

Modern Slavery and Human Trafficking Statement

Introduction

DP World aims to ensure secure and resilient societies and communities wherever we operate. Our data-driven logistics transform business and help us lead the future of global trade, enabling the most productive, efficient, sustainable and safe trade solutions globally. This is as important commercially as it is to the societies where we live and work. As a global employer, DP World strives to improve people's lives, strengthen communities and protect the environment. We do not tolerate slavery, servitude, forced labour or human trafficking anywhere in our operations or supply chain.

Sultan Ahmed Bin Sulayem, Group Chairman and CEO

Our organisation

DP World enables global trade through a network of ports, terminals, parks, logistics and economic zones, maritime services, and digital technology solutions. Our dedicated team of over 115,000 employees in 79 countries partners with governments, shipping lines, importers and exporters, communities, and many essential constituents of the global supply chain, adding value and providing quality services today and tomorrow.

In 2024, DP World handled more than 88 million TEU (twenty-foot equivalent units) across our portfolio. With its committed pipeline of developments and expansions, the current gross capacity of 102 million TEU is expected to increase depending on market demand.

Our policies and procedures on modern slavery and human trafficking

Our commitment to actively combatting modern slavery or human trafficking anywhere in our business and supply chains globally is delineated in our suite of Group Policies. DP World's annually revised Modern Slavery and Human Trafficking Policy describes our collective approach within the organisation and with our suppliers. The policy also highlights the mechanism our employees can use to report any suspected incidents.

Key policies and procedures concerning modern slavery and human trafficking include:

- Regularly monitoring key strategic risks as part of overarching sustainability commitment and reporting these to Senior Management, the Audit and Risk Committee and the Board of Directors. These risks include threats to dignity, wellbeing and human rights of our employees, workers in our value chain and communities affected by our operations; ensuring that we conduct ethical business activities.
- Our Human Rights Policy and Statement, establishing a framework for our actions and informing stakeholders of our position on human rights.
- Our Whistleblowing Policy, setting forth a system in which employees and third parties, including employees from suppliers and vendors, can securely report concerns, suspicions or knowledge of misconduct or unethical behaviour, including any concerning slavery, human trafficking and human rights violations. Reporting parties are protected from retaliation in any form.
- Procurement policies and procedures that guide our global business units to manage local supply chains effectively. These set out minimum criteria for DP World's approved vendors, including provisions prohibiting modern slavery, human trafficking, and child/ forced labour.
- Modern slavery and human trafficking provisions are included as standard contract clauses in our tender-related documentation. This further improves compliance with our modern slavery and human trafficking policy.

- Our Global Code of Ethics, which underlines our commitment towards human rights, taking into account the ten principles of the UN Global Impact, updated in 2024.
- Company standards, policies and procedures, setting out employees' obligations and the process to report suspected and known incidents of modern slavery and human trafficking, and consequences for failure to report.
- Policy compliance is monitored internally by management and independently assessed by Internal Audit.

We are a signatory to the United Nations Global Compact (UNGC) and its ten principles, encompassing human rights, labour, the environment, and anti-corruption. We also joined the World Economic Forum's Stakeholder Capitalism Initiative and report against their metrics and disclosures, focusing on four themes: People, Planet, Prosperity, and Principles of Governance. Addressing the risks of modern slavery is a fundamental aspect of our human rights approach. In addition, we recognise and support the UN Guiding Principles on Business and Human Rights. We intend to continually enhance our approach to Human Rights and broaden the group's range of procedures and programmes across our operations, globally.

In 2024, we published an updated Vendor Code of Conduct with more stringent requirements on decarbonisation, environmental impact, anti-competitive behaviour, and fair labour practices.

In line with the German Supply Chain Due Diligence Act ("LkSG"), we established the position of Human Rights Officer who oversees risk management, ensures operational implementation and monitors compliance with human rights and annually report our progress, as per Germany's Federal Office for Economic Affairs and Export Control's (BAFA) expectations. In Germany Additionally, in Europe, we have appointed a Director of Modern Slavery & Human Rights, to monitor and evaluate the existing landscape of business and human rights. The role will entail developing suitable strategies and offering guidance; this will include matters relating to modern slavery and human trafficking. The work stream will also include collaboration with both the DP World head office and regional offices based outside of Europe to advance human rights due diligence (HRDD) on a global scale. The director will also provide advice and foster a continuous information exchange and proactive HRDD community.

