

# Group Sustainability Policy



DP WORLD

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## Introduction

DP World is committed to being a good corporate citizen, working in a sustainable and responsible way. This is essential to building a strong business for its people, the environment, customers, and the communities within which it operates.

DP World has declared its commitment to being a good corporate citizen by becoming a signatory to the United Nations Global Compact (UNGC) and its 10 principles, which encompass human rights, labour, the environment and anti-corruption. UNGC is the world's largest corporate social sustainability initiative with over 17,000+ signatories across 160 countries. By signing the UNGC, DP World has committed to align its strategies and operations with these principles.

This policy was also developed in alignment with the following international frameworks, standards, and guidelines:

- United Nations Sustainable Development Goals;
- GRI Sustainability Reporting Standards;
- The Universal Declaration of Human Rights;
- International Labour Organisation Declaration on Fundamental Principles and Rights at Work; and
- United Nations Guiding Principles on Business and Human Rights.

## Purpose

The aim of this policy is to set out DP World's approach to sustainability and its key priorities and focus areas. The policy is aligned with our stakeholder expectations and seeks to strengthen and support our various sustainability initiatives and programmes aligned with our commitment to being a responsible corporate citizen.

## Scope

This policy applies to:

- All operating entities under the operational control of the Group;
- All individuals working on behalf of the Group; and
- We encourage the adoption of this policy in all businesses where we do not have operational control and/or minority ownership.

All operating entities are responsible for aligning with the requirements of this policy, through the establishment of their own internal governance and ensuring compliance with all applicable local laws, regulations and standards.

# Policy

## DP World's Approach to Sustainability

### Sustainability at DP World

DP World's sustainability strategy was developed in consultation with key stakeholder groups, including Board members, executives, employees, partners, non-governmental organisations, industry bodies, business associates, suppliers, and customers. The strategy is based on a Group-wide materiality assessment conducted in 2019.



The first part of the strategy, 'Our World', includes ambitious commitments across seven priority areas: Safety, Security, Wellbeing, Ethics, Community Engagement, Climate Change and People Development. The second part of the strategy, 'Our Future', looks at the lasting legacy we aim to leave on our industry and society going forward.

It focuses on three areas where we can make a positive difference for future generations: Education, Women and Water. Together, the "Our World."

- **Safety.** Our goal is to make sure everyone goes home safe, and we can do this through a group-wide shift in culture where SAFETY is to be embraced as part of our everyday actions and mindset. We have in place a 5-year HSE strategy, founded on the Group HSE pillars and backed by robust annual

plans for all levels of the organisation. The primary objective is to eliminate Serious Injuries and Fatalities (SIF) from our businesses with a goal of zero harm.

- **Security:** Securing the supply chain is a business imperative to keep our people and trade operations safe. We manage, review & update our security systems to ensure long-term protection and resilience. This is achieved through the efficient integration and application of people, processes and technology across our security operations.
- **Wellbeing:** We have a duty of care for the welfare of our employees and would like to ensure that their wellbeing is prioritised in all aspects of their work and life. We believe wellbeing entails not just good physical health, but also emotional, financial and social health for people to truly thrive.
- **Ethics:** We are building an inclusive culture based on the respect for rights of our people, our extended supply chain and our communities. We aim to have the highest level of governance and to eliminate corruption, modern slavery and human rights abuses across our value chain.
- **Community Engagement:** As a global organisation, we seek to deliver improved social outcomes and positive impacts in the communities in which we operate. DP World's Community Strategy guides how we invest in our communities through partnership and engagement with all relevant stakeholders - as expected by the UNSDGs.
- **Climate Change:** We aspire to not only be the leader in global smart trade, but also to contribute meaningfully to the fight against climate change. DP World strives to be a carbon neutral business by 2040. We have a clear roadmap to achieve net zero carbon emissions by 2050 across our entire operation.
- **People Development:** DP World is committed to investing in its people, to enable the group to develop and maintain employees' cutting-edge knowledge. We believe that investing in our people is essential to our success and take pride in providing opportunities for them. We understand that a diverse and inclusive workforce is key to fostering a culture of innovation and creativity, and we strive to create an environment where everyone feels valued and respected.

"Our Future" strategy ensures that we operate responsibly; prioritising sustainability, impact on people and our environment as well as continuing to build on our social license to operate. DP World's vision for a better, more equitable world focuses on bringing positive change across the three legacy areas of Education, Women and Water.

- **Women:** Gender equality is a key legacy area – we are committed to making lasting positive impacts for women in our industry and those a part of our communities. As a signatory of the UNWEP, our Gender Equality Statement provides a clear vision for every business unit on how to approach gender equality on a global scale.
- **Education:** Aligning to SDG 4 and 5, we will provide access to quality education to youth, building the necessary skills and experience to compete in the evolving global market, so that no one is left behind. DP World is using its reach to address the skilled-labour gap and bridge the divide across Science, Technology, Engineering & Math (STEM).

- **Water:** Water is integral to our business. Not only are we committed to improving access to reliable clean water & sanitation, but we also aim to safeguard ocean health and protect aquatic biodiversity. Oceans are essential to our operations. We will continue to tackle plastics pollution, enhance ecosystem restoration and pursue blue carbon initiatives with the help of our network of global partners. In line with our Biodiversity Statement, we also aim to integrate a nature-based solutions (NbS) approach into our management strategies to support biodiversity, manage climate change risk and maximise environmental, social and economic co-benefits.

