

# OUR SUSTAINABILITY TARGETS - 2021

## INTRODUCTION

This document outlines the key sustainability targets and priorities that have been identified for implementation in 2021 across our ten responsible business priorities and legacy programmes. The targets are developed by the relevant Group functions including Group Safety and Environment, Group People, Group Security and Group Sustainability and Impact. The targets are communicated to all business units who are committed to supporting them.

Sustainability is represented at Board level through the Governance and Sustainability Committee, whose responsibility is to set, review, approve and oversee the sustainability strategy and environmental, social and governance (ESG) matters. Collectively, our focus is to:

- Ensure our Group-wide sustainability and impact strategy and policies are embedded across the group
- Consult with our stakeholders and deliver our strategy in line with the UN SDGs
- Identify and manage sustainability-related risks and impacts
- Continue to enhance our sustainability performance, reporting and disclosure

## OUR WORLD – RESPONSIBLE BUSINESS PRACTICES



### SAFETY

- Launch a new comprehensive digital application with more than ten HSE modules for both desktop and mobile devices
- Continue to roll out Safe Leader training in online and classroom settings
- Launch online training for incident investigation
- Develop and deliver Human Factors training to better understand 'at risk behaviour' and leadership coaching requirements
- Conduct a global employee survey to engage employees' feedback on HSE performance
- Develop a unified audit programme to provide efficiencies and integrated performance feedback to management



## SECURITY

- Enhance security applications and tools for incident reporting and auditing, and expand outreach and accessibility across the security teams globally
- Standardise risk management tools across the Group to ensure all threats are considered and assessed, and to enable us to drill down to individual risks including human trafficking, drugs, wildlife trafficking and contraband
- Conduct global security training for our regional security representatives to enable them to train security teams within their business units
- Implement and obtain ISO 28000 certification for two additional business units
- Continue to support the UFW programme, by conducting awareness sessions for our global security teams and champions



## WELLBEING

- Conduct wellbeing campaigns for all employees
- Launch the wellbeing self-assessment tool for all business units globally
- Launch an emotional health toolkit for all business units globally



## ETHICS

- Conduct a human rights due diligence and global risk-mapping exercise to understand the main risks and salient issues in our countries of operation
- Align our internal processes with our Human Rights Policy Framework and international best practice. This includes the UN Guiding Principles on Business and Human Rights to ensure the prevention, mitigation and, if applicable, remediation of any adverse human rights risks, impacts and violations
- Assess training requirements, and develop a human rights training and awareness programme to be implemented globally. We intend to review our human rights risks and conduct a risk-mapping exercise every two years



## COMMUNITY ENGAGEMENT

- Increase reporting of community impacts against the UN Sustainable Development Goals (SDGs)
- Support 100,000 women and girls through our community projects
- Reach 200,000 students through our community education projects
- Develop community consultation guidance for business units in order to increase stakeholder engagement



## CLIMATE CHANGE

- Develop and launch a water management strategy and KPI
- Implement the waste management strategy and roadmap
- Initiate an elimination plan to achieve zero single-use plastic bottles by 2023
- Create a carbon and energy strategy education pack for external and internal stakeholders
- Launch priority decarbonisation programmes



## PEOPLE DEVELOPMENT

- Develop relevant business content that supports strategic functions (operations, commercial and sales, IT)
- Support DP World's Inclusion & Diversity (I&D) agenda by providing targeted global learning solutions for women
- Reinforce the performance culture by implementing just-in-time performance management learning modules
- Ensure we continue to embed the talent agenda and support the business to identify talent

## OUR FUTURE – LEGACY AREAS



### WOMEN

- Ensure 120 female mentees complete the Global Mentoring programme successfully
- Roll out the Women Lead @ DP World programme globally in all our regions and increase the number of female participants. We will also launch a similar programme for senior women
- Continue to apply the UN Women's Empowerment Gender Gap Analysis Tool to conduct a self-assessment of our performance, with the aim to increase our performance score by 10%
- Launch a support programme to drive the Women's Networking Group initiatives globally



### EDUCATION

- Launch a DP World Global Work Experience Programme aimed at young people aged 16-22
- Achieve a 50/50 gender split of participants in all our education initiatives
- Targeting 80% of students to perceive us as a desirable employer
- Targeting 90% of students to improve their interpersonal and digital skills
- Target of 1,000 students a day to visit our Flowlab at the 2020 Dubai Expo, where education will be a central part of our pavilion



# OCEANS

- Continue to work with our partners and invest in projects that support ocean enhancement, reduce water use and promote climate mitigation and resilience through carbon sequestration
- Implement at least one project or initiative for our ocean restoration programme in each operational region, where applicable
- Conduct employee volunteering activities to clean coastal areas and waterways
- Launch an ocean education and communications programme, including an online training course
- Through our Zoological Society of London (ZSL) partnership, we will host thought leadership and educational events at Dubai Expo 2020 (2021), on topics relating to climate, biodiversity and oceanic health

