff, providing matching funds for charitable donations. In 2018, HPA staff supported organizations that are important to them, including the Hamilton Conservation Foundation, the Bay Area Restoration Council, the Terry Fox Run, and many others.

HPA staff also give generously of their time. In 2018, HPA staff volunteered as part of 'Team Up to Clean Up', Welcome Inn Christmas lunch, CityKidz cleanup day, pollinator garden planting, and Share the Warmth coat drive.

Each year, an HPA employee is recognized for their voluntary or charitable contributions with the Thank You For Giving Award. In 2018, we were proud to recognize Marilyn Baxter, (ret.) Environmental Manager, for a career's work in caring for Hamilton Harbour. Throughout her career, Marilyn was involved with organizations such as the Hamilton Harbour Remedial Action Plan, and introduced the Green Marine program to the Port of Hamilton.





Building Community Through Charitable Giving

Liberty for Youth

“Thanks to the support of Hamilton Port Authority, we were able to eliminate our youth wait-list in 2018. We developed sustainable, effective programming for over 100 at-risk youth in the community. Hamilton Port Authority has been instrumental in allowing us to reach these numbers and we are grateful!”

Frederick Dryden, Founder & Executive Director, Liberty for Youth

Mission to Seafarers Southern Ontario

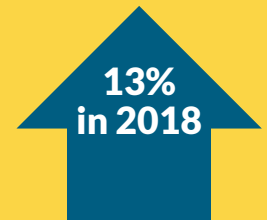
“The Mission to Seafarers Southern Ontario (MTSSO) provides a warm welcome to seafarers visiting the ports of Hamilton, Toronto and Oshawa, including at the welcome centre located at Pier 15 in Hamilton. With HPA’s support in the form of space and financial assistance, we were able to visit and provide a wide variety of services to 367 ship crews in 2018.”

Rev. Judith Alltree, Executive Director, MTSSO

CityKidz

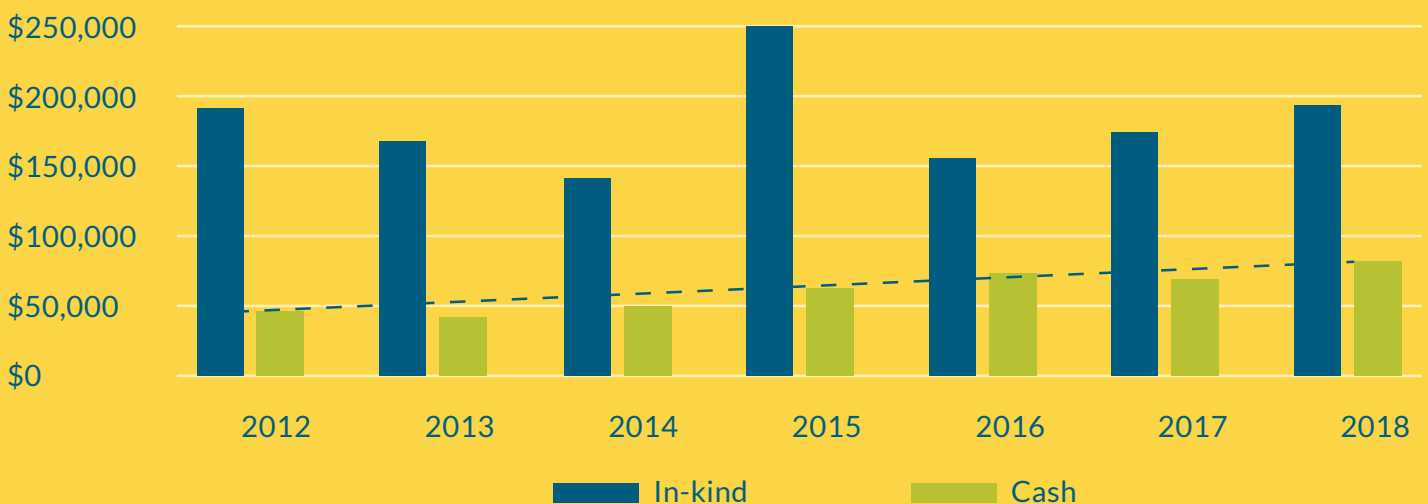
“In 2018, we were able to build a theatre at our 601 Burlington Street location, a space that is designed specifically for children. This directly impacts approximately 1,250 children. We would not have been able to do this without the space we lease from the Hamilton Port Authority or without the money that is saved through the generous in-kind rent donation provided to CityKidz. We are so grateful for this amazing support. Thank you for helping us change the lives of thousands of kids in our community!” – Susan Morris, CityKidz

