

Sustainability Policy



Our Sustainability and Impact policy is in line with our parent company, DP World. It is a global strategy to bring sustainability into every aspect of our work and other activities. This strategy is underpinned by our **Principles** to priorities customers, collaborate to win, deliver growth, adapt and evolve, and build for a better future. 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 P&O REYSER / P&O REPASA / REPASA TARRAGONA SL is making today to operate as a responsible business across seven priority areas.

- **Safety:** Safety will always be our main priority. The P&O REYSER / P&O REPASA / REPASA TARRAGONA SL goal is to ensure that "Everybody Returns Home Safely".
- **Security:** As a leading global logistics provider, security is a critical function to keep our employees and operations secure.
- **Wellbeing:** P&O REYSER / P&O REPASA / REPASA TARRAGONA SL believes in supporting the emotional, financial, social and physical wellbeing of its people to help them thrive.
- **Ethics:** As a multinational business, P&O REYSER / P&O REPASA / REPASA TARRAGONA SL aims to have the highest level of governance and to eliminate corruption, modern slavery and human rights abuse. Working in a responsible way is core to its operations.
- **Community Engagement:** P&O REYSER / P&O REPASA / REPASA TARRAGONA SL seeks to deliver improved social outcomes and positive impacts in communities in which it operates.
- **Climate Change:** P&O REYSER / P&O REPASA / REPASA TARRAGONA SL focuses on measuring and managing its direct environmental impact to contribute to the pressing challenge of climate change.
- **People Development:** P&O REYSER / P&O REPASA / REPASA TARRAGONA SL goal is to offer continuous professional 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 P&O REYSER / P&O REPASA / REPASA TARRAGONA SL can create for the industry and society as a whole.

P&O REYSER / P&O REPASA / REPASA TARRAGONA SL Legacy Areas:

- **Women:** P&O REYSER / P&O REPASA / REPASA TARRAGONA SL 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.
- **Education:** P&O REYSER / P&O REPASA / REPASA TARRAGONA SL'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:** P&O REYSER / P&O REPASA / REPASA TARRAGONA SL 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.

Signed

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Managing Director

Date 25 July 2024

