



DP WORLD

SUSTAINABILITY UPDATE DP WORLD IN THE UK



COP28
UAE



DP WORLD

Principal Pathway Partner

INTRODUCTION

Our company is very proud to be a Principal Pathway Partner for the COP28 UN Climate Change Conference in Dubai in a partnership that builds on our company's commitment to mitigate and build resilience against climate change by becoming carbon neutral by 2040 and a net zero carbon logistics organisation by 2050. As a Principal Pathway Partner, we are committed to working with others to develop impactful long-term solutions that support the climate agenda and foster sustainable trade.



**COP28
UAE**



DP WORLD

Principal Pathway Partner

Sustainability is at the heart of our business in the UK. Through our company's partnership with COP28 and our decarbonisation strategy and clear roadmap towards net zero (see page 8), we aim to be the driving force of the industry to mitigate the impacts of climate change. Technology and innovation will be a key theme at COP28. It is also a core theme in our approach to finding sustainability solutions. By combining innovation with responsibility and harnessing the power of logistics, we will drive positive and lasting change for future generations. We will do this through collective action with all our people, customers, partners, communities and other stakeholders, to showcase new technologies and solutions and through the exchange of innovative ideas to combat climate change. Together, we will drive the energy transition and promote environmental stewardship while ensuring trade continues to flow.

We have produced this document for COP28 to highlight the significant investments and pioneering work we have already undertaken to help achieve the global climate change targets. The document also demonstrates why more investment is critical and urgent if we are to achieve carbon neutrality by 2040 and net zero carbon emissions by 2050.

Our ambition is to become the most sustainable logistics business in the UK and our global sustainability strategy *Our World, Our Future* shapes every aspect of our work. It ensures we operate as a responsible business, prioritising sustainability and impact on people, the environment and the communities in which we operate, to achieve a better, more socially equitable and sustainable future.

Sustainability is central to our decision-making in the UK and this includes doing everything possible to support our customers' own decarbonisation journeys with sustainable end-to-end logistics solutions.



Our responsible business priorities align with the United Nations' Sustainable Development Goals (SDGs) and we are investing to accelerate initiatives which make a positive difference to every area of our business in the UK, the communities we serve and the natural world around us.

Recent investments include the first all-electric fleet of straddle carriers to go into commercial operation in any port in the world (London Gateway) and the delivery of the most sustainable ships ever to sail on the English Channel (*P&O Pioneer* and *P&O Liberté*). Our transition to a Hydrotreated Vegetable Oil (HVO) fuel strategy marks a significant step forward in our green innovation, with Southampton becoming the first port in the UK to eliminate fossil diesel from operations entirely. The launch of our ambitious Modal Shift Programme, which incentivises customers to choose rail transportation over road for imported goods, signals another major innovation. We are proud to have received the Sustainability Company of the Year award at Multimodal 2023 in recognition of the significant strides we have made on our sustainability journey to date but we also recognise that there is more to do.

However, our ambition and focus go way beyond these investments and innovations. As a company we want to create a lasting legacy by prioritising areas where we can make a positive difference for future generations. These three priority areas focus on **Women, Education** and **Water**.

None of our work on sustainability would be possible without our colleagues, customers and communities. We are committed to continuing to invest in our talented and dedicated people by embracing diversity, encouraging personal development and providing our teams with the tools, motivation, inspiration and opportunities to drive change. We are proud of all the volunteering activities, fundraising initiatives, community outreach projects and educational campaigns that colleagues undertake with our support to improve lives, make communities stronger and more resilient, and to protect and improve our natural environment for future generations.

We also value our relationships with customers, suppliers, stakeholders and partners who collaborate closely with us to innovate and improve our approach and to share and encourage sustainability best practice.

We know there is more still to do but this update demonstrates that, with our steadfast commitment and our thirst for lasting and meaningful impact right across our business, we are on a clear pathway to a more positive and sustainable future. It also serves as a testament to everyone who is playing their part, individually or collectively, to drive our business's sustainability journey forward to benefit generations to come.



