



DP WORLD

01

CORPORATE SOCIAL
RESPONSIBILITY & INCLUSIVE
POLICIES IN THE MARITIME
SECTOR

Best Practices @ DP World





AGENDA

- ❖ SPEAKERS' REMARKS
- ❖ DP WORLD – ABOUT US
- ❖ PLACING SUSTAINABILITY @ THE HEART OF OUR BUSINESS
- ❖ DPW PARAMARIBO, WHO WE ARE AND WHAT WE DO
- ❖ SUSTAINABILITY IN ACTION

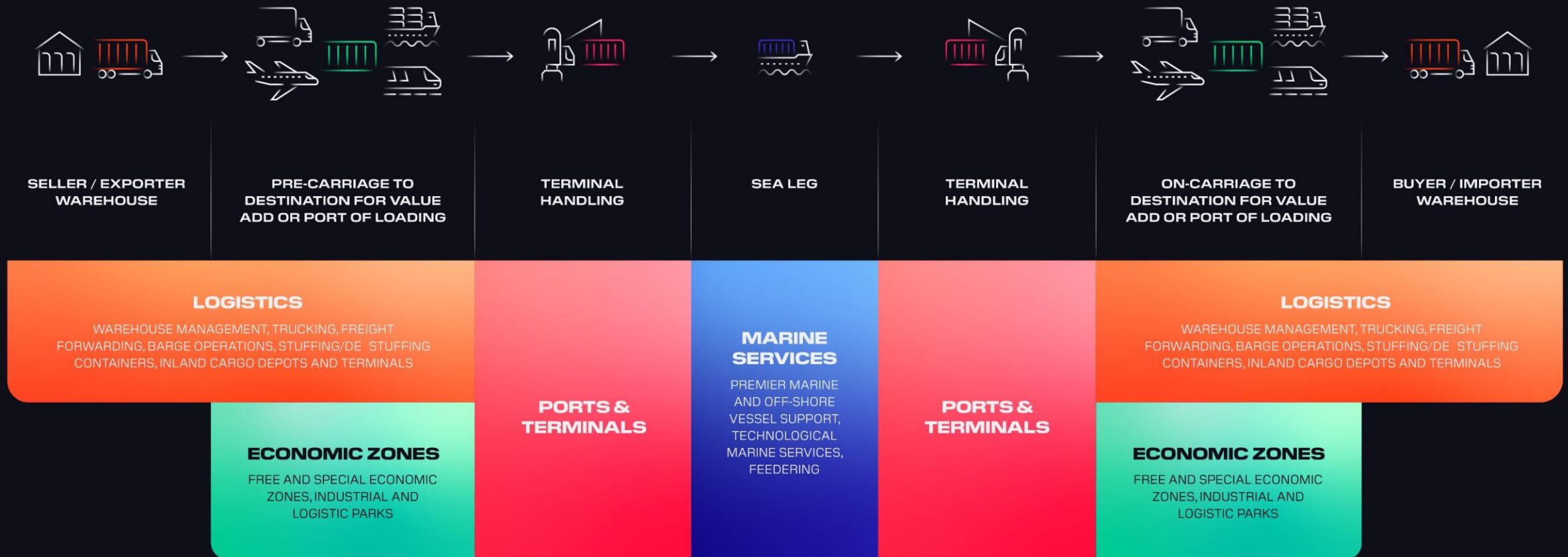
ABOUT US - DP WORLD - OUR GLOBAL FOOTPRINT



- LOGISTICS
- ECONOMIC ZONES
- PORTS & TERMINALS
- MARINE SERVICES

- 6 Continents
- 61 countries
- 132 Business Units across the Globe

ABOUT US - DP WORLD - OUR PRESENCE ACROSS THE SUPPLY CHAIN



TECHNOLOGY LED SOLUTIONS TO REDUCE INEFFICIENCIES ACROSS THE SUPPLY CHAIN

VISIBILITY AND TRANSPARENCY, AUTOMATED PLANNING, DIGITAL RATES, INSTANT ACCESS AND CONTROL, TRADE FINANCE AND INSURANCE, ENTERPRISE IT SOLUTIONS AND SYSTEMS, B2B E-COMMERCE



