



SPRING TECH. IND. LLC

PLOT NOS. 4420 & 7703, EMIRATES INDUSTRIAL CITY, SAJA'A, P.O.BOX: 28988,
SHARJAH, UNITED ARAB EMIRATES.

CORPORATE SUSTAINABILITY REPORT

1st January, 2024 to 31st December, 2024

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ABOUT AS

Spring Tech Industries L.L.C.S.P. is a leading bedding and furniture manufacturer in the Middle East, with over 40 years of industry experience. The company was established in 1998.

The company's primary focus is on providing premium bedding and related products for both residential and commercial applications.

Key aspects of their business:

Key aspects of their business

Expertise and focus

- ✓ The company prides itself on exceptional quality and strong customer partnerships, built on decades of expertise.

Business segments

- ✓ Spring Tech serves a diverse clientele, including the hospitality sector, retail, and other manufacturers across the Middle East and the United States

- ✓ Spring Tech collaborates with reputable brands like Hypnos, Huxberry, and CleanBrands to offer high-quality mattresses and protective bed encasements.



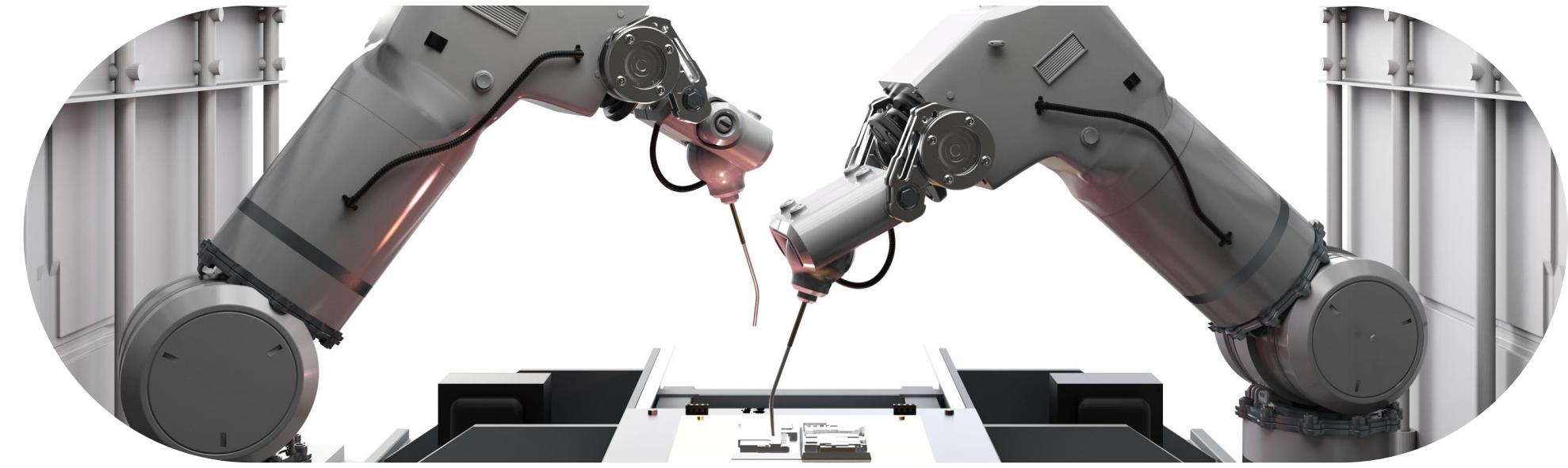
Product manufacturing

- ✓ It produces a wide array of mattresses, bedding products, furniture, and upholstery components

Key partnerships

Bedding DESIGNER & Supplier

ESTABLISHED IN 1998, SPRING TECH IS A LEADING BEDDING SUPPLIER ACROSS THE MIDDLE EAST.



Our CUSTOMER SEGMENTS

Spring Tech actively services customers across a variety of Industry Segments



Hospitality

Partnered with Hypnos Beds from the UK to provide premium mattresses and beds to hotels, serviced apartments and resorts across the Middle East and North Africa



Retail

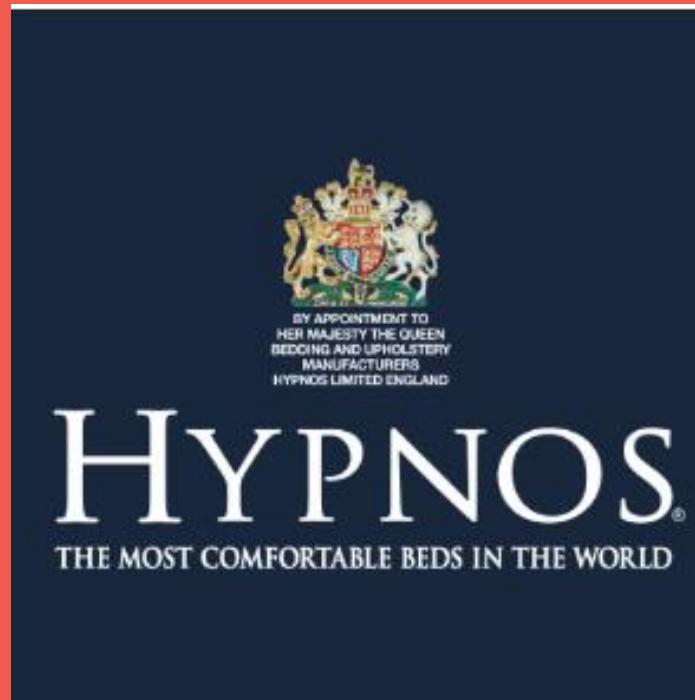
Work with leading Big Box and bespoke retailers to create OEM bedding products to meet the needs of their customers



Manufacturers

As one of the largest mattress component producers in the region, we actively supply bedding manufacturers across the Middle East and the United States

OUR BEDDING BRANDS



Hypnos

Premium mattresses and beds supplied to hotels, serviced apartments and resorts across the Middle East and North Africa

Huxberry

Bringing a healthy night's sleep for everyone. Huxberry has designed high quality mattresses and beds, accessible to everyone.

CleanBrands

Encasements and protectors designed to be an all-in-one solution for bed bugs, spoilage, allergens and breathability.

100+ years of bed Making. Tailored for hotels of today

- Exceptional quality backed by unparalleled service makes Hypnos an ideal partner great hotels all across the Middle East and Africa

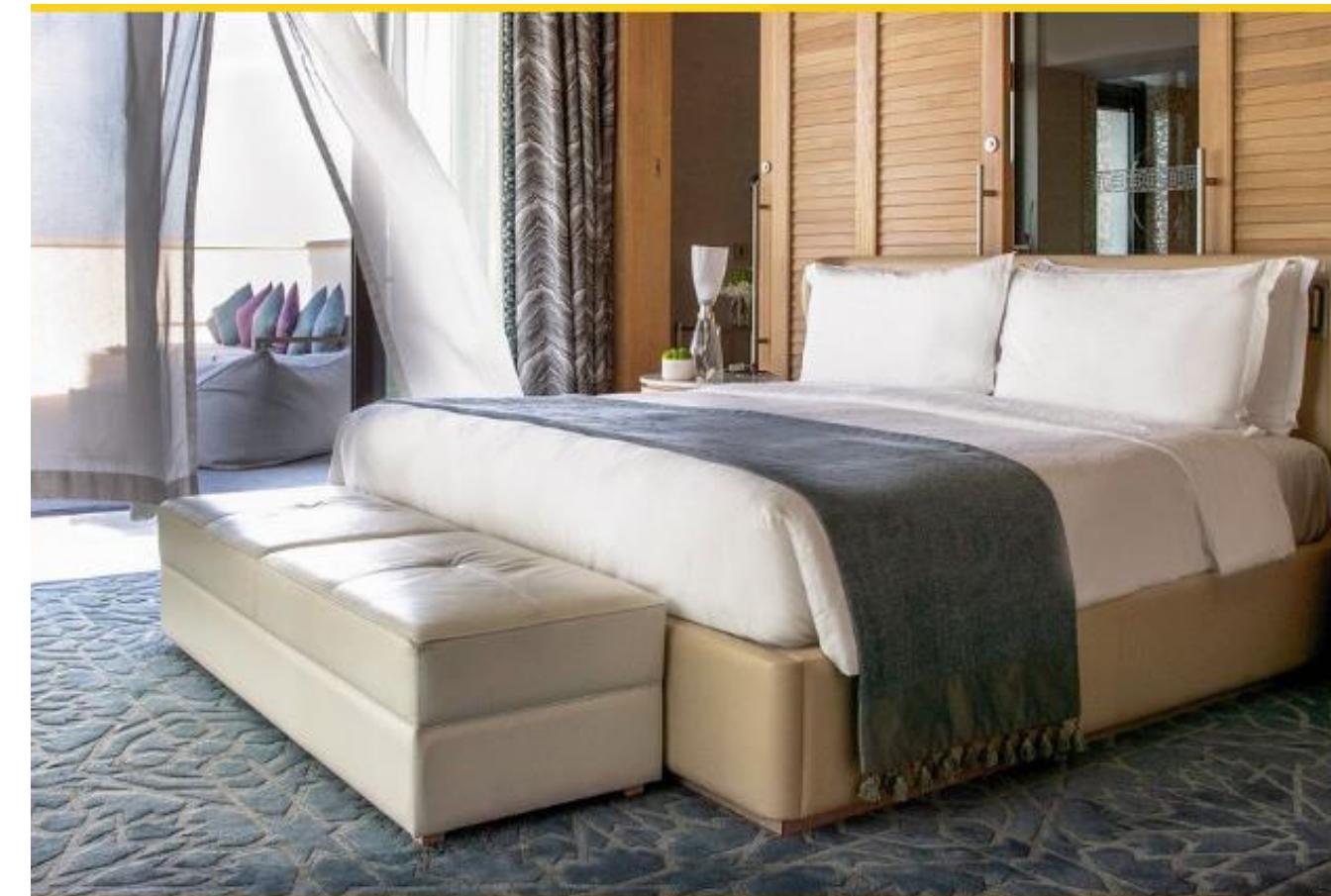
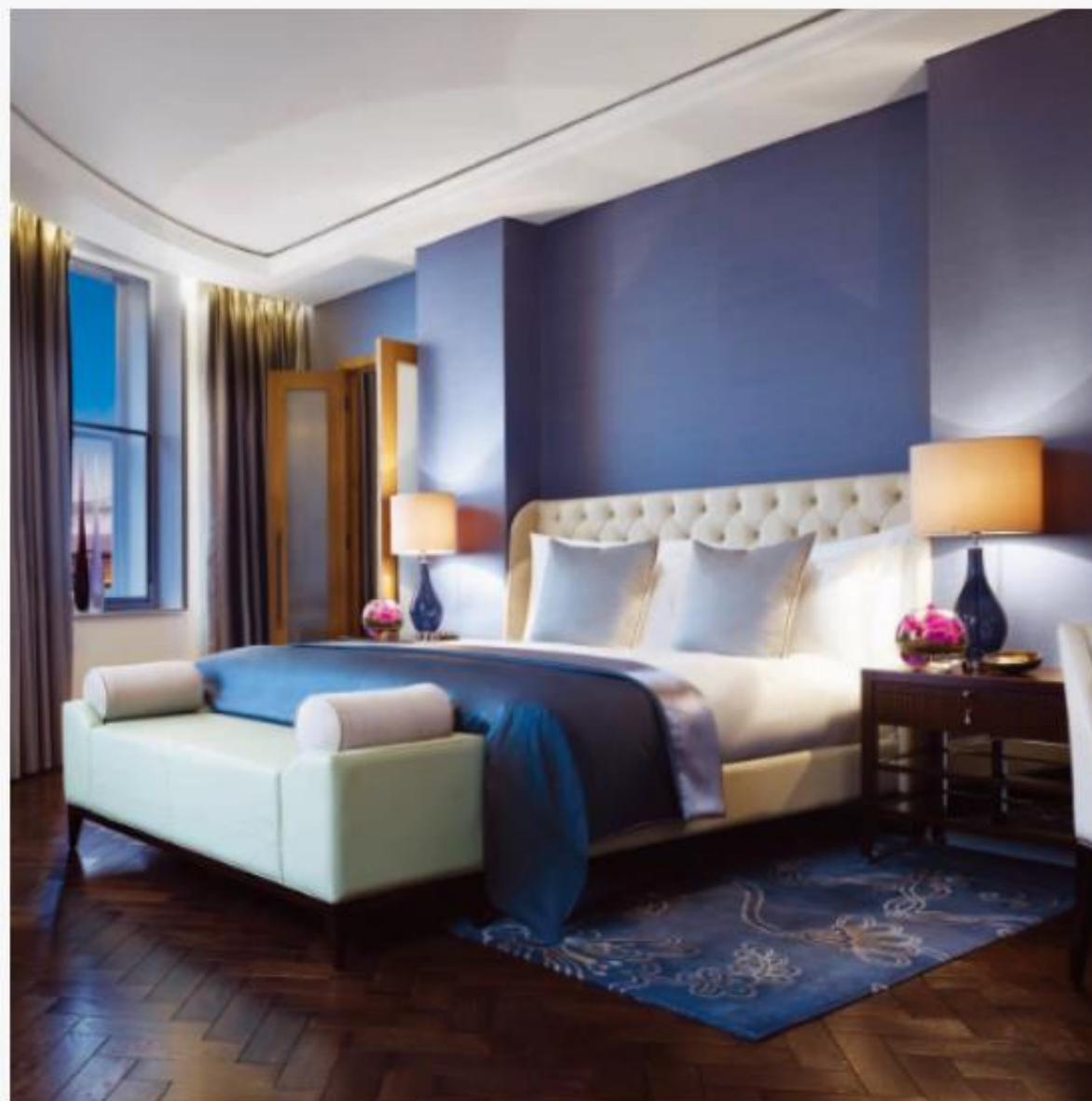
Why we are different