EMMA COWPER
Sustainability Manager



OUR WORLD OUR FUTURE

Working in a sustainable and responsible way is essential to building a strong business in the UK for our customers, our people, our communities and the environment around us. We are driving sustainability across all our UK business units through our seven **Our World** business priorities:

- Safety
- Security
- Wellbeing
- Ethics
- Community Engagement
- Climate Change
- People Development

We are also looking beyond our day-to-day business to drive positive change across our three **Our Future** legacy areas of **Education**, **Women** and **Water**, to create a better, more equitable world.

This update highlights some of the work we are doing as part of the Our World, Our Future sustainability framework.



SAFETY AND SECURITY

Safety and security underpin everything we do. We are committed to ensuring the health, safety and wellbeing of our employees, contractors, and the communities in which we operate. Our goal is to ensure everyone goes home safe by adopting a proactive zero-harm approach and building a culture where safety is integral to everyone's everyday actions, decision-making and mindset.

An effective health and safety approach directly enhances sustainability, enabling us to optimise our resources, and therefore productivity, and reduce costs. By identifying and controlling risks, we reduce the likelihood of disruption to our operation and avoid wasting resources, potential environmental pollution and inefficiency.

Through continuous investment in new and existing initiatives, we are committed to improving safety. Across our business in the UK, we routinely provide Managing Safely training through the Institution of Occupational Safety and Health, as well as Fire Marshal and Emergency First Aid at Work training.



New emergency response bags containing lifesaving equipment such as defibrillators have been set up across the port and park at London Gateway, including in hard-to-reach areas, to give first aid responders the best kit to use in a major emergency. Two self-propelled and remotely controllable U SAFE rescue buoys have been purchased for the quayside.

DP World Logistics' Steven Betteridge (Compliance and Training Manager) and Jake Foster (Oxford driver) have completed Safe and Fuel Efficient Driving (SAFED) training to share with our other drivers. This will lead to safer drivers, fewer accidents, as well as scope for a five per cent reduction in carbon emissions and fuel costs.



DP World Logistics at Minworth produce a quarterly bulletin about health and safety issues to educate and inform colleagues about relevant topics. This also highlights help available to colleagues, including the Employee Assistance Programme. On site they also have a one per cent challenge which looks at how safety can be improved by just one per cent.



Terminal operator Paul Daniels designed and built a working model training aid to demonstrate the stability triangle of a counter balance machine to help our trainees fully understand the dangers of operating forklift trucks and ECHs.

Security is critical to our operation, to supply chains and to the safety and wellbeing of our employees, customers and the communities in which we operate. Therefore, we continue to collaborate closely with local police forces, trade bodies and other agencies to help us secure the supply chain and keep our sites and people safe.

Our security team work with local police to carry out intelligence gathering stop checks on vehicles and drivers using our port roads. During these checks, offensive weapons can be seized and driver details verified. Fly-tippers have been successfully prosecuted for dumping tyres on our port access road in another initiative. At the Port of Larne, we are working closely with the UK Chamber of Shipping and other agencies to crackdown on human trafficking activity. Measures are also in place at the port to combat the highly organised crime of puppy smuggling.



ETHICS

We aim to operate as a responsible business in the UK, maintaining best practice in preventing conflicts of interest, fraud, insider trading, misuse of information and modern slavery.

We focus on creating an open and honest culture which helps to build trust and foster strong relationships. All employees are expected to act with integrity and in an ethical and professional manner and it is everyone's responsibility to call out unethical behaviour.

WELLBEING

Wellbeing is a key component of becoming a more sustainable business and helping our people to thrive. We are developing a culture that prioritises wellness across all aspects of work and life.

Sustainable modes of transport can help colleagues to save time, money, achieve a healthier lifestyle and reduce impact on the environment. At London Gateway we have created a one-stop travel planning website to help colleagues plan their journeys to and from the port by public transport, through a dedicated car share scheme, via cycle routes or on foot. There is also a bookable bus service.

We do our best to support our colleagues during challenging personal or professional times. As a company we are proud of our recruitment and training of Mental Health First Aiders (MHFAs) across our business. Awareness campaigns such as Mental Health Awareness Week, World Wellbeing Week, Dry January, Stress Awareness Week and World Alzheimer's Day are used to raise awareness of issues and to provide employees with information, tips, techniques and further sources of help. Wellbeing noticeboards and Wellbeing Champions, yoga lunches and fruit bowls are examples of other initiatives that have been introduced in parts of our business to promote colleagues' health and wellbeing.