Extending the core business to play a wider role in the supply chain



Connecting directly with **cargo owners & aggregators of demand**

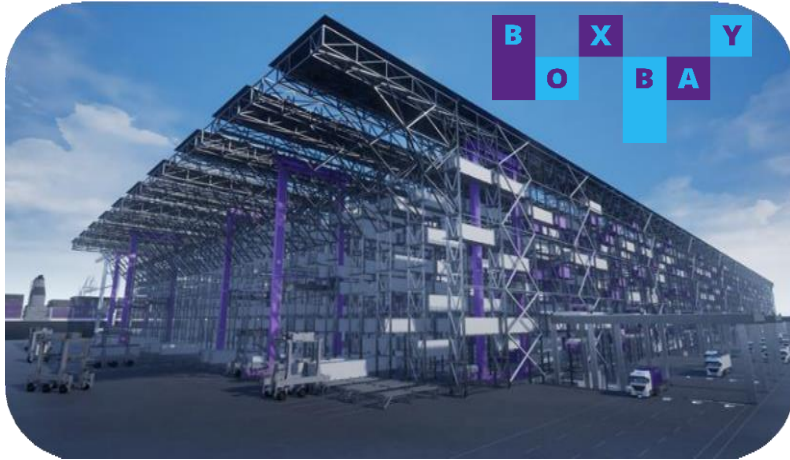


Providing **technology led solutions** to remove inefficiencies



Improve quality of earnings and **drive returns**

ABOUT US - DP WORLD INVESTMENT IN DISRUPTIVE TECHNOLOGY



Fully **automated** stacking to eliminate inefficiency

Deliver capacity of a terminal in a **third of the surface area**

11 high stacking vs traditional method of 6.



Hyperloop system for fast & efficient delivery of cargo.

Sustainable means of cargo transport, 100% electric.

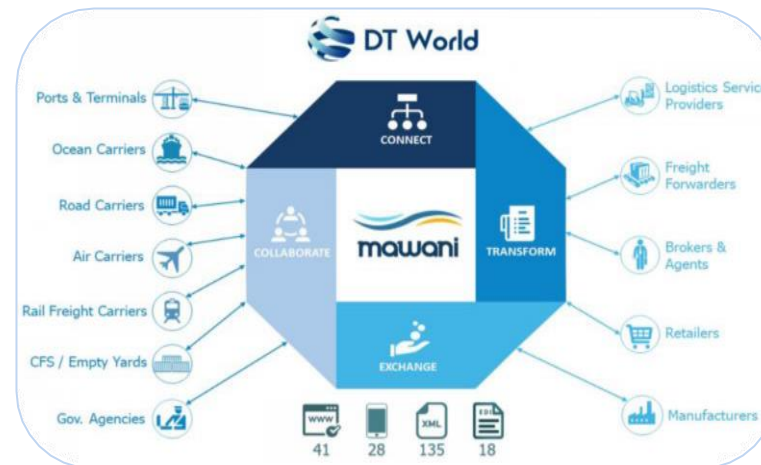
Deliver freight at speed of flight & close to the **cost of trucking**.



Instant Freight quotes from anywhere to anywhere.

Via
Sea, Air & Land.

Real-time container tracking.



Digitising the supply chain to reduce inefficiencies.

Providing **transparency** to cargo owners.

Trade and logistics service providers in a **single window**.

02

PLACING
SUSTAINABILITY
@ THE HEART OF
OUR BUSINESS





SUSTAINABILITY

Protecting our people and planet today for a better tomorrow.

OUR APPROACH TO SUSTAINABILITY

- As a global logistics leader, DP World enables smarter trade to create a better future for everyone.
- DP World's 'Our World, Our Future' sustainability strategy guides our approach.
- Work in a responsible way that prioritizes sustainability and impact on the people, communities and environment in which we operate.
- Use of new smart technologies makes our operations more sustainable.
- In doing so, we cut energy and resource use, and create a fairer and more connected planet.
- Designed to deliver responsible operations.
- prepares us for a radical shift in how business in general, and logistics in particular, respond to the great challenges of climate change, education and social inequality.