- With over 40 years of bed craftsmanship experience, our second generation family run business has grown from strength to strength. We pride ourselves on our deeply technical expertise, international state of the art supply chain and employ the very best in manufacturing technology, all the while developing deep multi-year partnerships with our customer.



SOME OF OUR LATEST WORK

- Below is a sampling of some of the exceptional hotels that use our bedding products to provide their guests with a great night's rest.



MISSION AND VISSION

A definitive mission and vision statement for Spring Tech. Ind. L.L.C.S.P. is not publicly available. However, based on their business description and known values, their mission and vision appear to be centered on providing high-quality sleep and furniture products through exceptional craftsmanship and strong client relationships.

Based on publicly available information, these are the likely pillars of their corporate goals:

VISION

To provide premium, high-quality mattresses, furniture, and upholstery components to customers in the Middle East and beyond, ensuring restful sleep and durable products.

This mission is supported by:

- 01** Manufacturing products in-house to maintain exceptional quality
- 02** Partnering with established brands like Hypnos and Huxberry
- 03** Serving diverse client segments, including hotels, retailers, and other manufacturers.

MISSION

To be a trusted and leading bedding and furniture supplier known for quality craftsmanship and strong customer partnerships built over decades of industry expertise.

This vision involves:

- 01** Leveraging over 40 years of experience in the industry.
- 02** Focusing on client satisfaction and long-term relationships
- 03** Striving to grow and expand its market presence.

INTRODUCTION TO SUSTAINABILITY REPORT

At Spring Tech, sustainability is more than a commitment—it is a core part of how we conduct business. As a leading manufacturer in the UAE, we specialize in mattresses, divans, upholstery components such as pocket and Bonnell spring units, box spring bases, and quilts. We also trade in bedding and furniture accessories and produce high-quality joinery products including loose and fixed furniture, door cores, door frames, kitchen cabinets, and wardrobes. Given the scale and diversity of our operations, we recognize our responsibility to operate responsibly and contribute to a sustainable future.

This Sustainability Report reflects our progress in integrating Environmental, Social, and Governance (ESG) principles into all aspects of our business. It demonstrates our commitment to transparency, accountability, and alignment with global frameworks such as the Global Reporting Initiative (GRI) as well as national priorities including the UAE Net Zero 2050 strategy.

On the environmental front, we have invested in energy-efficient equipment, LED lighting, and biodegradable materials, alongside regular monitoring of wastewater, noise, and air quality. Hazardous waste is systematically labeled, sorted, and handled, while audits on energy and water use help us identify opportunities for further efficiency.

Social responsibility is equally important. We conduct internal audits covering child labor, forced labor, fair recruitment, pay equity, and workplace harassment, ensuring compliance with international labor standards. We have also introduced comprehensive employee training programs and conducted emergency preparedness drills for fire safety, chemical spills, health outbreaks, and heavy machinery use.

Good governance underpins these efforts, with a focus on ethical conduct, fair opportunities, and compliance with regulations.

Through this report, we reaffirm our commitment to building a resilient, innovative, and responsible organization that creates long-term value for our stakeholders while contributing to the UAE's sustainable future.



ORGANIZATIONAL DETAILS:

GRI 2-1

Legal Name: Spring Tech. Ind. LLC

Nature of ownership and legal form: L.L.C.S.P

Location of its headquarters: PLOT NOS. 4420 & 7703,
EMIRATES INDUSTRIAL CITY, SAJA'A,
P.O.BOX: 28988, SHARJAH, UNITED ARAB EMIRATES.

Countries of operation: United Arab Emirates.

For the period: 01st January, 2024 to 31st December, 2024



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GOVERNANCE



company
people
guidelines
policy
legal
pro
GOVERNANCE
team
finance
law
compliance
direction
regulation
skill
power
control
industry
protection
ment
motivation
supervision
risk management

MECHANISMS FOR SEEKING ADVICE AND RAISING CONCERNS

GRI 2-26

Spring Tech is committed to fostering a transparent and responsible workplace where employees and stakeholders can seek guidance or raise concerns without fear of retaliation. We provide multiple channels including direct reporting to supervisors, access to the HR department, and a confidential whistleblowing mechanism. Employees can raise issues related to ethics, compliance, workplace safety, discrimination, or environmental practices. All concerns are reviewed objectively and addressed in line with company policies and legal requirements. Training and awareness sessions further ensure that individuals understand their rights and available reporting mechanisms.

Business Ethics Training ensures employees understand ethical principles, anti-corruption measures, and fair competition standards. It covers conflict of interest, bribery prevention, transparency, and responsible decision-making in business operations. Employees learn to uphold integrity, report violations, and comply with relevant laws. This training strengthens ethical culture, mitigates reputational and legal risks, and aligns business practices with corporate governance frameworks and global standards for ethical conduct.



APPROACH TO STAKEHOLDER ENGAGEMENT

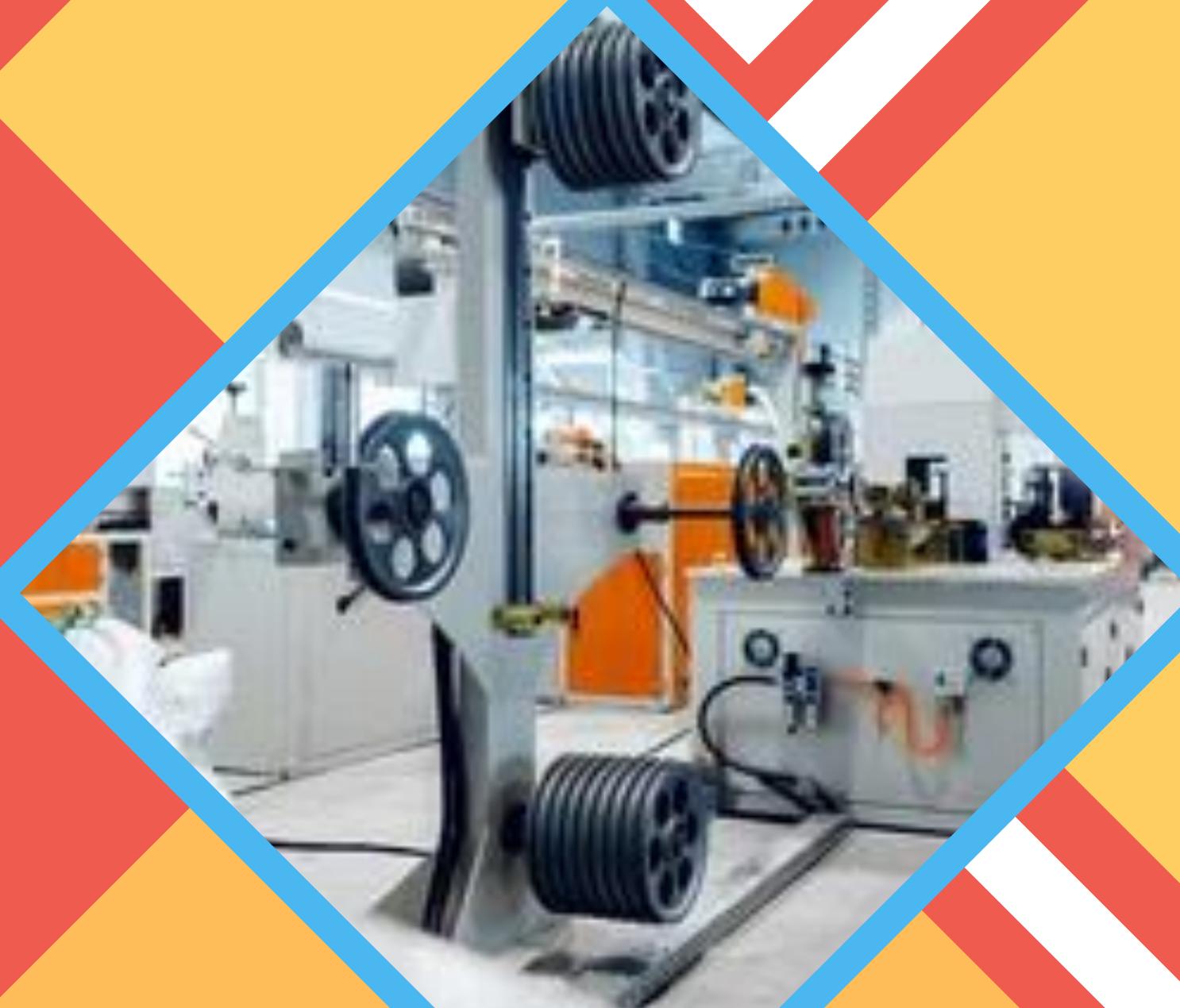
GRI 2-29

At Spring Tech, we recognize that our success is closely tied to the trust and confidence of our stakeholders. In 2024, we actively engaged with customers, suppliers, employees, regulators, and community representatives to listen to their perspectives and understand their evolving expectations. Through structured dialogues, meetings, and surveys, we identified key concerns and opportunities that shape our sustainability journey. This engagement process has reinforced our commitment to transparency, accountability, and ethical practices, while strengthening long-term relationships with all stakeholders. It ensures that our sustainability strategy is inclusive, responsive, and aligned with the needs of those we impact.

PROCESS TO DETERMINE MATERIAL TOPICS

GRI 3-1

To ensure that our sustainability efforts are focused and impactful, we carried out a comprehensive materiality assessment in 2024. This process involved evaluating environmental, social, and governance topics in line with international reporting frameworks and stakeholder expectations. By prioritizing issues most relevant to our business and stakeholders, we created a clear foundation for decision-making and continuous improvement. The materiality assessment also enables us to anticipate emerging risks, seize opportunities, and strengthen resilience. It is a vital tool in aligning our corporate strategy with global best practices while ensuring that our reporting reflects the most significant areas of impact.



LIST OF MATERIAL TOPICS

GRI 3-2

ENVIRONMENTAL TOPIC	SOCIAL TOPIC	GOVERNANCE
<ul style="list-style-type: none">1. Carbon footprint reduction2. Indoor air quality & VOCs3. Renewable energy use4. Sustainable supply chain5. Noise pollution control6. Transport emission reduction7. Hazardous waste handling8. Employee green training9. Eco-design innovation10. Climate change resilience	<ul style="list-style-type: none">1. Child labor prevention2. Forced labor prevention3. Ethical recruitment4. Employee engagement5. Anti-discrimination policies6. Gender equality7. Work–life balance8. Human rights awareness9. Community development10. Customer health & safety	<ul style="list-style-type: none">1. Whistleblower policy2. ESG governance3. Stakeholder engagement4. Conflict of interest5. Responsible procurement6. Fair competition7. Financial transparency8. Cybersecurity controls9. Policy enforcement10. Governance training

COMPLIANCE WITH LAWS AND REGULATIONS

GRI 2-27

Spring Tech achieved ISO 14001:2015 certification, reflecting our strong commitment to environmental stewardship and sustainable manufacturing practices. This certification underscores our continuous efforts to improve resource efficiency, reduce waste, and prevent pollution across our mattress, divan, and joinery production processes. By implementing systematic environmental management processes, we ensure compliance with relevant regulations, minimize our ecological footprint, and integrate sustainability into everyday operations. Achieving ISO 14001 also reinforces our alignment with global best practices and strengthens stakeholder confidence in our environmental responsibility.