Our DP World Logistics distribution sites at Hinckley run monthly staff draws to win supermarket food vouchers to support colleagues with the cost-of-living crisis and also offer free lunchbox food. A new Employee Assistance Programme (EAP), delivered by Health Assured, has also been set up. This provides colleagues and their families with access to a 24/7 support network to help with personal or professional problems, similar to the EAP already in place across other parts of our business. A health and wellbeing app and a wellbeing portal offer more information and self-help guides on a range of health issues.

We are working hard to ensure our services support our customers' wellbeing too. For example, P&O Ferries is focussing on making travel services more accessible and inclusive. We are proud to be the first ferry operator to launch the Sunflower Lanyard Scheme on all our routes. The lanyards act as a discreet sign that a customer may need additional support or assistance and they are available in advance of travel, at check-in or on board our ships.



We are also the first ferry company to install a Changing Places toilet on board a ferry. The toilet on our new ship *P&O Pioneer* is equipped with a hoist and changing bench, and provides a safe, spacious and accessible place for those who need to use it.

Not all disabilities look like this

P&O FERRIES

Assisting adults and children with hidden disabilities

Not all disabilities are visible – some are not immediately obvious, such as autism, chronic pain, dementia, anxiety, visual or hearing impairment. Living with a hidden disability can make daily life more demanding for many people, but it can be difficult for others to recognise, acknowledge or understand the challenges you face.

HIDDEN disabilities

The Hidden Disabilities Sunflower makes you visible

Wearing the Hidden Disabilities Sunflower discreetly indicates to people around you including staff, colleagues and health professionals that you may need additional support, help or a little more time.

How can wearing the Hidden Disabilities Sunflower benefit you?

- People around you may ask what they can do to assist you
- You or your carer can use your Hidden Disabilities Sunflower to tell us about the additional help you may need

If you would like a sunflower lanyard or have any questions, please get in touch with [xxxxxx].

sunflower lanyard scheme

We're also investing £15 million in a state-of-the-art driver facility at Southampton port which will be equipped with a restaurant, showers, toilets, and 24-hour security for visiting drivers to match our existing facilities at London Gateway.

CLIMATE CHANGE

Our company has an ambitious decarbonisation strategy and a clear roadmap to achieve net zero carbon by 2050.

2030

28% reduction in carbon footprint by 2030 (compared to 2019)

2040

Carbon neutrality by 2040

2050

Net zero by 2050

Our decarbonisation strategy has six priority focus areas:



- **Equipment electrification**
- **Low-carbon vessels across our maritime services**
- **Renewable energy procurement**
- **Equipment efficiency drive to reduce high carbon intensity operations**
- **Monitoring and reporting on carbon intensity and renewable energy targets, progress and impact**
- **Growth of green and corporate policies.**

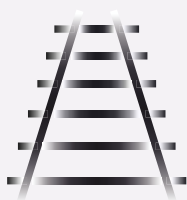
We have invested in many measures to enable sustainable trade at our port operations and we have made significant progress to reduce carbon emissions across our business by maximising efficiency, using renewable energy and displacing fossil fuels.

The Energy Transition Contribution, which is applied to import full containers and collection at our port operations, supports our investments and enables us to speed up our decarbonisation journey. London Gateway and Southampton have already achieved decreases in their carbon emissions intensity in recent years by implementing carbon reduction initiatives (see below). Their annual carbon emissions have been externally and independently verified by Lloyds Register in accordance with the ISO 14064 (Carbon Footprint Verification).

While we are proud of the progress we have already made, to continue our decarbonisation journey we must now do even more to accelerate the transition away from high carbon fuel sources. More investment is needed urgently because of the importance of reducing emissions in the short term, due to the lifespan of the assets we are purchasing and because of the need to assist the UK and global supply chains to reduce overall carbon emissions.

Some of the investments we have made across our business in the UK to support these decarbonisation goals, while continuing our programme to become the leading provider of global end-to-end supply chain solutions, are highlighted below.

The adoption of 100 per cent sustainably sourced Hydro-treated Vegetable Oil (HVO) at our logistics hub at Southampton has cut carbon emissions by 90 per cent compared to 2021. The switch from diesel to HVO saves around 14,000 tonnes of carbon annually – the equivalent of taking more than 8,000 family cars off the roads. HVO is an interim solution but in the longer term we aim to be a carbon neutral business by 2040 and to achieve a net zero carbon emission by 2050.