KEY ENVIRONMENTAL & SUSTAINABILITY INITIATIVES



DP World is rated 'Negligible Risk' in terms of its ESG Risk Rating by Sustainalytics with a score of 9.3 as of February 2021.

ESG Risk Rating improvement:

- Retained 1st position in the 'Marine Ports' sub-industry group,
- Ranking improved from 21st to 6th in the 'Transportation Infrastructure' industry group.



To deliver our sustainability and impact strategy in line with the United Nations SDGs we engage with leading organisations, such as the World Ocean Council, Blue Marine Foundation, United for Wildlife, Logistics Emergency Team, IMPACT2030, Zoological Society of London (ZSL), Space for Giants and in 2020 we became a Global Alliance Founding Partner for the Earthshot Prize launched by the Royal Foundation.



In 2019, we became signatory to the UN Global Compact and its 10 principles, which encompass human rights, labour, the environment and anti-corruption. In 2020, we issued our Group Human Rights Policy and Statement, applicable to all entities under the operational control of the Group and all DP World Group employees. We also have a Modern Slavery and Human Trafficking policy which commits to identify and address modern slavery in any part of our business and our supply chain.



First international marine and inland trade services provider to join the renowned CDP.

Achieved overall score of Leadership/ A- in 2020 with the inclusion of new business units. Our GHG Emissions Inventory is verified every year by a 3rd party auditor in accordance with ISO 14054-3 standard.

KEY ENVIRONMENTAL & SUSTAINABILITY INITIATIVES



DP World is an active member of B4SI, the globally recognised methodology for companies to measure the positive impact they have in the world. Since 2014, Corporate Citizenship has conducted an annual review and assurance of DP World’s community investment data. Over the last 5 years we have directly supported over 1 million beneficiaries with our community programmes.



In 2014, we became signatory to the UN Women Empowerment Principles. In 2019 we established a Women’s Council and published our Gender Equality Statement in support of our commitment towards gender equality, as we know that ensuring diversity in a business positively correlates with profitability and value creation.



In 2018, DP World repriced and extended its \$2bn conventional and Murabaha revolving credit facilities by two years to July 2023. The loan pricing is linked to DP World’s carbon emission intensity.

