

Introduction

DP World respects and supports the human rights of our employees, our extended supply chain and the broader community around us.

DP World releases its Modern Slavery and Human Trafficking Statement annually. This states our commitment to ensuring that slavery, servitude, forced labour and human trafficking are not tolerated in our global operations, or in those of our suppliers.

DP World is a signatory to the United Nations Global Compact (UNGC) and its 10 principles, which encompass human rights, labour, the environment and anti-corruption. By signing the UNGC, DP World has committed to align its strategies and operations with these principles.

By recognizing the need to directly address the topic of human rights, we are proud to release our 'Human Rights' statement which will apply to DP World operations globally.

What Global Standards are Guiding Us?

Our statement has been guided by:

- The Universal Declaration of Human Rights
- ILO Declaration on Fundamental Principles and Rights at Work
- Guiding Principles on Business and Human Rights; Implementing the UN "Protect, Respect, and Remedy" Framework.
- IFC Performance Standards on Environment & Social Sustainability
- The United Nations Sustainable Development Goals (SDGs).

What does Human Rights Mean to Us?

Safety & Wellbeing

Safety is an integral way we live our commitment to human rights. Our goal is to make sure everyone goes home safe - a "Zero Harm" approach to our business. We are committed to providing safe working conditions supported by training, equipment and accommodation. We understand that we are stronger when we work together, and this is what our safety tagline 'SafeTogether' represents. Beyond safety, we focus on the mental and physical wellbeing of our people and provide facilities and programmes to cater for these aspects.

Security

Security is a critical function to keep our people and business secure. All our security processes and procedures are conducted in a manner, ensuring respect of human dignity and the human rights, including our contracted security team, which uses a combination of technology and best practice in its methods of

screening and detection. In rare extreme situations, if necessary, a graduated and controlled response is practiced in line with local and international standards.

Labour Rights

DP World takes steps to ensure that none of its employees, JV partners or suppliers impose the use of child labour and/or the engagement of any workers who are younger than the legal minimum age for employment in relevant jurisdictions.

In relation to collective bargaining, DP World respects the laws and labour practices of each country and will not hinder the development of means for independent and free association.

Diversity & Inclusion

We are committed to creating a culture free from any form of discrimination and harassment. DP World's commitment to the UN SDGs and specifically, SDG Goal 5: Gender Equality stands unwavering. We have developed a Gender Equality Statement, which provides a clear vision for every business unit on how to approach gender equality and drive progress on a global scale.

Responsible Procurement

We have rigorous selection criteria for our suppliers and expect them to respect basic human rights. DP World has currently established a supplier self-assessment specifically on Modern Slavery and Human Trafficking. Moving forward, we will ensure that human rights elements are integrated within this process.

Community Engagement

We work with the communities in which we operate to enhance their life through healthcare, education, emergency relief, ocean enhancement and water. Our global network of champions develop strategic partners for long term positive impact.

What We Have

As a responsible business, we have processes and policies in place to protect our business, people and reputation and minimise risks. Our human rights policy and programme leverages existing procedures, while enhancing and introducing new procedures for maximum positive impact.

The DP World 'Speak Up' Whistleblowing Hotline

Our Whistleblowing Policy and associated mechanisms aim to provide the means and appropriate communication channels, to encourage and provide staff with the confidence and guidance to report all genuine suspected wrongdoing, dishonesty and fraudulent matters, in a timely manner. In accordance with our procedures, we investigate these concerns diligently and maintain confidentiality to protect the identity of the informant as required. Our aim is to provide stakeholders with a safe and secure mechanism to report any concerns that they may have regarding issues arising within the workplace and suppliers. Our globally accessible telephone lines are manned 24 hours a day, 7 days a week and calls are not recorded.

Group Procurement Policy and Vendor Code of Conduct

We have minimum criteria in place for DP World's approved vendor list including provisions with respect to modern slavery, human trafficking and child/ forced labour. Since 2018, we have conducted vendor awareness sessions with our key vendors to assess their compliance with DP World's Modern Slavery and Human Trafficking Statement; reinforcing DP World's values and principles and making recommendations to improve vendor compliance with DP World's standards.

Code of Conduct

Through DP World's 'Code of Conduct', our employees have an obligation to report suspected and known incidents of modern slavery and human trafficking. All employees are required to go through an online

training programme to understand its importance to the business and how to act in a case where they witness suspicious behaviour.

Recruitment and Selection Policy

Our Recruitment and Selection Policy includes a prohibition on use of child labour and withholding workers' original government-issued identification and travel documents, unless required by law.

Who We Are

We are the leading provider of worldwide smart end-to-end supply chain & logistics, enabling the flow of trade across the globe. Our comprehensive range of products and services covers every link of the integrated supply chain – from maritime and inland terminals to marine services and industrial parks as well as technology-driven customer solutions.

We deliver these services through an interconnected global network of 129 business units in 55 countries across six continents, with a significant presence both in high-growth and mature markets. Wherever we operate, we integrate sustainability and responsible corporate citizenship into our activities, striving for a positive contribution to the economies and communities where we live and work.

Our dedicated, diverse and professional team of more than 55,000 employees from 134 countries is committed to delivering unrivalled value to our customers and partners. We do this by focussing on mutually beneficial relationships – with governments, shippers, traders, and other stakeholders along the global supply chain – relationships built on a foundation of mutual trust and enduring partnership.

We think ahead, anticipate change and deploy industry-leading technology to further broaden our digital vision to disrupt world trade and create the smartest, most efficient and innovative solutions, while ensuring a positive and sustainable impact on economies, societies and our planet.