A weekly port-to-port rail freight service, which connects our London Gateway and Southampton terminals, has taken an additional 120 lorries off the roads and has already reduced carbon emissions by up to 80 per cent.



Sustainability has been a key factor in the design of our new hybrid ships on the vital Dover – Calais trade route. *P&O Pioneer* and *P&O Liberté* take us closer to a zero-emissions ferry future and feature:

- A double-ended design with two bridges to reduce fuel use
- The ability to cut fuel use by 40 per cent through a combination of fuel and battery propulsion
- A power management system that shuts down parts of the ship when not in use
- A heat recovery system that saves fuel and reduces carbon emissions
- Future-proofing with generators which can be exchanged for batteries with advances in technology
- Azimuth thrusters to optimise manoeuvring for lower fuel consumption.

In 2022 we cut our carbon footprint by 85,000 tonnes by optimising our sailing schedule and making other efficiencies and fleet upgrades across all our ferry routes. We are in a joint venture with the Port of Rotterdam to roll out shore power at Europoort.



Rail is the key to the future. Our Modal Shift Programme in Southampton is a 12-month trial which financially incentivises customers to move cargo using our strategic rail infrastructure rather than road. This scheme could prevent approx. 30,000 tonnes of carbon dioxide emissions and reduces air pollution. We're aiming for a 40 per cent transfer from road to rail by 2025. Our investment in rail connectivity eases congestion locally and regionally too. During the trial, we will gain valuable insight into how this programme is being adopted by the market. This programme aligns with COP28's focus on innovative financing mechanisms and adaptive solutions playing a paramount role in helping to realise the sustainable transformation needed to combat climate change.



On top of our multimodal programmes and port-to-port connectivity, we are also investing heavily in alternative energy sources at our UK logistics hubs. Eight new electric straddle carriers costing £12 million will be the first all-electric fleet in the world commercially operating at a port when they service the new £350 million fourth berth at London Gateway from summer 2024. Each straddle carrier reduces carbon emissions by 54 per cent compared with non-electric models. Berth four will be the UK's first all-electric berth and one of the most sustainable berths ever built.



Liquefied Natural Gas (Bio-LNG) trucks have been added to our fleet in Oxfordshire as part of DP World Logistics' contract with BMW Group. The fleet provide an inbound freight service to BMW's Mini production facility in Cowley. LNG lorries have lower fuel consumption, produce fewer harmful emissions and are quieter on the roads. A total CO₂ reduction of up to 90 per cent is expected by using Bio-LNG. Cowley has its own purpose-built LNG refuelling station which supplies gas to our vehicles at the correct operating temperature. We are also looking into electric-powered HGV options too.

Customers are benefiting from our cleaner and greener supply chain solutions and warehousing. All new warehouses at our port-centric logistics parks are Planet Mark-certified, in recognition of the embodied and operational carbon savings achieved from the design and construction process. The use of sustainable initiatives such as photovoltaic panels and LED lighting are standard.





The installation of photovoltaic panels at our UK logistics hubs is part of a three-year programme to increase our renewable electricity usage across our UK sites to help meet our net zero targets.

Our first all-electric terminal tractor – and a first for a British port – is now operating at London Gateway. The tractor is used to transport goods the two miles from the port to our logistics park. We are in the process of making the entire fleet of terminal tractors all-electric.



Climate change has an impact on the wider environment. To help improve environmental conditions, colleagues across our business regularly take part in wider environmental initiatives such as Plastic Free July and switching off electrical devices for World Environment Day. We are reducing plastic use on board our cross-Channel ships, with water dispensers installed for crew to refill reusable water bottles. We also recycle old workwear and Personal Protective Equipment into new items such as stuffing for mattresses and furniture, army blankets, car seats, basket liners and wall insulation in the 'Zero waste to landfill' initiative.



We received the Sustainability Company of the Year award at Multimodal 2023 in recognition of the progress we have made on our sustainability journey to date but we know there is still more to do.