COMPLIANCE WITH LAWS AND REGULATIONS

GRI 2-27

Certification to ISO 9001 demonstrates our commitment to delivering consistent, high-quality products and services across all operations, including mattresses, divans, upholstery components, and joinery products. It ensures that customer satisfaction and trust remain central to our processes while fostering a culture of innovation and continuous improvement. Through this system, we monitor product quality, address customer feedback, and maintain compliance with regulatory requirements. The certification aligns with global best practices and contributes to sustainable business performance.



COMPLIANCE WITH LAWS AND REGULATIONS

GRI 2-27

ISO 45001 certification strengthens our approach to occupational health and safety by systematically identifying and mitigating workplace hazards. It ensures the well-being of employees across all manufacturing, trading, and joinery operations. The system promotes proactive risk management, reduces accidents and incidents, and fosters a safety-first culture. Regular monitoring, training, and continuous improvement initiatives are integrated into daily operations. This certification reflects our commitment to legal compliance, employee welfare, and operational efficiency while supporting long-term sustainability objectives.



This is to certify that the management system of:

Spring Tech. Ind. L.L.C.S.P.

Main Site: Plot Nos. 4420 & 7703, Emirates Industrial City, Sajra, P.O. Box: 28988, Sharjah, United Arab Emirates

has been registered by Intertek as conforming to the requirements of:

ISO 45001:2018

The management system is applicable to:

Manufacture of Mattresses and Divans. Manufacture & Supply of Upholstery Components such as Pocket and Bonnell Spring Units, Box Spring Bases & Quilt. Trading of Bedding and Furniture Accessories. Manufacture of Joinery Products Such as Loose and Fixed Furniture, Door Core and Door Frames.

Certificate Number: 0179352
Initial Certification Date: 28 June 2024
Date of Certification Decision: 28 June 2024
Issuing Date: 28 June 2024
Valid Until: 27 June 2027



Calin Moldovean
President, Business Assurance
Intertek Certification Limited, 10A Victory Park, Victory Road, Derby DE24 8ZT, United Kingdom

Intertek Certification Limited is a UKAS accredited body under schedule of accreditation no. 014.



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Corruption



COMMUNICATION AND TRAINING ON ANTI-CORRUPTION POLICIES AND PROCEDURES

GRI 205-2

The Anti-Corruption Awareness training educates employees on recognizing, preventing, and reporting bribery, corruption, and unethical business practices. It reinforces our commitment to transparency, integrity, and adherence to local and international anti-corruption laws. Employees learn about conflict-of-interest management, gift policies, and ethical decision-making to ensure responsible conduct in all business dealings. This training fosters a culture of accountability, mitigates legal and reputational risks, and aligns organizational behavior with global governance standards.

During 2024, Spring Tech organized Fair Recruitment Training sessions to promote ethical, transparent, and non-discriminatory hiring practices. The program emphasized equal opportunity for all candidates, with specific focus on preventing bias related to gender, age, disability, ethnicity, or migrant status. Employees from human resources, hiring managers, and departmental heads were trained to recognize unconscious bias, ensure fair interviews, and comply with international labor standards. The training also highlighted the importance of respecting workers' rights, fair wage practices, and avoiding child or forced labor. This initiative reinforced our commitment to responsible employment aligned with ESG principles.

RATIOS OF STANDARD ENTRY LEVEL WAGE BY GENDER COMPARED TO LOCAL MINIMUM WAGE

GRI 202-1



In 2024, Spring Tech conducted a fair wage audit to ensure that all employees and contractors receive compensation aligned with or exceeding legal and industry benchmarks. The audit reviewed payroll records, wage policies, and supplier compliance practices to verify fairness and transparency in remuneration. Findings confirmed that wages were paid accurately and on time, reinforcing our commitment to decent work standards. Recommendations were made to enhance monitoring mechanisms for continuous improvement. This initiative promotes employee well-being, fosters trust, and ensures compliance with ethical labour practices, supporting our broader sustainability and social responsibility goals.

MECHANISMS FOR SEEKING ADVICE AND RAISING CONCERNS

GRI 2-26

In 2024, Spring Tech recorded zero whistleblower reports, reflecting preventive measures and a culture of openness. Secure and confidential reporting channels are in place, ensuring employees and stakeholders can raise concerns without fear of retaliation. This reinforces strong governance and trust across all business operations.

CONFIRMED INCIDENTS OF CORRUPTION AND ACTIONS TAKEN

GRI 205-3

Spring Tech reported zero confirmed corruption cases in 2024. Strong anti-corruption policies, regular audits, and employee training safeguarded against unethical practices. By upholding integrity in every transaction, we reinforce stakeholder trust and maintain alignment with global ethical and compliance standards in all areas of operation.

COMMUNICATION AND TRAINING ON ANTI-CORRUPTION POLICIES AND PROCEDURES

GRI 205-2

All employees (100%) completed training on business ethics in 2024. Training covered anti-bribery, corruption awareness, and ethical decision-making. This ensures consistent understanding of organizational values, strengthening Spring Tech's culture of integrity and responsible behavior across all operations, functions, and stakeholder interactions.

GOVERNANCE PERFORMANCE DATA

0 Nos

Whistleblower Reports Count

(Number of reports related to whistleblower procedure)



GRI 2-26

0 Nos

Corruption Incident Count

(Number of confirmed corruption incidents)



GRI 205-3

100%

Percentage of employees trained on business ethics



GRI 205-2

ENVIRONMENT





MANAGEMENT OF SIGNIFICANT WASTE-RELATED IMPACTS

GRI 306-2

Waste Reduction Training equips employees with knowledge and practical strategies to minimize waste generation across all operations. It emphasizes proper segregation, recycling, reuse, and responsible disposal of materials, encouraging resource efficiency and environmental stewardship. Employees learn to identify high-waste processes, implement lean practices, and adopt circular economy principles in manufacturing and office operations. This training strengthens compliance with environmental regulations, reduces operational costs, and fosters a culture of sustainability, ensuring that all personnel contribute to lowering environmental impacts and supporting our corporate responsibility commitments.



In 2024, Spring Tech introduced biodegradable materials into its product range to reduce long-term environmental impacts. These materials are designed to naturally break down without leaving harmful residues, thereby minimizing landfill waste and supporting circular economy principles. By adopting biodegradable alternatives in packaging and product components, we not only reduce dependency on non-renewable resources but also address customer demand for sustainable solutions. This transition demonstrates our responsibility toward reducing ecological footprints, promoting resource conservation, and supporting global sustainability goals.

WASTE GENERATED

Hazardous Material Safety Training provides employees with the knowledge and skills to safely handle, store, and dispose of hazardous substances. The program covers chemical labeling, risk assessment, protective equipment usage, emergency response, and compliance with local and international environmental laws. Employees learn to prevent accidents, minimize environmental contamination, and safeguard health and safety. By adhering to best practices in hazardous material management, we reduce environmental and workplace risks, maintain regulatory compliance, and demonstrate our commitment to operational safety and sustainability.

In 2024, Spring Tech generated 5.8 tons of hazardous waste, managed in compliance with legal and environmental standards. Safe handling, storage, and licensed disposal were ensured, alongside employee training on hazardous waste protocols. Continuous monitoring reduces risks while protecting employee health, community safety, and environmental integrity.

GRI 306-3

Spring Tech carried out chemical spill response drills in 2024 to prepare employees for hazardous material incidents. The exercises included containment procedures, use of personal protective equipment (PPE), emergency communication protocols, and safe cleanup practices. Employees learned to respond quickly to minimize environmental contamination and health risks. By simulating real-life scenarios, we improved readiness, reduced the likelihood of severe impacts, and ensured compliance with environmental and workplace safety standards. This proactive approach reflects our dedication to pollution prevention, worker safety, and responsible handling of hazardous materials across our operations.



WASTE GENERATED

In 2024, Spring Tech enhanced its hazardous waste management practices by implementing a strict labelling system across facilities. All containers holding chemicals, oils, and other hazardous materials were clearly marked with internationally recognized symbols and safety instructions. This ensured employees could identify and manage hazardous substances safely, reducing risks of accidents and regulatory non-compliance. The labelling system also supported emergency preparedness, enabling quick identification during inspections or incidents. Through effective labelling, we promoted workplace safety, environmental protection, and adherence to sustainability standards.

Spring Tech generated 11 tons of non-hazardous waste in 2024. Through segregation, recycling programs, and reuse initiatives, most waste was directed away from landfills. These efforts minimize environmental impact, improve resource efficiency, and align operations with sustainable waste management practices and circular economy principles.

GRI 306-3

In 2024, Spring Tech improved hazardous waste handling protocols to protect employees, communities, and the environment. Specialized teams were trained to manage hazardous substances using protective equipment, safe transfer methods, and secure storage systems. Waste was transported through certified channels to ensure compliance with disposal regulations and avoid ecological harm. Regular monitoring and audits reinforced accountability in handling processes. By adopting safe handling measures, we reduced health risks, minimized environmental impact, and demonstrated our commitment to responsible waste management.



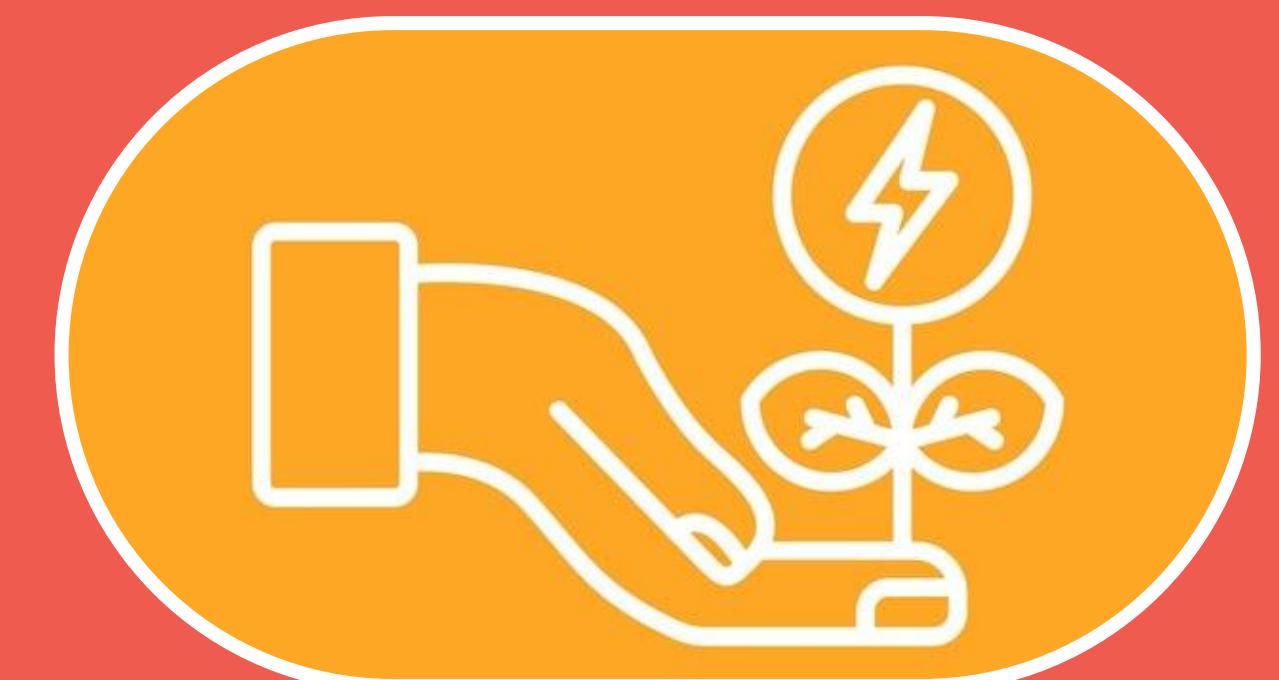
Spring Tech replaced conventional lighting systems with energy-saving LED bulbs across facilities in 2024. This initiative significantly reduced electricity consumption and lowered greenhouse gas emissions, contributing to operational sustainability. LEDs offer longer lifespans, reduced maintenance, and improved lighting quality, creating safer and more efficient workplaces. The transition also aligned with our energy conservation goals by supporting a measurable reduction in environmental impact. By prioritizing efficient lighting solutions, we demonstrated our proactive approach to resource conservation and our alignment with global best practices in sustainability.

