



SPACE DÉCOR LLC

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CORPORATE SUSTAINABILITY REPORT

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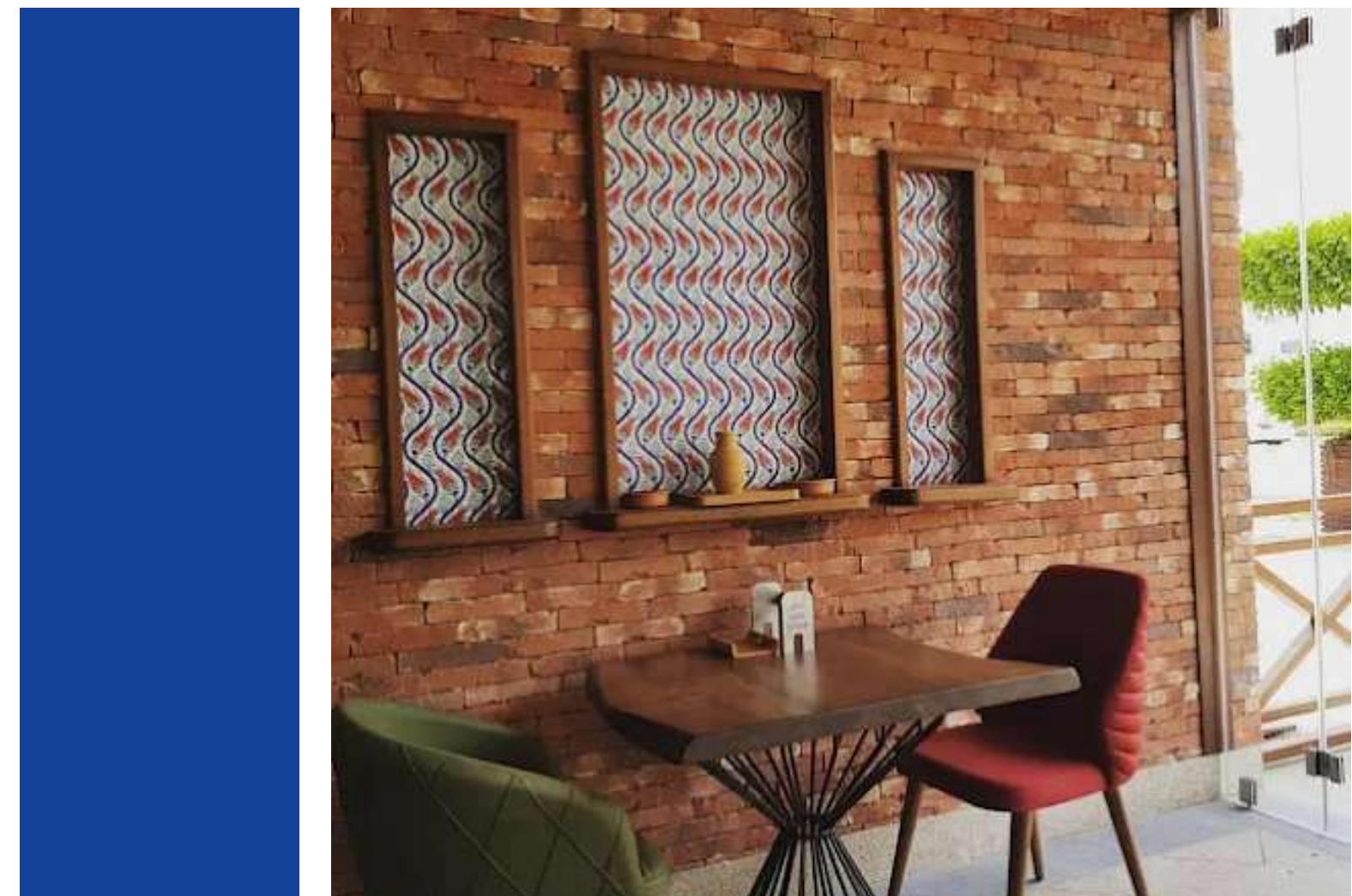


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ORGANIZATIONAL PROFILE

GRI 2-1 to 2-7

Space Décor LLC, headquartered in Al Quoz 3, Dubai, is a leading provider of innovative interior design, flooring, carpentry, and decorative solutions. Since its establishment, the company has integrated sustainability as a core business value, aligning operations with the UAE Vision 2031 and the UN Sustainable Development Goals. Guided by ISO 9001, ISO 14001, and ISO 45001 standards, Space Décor ensures quality,

Environmental stewardship, and occupational safety across all projects. The company's sustainability approach focuses on reducing environmental impact, enhancing energy and resource efficiency, promoting employee well-being, and fostering transparent governance.