COMMUNITY ENGAGEMENT

Our business is committed to making a positive contribution to the communities in which we live and work in the UK. Each year we support numerous organisations and projects with fundraising, volunteering and other in-kind support. This work includes improving the environment around our operational sites.

We are significantly increasing our support to local communities through the distribution of a new community investment fund of up to £15 million in the Thames Estuary region over a five-year period. This will be achieved by entering into agreements with new occupants at London Gateway Logistics Park (part of the Thames Freeport tax zone) to fund a joint levy that will be distributed to community projects making a real difference to local people's lives through economic regeneration, social infrastructure, education and skills training in the area. All the projects described below reflect our efforts to drive positive and sustainable change to frontline communities, which is another key COP28 theme.



Our London Gateway and Southampton hubs have raised a record amount for our charity partners. Saints Foundation – the charitable arm of Southampton Football Club – received £65,000 to help deliver charitable programmes in the community to keep people active and independent. Most of this was raised at our first ever charity dinner at St Mary's Stadium, as well as through sponsored activities and a golf day. Our partnership with Saints Foundation is ongoing, with a team completing a marathon-length trek of the South Downs Way together with Saints' legend Francis Benali. We also work with the foundation on employment mentoring and training programmes. London Gateway's charity's partners, Meningitis Now and Little Havens Hospice, also received £55,000 from us at our last annual charity quiz night.

P&O Ferries sponsors the annual Magical Taxi Tour to Disneyland Paris® for children with life threatening illnesses and has been a longstanding supporter of the Royal National Lifeboat Institution.





We were pleased to be able to complete the construction of a new state-of-the-art slipway for the Sea Cadets Southampton in collaboration with our contracting partner Earlcoate Construction & Plant Hire Ltd, as part of our ongoing local community investment programme. The new slipway will greatly enhance the charity's facilities and make it easier for their cadets to take part in sailing and maritime activities at their base, alongside the River Itchen.



P&O Ferrymasters has its own charity committee which organises community-focussed projects and events. These have included food bank donations and a Christmas Give a Gift for a Child campaign as well as themed days, staff picnics and a barbecue for colleagues and contractors.

Colleagues and their families joined BMW at their open day at the Mini production facility in Cowley to celebrate 110 years of production at the plant. Events like this help to strengthen links with the communities in which we operate and raise awareness of what we do. We took the opportunity to demonstrate an environmentally friendly gas-powered truck to the attendees.



Our business has become a corporate supporter of Transaid, which was founded by Save the Children, the Chartered Institute of Logistics and Transport (CILT), and its Patron, HRH The Princess Royal. Transaid's goal is to transform lives across the globe through safe and sustainable transport and we are delighted to be the organisation's platinum sponsor in its 25th anniversary year.



DP World Logistics' colleagues in Coleshill regularly organise fundraising events which also raise awareness of important issues. Examples include a cultural food event and Valentine's Day cake sale in support of the earthquake in Turkey and Syria, which raised more than £900, as well as a breast cancer awareness day, which raised £461 for Breast Cancer Now as a result of a bake sale and afternoon tea.



Our employee volunteering programme provides a year-round calendar of volunteering opportunities. Colleagues have used their volunteering days to help out at Thurrock Foodbank, St Vincent's Centre in Southend, Spacious Place Community Café in Corringham, Little Havens Hospice, Stanford Wharf RSPB reserve, South Essex Wildlife Hospital, the Karis May Darling Foundation, the Queen Victoria Seamen's Rest in Tilbury and local schools.



We've also supported many of these organisations with funding towards their vital community activities and services, including funds to provide accommodation for the homeless over Christmas and to provide meals to those in need at St Vincent's Centre. Voluntary work has included hedge laying, sorting foodbank donations, litter picks, beach cleans, fundraising, decorating, Christmas present wrapping, gardening, grounds maintenance, habitat work and careers talks. We also run an employee sponsorship programme which provides funding for charities supported by our colleagues.

PEOPLE DEVELOPMENT

Our goal is to attract and retain the best talent and to offer continuous personal development opportunities to enable our people to grow and thrive.

We are committed to ensuring our people have the skills and knowledge to perform at the highest level. By investing in our people, we can shape their career progression so they benefit personally and professionally. At the same time, developing the skills of our people directly impacts our ability to deliver smarter trade solutions for our customers.