In 2024, Spring Tech carried out an internal energy audit to evaluate consumption patterns and identify opportunities for energy efficiency. The audit assessed machinery, lighting, and HVAC systems to ensure alignment with sustainability goals. Findings guided the implementation of energy-saving measures, including optimized operations and technology upgrades. The audit also highlighted areas where renewable solutions could be integrated in the future. This proactive step reduces costs, lowers emissions, and reinforces our environmental responsibility.

REDUCTION OF ENERGY CONSUMPTION

GRI 302-4

Energy Conservation Training raises employee awareness of energy usage and provides practical strategies to improve efficiency in operations. Participants learn to monitor energy consumption, adopt energy-saving technologies, optimize equipment performance, and reduce unnecessary energy use. The training emphasizes the link between energy efficiency, cost reduction, and environmental sustainability. By empowering employees to identify opportunities for energy conservation, we lower greenhouse gas emissions, enhance operational efficiency, and reinforce our commitment to responsible resource management and sustainable business practices



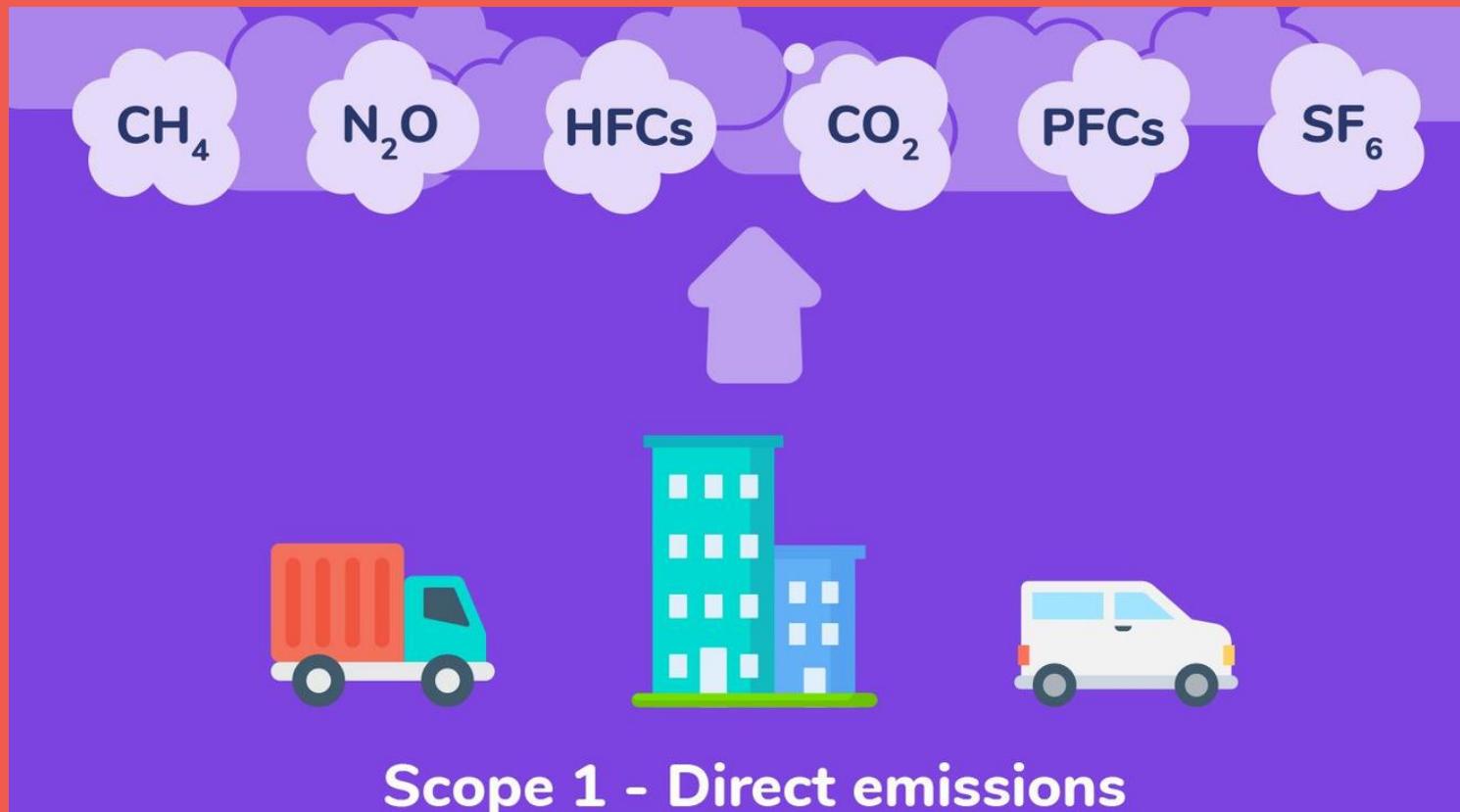
WATER CONSUMPTION

GRI 303-5

In 2024, Spring Tech carried out a comprehensive water accounting audit to evaluate efficiency, conservation, and responsible usage across our operations. The audit measured water withdrawal, consumption, and discharge, ensuring alignment with regulatory requirements and sustainability goals. Key findings highlighted opportunities to optimize processes, reduce wastage, and improve monitoring systems. Insights from the audit have guided our efforts to adopt water-efficient technologies and promote conservation practices within the workplace. This initiative not only reinforced our compliance but also strengthened our commitment to water stewardship, transparency, and sustainable resource management in line with global best practices.

Spring Tech consumed 778.5 m³ of water in 2024. Efficiency measures included flow regulators, awareness programs, and recycling initiatives to optimize consumption. Responsible water use ensures long-term sustainability, reduces operational costs, and safeguards local water resources, contributing to broader environmental stewardship goals.





SCOPE 1 – DIRECT GHG EMISSIONS

GRI 305-1

Scope 1 includes all direct greenhouse gas emissions from sources owned or controlled by the organization, such as fuel combustion in boilers, furnaces, vehicles, and manufacturing equipment. Reducing these emissions is crucial for operational sustainability and climate responsibility. Organizations can achieve this by adopting cleaner technologies, optimizing manufacturing processes, and transitioning to low-carbon fuels. Regular monitoring, reporting, and verification help ensure accuracy and track progress. Effective management of direct emissions allows companies to quantify their immediate environmental footprint, establish measurable reduction targets, and demonstrate a strong commitment to global climate action initiatives.

SCOPE 2 – INDIRECT GHG EMISSIONS FROM ENERGY

GRI 305-2

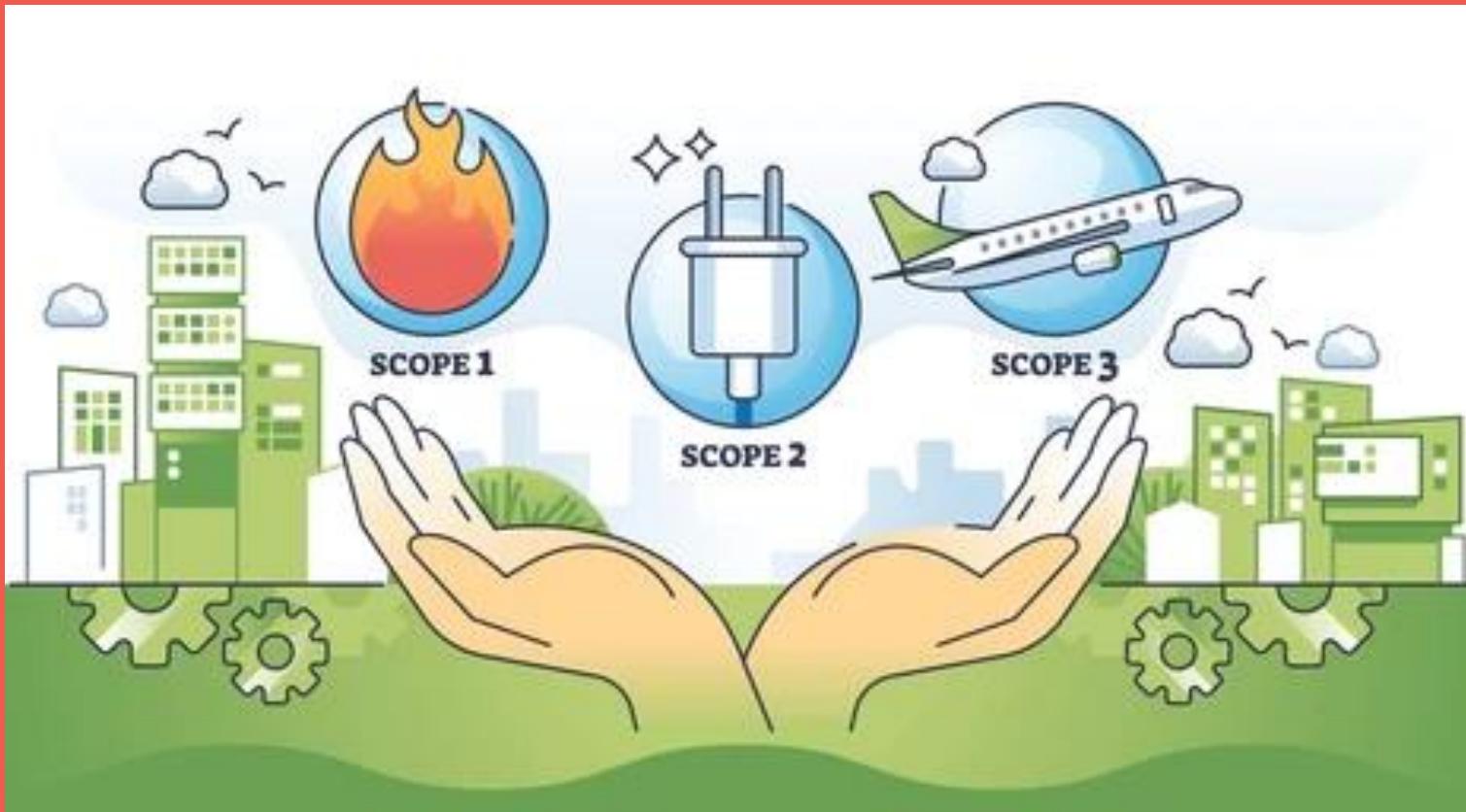


Scope 2 covers indirect greenhouse gas emissions associated with the consumption of purchased electricity, heat, steam, or cooling. Although generated externally by utility providers, these emissions significantly impact the organization's overall environmental footprint. Tracking energy-related emissions allows companies to identify opportunities for energy efficiency improvements, implement renewable energy solutions, and reduce environmental impacts. Optimizing electricity usage, investing in green energy, and monitoring consumption patterns contribute to sustainable operations. Transparent reporting of these emissions supports regulatory compliance, stakeholder communication, and alignment with national and international climate commitments, while demonstrating the organization's dedication to responsible energy management.



SCOPE 3 – OTHER INDIRECT GHG EMISSIONS

GRI 305-3



Scope 3 includes all other indirect greenhouse gas emissions across the company's value chain, such as emissions from purchased goods and services, employee commuting, business travel, waste disposal, and product use. Although the organization does not control these emissions directly, they are essential for understanding the total carbon footprint. Measuring Scope 3 emissions helps organizations manage sustainability comprehensively, engage suppliers, and implement mitigation strategies. Reducing these impacts can involve sustainable procurement, optimized transportation, and waste minimization practices. Transparent reporting of value-chain emissions allows stakeholders to understand the organization's broader climate impact and reinforces commitment to ESG principles and global emissions reduction goals.



