

DP World London Gateway 2021 Sustainability Strategy Summary

1 Background: DP World

DP World London Gateway (**LG**) is part of the DP World group who have a global agenda to drive sustainability across all DP World business units.

DP World's 'Our World, Our Future' sustainability strategy helps us to operate our business in a responsible way so that we prioritise sustainability, the impact on the people, communities and environment in which we operate. The strategy is split into two components which align with the UN Sustainable Development Goals: (1) Responsible Business Practices (**Our World**); and (2) Our Legacy (**Our Future**).

1.1 Our World: Seven Priorities

As a global business, DP World has established strong foundations to ensure all of its business units are operating in a sustainably responsible way which is vital to its long-term success. To achieve this, each business unit adopts DP World's 'Our World' strategy which focuses on efforts to operate as a responsible business across seven priority areas.



Safety

The logistics industry exposes us to a wide range of health and safety risks. Our goal is to make sure everyone goes home safe by adopting a zero-harm approach, and building a culture where safety is naturally ingrained into our everyday actions and mind-set.

Security

Keeping supply chains secure is critical to ensure the safety of our people and operations. We are a member of Customs-Trade Partnership Against Terrorism, Authorized Economic Operator, Container Security Initiative and Megaports, helping us to secure the supply chain.

Wellbeing

We believe in promoting the emotional, financial, social and physical wellbeing of our people to help them thrive. We're developing a culture that prioritises wellness in all aspects of work and life, within a measurable framework that we can report on.

Ethics

DP World's Code of Ethics sets out how we maintain international best practice in preventing conflicts of interest, fraud, insider trading, misuse of information and modern slavery. We focus on creating an honest and open culture to build trust and foster strong relationships.

Community Engagement

We use our strong relationship with communities to improve social outcomes. From direct community investment to employee volunteering and charitable giving, we invest in and improve the communities in which we operate.

Climate Change

From the scale of energy required to make and move goods to the resource intensity of logistics, we focus on measuring and managing our direct environmental impacts. Our aim is to proactively contribute to the pressing issue of global climate change.

People Development

Offering continuous development opportunities enables our colleagues to achieve strong business success and personal growth. We provide targeted learning and development experiences to give us a competitive advantage in smart trade.

1.2 Our Future: Three Legacies

'Our Future' looks beyond our business to address the lasting legacy we can create for our industry and society. Our vision for a better, more equitable world focuses on bringing positive change across the three legacy areas of Education, Women's Empowerment and Oceans.

Education

The DP World Global Education Programme continues to engage 8-14-year-olds across all the regions we operate in. It educates and inspires children on the topic of global trade and logistics. The programme has run for five years with great success. Some of the highlights include:

- Over 26,500 students have taken part in the programme;
- 98% of teachers said the programme provided something the school could not;
- 97% of students said they learned something new;
- Over 850 volunteers in 25 countries have completed the modules; and
- 87% of employees say their job satisfaction has increased after taking part.

Women's Empowerment

The trade and logistics industry are facing an annual skills shortage, particularly in the face of rapid technological development. With women representing a highly talented and skilled proportion of the workforce not being fully utilised, we are committed to increasing female representation by making sure we provide equal opportunities for females to bring much needed skills and talent into the workforce.

In 2018, we launched a global mentoring programme – #MentorHer. The aim was to give all our female employees the opportunity to be mentored by a senior member of our business. In 2019, 121 women were mentored, and the feedback is overwhelmingly positive. We aim to have 1,000 female employees complete the #MentorHer programme by 2030.

Oceans

It is vital we not only protect but enhance the oceans, to safeguard blue carbon ecosystems and combat climate change through carbon capture, preservation and resilience-building. The ocean is the largest long-term carbon sink on the planet. It stores and recycles 93% of the earth's CO₂, but the rate of loss of these blue carbon ecosystems is the highest among all ecosystems.

The ocean is also vital to our business and an important economic driver – generating \$3 trillion in economic value globally each year. What’s more, three billion people rely on marine and coastal biodiversity for their livelihoods.

With this much at stake, it is important we restore our oceans and natural ecosystems. We focus on blue carbon initiatives, particularly mangrove planting. This will safeguard our oceans and planet by combating climate change through carbon capture, preservation and resilience-building. We also continue to work with our partners such as the World Ocean Council and Blue Marine Foundation to support ocean health and the communities around the world.

2 Sustainability at London Gateway

Sustainability describes the way we are committed to be a responsible business now and in the future. Thinking sustainably should be integrated in all of LG’s business decisions across the entire business. Sustainability can be applied in almost every aspect of the business. It is about how we conduct our day to day business (including interacting with customers, our community, environment and employees) and how we apply our resources that we need to live now, without jeopardising the needs of future generations. Sustainability is central to ensuring our business is successful and our day to day business should be conducted through the sustainability lens.

Broadly speaking, LG views sustainability from an internal and external perspective as set out below.

2.1 LG Roles and Responsibilities

LG Sustainability Advisory Committee (the Committee) – The Committee, chaired by the UK CFO, drives our sustainability strategy to ensure it is fully integrated into the business. The Committee act as an oversight body that supports the development of the sustainability strategy. The Committee also ensure the sustainability funds are managed in accordance with the sustainability strategy and DP World’s financial and audit requirements.

Sustainability Manager - LG has appointed a Sustainability Manger whose role is to drive the implementation of the sustainability strategy and report back to the Committee and the Global Sustainability Team on progress.

DP World family - Lastly, the success of the sustainability strategy is relevant to everyone at DP World and LG and its success requires everyone’s participation. We all have a responsibility to consider the implications of our actions and to help build a positive future, not only for LG, but also for future generations.

2.2 Community Investment

Our community investment programme is a positive engagement tool to promote LG’s business in a responsible manner. LG engages in partnerships with third parties where the projects complement our sustainability strategy and develop a legacy, having a lasting impact.

2.2.1 Focus area for community investment

Investment by LG into the community is focused within the area in Figure 1. This reflects our focus to be a good and responsible neighbour as well as local employer. Figure 1 reflects the area where 80% of our employees live (based on 2021 data). This boundary enables LG to assist (and focus its sustainability efforts on) the communities in which our employees live.



Figure 1: Focus area for community investment

2.2.2 Priority social need

LG concentrate our resources on raising the levels of youth education in relation to engineering, IT and Logistics. Regular consultation with key stakeholders is carried out to review the priority areas to ensure our focus remains relevant to the business and our stakeholders.

2.2.3 Community investment fund

LG is building a sustainability fund for community projects which address the priority social needs within our local community. Projects must meet criteria predefined by the Committee (including location, target audience, sustainability of the proposal, outputs expected and impact).

Due diligence is conducted on third party organisation for projects which meet our criteria following which a grant agreement is entered into prior to any contributions being made.

3 2021 LG Objectives

In 2021 LG will focus on sustainability objectives set out below. These reflect the current environment due to the Covid-19 pandemic which impacts the way we conduct our day to day business. The objectives are therefore focused on preparing the business for 2022 onwards:

- Produce a Sustainability Strategy for 2022- 2030 to align with revised Global Our World Our Future Sustainability and Impact Strategy and Community Strategy;
- Develop a single use plastic bottle free by 2023 plan in accordance with DP World Regional requirements; and
- Further investigate the potential for supporting a fisheries legacy project working with KEIFCA to support local fishing community and sustainable fishing.