By embedding Environmental, Social, and Governance (ESG) principles into every decision, Space Décor demonstrates its commitment to responsible growth, customer satisfaction, and long-term business resilience. Through continuous innovation, ethical practices, and community engagement, the company strives to build not only aesthetic and functional spaces but also a sustainable and inclusive future for all stakeholders.





Space Décor LLC’s sustainability strategy is built on the principles of long-term climate responsibility, ethical governance, and inclusive growth. The company aligns its environmental objectives with Science-Based Targets (SBTi) and ISO 14064 standards to ensure measurable, verifiable progress toward carbon neutrality. Its ultimate goal is to achieve net-zero greenhouse gas emissions by 2050 through the adoption of renewable energy solutions, enhanced energy efficiency, and the gradual transition to sustainable materials.

Waste minimization, circular economy initiatives, and responsible water management are key pillars of this strategy. Socially, the company prioritizes employee empowerment, occupational safety, and diversity, while engaging local communities through education and environmental outreach.

Space Décor’s transparent ESG disclosures, stakeholder dialogues, and data-driven decision-making foster accountability and trust. By embedding sustainability into every business process—from procurement to project execution—the company reinforces its commitment to the UAE’s Net Zero 2050 vision and global climate goals, ensuring long-term resilience and value creation.



GOVERNANCE STRUCTURE

GRI 2-9

Space Décor LLC's sustainability governance framework is anchored by a dedicated Environmental, Social, and Governance (ESG) Committee that reports directly to senior management. The committee includes representatives from operations, HSE, HR, procurement, and finance, ensuring cross-functional integration of sustainability objectives.

It oversees key initiatives related to energy efficiency, waste management, greenhouse gas reduction, and ethical sourcing, fully aligned with ISO 14001 standards and the UAE Net Zero 2050 Strategy. Quarterly review meetings evaluate ESG performance against defined KPIs, while management audits ensure compliance with national and international sustainability norms.

This governance model promotes transparent decision-making, accountability, and ethical leadership, embedding sustainability principles into corporate strategy. Through strong oversight and continuous improvement, Space Décor cultivates a culture of environmental stewardship, social responsibility, and operational excellence across all business functions.



POLICY COMMITMENTS

GRI 2-23

Space Décor LLC demonstrates a strong commitment to sustainability through a comprehensive suite of corporate policies designed to uphold ethical, environmental, and social responsibility. These policies are anchored in international standards such as ISO 9001 (Quality Management), ISO 14001 (Environmental Management), and ISO 45001 (Occupational Health and Safety), as well as the UAE's national sustainability and Net Zero 2050 strategies. The company's Environmental Policy focuses on reducing carbon emissions, conserving natural resources, minimizing waste, and promoting energy efficiency through responsible design and operations. Its Social Policy emphasizes employee welfare, diversity, human rights protection, and fair labor practices, ensuring a safe and inclusive work environment.

The Anti-Corruption and Governance Policy ensures transparency, integrity, and accountability across all levels of decision-making, supported by regular audits and training programs. Additionally, the company enforces supplier compliance through ESG declarations and sustainability assessments to maintain ethical sourcing and fair procurement. Through these integrated policies, Space Décor embeds sustainability principles into every aspect of its operations—fostering continuous improvement, innovation, and stakeholder confidence. These commitments not only guide daily business activities but also reflect Space Décor's long-term vision to contribute meaningfully to the UAE's sustainable development goals and global environmental responsibility.



Space Décor LLC's key material topics include energy efficiency, water management, waste reduction, occupational health a welfare, community engagement, ethical governance, and regulatory compliance. These focus areas reflect stakeholder priorities and align with the UAE's sustainability agenda, ensuring that environmental stewardship, social responsibility, and transparent governance drive long-term business resilience and value creation.