REDUCTIONS IN ENERGY REQUIREMENTS OF PRODUCTS AND SERVICES

GRI 302-5

In 2024, Spring Tech invested in advanced energy-efficient equipment to optimize resource use and reduce environmental impact. The upgraded machinery was selected for its lower energy consumption, improved operational efficiency, and reduced carbon footprint. These improvements not only help conserve energy but also lower operating costs, enhancing sustainability across production. Regular monitoring ensures that equipment performance aligns with environmental goals and international standards. This initiative reflects our commitment to adopting cleaner technologies, supporting climate action, and driving long-term resource efficiency.



MANAGEMENT OF WATER DISCHARGE-RELATED IMPACTS

In 2024, Spring Tech conducted regular wastewater testing to ensure responsible management of water resources and compliance with regulatory standards. Testing focused on identifying pollutants, chemical levels, and discharge quality before release into the environment. This practice helps prevent contamination of natural water bodies and safeguards community health. Results from testing are reviewed periodically, and corrective measures are applied where necessary. By monitoring and managing water discharge, we reduce environmental risks and demonstrate accountability in water stewardship. This initiative reflects our commitment to sustainability and protection of local ecosystems.

GRI 303-2

GRI
305-7

NITROGEN OXIDES, SULFUR OXIDES, AND OTHER SIGNIFICANT AIR EMISSIONS

In 2024, Spring Tech implemented air pollution testing to monitor emissions generated from operations. The tests assessed levels of nitrogen oxides, sulfur oxides, and other particulate matter, ensuring compliance with local environmental standards. Monitoring results were used to identify risks and implement corrective actions to reduce emissions. This initiative helps protect worker health, safeguard surrounding communities, and mitigate our contribution to climate change. Regular testing and data-driven improvements demonstrate our commitment to pollution prevention and environmental responsibility, reinforcing our alignment with ESG goals.

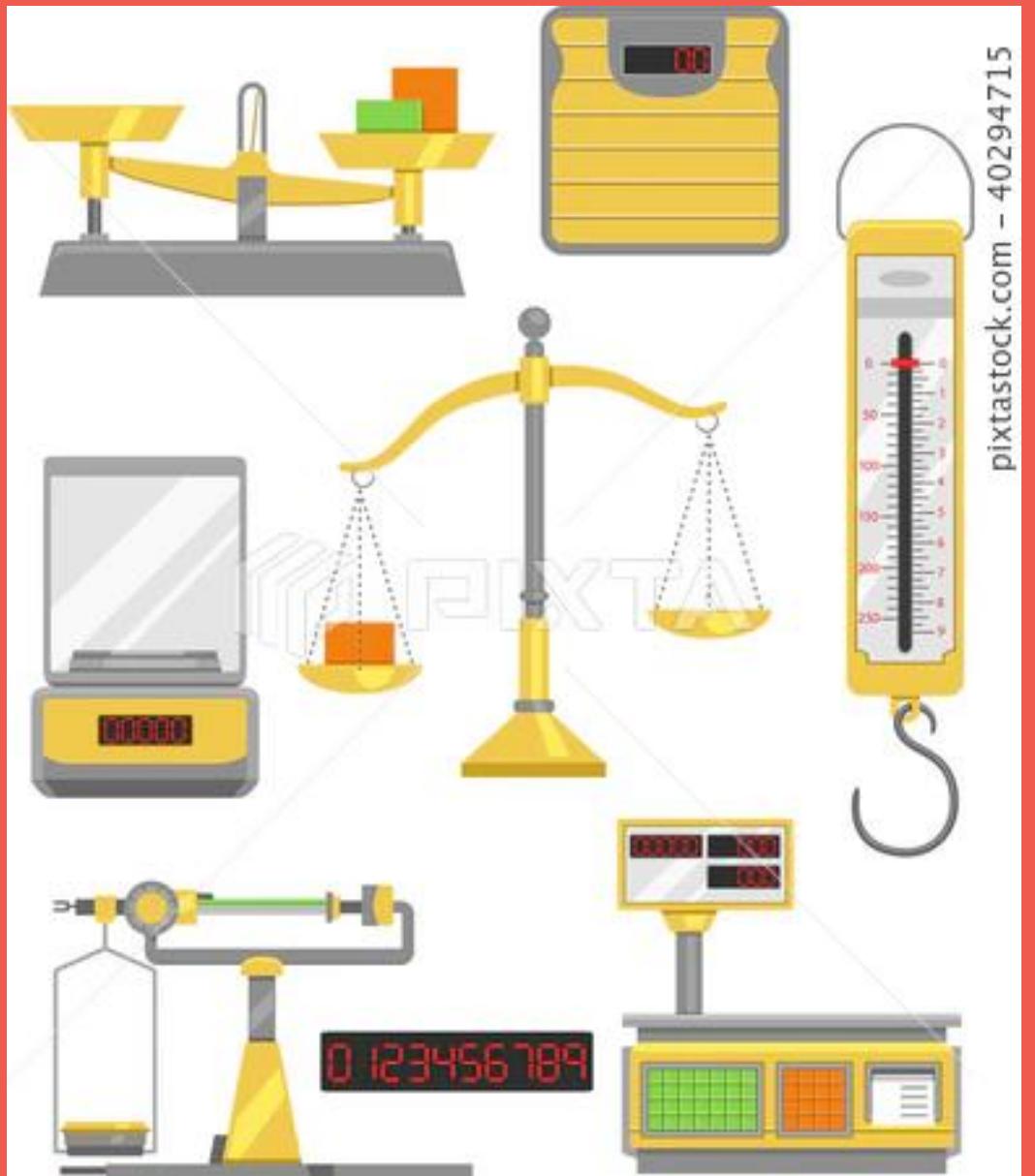
Spring Tech maintained an air pollution index of 25 in 2024, reflecting effective emission controls. Cleaner fuels, equipment maintenance, and dust suppression minimized NOx, SOx, and particulate emissions. Continuous monitoring ensured compliance with standards, reduced risks to employees and communities, and reinforced our commitment to clean air and environmental responsibility.

MATERIALS USED BY WEIGHT OR VOLUME

GRI 301-1

Spring Tech expanded the use of eco-friendly materials in 2024, prioritizing low-impact, recyclable, and non-toxic inputs for production. These materials contribute to reducing pollution, conserving natural resources, and enhancing product safety. By selecting suppliers committed to sustainable sourcing, we ensured that our materials align with ethical and environmental standards. Eco-friendly adoption supports innovation in product design, enhances customer trust, and strengthens compliance with international environmental expectations. This initiative reflects our proactive commitment to sustainability and reinforces our efforts to embed green practices into every stage of our value chain.

In 2024, 2,500 liters of waste were directed to landfill, mostly from material and chemical residues. Spring Tech actively minimizes landfill disposal through safe material handling, optimized chemical use, and strict waste protocols. Continuous improvement focuses on reducing hazardous content and improving recycling streams.



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WASTE DIVERTED FROM DISPOSAL

GRI 306-4

Spring Tech established a structured hazardous waste sorting system in 2024 to minimize environmental and occupational risks. Waste streams such as oils, solvents, and chemical residues were separated at source to ensure safe handling, recycling, or disposal. This process allowed for better compliance with environmental regulations, while reducing contamination risks and improving recycling opportunities. Employees received training on correct segregation methods to reinforce safety and sustainability practices. By implementing systematic sorting, we strengthened our environmental stewardship and promoted responsible resource management across our operations.

In 2024, Spring Tech successfully recovered 8.4 tons of waste, diverting it from disposal. Through recycling, repurposing, and circular economy practices, valuable resources were returned to production. This progress demonstrates our commitment to minimizing landfill dependency, conserving natural resources, and embedding sustainable waste management across operations.



NEW SUPPLIERS SCREENED USING ENVIRONMENTAL CRITERIA

GRI 308-1

Sustainable Procurement Training empowers employees to integrate environmental, social, and governance criteria into purchasing decisions. It combines elements of supplier environmental and social assessments, emphasizing responsible sourcing, ethical labor practices, and environmental stewardship. Employees are trained to evaluate supplier sustainability performance, promote eco-friendly materials, and align procurement strategies with corporate ESG objectives. This program supports risk mitigation, drives sustainability across the supply chain, and reinforces compliance with international sustainability frameworks.

In 2024, 100% of buyers completed sustainable procurement training. The program equipped procurement teams to evaluate suppliers on environmental, labor, and ethical criteria, strengthening responsible sourcing practices and ensuring that sustainability is embedded across all purchasing decisions.



NEGATIVE ENVIRONMENTAL IMPACTS IN THE SUPPLY CHAIN AND ACTIONS TAKEN

GRI 308-2

In 2024, 90% of audited suppliers engaged in corrective actions or capacity building. These efforts helped improve compliance with Spring Tech's environmental and social standards, ensuring long-term sustainability in supplier practices and reinforcing accountability throughout the supply chain.

NEGATIVE ENVIRONMENTAL IMPACTS IN THE SUPPLY CHAIN AND ACTIONS TAKEN

GRI 308-2

Spring Tech conducted on-site audits for 90% of targeted suppliers in 2024. These audits assessed compliance with environmental, labor, and ethical standards. Findings were addressed through corrective actions, ensuring stronger supplier accountability and alignment with sustainability commitments across our procurement practices.

DIRECT GHG EMISSIONS

GRI 305-1

In 2024, Spring Tech's Scope 1 emissions were 71.582 MTCO₂e. These direct emissions from owned or controlled sources were monitored and reduced through energy-efficient machinery, optimized operations, and maintenance programs, demonstrating our commitment to minimizing our carbon footprint and aligning with global climate action standards.

INDIRECT GHG EMISSIONS – ENERGY

GRI 305-2

Scope 2 emissions, totaling 43.448 MTCO₂e in 2024, cover indirect emissions from purchased electricity. Spring Tech reduced these through energy-efficient lighting, renewable energy initiatives, and smart energy management. These measures contribute to lowering overall carbon intensity and demonstrate responsible energy stewardship across operations.

OTHER INDIRECT GHG EMISSIONS

GRI 305-3

Spring Tech's Scope 3 emissions for 2024 amounted to 316.16 MTCO₂e, including upstream and downstream activities. By engaging suppliers, optimizing logistics, and promoting product lifecycle efficiency, we reduced indirect emissions and strengthened sustainability across our entire value chain, supporting climate mitigation and responsible supply chain management.

OTHER INDIRECT GHG EMISSIONS

GRI 305-3

Downstream Scope 3 emissions, measured at 7.774 MTCO₂e, account for emissions during product distribution, use, and end-of-life. Spring Tech implemented product efficiency measures, optimized logistics, and customer awareness programs to minimize downstream emissions, supporting sustainable product lifecycle management and environmental responsibility.

OTHER INDIRECT GHG EMISSIONS

GRI 305-3

Upstream Scope 3 emissions, totaling 308.39 MTCO₂e, reflect emissions from purchased goods, raw materials, and supplier operations. Spring Tech worked with suppliers on energy-efficient processes, responsible sourcing, and environmental compliance, reducing upstream environmental impact while promoting sustainable practices throughout our supply chain.

ENERGY CONSUMPTION WITHIN THE ORGANIZATION

GRI 302-1

In 2024, Spring Tech's total energy consumption was 107,520 kWh. Energy-efficient equipment, optimized production schedules, and facility management improvements contributed to reduced consumption. Monitoring and reporting energy use ensures continuous improvement, cost efficiency, and alignment with our organizational sustainability and GHG reduction targets.

ENERGY INTENSITY

GRI 302-3

Energy and GHG intensity, measured as energy consumption and associated emissions per production unit, was optimized in 2024. By reducing energy use per output and controlling greenhouse gas emissions, Spring Tech improved operational efficiency, lowered carbon footprint, and strengthened compliance with sustainability objectives.

WATER CONSUMPTION

GRI 303-5

Spring Tech's total water consumption in 2024 was 778.5 m³, covering both direct intake and recycled volumes. Efficient processes, reuse initiatives, and water stewardship programs ensured responsible consumption. Monitoring consumption enables continuous efficiency improvements while mitigating risks of water scarcity in operational areas.

WATER RECYCLED AND REUSED

GRI 303-3

During 2024, Spring Tech recycled and reused 201.718 m³ of water, reducing reliance on freshwater sources and limiting wastewater discharge. Recycled water was directed toward non-critical applications, reinforcing operational efficiency. This initiative highlights our dedication to conserving natural resources and advancing sustainable water management practices across operations.

