



# Integrated Management System Policy

AD Ports Group strives to become a global leader in future trade by offering an integrated portfolio of world-class ports, economic cities & free zones, logistics, maritime & shipping and digital services through innovative, end-to-end supply chain solutions and world-class infrastructure.

We are committed to achieving total customer satisfaction through the effective establishment, implementation and continual improvement of an Integrated Management System. The Integrated Management System ensures compliance with all applicable legal and other requirements for our operations, reflecting our commitment towards ethical and sustainable practices that address pollution and climate change.

In line with this commitment, AD Ports Group shall:

- Set appropriate objectives and targets to ensure effective and efficient management of our business processes focusing on customers and continual improvement adopting knowledge and innovation management principles.
- Determine a strategic approach proactively for enterprise risk management portfolios and articulate risk tolerance levels, in addition to risk appetite.
- Manage the needs and expectations of employees and interested parties by enhancing a culture that values knowledge, maintaining a balance between knowledge sharing and knowledge protection.
- Ensure effective management of assets throughout their lifecycle in a safe, secure, efficient, and sustainable manner to maximise stakeholder value.
- Ensure availability of necessary resources and maintain employees' health, safety, security, strong speak-up culture, and well-being.
- Foster a diverse and inclusive workplace where everyone has equal rights and opportunities.
- Establish a compliance function independent from business operations with appropriate authorities, unrestricted access and reporting line to the management, including whistle-blow reports.
- Adopt acknowledged best practices to enable good governance principles "transparency, accountability, responsibility, equality", mitigate hazards & risks, promote innovation and knowledge management activities, optimise asset performance, safeguard and secure personnel, protect the environment and ensure business continuity.
- Proactively interact & consult as appropriate and communicate performance results with interested parties.
- Identify and mitigate risks associated with the integrated management system elements, speak-up reports, mergers & acquisitions impact, environmental aspects and ensure that measures adopted are cost effective and meet the group compliance obligations.
- Be intolerant with the conditions and behaviours that contribute to physical and information security breaches.
- Adopt a strict no retaliation guiding principle to encourage employees to detect and report unethical behaviour, unlawful conduct and non-compliances.
- Perform effective assurance activities to monitor performance against established objectives and compliance requirements.
- Conduct periodic management reviews, to evaluate performance effectiveness and to ensure that the Integrated Management System remains relevant and appropriate.

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