1. Energy consumption and efficiency in operations
2. Greenhouse gas (GHG) emissions reduction
3. Sustainable sourcing of raw materials (tiles, wood, décor materials)
4. Waste management and recycling of construction and decorative waste
5. Water consumption and water efficiency
6. Use of low-VOC paints and finishes
7. Pollution prevention (air, soil, and water)
8. Environmental compliance with UAE regulations
9. Life-cycle impact of products and materials
10. Sustainable packaging and transport of materials

1. Employee health, safety, and wellbeing
2. Labor rights and fair working conditions
3. Workforce training and skill development
4. Diversity, equity, and inclusion
5. Client satisfaction and engagement
6. Community engagement and local development
7. Fair wages and benefits
8. Prevention of workplace harassment
9. Social compliance with UAE labor laws
10. Employee retention and morale

1. Board accountability and oversight
2. Corporate ethics and integrity
3. Compliance with UAE laws and regulations
4. Risk management and internal controls
5. Anti-corruption and anti-bribery policies
6. Transparent financial reporting
7. Stakeholder engagement and communication
8. Data privacy and protection
9. ESG strategy integration into corporate governance
10. Conflict of interest management

REPORTING

GRI 102-50

Space Décor LLC publishes a comprehensive annual Sustainability and ESG Performance Report that highlights its achievements, challenges, and continuous improvement efforts. These reports are fully aligned with the Global Reporting Initiative (GRI) Standards, the UAE Green Agenda, and international sustainability frameworks. All reported data undergoes meticulous internal verification and third-party audit reviews to ensure accuracy, consistency, and transparency.

The reports feature detailed performance metrics, including GHG emission trends, energy and water consumption, waste reduction achievements, employee training hours, and social impact initiatives. Results are shared with management, employees, clients, and other stakeholders through presentations and digital platforms, promoting open communication and accountability.

Key Performance Indicators (KPIs) include achieving 100% on-time ESG reporting and maintaining annual third-party validation of data integrity. This systematic reporting process reinforces Space Décor's commitment to measurable sustainability performance, transparency, and continuous progress toward its long-term ESG objectives.



MANAGEMENT APPROACH

GRI 103-1

Space Décor LLC integrates sustainability management into every department through defined responsibilities, measurable targets, and a robust monitoring framework. Regular energy and carbon audits help identify efficiency opportunities, while structured staff training enhances environmental awareness and operational discipline.

Supplier engagement ensures ESG principles are upheld across the value chain, promoting responsible sourcing and transparency. Key Performance Indicators (KPIs) track energy consumption, waste generation, and GHG emission intensity, providing measurable insights into sustainability progress. Annual third-party verifications validate data accuracy and performance outcomes. This systematic approach reinforces accountability, continuous improvement, and alignment with the UAE's national sustainability goals.



Innovation serves as the foundation of Space Décor LLC's sustainability progress. The company consistently invests in advanced digital design tools, smart monitoring systems, and renewable energy feasibility studies to optimize resource utilization and operational efficiency. Automation initiatives in waste segregation and material reuse enhance process sustainability while minimizing environmental impact. Regular review of energy, water, and emission data drives performance improvement and innovation in design and production. Employees are encouraged to contribute creative ideas through sustainability workshops and training programs. This culture of learning and experimentation supports the company's target of achieving a 10% annual improvement in resource efficiency. By integrating technology, innovation, and continuous improvement, Space Décor strengthens its environmental performance and reinforces its leadership in sustainable interior design, aligning



GOVERNANCE



PROCUREMENT PRACTICES

GRI 204-1



Space Décor LLC conducts a comprehensive materiality assessment to identify priority sustainability issues, including climate change mitigation, energy efficiency, water management, waste reduction, occupational safety, and diversity inclusion. These topics shape procurement strategies and operational priorities, ensuring that all purchasing decisions align with environmental and social objectives.

The company prioritizes suppliers who adhere to ethical, sustainable, and local sourcing practices. Regular supplier evaluations and ESG performance reviews enhance accountability and transparency. Continuous monitoring and stakeholder engagement ensure procurement activities remain aligned with the UAE's sustainability vision, driving measurable improvements in environmental performance, social equity, and long-term value creation.