HABITATS PROTECTED OR RESTORED

GRI 304-3

Spring Tech allocated 10% of its site area to green landscapes, supporting biodiversity and ecological resilience. Initiatives included native tree planting, green belt development, and pollinator-friendly spaces. These efforts enhanced air quality, soil stability, and habitats, balancing industrial growth with nature preservation while creating healthier surroundings for employees and local communities.

REDUCTIONS IN ENERGY REQUIREMENTS OF PRODUCTS AND SERVICES

GRI 302-5

In 2024, Spring Tech conducted five environmental initiatives including tree planting, waste reduction drives, and energy-efficiency workshops. These activities raised stakeholder awareness, reduced resource consumption, and promoted sustainable behavior. By integrating advocacy with operations, we demonstrated leadership in environmental responsibility and reinforced our role as a catalyst for positive community impact.

RECLAIMED PRODUCTS AND PACKAGING MATERIALS

GRI 301-3

Spring Tech achieved 35% product reuse in 2024, reclaiming products and packaging for reintegration into production cycles. This reduced raw material demand and minimized waste. Initiatives included return programs and durable design practices, enhancing circular economy performance while fostering sustainability across supply chains and customer engagement in responsible consumption practices.

WASTE DIRECTED TO DISPOSAL

GRI 306-5

In 2024, 36% of products were managed through structured end-of-life processes, diverting waste from landfill. Spring Tech promoted recycling, repurposing, and responsible disposal practices. Collaboration with customers and recyclers ensured environmental impact reduction, resource conservation, and alignment with circular economy principles in managing product lifecycles sustainably and responsibly.

ENVIRONMENTAL PERFORMANCE DATA

90%

Percentage or number of audited or assessed suppliers engaged in corrective actions or capacity building



GRI 308-2

90%

Percentage or number of targeted suppliers covered by a sustainability on-site audit



GRI 308-2,

100%

Percentage of employees trained on business ethics



GRI 205-2

100%

Percentage or number of all buyers who received training on sustainable procurement
(Increase the percentage or number of all buyers who received training on sustainable procurement)



GRI 308-1

71.582 MTCO2e

Scope 1 Emissions
(Reduction Target for Scope 1 Emission)



GRI 305-1

43.448 MTCO2e

Scope 2 Emissions
(Reduction Target for Scope 2 Emission)



GRI 305-2

316.16 MTCO2e

Scope 3 Emissions
(Reduction Target for Scope 3 Emission)



GRI 305-3

7.774 MTCO2e

Downstream Scope Emissions
(Reduction Target for Scope 3 Downstream Emission)



GRI 305-3

308.39 MTCO2e

Upstream Scope Emissions
(Reduction Target for Scope 3 Upstream Emission)



GRI 305-3

107520 Kwh

Overall Energy Consumption
(Reduce the Total Energy Consumption on sustainable procurement)



GRI 302-1

107520 Kwh

Energy consumption and GHGss
(Total Energy consumption and GHGs)



GRI 302-3

5.8 Tons

Hazardous Waste in Tons
(Reduce the Weight of Hazardous Waste in Tons)



GRI 306-3

11 Tons

Non hazardous Waste Volume
(Reduce the Weight of Non - Hazardous Waste in Tons)



GRI 306-3

8.4 Tons

Total weight of waste recovered
(Increase the Total Weight of Waste Recovered)



GRI 306-4

2500 Liters

Materials, chemicals, and waste
(Waste to Landfill)



GRI 301-1

778.5 Cubic meters**Overall Water Usage**

GRI 303-5

201.718 Cubic meters**Recycled Water Use**

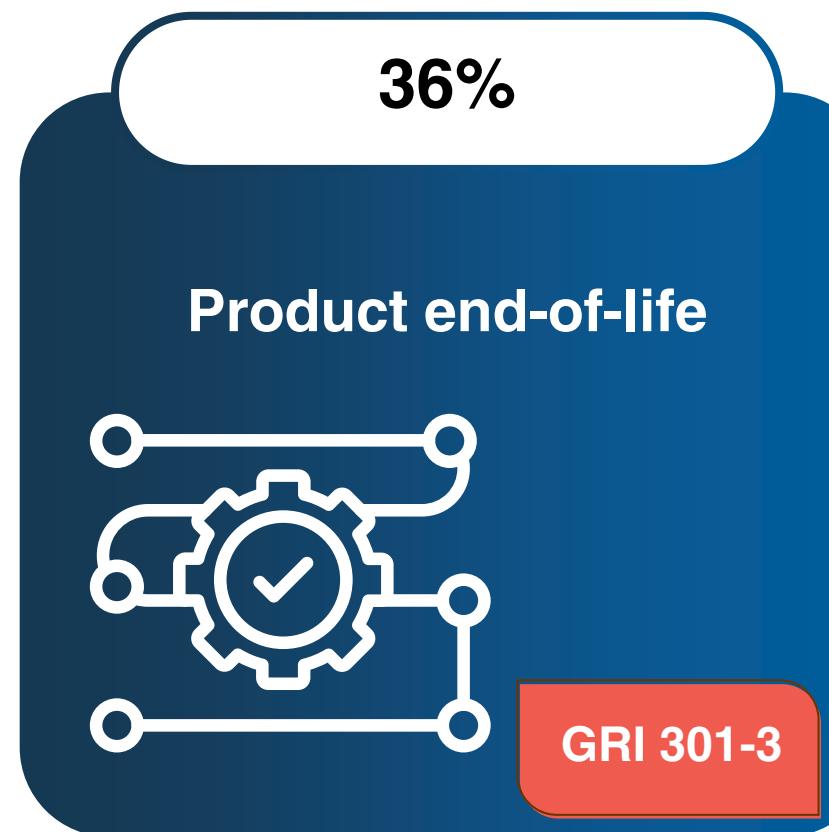
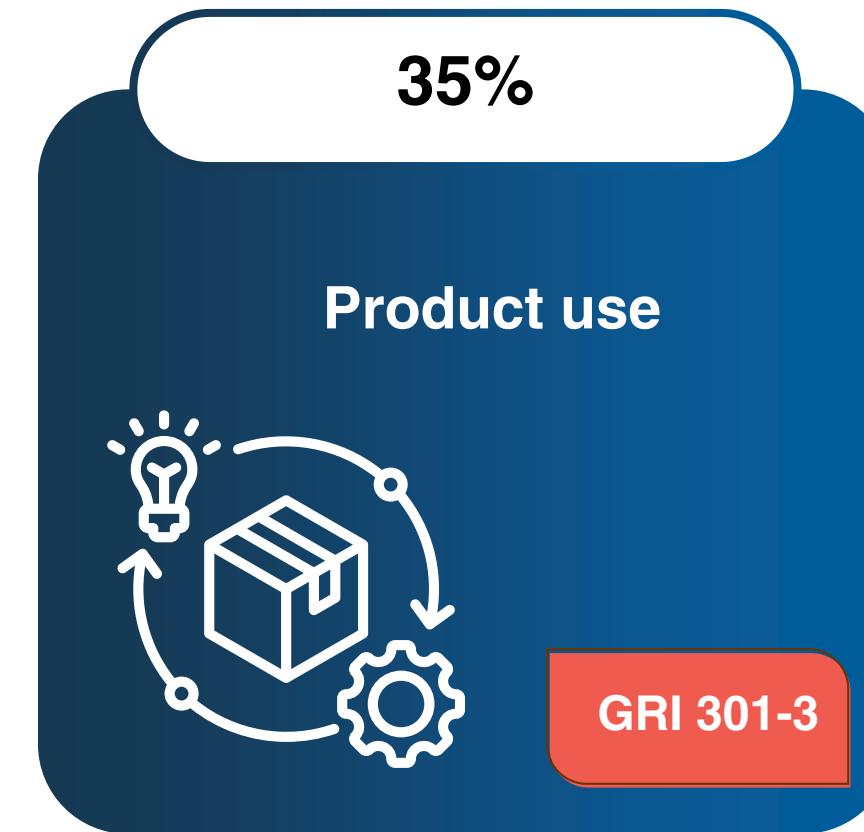
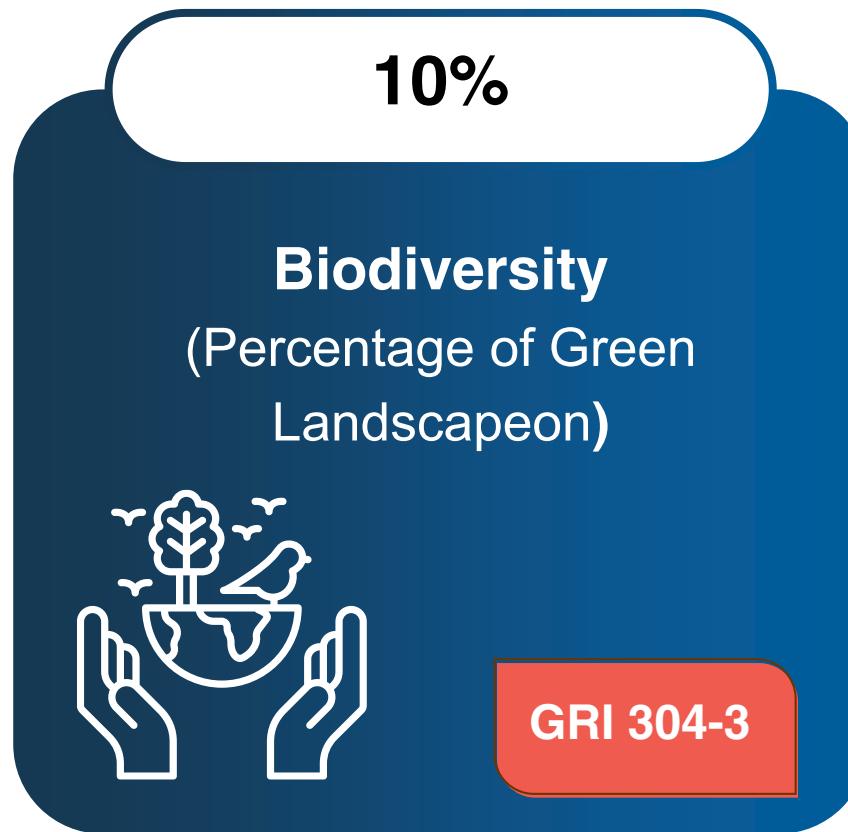
GRI 303-3

778.5 Cubic meters

Water
(Total Water Consumption)



GRI 303-5



SOCIAL



GRI
404-3

PERCENTAGE OF EMPLOYEES RECEIVING PERFORMANCE AND CAREER DEVELOPMENT REVIEWS



Fair Promotion Practices training ensures that all employees understand and apply merit-based and transparent career advancement principles. The program emphasizes equity, inclusivity, and non-discrimination in evaluating performance, skills, and potential. Employees and managers are trained on avoiding bias, adhering to internal policies, and supporting equal opportunity for growth and recognition. This training strengthens organizational fairness, employee satisfaction, and talent retention while reinforcing compliance with ethical governance standards.

In 2024, Spring Tech conducted a fair promotion audit to assess equity in career advancement opportunities. The audit examined performance review systems, promotion records, and feedback mechanisms. Results showed adherence to merit-based promotions, with corrective actions suggested to improve transparency. Employees were also trained on fair promotion standards. This audit strengthens trust in career growth processes and supports an inclusive workplace culture.



AVERAGE HOURS OF TRAINING PER YEAR PER EMPLOYEE

GRI 404-1

We monitor average training hours for all employees to ensure continuous learning and skill enhancement. Training covers technical competencies, leadership development, ESG awareness, and workplace safety. Tracking these hours helps identify skill gaps, improve training effectiveness, and align learning programs with organizational objectives. Regular assessment of training impact ensures employees are equipped to meet evolving operational demands. This data-driven approach fosters a culture of continuous improvement, supports career progression, and enhances productivity. By prioritizing employee development, we strengthen workforce capability while promoting engagement, retention, and long-term organizational growth.

In 2024, employees completed an average of 4 training hours each. Training programs included ethics, safety, sustainability, and technical skills, supporting professional growth. This investment in workforce development strengthens capabilities, fosters engagement, and ensures continuous improvement across the organization.



