



Sustainability and Impact Policy

Approved by: Group Chairman and CEO

Department: Group Sustainability and Impact

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1. 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 12,000 signatories across 170 countries. By signing the UNGC, DP World has committed to align its strategies and operations with these principles.

2. Purpose

The aim of this policy is to set out DP World's approach to sustainability and its key priorities and focus areas. It also outlines ways in which employees can engage in sustainability initiatives and programmes to support DP World's commitment to being a responsible corporate citizen.

3. Scope

This policy applies to all DP World Employees.

4. Policy

4.1 DP World's Approach to Sustainability

Sustainability and Impact at DP World

'Sustainability' describes the way DP World is committed to being a responsible business now and in the future, and is the basis of all its decisions. In this context, 'sustainability' refers to ensuring long-term business success while creating economic, environmental and social value for future generations, through the identification of new opportunities and the active management of current and future risks.

'Impact' describes the way in which DP World is committed to creating a positive effect within its industry and the communities it operates in.

Sustainability is central to ensuring the business is successful, productive and efficient; and is continuously working to protect its environment, invest in its people, ensure the highest safety standards; and build a vibrant, secure and resilient society.

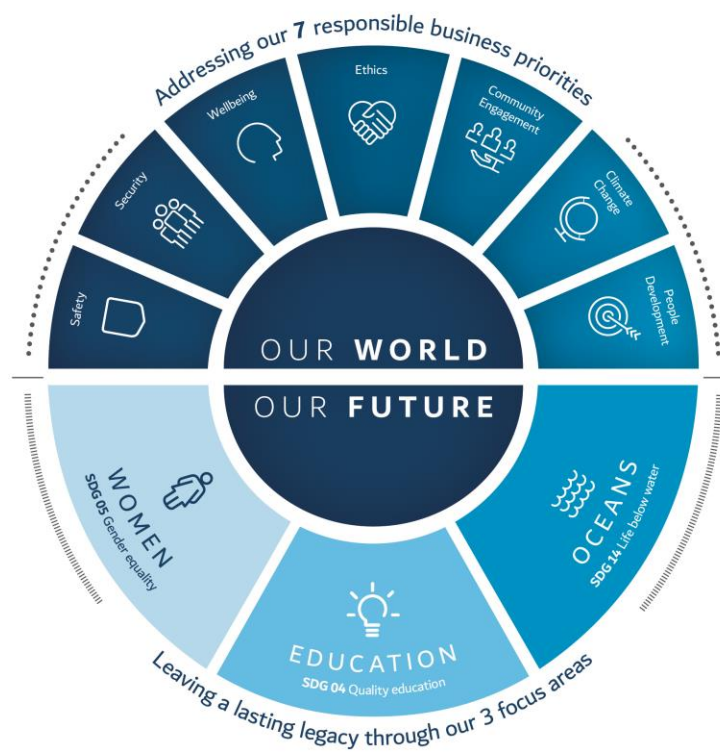
Sustainability is a cornerstone of the company's business activities and is relevant to everyone at DP World. All DP World employees have a responsibility to consider the implications of their actions and to help build a positive future for all. DP World provides opportunities for all employees to participate in and contribute to sustainability initiatives.

How DP World undertakes sustainability is of increasing interest to its partners, customers, suppliers, investors and other audiences; DP World is open to sharing what it does with these stakeholders to increase awareness of sustainability across our value chain.

DP World take sustainability seriously and understands that stakeholder engagement is a key to the legacy it leaves.

'Our World, Our Future' Sustainability and Impact Strategy (2020-2030)

As a global logistics leader, DP World aims to *enable smarter trade to create a better future for everyone*. DP World's 'Our World, Our Future' sustainability strategy guides this approach. It is a global strategy to bring sustainability into every aspect of DP World's work and other activities. This strategy is underpinned by DP World's Founder's Principles to create growth, drive results, adapt and evolve, and make others excel. It also addresses the United Nations Sustainable Development Goals (SDGs).



The strategy is split into two fundamental components. The first, **'Our World'**, focuses on the efforts DP World is making today to operate as a responsible business across seven priority areas.

DP World's Seven Responsible Business Priorities:

- **Safety:** Safety comes first. DP World's goal is to ensure a "Zero Harm" approach is applied to its business and operations by providing safe working conditions supported by relevant training, equipment and accommodation. DP World's 'SafeTogether' safety tagline emphasises its commitment to this approach.

- **Security:** As a leading global logistics provider, security is a critical function to keep DP World's employees and operations secure. DP World's security team uses a combination of technology and best practice in its methods of screening and detection.
- **Wellbeing:** DP World believes in supporting the emotional, financial, social and physical wellbeing of its people to help them thrive.
- **Ethics:** As a multinational business, DP World aims to have the highest level of governance and to eliminate corruption, modern slavery and human rights abuses. Working in a responsible way is core to its operations.
- **Community Engagement:** DP World seeks to deliver improved social outcomes and positive impacts in communities in which it operates. DP World's Community Engagement Strategy provides guidance on how DP World strategically invests in its communities through partnership and engagement with stakeholders.
- **Climate Change:** DP World focuses on measuring and managing its direct environmental impact to contribute to the pressing challenge of climate change.
- **People Development:** DP World's goal is to attract and retain the best talent and to offer continuous personal development opportunities to enable its people to grow and thrive.