Our business cares deeply about early careers and growing talent – attracting and retaining the best people in the business. We offer colleagues a range of continuous development opportunities throughout their careers with us.

P&O Ferries continues to run a very successful cadet programme, with cadets deployed across all our routes and at various UK nautical colleges and universities (Southampton, Plymouth, Glasgow, Humber).



Soft skills and technical training is organised by our company in conjunction with external providers all year round. Our team at DP World Logistics in Cowley and Swindon run an upskilling programme for driving colleagues who want to develop themselves further within our business. In addition, colleagues have benefitted from Don't be a Bystander training, Unconscious Bias courses and Mate to Manager training which is being rolled out. In our Unconscious Bias workshop, participants learn to recognise and address hidden biases that can influence their decision-making and behaviour. This workshop supports our ambition to foster a more inclusive and equitable workplace. The Mate to Manager course for our newly promoted and emerging DP World supervisors, aims to help them smoothly transition from team members to team leaders. This will ultimately lead to increased staff engagement, motivation, positive behaviours, and overall business results.

In our pursuit of transformation and continued progression, we have embarked on a journey to reshape our workplace culture. Central to this evolution is the Be More than a Bystander programme, a powerful tool to address deep-seated issues such as bullying, power dynamics, and control in the workplace. This is part of our commitment to fostering a culture of respect, empowerment, and intervention.

We are very proud that we are the first company in the UK to adopt and deliver this ground-breaking and important training. We partnered with EVA (Ending Violence Association of British Columbia) and a major Canadian football team, the BC Lions, who developed the programme, and our trainers undertook three days of intense training in preparation for delivery. We have 20 trained champions who have already trained more than 500 colleagues at London Gateway and are about to embark on the new phase at Southampton.

We are also providing colleagues with the tools and techniques to enable them to intervene when we witness behaviour that lacks respect or dignity through our Not Walking Away initiative. By recognising the power and control dynamics within our industry and addressing them head-on, we're forging a path towards a more inclusive, respectful, and equitable future.



During National Apprenticeship Week we shone a spotlight on some of our apprentices, their roles and experiences.

We have attended Multimodal – the UK and Ireland’s leading freight transport and logistics exhibition – to promote our company’s vast range of apprenticeships, work experience and graduate schemes.



MULTIMODAL CAREERS DAY

BRING YOUR SPARK. CHALLENGE ASSUMPTIONS. GROW WITH US.

Join us at Multimodal on Thursday 15th June at the NEC Birmingham to learn more about our vast range of apprenticeships, work experience and graduate schemes.



Our work in developing apprentices earned us the Best Apprenticeship Employer (Corporate) at PETA’s Apprenticeship and Employer of the Year Awards. We are extremely proud to now have managers who started as apprentices and this speaks volumes about how important our apprentice scheme is to our business in the UK and how hard we work to help them realise their full potential.





EDUCATION

Supporting education is a key pillar of our sustainability strategy. Empowering the next generation is also important. In line with COP 28's inclusion pillar, we want to ensure young people have the right skill sets for the future and the opportunities to put these skills and climate education into practice during the journey to decarbonisation.

In the first project of its kind anywhere in Britain, a £50,000 partnership with our company is funding specialist training for teachers across South Essex to help them inspire children in crucial STEM subjects (science, technology, engineering and mathematics). Teachers from local primary and secondary schools attended the National STEM learning centre in York for workshops aimed at helping them to improve the STEM transition from primary to secondary school for students. Twenty schoolgirls going into Year 7 also attended a four-day summer camp to inspire them in STEM subjects – see 'Women' below.

Students visit our UK sites regularly so we can show them how the supply chain plays a vital role in everyday life. Visits also serve to inspire participation and achievement in STEM subjects and to open doors to future career pathways.

We want to help young people wherever we can to access quality education and will continue to support local schools to help improve lives within our local communities. We supported the development of a new library at Abbots Hall Primary Academy to encourage children's love of reading and were delighted to attend the opening of the new facility.



We regularly present awards at local school events, including sixth form leavers' awards, and donate unwanted stationery to schools near to our sites.



As part of our company's flagship Global Education Programme our Southampton logistics hub has built relationships with two local schools. Every year, staff volunteer to deliver national curriculum-approved content to more than 200 schoolchildren. The programme brings to life a whole different industry and world that the children have never seen before; especially when they are able to visit the terminal and see the scale and size of the operations first-hand.