DIVERSITY OF GOVERNANCE BODIES AND EMPLOYEES

Our disability inclusion initiatives aim to create an accessible and inclusive workplace. Measures include reasonable accommodations, assistive technologies, accessible infrastructure, and inclusive recruitment practices. Awareness programs educate employees to foster understanding, respect, and support for colleagues with disabilities. By integrating disability inclusion into organizational policies and processes, we ensure equal opportunities for hiring, career advancement, and workplace participation. These efforts enhance workforce diversity, employee engagement, and social equity, while reinforcing our commitment to human rights and global inclusion standards. We continuously evaluate and improve initiatives to maintain an inclusive, supportive, and empowering work environment.

Spring Tech maintained a 30% representation of women in its workforce during 2024. This reflects progress toward gender balance and inclusivity across roles and functions. By supporting equitable opportunities, fostering leadership pathways, and creating an inclusive culture, we enhance diversity, innovation, and organizational performance aligned with sustainability goals.



INCIDENTS OF DISCRIMINATION AND CORRECTIVE ACTIONS TAKEN

GRI 406-1



Workplace Harassment Prevention programs educate employees about identifying, reporting, and addressing harassment, bullying, or discriminatory behaviors. Policies provide confidential reporting channels, fair investigations, and corrective actions. Awareness sessions promote respect, empathy, and professional conduct, creating a safe and supportive work environment. Preventive measures reinforce zero tolerance toward harassment and discrimination. By fostering a culture of inclusion and respect, employees are empowered to speak up without fear, improving morale, productivity, and retention. These efforts align with legal requirements and international best practices, demonstrating our commitment to employee well-being and ethical workplace standards.

Anti-discrimination measures are implemented to ensure fair treatment and equal opportunity for all employees, regardless of gender, race, age, religion, disability, or nationality. Policies prohibit discriminatory practices in hiring, promotions, remuneration, and workplace interactions. Awareness campaigns, grievance mechanisms, and strict enforcement of codes of conduct reinforce a culture of respect and inclusivity. Regular monitoring and audits assess the effectiveness of these measures, ensuring compliance with local laws and international standards. By fostering a diverse and equitable workplace, we enhance employee engagement, productivity, and organizational reputation, aligning with our commitment to human rights and ethical practices.



INCIDENTS OF DISCRIMINATION AND CORRECTIVE ACTIONS TAKEN

GRI 406-1

Discrimination awareness training educates employees on recognizing, preventing, and addressing discriminatory practices in the workplace. Programs emphasize respect, inclusion, and equal opportunity, covering biases related to gender, race, religion, age, or disability. Employees learn how to report incidents through confidential channels and understand consequences of violations. Training sessions foster a culture of empathy, accountability, and fairness. Regular monitoring and feedback help enhance program effectiveness. By promoting awareness, we strengthen ethical behavior, workplace harmony, and compliance with legal and international human rights standards. This initiative reinforces organizational commitment to a discrimination-free environment.

In 2024, Spring Tech carried out a workplace harassment audit to evaluate the effectiveness of grievance mechanisms, reporting systems, and prevention programs. The audit reviewed employee surveys, complaint registers, and policy compliance to identify potential risks and gaps. Findings confirmed that preventive measures, such as established reporting channels and clear policies, were in place and functional. However, the audit also recommended strengthening awareness initiatives and expanding training sessions to build a more informed workforce. By addressing risks proactively, Spring Tech reinforces its commitment to ensuring a safe, respectful, and inclusive workplace for all employees.

PROGRAMS FOR UPGRADING EMPLOYEE SKILLS

GRI 404-2

Career development initiatives provide structured learning and growth opportunities to employees through mentoring, training workshops, skill-building programs, and cross-functional assignments. Performance-based development plans align individual aspirations with organizational goals, enhancing competencies, productivity, and career progression. Regular assessments ensure that employees receive relevant guidance, training, and support to achieve personal and professional objectives. By fostering continuous learning, career development strengthens workforce capabilities, boosts employee engagement, and promotes retention. These initiatives contribute to a culture of growth, innovation, and knowledge sharing, aligning employee advancement with sustainable organizational success.

Career management support provides employees with structured guidance for professional growth and skill enhancement. Programs include mentoring, training, performance reviews, and career planning to align individual development with organizational objectives. Employees are encouraged to pursue learning opportunities, internal mobility, and leadership pathways. Regular assessments help identify skill gaps and opportunities for advancement. This approach fosters employee engagement, motivation, and retention while ensuring a competent workforce. By integrating career management into organizational culture, we create a supportive environment that enables talent growth, knowledge sharing, and sustainable development, benefiting both employees and the company.

PROGRAMS FOR UPGRADING EMPLOYEE SKILLS

GRI 404-2

Adaptability to new technology skill development programs prepare employees for evolving operational tools and digital systems. Training focuses on using modern machinery, software applications, automation processes, and digital reporting tools. Employees gain technical competence, problem-solving abilities, and efficiency in adapting to technological changes. Continuous learning ensures workforce readiness for innovation, reduces operational errors, and enhances productivity. Monitoring skill development and providing refresher sessions ensures sustainable workforce adaptability. By fostering technological proficiency, the organization strengthens competitive advantage, promotes continuous improvement, and supports employees' career growth in line with digital transformation initiatives.

Skill development for mattress quilting machine handling equips employees with technical knowledge to operate machinery safely and efficiently. Training includes setup, calibration, troubleshooting, maintenance, and adherence to safety protocols. Hands-on sessions ensure practical understanding, reducing errors and enhancing productivity. Regular refresher programs reinforce best practices and operational excellence. Employees gain confidence, improve craftsmanship, and contribute to consistent product quality. By investing in specialized skill development, the organization ensures safe operations, minimizes workplace risks, and promotes continuous improvement. These programs align employee capabilities with organizational goals, efficiency standards, and ESG principles.

PROGRAMS FOR UPGRADING EMPLOYEE SKILLS

GRI 404-2

Cabinet and wardrobe assembly skill development programs train employees in accurate, efficient, and safe assembly techniques. Training includes blueprint reading, component handling, use of tools, quality control, and adherence to safety standards. Employees enhance technical proficiency, precision, and teamwork skills. Refresher courses ensure up-to-date practices, minimizing errors and workplace incidents. Skill development strengthens workforce capability, product quality, and operational efficiency. By providing structured training, the organization supports employee growth, safety, and knowledge retention, ensuring alignment with organizational objectives and ESG commitments while fostering a culture of continuous improvement.

Spring Tech ensured 100% of employees received career management and training opportunities in 2024. Programs included skill upgrading, professional development, and regular performance reviews. These initiatives foster talent retention, employee satisfaction, and long-term organizational resilience through structured growth pathways.



PREVENTION AND MITIGATION OF OCCUPATIONAL HEALTH AND SAFETY IMPACTS DIRECTLY LINKED BY BUSINESS RELATIONSHIPS



GRI 403-7

Workplace Condition Measures ensure safe, healthy, and productive work environments. These include ergonomic workstations, proper ventilation, lighting, safety equipment, and regular inspections. Feedback mechanisms allow employees to raise concerns or suggest improvements. Policies are designed to comply with labor laws, occupational health standards, and ESG commitments. By proactively managing workplace conditions, we reduce risks, enhance employee satisfaction, and promote well-being. Continuous monitoring and improvement of workplace conditions support operational efficiency, employee retention, and organizational sustainability. Such measures reflect our dedication to ethical, responsible, and employee-centric workplace practices.

BENEFITS PROVIDED TO EMPLOYEES



Family-friendly programs support employees in balancing professional and personal responsibilities through parental leave, childcare support, and wellness initiatives. These programs promote gender equality, inclusivity, and employee well-being. Policies ensure fair access and consistent implementation across the workforce. By addressing family-related needs, we foster employee loyalty, reduce turnover, and enhance job satisfaction. Awareness campaigns encourage utilization of benefits, promoting a supportive and respectful workplace culture. Family-friendly programs reflect our commitment to sustainable employment practices, employee engagement, and overall workforce productivity, aligning organizational goals with social responsibility and international labor standards.

GRI 401-2

Flexible work options provide employees with adaptable work schedules, remote working possibilities, and part-time arrangements where feasible. These initiatives support work-life balance, reduce stress, and accommodate diverse personal circumstances. Policies ensure fairness, transparency, and alignment with business requirements while fostering employee productivity and engagement. Flexible work arrangements contribute to inclusion, talent retention, and employee satisfaction. Continuous assessment and feedback help optimize policies, ensuring they meet employee needs without compromising operational efficiency. By promoting flexibility, we demonstrate commitment to employee well-being, modern workplace practices, and sustainable workforce management.



WORKER TRAINING ON OCCUPATIONAL HEALTH AND SAFETY

GRI 403-5

Occupational health and safety (OHS) training equips employees with knowledge to prevent workplace accidents and maintain a safe work environment. Training covers hazard identification, emergency response, safe equipment use, ergonomics, and regulatory compliance. Regular refresher sessions and practical drills ensure readiness for incidents like fires, chemical spills, and machinery hazards. Employees are encouraged to report safety concerns and actively participate in safety programs. Effective OHS training reduces workplace injuries, promotes health and well-being, and enhances operational efficiency. Continuous improvement of training programs demonstrates commitment to employee protection, legal compliance, and international safety standards.

Health and safety training educates employees on maintaining a secure and healthy workplace, covering hazard identification, risk mitigation, emergency preparedness, ergonomics, and regulatory compliance. Employees are trained in accident prevention, first aid, and safe equipment use. Regular drills, workshops, and refresher courses reinforce readiness for incidents such as fires, chemical spills, and falls. The program promotes a safety culture, reduces workplace injuries, and ensures operational efficiency. Continuous monitoring and feedback enhance effectiveness. By prioritizing employee health and safety, the organization demonstrates commitment to well-being, legal compliance, and international occupational health standards.



OPERATIONS AND SUPPLIERS AT RISK OF CHILD LABOR, FORCED OR COMPULSORY LABOR

→ Child and forced labor training educates employees and contractors on preventing and identifying violations in line with ILO conventions and local labor laws. Training covers indicators of child labor, forced labor, human trafficking, and responsible recruitment practices. Employees learn reporting procedures, monitoring mechanisms, and corrective actions to mitigate risks. Awareness programs ensure supply chains and operations remain free from exploitative practices. By equipping personnel with knowledge and vigilance, the organization reinforces ethical conduct, legal compliance, and ESG commitments. Continuous education supports transparency, accountability, and a culture of human rights protection throughout all business operations.

Spring Tech recorded zero cases of child labor, forced labor, or human trafficking in 2024. Our supplier code of conduct, strict compliance audits, and employee awareness programs safeguard labor rights. These measures underscore our ethical responsibility to eliminate exploitation and uphold international human rights standards across operations and supply chains.



→ Spring Tech conducted internal audits in 2024 to reinforce its zero-tolerance stance on child labour. The audit reviewed recruitment processes, supplier compliance, and worker age verification systems. Spot checks and document inspections ensured that no underage workers were present within operations or supply chains. The audit outcomes supported training programs and supplier awareness campaigns. This effort safeguards children's rights while promoting ethical business practices across the value chain.

In 2024, Spring Tech performed internal audits to identify risks of forced labour and human trafficking. The audits examined employment contracts, working conditions, wage practices, and recruitment processes across operations and suppliers. No violations were found, but preventive measures such as strengthened supplier codes and training were reinforced. Confidential reporting channels were reviewed to ensure workers could safely raise concerns. These actions affirm our commitment to human rights and fair treatment in the workplace.

90% of supplier contracts in 2024 included environmental, labor, and human rights clauses. These measures ensure accountability across our supply chain and safeguard ethical compliance. Integrating these clauses strengthens resilience, transparency, and sustainability in supplier partnerships..



GRI 408-1, 409-1



NEW EMPLOYEE HIRSES AND EMPLOYEE TURNOVER

GRI 401-1

In 2024, Spring Tech audited its recruitment processes to ensure fairness, transparency, and equal opportunity in hiring. The audit examined recruitment policies, candidate evaluation methods, interview procedures, and onboarding practices to prevent any form of bias, discrimination, or exploitation. Results confirmed compliance with UAE labour regulations and international standards, while highlighting opportunities to enhance inclusivity through targeted training for hiring managers. This initiative reinforces our commitment to ethical recruitment, promoting diversity, equity, and fairness in the workforce. By embedding these principles, Spring Tech ensures that hiring practices remain responsible, transparent, and supportive of long-term organizational growth.