Cash & in-kind donations in 2018:
\$268,265



Five year charitable donations total:
\$1,186,447

Charitable Donations



Donations

Bay Area Restoration Council
Beach Canal Lighthouse Group
Burlington Humane Society
City Kidz
City School by Mohawk
Eden Mills & District Community Club
Haldimand Youth Soccer Club
Hamilton Conservation Foundation
Hamilton Vietnamese Alliance Church
Hamilton Burlington SPCA
Hamilton Harbour Remedial Action Plan
Hotel Dieu Shaver Hospital
Humble Bee
Juravinski Hospital and Cancer Centre
Liberty for Youth
Mission to Seafarers Southern Ontario
Mohawk College
Norway House Animal Rescue
Royal Botanical Gardens
Royal Hamilton Yacht Club
Terry Fox Run
Welcome Inn

Sponsorships

Bronte Harbour Yacht Club - Harbour Rocks Regatta
Carego Golf Tournament in support of the Eva Rothwell Centre
Chamber of Marine Commerce
City of Hamilton Winterfest
City of Port Colborne - Canal Days
City of St. Catharines Mayor's Golf Tournament
City of Welland Golf Tournament
Great Lakes Economic Forum
Hamilton Chamber of Commerce - Canada's Innovation Corridor Summit
Hamilton Children's Water Festival
Hamilton Halton Construction Association Golf Tournament in support of Habitat for Humanity
Hamilton Philharmonic Orchestra
Hamilton Waterfront Trust - Fishing Derby
Keith Neighbourhood Strawberry Festival
Rotary Club Burlington Lakeside a la Carte
Mission to Seafarers
St. Joseph's Hospital Mental Health Breakfast
St. Lawrence Seaway Management Corp. HWY H20 Conference



Vision Forward

HPA is on a sustainability journey. We strive to do good work every day, and to welcome constructive feedback about how we can do better. There will always be more to do.

With the help of our staff and the engagement of our port tenants, we'll continue to celebrate our successes, confront our challenges, and seek help when we need it. We welcome the perspectives, concerns and ideas of all our stakeholders.

In the coming year, we are excited about acquiring a new street sweeper which will make an important contribution to improve air quality in and around the port lands.

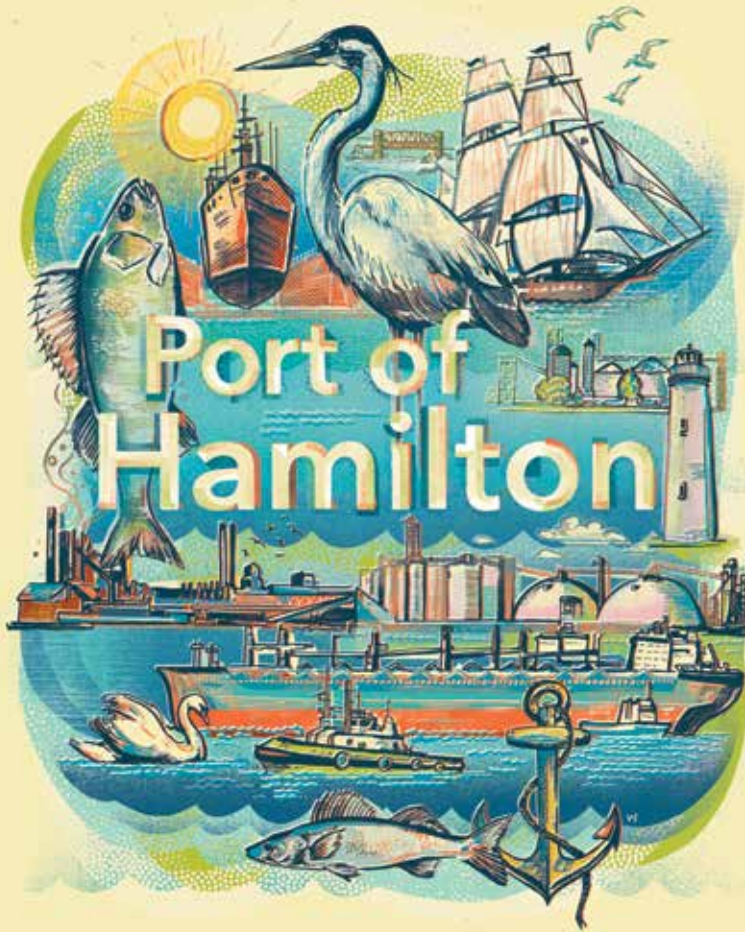
We are also looking ahead to the opportunity to build a more welcoming people place at Fisherman's Pier, which will serve as a welcoming gateway connected to the Waterfront Trail. As part of this initiative, we are working closely with the Beach Canal Lighthouse Group to restore the historic lighthouse that stands at the entrance to Hamilton Harbour.

Please join us in building a better port city. You can get involved in the following ways:

- Follow us on social media, or subscribe to our port newsletter (sign up at hamiltonport.ca)
- Join us for an event
- Contact us directly at community@hamiltonport.ca







Connect



hamiltonport.ca
community@hamiltonport.ca

Cover art by Vermillion Sands
Report design by Unbreakable