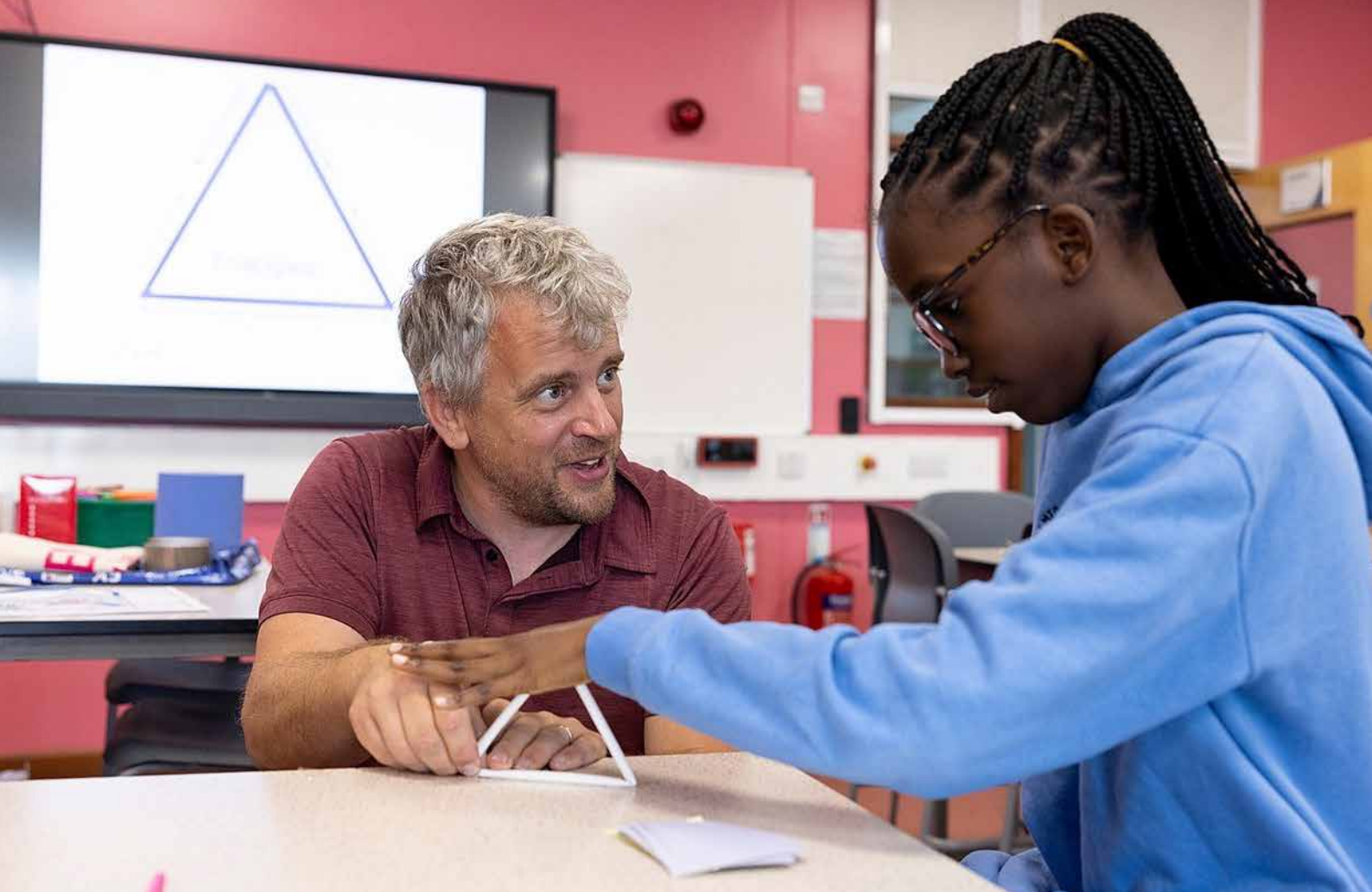
We invited a number of primary school eco clubs to design and build their own bug houses to highlight the importance of protecting our wildlife and their habitats. Each school involved has since used their creations for a science project. Children of our staff also completed a pledge to protect our environment.



