QUALITY, HEALTH, SAFETY AND ENVIRONMENT (QHSE) POLICY

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DP WORLD

TABLE OF CONTENTS

INTRODUCTION

DP World Karachi, QICT is a committed organization that aims to provide a Safe and Healthy workplace, plant Machinery & equipment. To protect all the stakeholders from the planning and safe handling of containers to/from the vessels, trains and trucks, container movement through Rail & road services, internal transportation and storage of containers encompassing conventional, temperature-controlled units and delivery within the stipulated time frame. Further, to avoid or minimise any adverse environmental impact of its businesses. The company shall provide the services of an international standard, meeting the needs and expectations of its customers, stakeholders and associated statutory and regulatory authorities.

PURPOSE

The Policy is intended to inform stakeholders of the DP World Karachi HSE priorities, asserting that HSE is an integral part of operations and engineering.

The Policy is central to the DP World Karachi QHSE management system. It establishes a framework for DP World Karachi's actions for managing Quality, Health, Safety and Environment.

SCOPE

The Policy applies to:
- DP World Karachi terminal and its offshoot operating entities in Karachi and Lahore, including ICD Lahore aka DP World Lahore, where it exercises operational control;
- All internal and external stakeholders and individuals working for and on behalf of DP World Karachi, including employees, contractors, visitors and suppliers, are selling and providing services to DP World Karachi and its operating entities.

Every employee of DP World Karachi, including external service providers, shall accept personal responsibility and be respectively accountable for managing Quality, Health, Safety and Environment matters.

POLICY

The objectives of DP World Karachi are to establish and attain targets to measure and monitor its performance and strive for continuous improvement in all aspects of Quality, Health, Safety and Environment management and ensure a ZERO harm approach in our business. Thus, QHSE shall remain an integral part of our business by incorporating the Principles and the HSE Pillars critical to our success in creating customer satisfaction, improving efficiency, & increasing revenue and striving for continual improvement.

All DP World Karachi Employees have the authority to intervene in the event of non-adherence (deliberate or otherwise) to the DP World Karachi QHSE Policy by any individual, department, and/ or service provider. The intervention strategy and approach will be at the discretion of the respective user department in consultation with the Head of HSE and relevant executive management and HSEC and be proportional to the risk level posed by the non-adherence.

Leadership
The Chief Executive Officer (CEO) holds ultimate responsibility for the implementation of this Policy at all levels of the organization, the CEO and the management (senior & middle) shall lead the creation of a company-wide culture by engaging the people on solutions and empowering everyone to act by valuing HSE as a core to the business through Leadership and Engagement, one of the HSE pillars.

Planning

To achieve its objectives, QICT management shall:

- Comply with the national or provincial regulations, e.g., the Sindh Occupational Safety and Health Act - 2017 and Rules - 2019, as well as other legislations maintained within the organization's Legal Register. In addition, but not limited to, where applicable best industry practices include DP World Group HSE Policy Circular (Version 5.0, August 2022) and other DP World Group protocols enabling HSE in its activities to drive standards.
- Particular emphasis shall be on controlling such hazards that represent the highest potential to cause HARM to meet the requirements of the risk-based thinking approach using the Risk Reduction and Improvement pillar continuously. The various tools to be utilized like Incident Management Module (IM), Audits, HSE Assessment Programs, HSE Inspections, Senior Management-Quality Interactions, Hazard reporting, Monthly Safety and Environment Reporting (MSER), Meetings and Risk Baseline Assessment tool (RBAT) to ensure proactive identification, planning and actions are undertaken. Further, all tools as part of the supporting system to effectively govern the HSE management system introduced by GHSE for entities shall be part of the Policy.
- Reflect Zero tolerance on the conditions and behaviours that contribute to any HARM.
- Ensure that the activities are devoid of adverse effects on Health, Safety performance & minimizing Environmental impacts.
- Take necessary steps to comply and record all changes concerning the QHSE management systems performance & audit requirements (internal & external). Ensure worker participation is established and maintained at each stage of the management system.
- Set minimum requirements, such as fitness to work and health surveillance, energy management, air quality, water conservation, waste management, pollution prevention and response and sustainable design. Lastly, outline to manage high-risk tasks for protecting building and infrastructure assets.
- Measure fuel and energy consumption accurately and consistently so that carbon emissions (i.e. Carbon dioxide and other greenhouse gases) can be quantified and strategies developed to manage them. Prevent pollution as far as possible, and ensure proactive measures are in place to avoid events that cause significant impacts on the marine environment, terrestrial habitats and species.
- Work towards implementing quality, health, safety and environmental management systems and complying with all aspects of the internationally-recognized certification systems ISO 9001:2015 (Quality Management Systems), ISO 14001:2015 (Environmental Management Systems) and ISO 45001:2018 (OSH Management Systems).