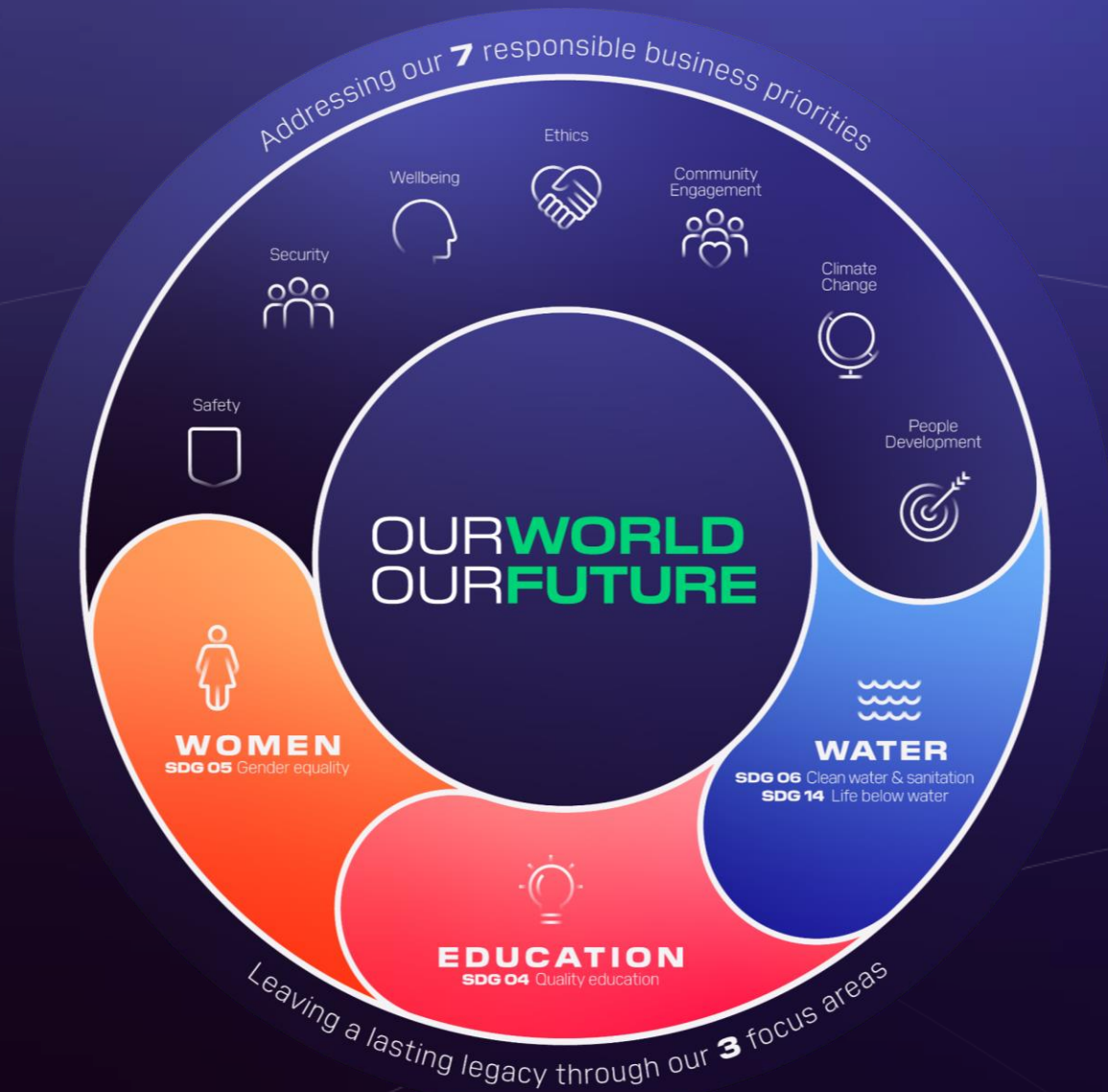
The first green loan in the region with an Islamic format that links pricing to environmental performance.



Our World Our Future is our sustainability and impact strategy, which guides our approach and helps us work in a responsible way, prioritising sustainability and creating positive impacts on the people, communities and environment in which we operate.

SUSTAINABILITY PROGRAM

OUR WORLD, OUR FUTURE



Our 7 responsible business Priorities:

- Safety
- Society
- Ethics
- Community engagement
- Wellbeing
- Climate Change
- People development

Leaving a lasting legacy – 3 focus areas:

- Women
- Education
- Water



SUSTAINABILITY & IMPACT STRATEGY - 'OUR WORLD, OUR FUTURE'



When developing our 'Our World, Our Future' strategy in 2019, we set out with a clear objective: **we had to build, protect, and maintain DP World's 'license to operate' in ways that are economically, socially, and environmentally responsible.** Our function as custodians of the strategy is to bring responsible business practices into every aspect of DP World's work. Without this, we wouldn't be able to operate around the world and change what's possible for everyone.

From our commitments to people development, women empowerment, and education, to climate change, oceans enhancement, business ethics, community investment and engagement – **this work is embedded in everything we do.**

Together, we will spend the next decade delivering against these goals and leveraging our business to achieve a better, more sustainable future for all.