ANTI-CORRUPTION

GRI 205

Space Décor LLC enforces a comprehensive Anti-Corruption Policy that upholds transparency, fairness, and ethical integrity across all business operations. All employees receive periodic training to identify, prevent, and report unethical behavior such as bribery, fraud, and conflicts of interest through secure and confidential reporting channels. Supplier and subcontractor contracts include strict anti-bribery and ethical compliance clauses, ensuring responsible conduct throughout the value chain. Management regularly reviews and investigates any reported incidents, implementing corrective actions and continuous monitoring mechanisms. Compliance with UAE anti-corruption laws and international governance standards is routinely verified through internal audits. This proactive approach fosters a culture of integrity, accountability, and trust while reinforcing Space Décor's alignment with global sustainability frameworks such as the UN Global Compact and GRI Standards, ensuring responsible business leadership and strong stakeholder confidence.

ENVIRONMENTAL



MATERIALS USED BY WEIGHT OR VOLUME

GRI 301-1



Space Décor LLC primarily utilizes tiles, adhesives, paints, timber, and decorative finishes across its design and construction projects. The company's procurement strategy focuses on responsible sourcing by engaging suppliers who provide certified sustainable materials, including FSC-certified wood and eco-labeled paints with low volatile organic compounds (VOC). Continuous monitoring of procurement data helps optimize material usage, minimize waste, and reduce dependence on virgin raw materials.

Currently, more than 30% of total input materials are derived from recycled, renewable, or low-carbon sources, significantly lowering lifecycle environmental impacts. The company maintains detailed material records by weight and volume to ensure transparency and accountability. Additionally, Space Décor promotes reuse of surplus materials and encourages innovative design methods that enhance resource efficiency. These practices reflect the company's commitment to sustainable material management and align with GRI 301 principles, ISO 14001 standards, and the UAE's sustainable construction goals.



RECYCLED INPUT MATERIALS

GRI 301-2

Space Décor LLC actively incorporates recycled input materials into its operations to reduce the environmental impact associated with raw material extraction and processing. Approximately 25% of the company's total material inputs—such as timber, metal fixtures, and composite panels—are currently sourced from recycled or repurposed materials. These materials are procured through partnerships with certified suppliers and recyclers committed to sustainable production. The company aims to increase this share to 40% by 2030 through enhanced supplier collaboration, material recovery programs, and integration of circular economy principles. Detailed tracking of material usage ensures transparency and continuous improvement. By prioritizing recycled content, Space Décor not only conserves natural resources but also lowers its carbon footprint, reduces waste generation, and supports the UAE's sustainability agenda. This initiative demonstrates the company's dedication to responsible sourcing and its alignment with global sustainability frameworks such as GRI 301 and ISO 14001.

ENERGY CONSUMPTION

GRI 302-1

Space Décor LLC's energy use primarily stems from electricity consumption in its workshops, offices, and project operations, along with fuel used for generators and transportation vehicles. To enhance efficiency, the company has implemented multiple energy-saving initiatives, including the installation of LED lighting systems, HVAC optimization, and preventive equipment maintenance.

These measures have collectively reduced overall energy consumption by 8% since 2023. As part of its long-term sustainability roadmap, Space Décor plans to commission a 10 kWp rooftop solar photovoltaic system to offset a portion of grid electricity with renewable energy. All DEWA bills and fuel consumption records are meticulously tracked for accurate monitoring and verification.

These actions directly support the UAE's Energy Strategy 2050, contributing to national decarbonization goals while promoting responsible energy use. Through innovation, transparency, and continuous improvement, Space Décor demonstrates leadership in energy efficiency and sustainable operational practices.



REDUCTION OF ENERGY CONSUMPTION

GRI 302-4

Space Décor LLC publishes a comprehensive annual Sustainability and ESG Performance Report that highlights its achievements, challenges, and continuous improvement efforts. These reports are fully aligned with the Global Reporting Initiative (GRI) Standards, the UAE Green Agenda, and international sustainability frameworks. All reported data undergoes meticulous internal verification and third-party audit reviews to ensure accuracy, consistency, and transparency.

The reports feature detailed performance metrics, including GHG emission trends, energy and water consumption, waste reduction achievements, employee training hours, and social impact initiatives. Results are shared with management, employees, clients, and other stakeholders through presentations and digital platforms, promoting open communication and accountability.

