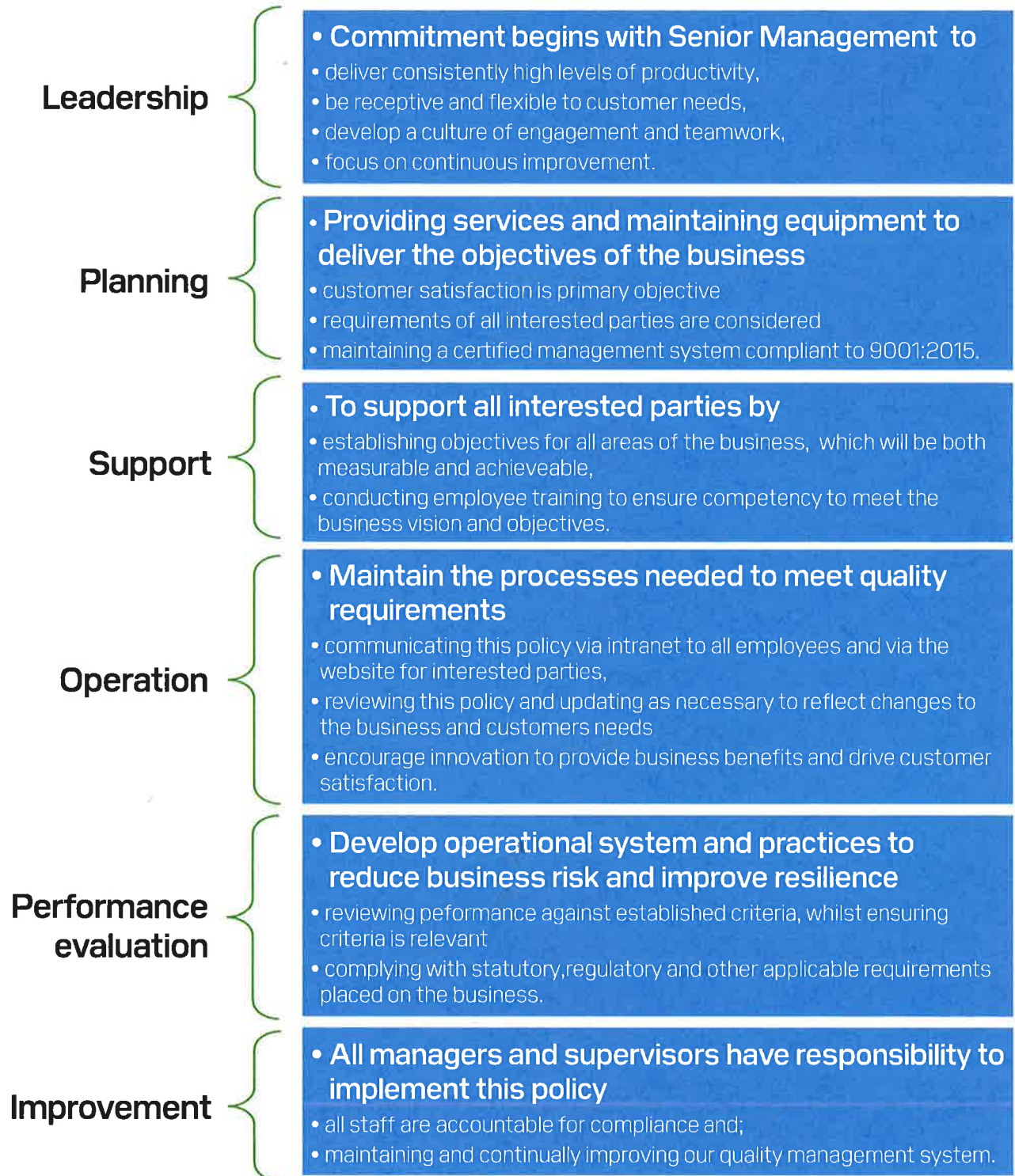


This policy is based on DP World Southampton, part of DP World UK, pursuing its Vision to be the leading UK container terminal for excellent customer service. To strive for excellence in everything it does and be committed to continual improvement. This is fundamental to supporting our strategic direction and considered to be in the best interests of employees and interested parties.



Steve McCrindle
 Vice President
 Port Operations • Executive Management



Date: 27/11/23