Ultimately, we aim to help realise a better, more socially equitable and sustainable future for generations to come.

## **DP World's alignment with the United Nations' Sustainable Development Goals (SDGs)**

The Sustainable Development Goals (SDGs) are a set of 17 global goals developed by the United Nations, which define global priorities and aspirations for 2030. The goals aim to address major societal and environmental concerns, including ending poverty and hunger, improving health and education, combating climate change, and protecting oceans and forests.

The SDGs were formulated in 2015 by the United Nations General Assembly (UNGA). They were formally articulated and adopted in a UNGA resolution called the 2030 Agenda. For the goals to be achieved, everyone – including businesses, individuals and governments – needs to play their part.

The SDGs are important to DP World because they are aligned with its commitment to conduct business in a sustainable and responsible way. They provide DP World with an overarching framework to shape, steer, communicate and report its sustainability strategy, goals and initiatives, and to measure and manage its contribution.

## **Environmental, Social and Governance (ESG) Performance and Reporting**

The term ESG is used by the investment community to assess the performance of companies on key environmental, social and governance factors that may affect financial performance. ESG performance assessments and ratings are based primarily on information that is available in the public domain.

ESG criteria focus on quantitative results that enable investors and consumers to make more informed decisions on a company's risks and business ethics. ESG metrics have quantitative performance indicators aligned to specific ESG criteria that companies can measure and report against.

Reporting on ESG performance demonstrates transparency and effective management and enhances a company's ability to attract long-term capital and institutional investors.

To promote transparency, we are committed to publicly disclosing our ESG performance in our annual Sustainability Report, in accordance with the Global Reporting Initiative (GRI) Standards. We place particular emphasis on ensuring high standards of data quality and use this to drive continuous improvement. Furthermore, we proactively engage and disclose our ESG data to several organisations.

## Governance

This policy is owned and governed by the Executive Sustainability Council, chaired by the Group Chief Sustainability Officer and attended by senior stakeholders from across the Group. The Council is the main decision-making body for all matters relating to the Group sustainability strategy. This includes reviewing the strategic framework and ambition, deciding on priority initiatives for implementation with accountable working groups, monitoring performance, and assessing ESG-related risks and opportunities.

The Council reports key risks and opportunities to the Board of Directors via the Governance and Sustainability Committee. The Governance and Sustainability Committee is responsible for reviewing and approving our sustainability strategy and management of ESG matters. The committee also reviews and approves sustainability policies, programmes, targets, and performance, and receives regular reports on the progress and effectiveness of the sustainability programme. They also provide guidance on sustainability reporting ensuring that it meets the needs of the stakeholder base.

Driving the sustainability strategy on a day-to-day basis is Group Sustainability. The purpose of Group Sustainability is to maintain and build DP World's 'licence to operate', by ensuring that the business strategy is executed in an economically, socially, and environmentally responsible manner.

## Oversight & Accountability

- All DP World business entities are required to implement this Policy.
- DP World's Corporate Head Office, Divisions, Regional Offices and Business Units along with identified Sustainability Regional Heads<sup>1</sup>, Managers<sup>2</sup> and Champions are responsible for ensuring that their entities and personnel comply with the policy. They are responsible for supporting the Sustainability Team's programmes and initiatives to ensure successful implementation of the global 'Our World Our Future' sustainability strategy across DP World Group businesses.
- To ensure sustainability is the foundation of DP World's operations and interactions with the communities in which it operates, all DP World employees are highly encouraged to include sustainability in their discussions with line managers and when setting objectives as part of Performance Management.
- It is the responsibility of the Group Sustainability department to deliver and implement the Group Sustainability Policy and sustainability strategy across Group Businesses. It is also the department's responsibility to report on the implementation and subsequent progress made through annual reporting, the outcome of which will be publicly available on DP World's website.

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<sup>1</sup> In instances where they have been appointed

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- It is the responsibility of DP World’s Corporate Head Office, Divisions, Regional Offices and Business Units to provide the Group Sustainability team with content and supporting data for any public reporting on sustainability and ESG performance. The information for the report will require approval and signoff from senior management (CEOs / Heads of Departments).
- Sustainability Champions will play a key support role in the dissemination of sustainability information to DP World employees, and their roles and responsibilities will be clearly defined and communicated to them by the Group Sustainability team.
- In addition, the Sustainability Champions are required to record accurate information on their Community Investment projects through the Community Investment system.
- Where relevant, the above-mentioned requirements can be included as part of DP World employees’ sustainability objectives to be discussed and agreed with line managers.

## Related Standards, Policies and Processes

This Policy should be read in conjunction with the following:

- DP World’s Code of Ethics
- Human Rights Statement
- Vendor Code of Conduct
- Group Health, Safety & Environment Policy
- Global Inclusion & Diversity Policy
- DP World Biodiversity Statement
- External Stakeholder Engagement Policy

## Definitions

In this Policy the following definitions apply, unless the context requires otherwise:

DP World	DP World Limited and its subsidiaries
DP World Group	DP World Limited and its subsidiaries
Governance and Sustainability Committee	DP World Limited Board Governance and Sustainability Committee
UNGC Principles	United Nations Global Compact Principles
UN SDGs	United Nations Sustainable Development Goals