DP World has established a Human Rights Working Group and developed and implemented a Human Rights framework and associated policy. In 2024, we also initiated a group-level 'Human Rights Risk Mapping', and subsequently an asset-level 'Human Rights Risk Assessment and Access to Remedy Action Plan', building on a similar exercise completed in 2021. This update reflects DP World's commitment to responsibly managing its own expanded geographic and operational scopes, better incorporating new geographies and extended presence across the logistics value chain. In 2025, we expect this exercise to help enhance our policy, procedural and governance approach to human rights and will meaningfully incorporate proportionate safeguards that are designed to manage a revised set of multi-sector risk exposures.

Our Supplier Due Diligence

In 2025, we plan to expand our supplier due diligence process to further align with our updated Vendor Code of Conduct, both at supplier onboarding and by continuously monitoring supplier adherence to our standards. Our due diligence will take a risk-based approach and consider region, sector, supplier maturity and business relationships to ensure that we effectively prevent and mitigate risks for modern slavery and human trafficking in our supply chains. This will enable us to prioritize the most high-risk suppliers and sectors for additional self-assessments, mitigation strategies and direct engagement.

We will initiate a collaborative supplier engagement programme where we will provide training and guidance to suppliers on modern slavery and human trafficking as well as identify opportunities for collaboration in risk mitigation.

Risk Assessment

The prevalence of modern slavery and human trafficking varies by location and sector. DP World has, therefore, created a working group to address emerging issues. This working group has identified vendor pre-qualification and due diligence, third-party contractors, and the use of ports by human traffickers as the highest-risk areas for DP World.

To mitigate these risks, we have increased our oversight and requirements for vendors and third-party contractors concerning modern slavery and human trafficking. Our security teams work closely with global and local law enforcement agencies to proactively enhance supply chain security and prevent human traffickers from using DP World's terminals and facilities. We continuously improve our security management systems, implement robust risk management programmes, deploy innovative security technologies, conduct internal and external audits, and provide awareness training on modern slavery and human trafficking indicators, particularly in combination with other criminal activities. Group Security has rolled out a security risk register detailing human trafficking as a separate item, enabling each BU to assess this risk and place specific mitigation measures to reduce this threat.

As well as implementing and acquiring mandatory security regulatory accreditations like ISPS Code, DP World has raised its security benchmark by implementing and accrediting to ISO 28000 (Security and Resilience, Security Management System) and other Global Security Initiatives across its portfolio, such as the Custom-Trade Partnership Against Terrorism (CTPAT), Authorized Economic Operator (AEO), Transported Asset Protection Association (TAPA) and Container Security Initiatives, (CSI) further mitigating human trafficking threats in our terminals and facilities.

Training

We continuously work on building and maintaining awareness and understanding amongst our employees and contractors regarding modern slavery, human trafficking and human rights risks and impacts. This includes adherence to global standards and compliance with all relevant modern slavery and human rights regulations, both existing and emerging, across the jurisdictions in which we operate. We currently report our performance against Human Rights, Forced Labour and Child Labour disclosures within our annual Sustainability Report. Over time, we will seek to develop key performance indicators across our various business units to ensure that our modern slavery and human trafficking policies and procedures are implemented to maximum effect.

Where appropriate, information on modern slavery and human trafficking is provided to port workers at operational briefings. Such training is mandatory and is part of one of the six online courses which are part of the induction for all new employees. In addition, as part of our efforts to improve internal coverage and raise general awareness, we published an e-learning module on human rights in 2024, which assists in sensitising employees to DP World's human rights commitments, promoting fairness, equality and inclusivity and complementing the aforementioned compulsory Modern Slavery and Human Trafficking e-learning module. Furthermore, posters are provided in various languages to each business unit to raise awareness and remind employees of the signs of modern slavery and human rights violations and how to report suspected incidents.

This document constitutes DP World's modern slavery and human trafficking statement for the financial year ending 31 December 2024 and has been approved by DP World's board of directors:

Sultan Ahmed Bin Sulayem

Group Chairman and CEO

11 March 2025