Key Performance Indicators (KPIs) include achieving 100% on-time ESG reporting and maintaining annual third-party validation of data integrity. This systematic reporting process reinforces Space Décor's commitment to measurable sustainability performance, transparency, and continuous progress toward its long-term ESG objectives.



WATER

GRI 303-1

Space Décor LLC's water consumption primarily arises from workshop cleaning, surface preparation, and employee facilities. The company ensures responsible water use by continuously monitoring consumption through DEWA bills, internal tracking systems, and periodic audits. Implementation of water-saving technologies such as aerators, low-flow fixtures, and controlled flow valves has achieved a 12% reduction in water usage since 2023.

Regular inspections help identify and rectify leaks or inefficiencies promptly, while awareness programs encourage employees to adopt conservation practices. Wastewater generated from operations is collected and safely treated through Dubai Municipality–approved contractors to prevent contamination and ensure compliance with local regulations.

Space Décor also explores opportunities for recycling grey water and optimizing water use in landscaping. Through these initiatives, the company demonstrates its commitment to sustainable water management, supporting the UAE's national vision for resource efficiency and environmental protection while promoting long-term operational sustainability.



EMISSIONS AND AIR QUALITY

GRI 305



To maintain clean air and low emissions, Space Décor conducts regular emission tests for vehicles, generators, and machinery, ensuring compliance with UAE regulations. Results confirm emissions remain within permissible limits for CO₂, NO_x, and particulate matter.

The company also utilizes dust collectors, enclosed sanding booths, and ventilation systems to control workplace pollutants. Eco-friendly paints and coatings with low VOC content further enhance air quality.

Through systematic monitoring, maintenance logs, and certification records, Space Décor reduces its carbon footprint while prioritizing employee health. These proactive measures demonstrate leadership in air pollution control and sustainable industrial operations.

BIODIVERSITY

GRI 304



SPACE DÉCOR LLC recognizes the critical importance of protecting biodiversity and minimizing ecological impact across its operations. The company ensures that all project sites and material sourcing activities avoid environmentally sensitive or protected areas in accordance with UAE Federal Law No. 24 of 1999 and Dubai Municipality guidelines.

Sustainable procurement practices prioritize eco-labeled materials, FSC-certified wood, and responsibly sourced natural stone to reduce habitat disruption. Landscaping and design projects incorporate native plant species to support local ecosystems and conserve water. Waste segregation, pollution control, and emissions reduction initiatives further protect surrounding flora and fauna.

Employee awareness programs emphasize biodiversity preservation and environmental stewardship. Through collaboration with green suppliers and adherence to sustainable construction standards, SPACE DÉCOR LLC actively contributes to maintaining ecological balance, promoting resource conservation, and supporting the UAE's national biodiversity strategy and its long-term environmental sustainability goals.

DIRECT (SCOPE 1) GHG EMISSIONS

GRI 305-1



Space Décor LLC's Scope 1 greenhouse gas (GHG) emissions primarily arise from fuel combustion in company-owned vehicles, generators, and other operational machinery. Between 2023 and 2024, total direct emissions decreased from 42.00 tCO₂e to 40.35 tCO₂e, reflecting a 3.93% reduction. This achievement was driven by efficient route planning, regular vehicle maintenance, and eco-driving training for drivers to minimize fuel consumption. The company continues to monitor fuel use through digital tracking systems to ensure accuracy and transparency. Looking ahead, Space Décor plans to transition 50% of its vehicle fleet to electric or hybrid models, supporting long-term decarbonization goals.