The second part of the strategy, '**Our Future**' looks beyond business activities to address the lasting legacy DP World can create for the industry and society as a whole. DP World's vision for a better, more equitable world focuses on bringing positive change across the three legacy areas of Education, Women and Oceans. It is delivered by a series of pledges to 2030, which are aligned to the UN Sustainable Development Goals (SDGs).

DP World's Legacy Areas:

- **Women:** DP World is committed to creating a culture free from any form of discrimination and harassment. Its commitment to the UN SDGs and specifically, SDG Goal 5: Gender Equality stands unwavering. DP World's Gender Equality Statement provides a clear vision for each business unit on how to approach gender equality and drive progress on a global scale.
- **Education:** DP World's aim is to invest in education to inspire and equip the future workforce to follow a career in logistics through its commitment to support the transformational trends in the logistics and trade industry, and build the sector's talent pipeline.
- **Oceans:** DP World is committed to making ocean enhancement a part of its legacy, to safeguard blue carbon ecosystems and combat climate change through carbon capture, preservation and resilience building.

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 came into force on 1 January 2016 as part of a plan called the 2030 Agenda for Sustainable Development. 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.

Volunteering at DP World

As an organisation committed to building a legacy and which takes pride in being a good corporate citizen, DP World encourages employees to contribute time and to become involved in volunteering activities in the communities in which it operates. Benefits of volunteering include gaining new experiences, meeting new people and making a difference. Volunteering can be either skilled or unskilled:

- Investing time (unskilled) – this could include a ‘hands on’ activity such as helping to renovate a school or reading to children (e.g. at a school for children with physical disabilities)
- Sharing experience or skills (skilled) – this could involve working with a not-for-profit or community organisation using employee skills in areas such as IT, Marketing, Strategy, HC etc.

Each DP World employee should aim to spend at least 16 working hours equivalent to two working days per year on a volunteering activity. Employees should check region specific eligibility criteria and registration process.

4.2 Oversight & Accountability

- All DP World business entities have the responsibility to implement this Policy.
- DP World’s Corporate Head Office, Regional Offices and Business Units along with their identified Sustainability Champions are responsible for ensuring that their entities and personnel comply with the policy. They are responsible for supporting the Sustainability and Impact 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 and Impact department to deliver and implement the Group Sustainability and Impact 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.
- It is the responsibility of DP World’s Corporate Head Office, Regional Offices and Business Units to provide the Group Sustainability and Impact team with content and supporting data for any public

reporting on sustainability. The information for the report will require approval and signoff from senior management (CEOs / Heads of Departments).

- DP World employees are required to conduct sustainability-related activities and volunteering in accordance with the Group Sustainability and Impact strategy and its associated guidelines and procedures.
- 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 and Impact team.
- In addition, the Sustainability Champions are required to record accurate information on their Community Investment projects through the Community Investment system on Connexions.
- 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.

4.3 Monitoring

- The implementation of this policy by Group Businesses will be monitored by the Group Sustainability and Impact team. The team will provide the Corporate Head Office, Regional Offices and Business Units with information and support in relation to the 'Our World, Our Future' Sustainability and Impact strategy and associated programmes.
- Business units are required to provide the Group Sustainability and Impact team with timely and accurate data for the preparation of the annual Sustainability Report and Community Investment impact assessments. The team will ensure that the annual sustainability reporting is carried out with appropriate departmental approvals and checks prior to external publication of data and content.
- The Group Sustainability and Impact team will carry out annual internal checks on the community investment data input in line with the Guidelines and Procedures for Community Investment.. External assurance on the data will also be conducted by a third party.

5. Training and Communication

Training and support required for the implementation of this policy and strategy will be provided through sustainability toolkits, relevant i-learn training modules, workshops and conferences. Information will be communicated to all employees in collaboration with the Group Communications department. All sustainability communications (internal and external and including social media) must comply with Group Communications Policies listed in the policy section of Connexions.

6. Contact Information

All queries in relation to this policy should be directed to sustainability@dpworld.com.

7. Related Standards, Policies and Processes

This Policy should be read in conjunction with the following:

- DP World’s Code of Ethics
- Gender Equality Statement
- Community Engagement Strategy
- Guidelines and Procedures for Community Investment
- Human Rights Statement
- Human Rights Policy
- Modern Slavery & Human Trafficking Policy
- Vendor Code of Conduct
- Group Health, Safety & Environment Policy
- DP World’s Group Procurement Policy

8. Definitions

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

DP World or Group	DP World Limited and its subsidiaries
DP World Employees	Full-time and part-time DP World employees.
UNGC Principles	United Nations Global Compact Principles
UN SDGs	United Nations Sustainable Development Goals

9. Revision History

Version Number	Review Date	Summary of Changes
1.0	November 2018	First Version
2.0	July 2020	Definition of ‘sustainability’ has been enhanced for further context. Additional text included to outline DP World’s new ‘Our World, Our Future’ Sustainability and Impact Strategy. Description of the UN SDGs has been enhanced and further detail provided to emphasise the importance for DP World to align to these. An Oversight and Accountability section has been added. A Monitoring section has been added. Further detail has been provided in relation to Training and Communications. Related Standards, Policies and Processes section has been added in line with the Group Policy template. Definitions have been updated.

This Policy has been developed by the Group Sustainability and Impact department and is subject to annual review.