Support

- Raise awareness by providing adequate training to workers, external service providers and visitors on sustainability, identification/development and implementation of emergency response procedures. Embedding HSE communication in training needs, objective setting and the impact of all business activities. Guide all functions by considering quality, health, safety and environmental controls in investment and purchasing decisions and ensuring their participation at all levels.
- Undertake external service providers on the path to achieving comparable Quality, Health, Safety and Environmental standards. Submit annual reports related to Quality, Health, Safety and Environment as per applicable regulations, legislations and the management system, where and when required.

Operation

- Escalate non-compliance to the relevant stakeholder, including but not limited to Minimum fitness at work, health surveillance established protocols for high-risk tasks, energy & environment management and protecting infrastructure assets.
- Promotion of HSE culture by encouraging relevant stakeholders to uphold and demonstrate commitments toward DP World Karachi QHSE management system through rewards and incentive schemes.

- Ensure the lowest levels of risk at the workplace by empowering all workers to invoke "STOP WORK AUTHORITY" at the first hazard sign. Initiate "TAKE TIME, TAKE CHARGE" to control risk and timely report to concerns in an effective manner.

Performance Evaluation
- Proactively identify, plan and take actions to review and monitor the standardized risk reduction controls periodically.
- HSE Due Diligence Audits will be conducted under the DP World GHSE Due Diligence Audit Protocol to assess HSE compliance and performance obligations. Findings will be reported to the Board by the Director Global Health, Safety and Environment.

Improvement
- Every individual shall be responsible for driving continuous improvement in QHSE Management systems. To ensure the well-being of our people and the environment, identify further actions to improve HSE performance through ACTION management, prioritization of ACTIONS, review of the effectiveness of controls and continuous improvement.
- We shall recognize our role in the supply chain and its contribution to climate change through the consumption of resources and the resulting emissions of greenhouse gases (GHG). We acknowledge that environmental protection and management (e.g. Pollution prevention) and health-related programs are prime considerations in all our activities aligned with global goals. Everyone in the organization is responsible for QHSE at the workplace and must demonstrate the Commitments. We Live by pillars to continuously improve environmental performance and well-being, physically and mentally.

Supporting Systems
Group HSE Applications support the HSE management system, used to analyze or retain outcomes of the HSE management system, which includes the following modules:
- HSE Profile
- Incident Management
- Assessment Programs
- Stand Alone Actions
- Action Management
- Metrics
- Audits
- Inspections
- Meetings
- Interactions
- Risk Baseline
- Hazard Reporting
- Awards

RELATED STANDARDS, POLICIES AND PROCESSES

The DP World Karachi QHSE Policy should be read in conjunction with the Group HSE policy and Group HSE management system. In addition, the HSE and all applicable management systems and standards related to ports and terminals are accessible on Global Connexions.

DEFINITIONS AND TERMS

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

Company	DP World Karachi
QHSE	Quality, Health, Safety and Environment
Operational control	The full authority to introduce and implement operational and environmental, health and safety policies to an operation. Where there are multiple shareholders, operational control means that all of the partners have agreed to allow one partner the authority to introduce and implement its operational and environmental, health and safety policies.
Connexions	DP World intranet official site
HSEC	Health, Safety and Environment Committee

HISTORY

Version Number	Review Date	Summary of Changes
10.0	October 2020	• Statement about ZERO harm approach • Amended description of Planning section in the QHSE policy
11.0	November 2021	• Logo changes and transfer to new template • Document number standardized • Amended description of leadership section in policy • Amended description of Planning section in the QHSE policy. Added Risk Reduction and Improvement pillar and related approach. Amended OHSAS 18001 (OHS management system) with ISO 45001:2018 • Amended description of operation section in the QHSE policy. Addition of risk control measures, including STOP WORK AUTHORITY" and "TAKE TIME, TAKE CHARGE". • Amended description of improvement section in the QHSE policy. Addition of role for contributing to climate change. Amended description about responsibility for HSE and Commitments We Live by the pillar.
12.0	October 2022	• Transferred to new template • Document number standardized • Addition of scope and purpose of Policy as per GHSE policy • Amended in a Policy Statement (vide Policy section) • Amended policy sub-section i.e., leadership • Amended DP World Group HSE Policy Version Number 5.0 in planning section & also emphasized upon audit compliance. • Incorporated HSE cultural improvement commitment under the operation section of Policy • Additional HSE Applications modules referenced in the Policy section vide Supporting Systems • Addition of Related Standards, Policies and Processes • Addition of definition and terms

This Policy has been developed by HSE and is subject to annual review.

ALL QUERIES IN RELATION TO THIS POLICY SHOULD BE DIRECTED TO HSE TEAM AT

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