- Maha Al Qattan - Group Chief People & Sustainability Officer

03

DP WORLD PARAMARIBO





INTRODUCTION TO DPW PARAMARIBO



04

SUSTAINABILITY IN
ACTION
@ DP WORLD
PARAMARIBO





HEALTH, SAFETY ENVIRONMENT & QUALITY

Commitments We Live By

Compliance with DPW Global HSE Standards



Fundamentals



Pedestrian
Protection



Working At
Heights



Mobile
Equipment



Energy
Isolation



Handling
loads



HEALTH, SAFETY, ENVIRONMENT & QUALITY

- ZERO HARM POLICY
- LTI FREE – 340,000 MANHOURS
- SAFETY ENGAGEMENT: 99.3%
- INCIDENT MANAGEMENT SYSTEM
- INTERNAL & EXTERNAL AUDITS
- QMS: ISO certified
- 3% Reduction of CO₂ emissions YOY



TALENT MANAGEMENT

- ❖ Onboarding
- ❖ IDP
- ❖ Sustainable Training Program –ATAP, FTO/STO/MTO
- ❖ Leadership Development
- ❖ Succession Planning





DIVERSITY & INCLUSION

A DIVERSE WORLD, A STRONGER FUTURE

DIVERSITY

In broad terms, diversity is any dimension that can be used to differentiate groups and people from one another. It means respect for and appreciation of differences in others. But it's more than this. We all bring with us diverse perspectives, work experiences, life styles and cultures, and this should be respected as it gives DP World both a moral and business advantage.

INCLUSION

Inclusion is a state of being valued, respected and supported. It's about focusing on the needs of every individual and ensuring the right conditions are in place for each person to achieve his or her full potential. Inclusion should be reflected in an organization's culture, practices and relationships that are in place to support a diverse workforce

DP WORLD WOMEN EMPOWERMENT PROGRAM



#MentorHerSupporting

Women in the Business

Provide equal opportunities to women in the business to receive senior mentorship



#HerStory

Celebrating women in the business and beyond
Profiling women from around the business and their stories



#ListentoHer

Provide Women a Speakers Platform



#InvestinHer

Supporting women in our Communities
How we are
Work, Health and Education

WOMEN EMPOWERMENT IN ACTION

- ❖ Mentor HER Program
- ❖ WOB Program - for selected senior Female leadership
- ❖ DPW Women Business Network
- ❖ Equal opportunity to apply for non-traditional maritime & leadership roles
- ❖ Talent acquisition – active female onboarding for a well-balanced workforce
- ❖ Female Participation on Speakers Platforms
- ❖ Participation in Wimac Suriname
- ❖ Active Celebrating - Women in Maritime days



DPW'S GLOBAL EDUCATION PROGRAM

Objective global education program: Educate and interest youngsters to join the Maritime Sector

Education Program in Action:

- ❖ Active internship engagement: YOY 5-10 interns
- ❖ World Maritime Day – yearly education event
- ❖ Engineering Contest – call for students to participate
- ❖ Education Roadtrips – sessions @ education institutes
- ❖ Participation in youth fairs
- ❖ Student Port Tour participation



OUR **WORLD**
OUR **FUTURE**

COMMUNITY ENGAGEMENT & COMBAT CLIMATE CHANGE

- ❖ SUSTAINABILITY CHAMPIONS
- ❖ GIVE BACK TO THE COMMUNITY
- ❖ GO GREEN
- ❖ CLEAN UP DAYS
- ❖ GLOBAL GOALS WEEK
- ❖ VOLUNTEERING



SUSTAINABILITY & IMPACT 2022 YEAR REVIEW



46
VOLUNTEERS
Total numbers of employees who participated in the Sustainability & Impact activities



19
ACTIVITIES
Total numbers of Sustainability & Impact activities carried out



221
VOLUNTEER HOURS
Total number hours employees volunteered during and after work



2,576
PERSONS
Estimated total number of people directly benefiting from the Sustainability & Impact activities



THE FRAUD RISK CHAMPIONS



ETHICS – FRAUD RISK

2023 Overall Regional Winner in the Private Sector for the Fraud Category' organized by the Institute of Internal Auditors – UAE chapter.

Global Fraud Risk Policy

- ❖ Creating and Maintaining an Anti-fraud Culture
- ❖ Fraud Risk Champions
- ❖ Whistle Blowing Hotline

Objective:

Our goal in Fraud Risk Services is to do all we can to combat fraud in every form. We all need to be aware of the risks associated with occupational Fraud; how we can spot them; and more importantly, how to stop them.



DP WORLD

THANK YOU