RATIO OF BASIC SALARY AND REMUNERATION OF WOMEN TO MEN

In 2024, Spring Tech carried out a comprehensive pay gap audit to assess equitable compensation across genders, roles, and job categories. The audit evaluated salary structures, wage distribution patterns, performance-based incentives, and benchmarking against industry standards. Results confirmed that our compensation practices are fair and consistent with legal and ethical requirements. However, recommendations were made to enhance transparency in pay reporting and to strengthen monitoring systems for early detection of disparities. Corrective measures are being implemented to address any gaps, reaffirming our commitment to equal opportunity, pay equity, and the promotion of a just and inclusive workplace.



NEW SUPPLIERS SCREENED USING SOCIAL CRITERIA

GRI 414-1

In 2024, Spring Tech introduced Supplier Sustainability Support training to strengthen environmental performance across our supply chain. The program equips employees with the knowledge and tools to collaborate with suppliers on resource efficiency, waste minimization, and emissions reduction while ensuring compliance with environmental regulations. Training modules emphasize risk identification, sustainable procurement practices, and effective communication to guide suppliers toward continuous improvement. By fostering shared responsibility, this initiative enhances supplier accountability, reduces environmental impacts, and aligns operations with global sustainability standards. It also reinforces our long-term commitment to responsible sourcing and sustainable value creation across the supply chain.

In 2024, 90% of targeted suppliers signed Spring Tech's Supplier Code of Conduct. The code covers environmental, social, and ethical requirements, ensuring suppliers align with our sustainability principles. This commitment strengthens supply chain responsibility and promotes ethical business practices across all operations.



NEGATIVE SOCIAL IMPACTS IN THE SUPPLY CHAIN AND ACTIONS TAKEN

GRI 414-2

Buyer Social & Environmental Training equips procurement teams with skills to evaluate suppliers' social and environmental performance. Employees learn to identify risks related to labor rights, environmental compliance, and sustainability practices. The training emphasizes responsible sourcing, supplier audits, and continuous improvement in supplier operations. By integrating social and environmental considerations into procurement decisions, we promote ethical supply chains, reduce ESG risks, and ensure alignment with global sustainability standards.

In 2024, 90% of targeted suppliers underwent sustainability assessments. These assessments evaluated social and environmental practices, identifying potential risks and opportunities for improvement. This proactive approach supports compliance, responsible sourcing, and long-term supplier development aligned with Spring Tech's sustainability commitments.

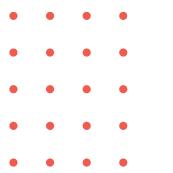
Supplier Sustainability Support training guides employees on working with suppliers to improve environmental performance and compliance with sustainability standards. It focuses on resource efficiency, waste reduction, emissions management, and adherence to environmental laws. Employees learn to identify risks, provide guidance, and encourage continuous improvement in supplier operations. This ensures that our procurement practices advance environmental responsibility throughout the supply chain and reinforce our commitment to sustainable business practices.



INCIDENTS OF NON-COMPLIANCE CONCERNING HEALTH AND SAFETY IMPACTS OF PRODUCTS AND SERVICES

Spring Tech performed noise level testing throughout 2024 to monitor workplace and community impacts from production operations. Measurements were conducted to assess compliance with occupational health standards and local environmental regulations. Where elevated levels were identified, corrective actions were introduced, such as noise control equipment and protective measures for workers. This proactive approach helps reduce noise pollution, safeguard employee health, and minimize disturbance to nearby communities. Regular testing also reinforces our dedication to creating a safe, sustainable, and socially responsible operating environment.

GRI 416-2



WORK-RELATED INJURIES

01

In 2024, Spring Tech conducted comprehensive fire safety drills across its facilities to strengthen preparedness and protect employees. The drills included evacuation exercises, fire extinguisher handling, and emergency response coordination with designated safety wardens. Employees were trained to respond calmly and effectively during potential fire incidents, ensuring swift evacuation and minimal disruption. Regular fire drills not only enhance workplace safety but also reduce risks of injury, property damage, and business interruption. This initiative reflects our commitment to safeguarding employees, maintaining compliance with occupational safety regulations, and embedding a proactive safety culture throughout our organization.

WORK-RELATED INJURIES

GRI 403-9

Spring Tech conducted heavy machinery safety drills in 2024 to enhance worker awareness and accident prevention in high-risk operational areas. The drills included simulations of machinery malfunction, entrapment, and safe shutdown procedures. Employees were trained in proper use of PPE, emergency stop systems, and rescue protocols. These exercises improved operational safety, reduced the risk of workplace injuries, and promoted compliance with safety standards. By reinforcing safe work practices and machinery handling, we demonstrated our proactive commitment to occupational health, safety, and employee well-being.

Spring Tech achieved zero work-related accidents in 2024. Preventive safety programs, employee engagement, and continuous monitoring ensured hazard-free operations. Safety drills and proactive risk management reinforced awareness and accountability. This milestone highlights our dedication to protecting employees and strengthening occupational health and safety culture throughout the organization.

02

WORK-RELATED INJURIES

03

In 2024, Spring Tech conducted explosion injury response drills to train employees in managing emergencies involving sudden blasts or equipment malfunctions. The drills emphasized evacuation procedures, first aid for burns and trauma, communication with emergency services, and containment of secondary hazards. Employees practiced quick, coordinated actions to minimize casualties and property damage. This initiative ensures preparedness for high-risk scenarios, strengthens workplace safety culture, and enhances organizational resilience. By simulating worst-case situations, we reinforce our commitment to protecting employees, safeguarding communities, and aligning with global safety standards.

GRI 403-9

WORK-RELATED INJURIES

04

Spring Tech organized fall safety drills in 2024 to address one of the most common workplace hazards. The exercises focused on safe evacuation, rescue procedures, and use of fall-arrest systems. Employees were trained to identify high-risk areas, practice safe climbing techniques, and respond effectively to incidents involving slips, trips, or falls. The drills improved awareness, reduced accident risks, and promoted a proactive approach to workplace safety. By integrating fall protection into daily operations, we strengthen our commitment to employee well-being and compliance with occupational health and safety standards.

In 2024, Spring Tech recorded zero lost workdays due to injuries, ill health, or fatalities. Strong occupational health measures, preventive care, and wellness initiatives supported this outcome. By prioritizing employee well-being, we demonstrate our commitment to safe operations and sustainable workforce resilience across all levels of our organization.

PROMOTION OF WORKER HEALTH

GRI 403-6



HEALTH
PROMOTION

In response to health and safety priorities, Spring Tech conducted outbreak of illness drills in 2024. The training focused on emergency health protocols, isolation procedures, sanitation measures, and safe communication practices. Employees were educated on how to minimize exposure, support colleagues, and maintain business continuity during a health crisis. The drills also reinforced hygiene practices and rapid response actions, ensuring operational resilience during potential epidemics. This initiative strengthens workplace well-being, promotes employee confidence, and demonstrates our commitment to protecting both our workforce and the wider community.

SUBSTANTIATED COMPLAINTS CONCERNING BREACHES OF CUSTOMER PRIVACY AND DATA LOSSES

GRI 418-1

In 2024, there were zero confirmed information security incidents at Spring Tech. We achieved this by implementing strong cybersecurity policies, access controls, and regular audits. Employee training on secure practices further safeguarded customer data and intellectual property, ensuring stakeholder confidence and regulatory compliance.

DIVERSITY OF GOVERNANCE BODIES AND EMPLOYEES

GRI 405-1

In 2024, 15.86% of our workforce comprised employees from minority or vulnerable groups. Spring Tech prioritizes equal opportunities, inclusive hiring practices, and respectful workplace environments. This focus strengthens social equity, cultivates cultural diversity, and reinforces our commitment to fairness, dignity, and empowerment for all employees across the organization.

BENEFITS PROVIDED TO EMPLOYEES

GRI 401-2

In 2024, 100% of Spring Tech employees were covered by comprehensive health insurance. This ensured equitable access to medical services, enhanced workplace security, and demonstrated our strong commitment to employee welfare. Providing robust benefits strengthens organizational resilience and promotes long-term well-being across our diverse and inclusive workforce.

WORK-RELATED INJURIES

GRI 403-9

In 2024, Spring Tech reported zero health and safety incidents across all operations. Robust occupational safety systems, regular training, and risk assessments safeguarded employees against hazards. This achievement reflects our proactive approach to workplace safety and continuous commitment to maintaining a safe, healthy, and resilient work environment.

INCIDENTS OF NON-COMPLIANCE CONCERNING HEALTH AND SAFETY IMPACTS OF PRODUCTS AND SERVICES GRI 416-2

In 2024, Spring Tech recorded zero incidents of non-compliance concerning the health and safety impacts of its products and services. Rigorous quality checks, product safety standards, and continuous monitoring ensured customer protection. This reflects our commitment to delivering safe, reliable, and responsibly manufactured products that meet international compliance requirements.

OPERATIONS ASSESSED FOR HUMAN RIGHTS IMPACTS GRI 412-1

In 2024, Spring Tech recorded no human rights violations involving external stakeholders. Human rights assessments, supplier code of conduct clauses, and employee training ensured compliance with global standards. By embedding respect for human rights across operations and supply chains, we reinforced stakeholder trust and advanced ethical business practices.

INCIDENTS OF DISCRIMINATION AND CORRECTIVE ACTIONS TAKEN GRI 406-1

Spring Tech reported zero cases of discrimination or harassment in 2024. Strong policies, awareness training, and grievance mechanisms fostered a culture of respect, fairness, and inclusivity. Our proactive approach safeguards employee rights, promotes equity, and reinforces our organizational values of diversity, dignity, and equal opportunity across all operations.

MINIMUM NOTICE PERIODS REGARDING OPERATIONAL CHANGES; COLLECTIVE BARGAINING GRI 402-1

A total of 10 employees actively engaged in structured social dialogue processes in 2024. This included consultations on workplace practices, safety measures, and organizational changes. By fostering open communication, Spring Tech encourages collaboration, strengthens employee relations, and ensures fair representation in decision-making, reinforcing a culture of inclusivity and transparency.

SOCIAL PERFORMANCE DATA

0 Nos

Information Security Incidents

(Number of confirmed information security incidents)



GRI 418-1

90%

Percentage of targeted suppliers who have signed the supplier code of conduct



GRI 414-1

90%

Percentage of targeted suppliers with contracts that include clauses on environmental, labor, and human rights requirements



GRI 408-1, 409-1

90%

Percentage or number of targeted suppliers covered by a sustainability assessment



GRI 414-2

4 Hours

Training Hours Average



GRI 404-1

100%

Career management and training



GRI 404-2



0 Nos**Health Impact Days**

(Number of days lost to work-related injuries, fatalities and ill health)



GRI 403-9

0 Nos**Customer health and safety**

(Count of Reported Customer health and safety incidents)



GRI 416-2

0 Nos**Discrimination and Harassment**

(Number of Reported Incidents of Discrimination and Harassment)



GRI 406-1

0 Nos**External stakeholder human rights**

(Number of Incidents)



GRI 412-1

10%**Social dialogue**

(Number of Employees Participated in Social Dialogue)



GRI 402-1

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INDEPENDENT ASSURANCE STATEMENT

This CSR report has been independently verified by BMQR, a third-party assurance provider, in accordance with ISO 17029:2019. The assurance engagement covered a Type 1 assurance of the information and data disclosed within this report.

The scope of the assurance included verifying the accuracy, completeness, and reliability of the disclosures made under all relevant sections of the GRI Standards. The assurance provider conducted the engagement based on applicable assurance principles and issued an assurance statement confirming the integrity of the disclosed information.

Name of Assurance Provider : BMQR Certifications Pvt Ltd,

Standard Used : ISO 17029:2019 and GRI.

Type of Assurance : Type 1

Date of Assurance : 02nd February 2024

Web URL : www.bmqrassurance.com

Authorized Representative (Assurer) :

Name : S. Elango

Designation : Associate Certified Sustainability Assurance Practitioner (AA 1000)

Certificate No : AA1000 (ACSAP) C.N: A09122401

Signature : 