Old usable, laptops have been donated to The Karis May Darling Foundation in Essex which helps underprivileged children. The donation will help ensure children have the necessary tools for learning and will help them to develop their skills.



We've dug deep to support Corringham Primary School to become an eco-friendly Forest School. The Forest School will provide a unique and immersive outdoor learning experience for students and will also help offset their carbon footprint and support the local ecosystem. Funding for a sensory room for the schoolchildren will also help students to develop physical motor skills, emotional awareness, and self-confidence.



WOMEN

Our goal is to create valuable career opportunities for women within our business in the UK as well as making a long-term impact on girls' career choices in the communities where we operate.

Our DP World STEM Transition Camp at the University of York focussed on building young people's confidence in the transition from primary to secondary learning. Throughout the four-day camp, 20 girls about to start Year 7 at Gateway Academy took part in science activities which helped to build confidence prior to starting secondary school.



In celebration of the International Maritime Organization - IMO's International Day for Women in Maritime, Ventsislava Gunton, Hatch Foreman at London Gateway, spoke to the Port of London Authority about her role and what she thinks needs to be done to help attract more women to work in the industry.



To celebrate women across our business who continue to break stereotypes and biases and play a crucial role in revolutionising the industry and our business, we invited Jo Salter MBE to speak to our teams at London Gateway and Southampton during diversity, equality and inclusion month. Jo was the Royal Air Force's first female operational fast jet pilot back in 1994 and shared with us the importance of determination and dedication.



At our DP World Logistics distribution centre at Coleshill, we marked International Women's Day by presenting all our female colleagues with flowers and a card as a mark of our appreciation.

We're actively encouraging female drivers into the HGV profession, and we encourage applications to our DP World MentorHer Programme which focuses on providing female employees with mentoring to support their career growth.





WATER

Clean and healthy oceans are vital to our company's ability to facilitate global trade. Protecting our oceans is therefore one of our three key legacy areas. We work with local, regional and national partners to raise awareness of issues, fund conservation projects and take part in coastal clean-ups and other volunteering activities in and around our UK sites.

We partnered with the Port of London Authority (PLA) to introduce a new 'passive debris collector' in the Thames Estuary, to help tackle pollution and improve the health of the water around our logistics hub. The new litter collector has been specifically designed to tolerate the strong tides and wave energy on the Thames between Essex and Kent and should prevent tonnes of waterborne litter from entering our oceans.



In another partnership with the PLA, we organised a beach clean on a remote part of the North Kent coast, opposite our London Gateway logistics hub during the United Nations' Global Week to #Act4SDGs (Sustainable Development Goals). Employees from both organisations collected everything from bottle tops and bags to odd shoes and carrier bags.



As part of our ongoing partnership with Hampshire & Isle of Wight Wildlife Trust, we have sponsored two Seabins to capture and remove marine litter in the Solent at Ocean Village Marina (Southampton) and at East Cowes Marina (Isle of Wight). The bins float up and down with the tide and help to protect our marine wildlife from the pervasive impacts of plastic pollution. A single Seabin can collect up to 1.4 tonnes of litter each year – the equivalent of 90,000 plastic bags or 35,700 disposable cups.

We joined forces with Castle Point Motors and South Essex Wildlife Hospital to help clean up the Salt Fleet Flats Reserve in the North Kent Marshes to mark World Ocean Day. Together, we collected over 400kg of rubbish, including bottle caps, plastic bottles, chairs, buckets, ropes, and wheels.



We have helped fund a new rescue and rehabilitation facility which will care for sick, injured and orphaned seals, including grey seals, common seals found off the coasts of Essex and Kent. The new Seal Unit is part of South Essex Wildlife Hospital.

CONCLUSION

Driving sustainability across every aspect of our business is the only way to build a responsible, successful business. Our individual, collective and company-wide efforts are helping to shape a better, more equitable and sustainable future and helping us to become the most sustainable logistics business in the UK. While we know there is still more to do, we have a solid foundation on which to build and we will continue to accelerate initiatives which make a positive difference to every area of our business, as well as to the communities we serve and our precious environment. Look out for future developments and updates about our progress as we continue to work with our customers, suppliers and stakeholders to steer a faster course towards a more sustainable future.