INDIRECT (SCOPE 2) GHG EMISSIONS

GRI 305-2



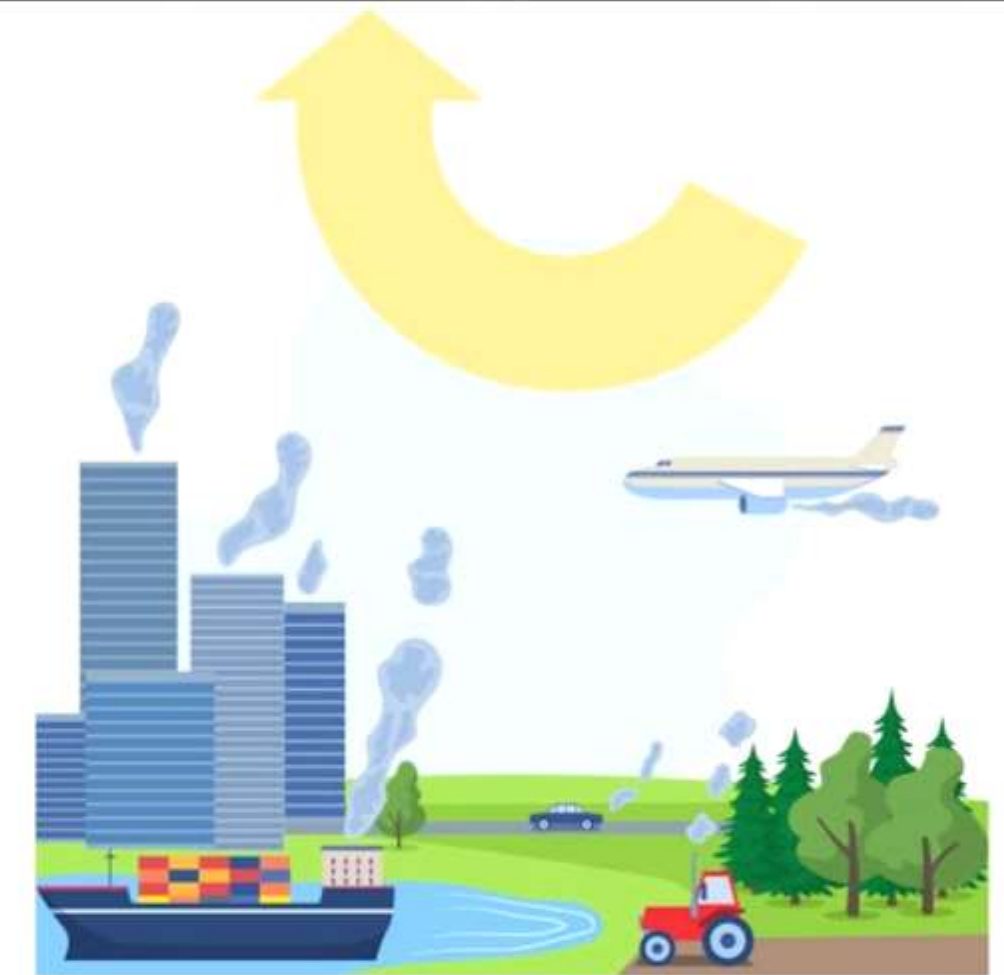
Space Décor LLC's indirect GHG emissions from purchased electricity decreased from 308.00 tCO₂e in 2023 to 298.48 tCO₂e in 2024, marking a 3.09% reduction. This improvement was achieved through LED lighting upgrades, optimized HVAC systems, and enhanced insulation across facilities. The company continuously tracks electricity usage to identify efficiency opportunities. Its long-term target is a 42.3% reduction in Scope 2 emissions by 2030 through renewable energy sourcing, solar integration, and advanced energy-efficient technologies.

OTHER INDIRECT (SCOPE 3) GHG EMISSIONS

GRI 305-3

Space Décor LLC's Scope 3 GHG emissions encompass upstream and downstream activities such as material procurement, logistics, employee commuting, and waste management. In 2024, these emissions totaled 707.25 tCO₂e, representing a 2.72% reduction from 2023. This improvement was driven by enhanced supplier collaboration, optimized transport routes, and a greater reliance on local sourcing to reduce logistics-related emissions.

The company encourages employees to adopt sustainable commuting options, including carpooling and the use of public transportation. Supplier awareness programs promote low-carbon materials and environmentally responsible production. Additionally, digital monitoring tools are being implemented to measure and manage indirect emissions across the value chain. Space Décor's long-term goal is to achieve a 25% reduction in Scope 3 emissions by 2030 through sustainable sourcing, waste minimization, and circular economy practices. These actions support the UAE's Net Zero 2050 Strategy and strengthen the company's position as a responsible and climate-conscious organization.



SCOPE 3
INDIRECT
EMISSIONS OF THE
CHAIN SUPPLY OR SERVICE

CHAIN SUPPLY OR SERVICE
EMISSIONS OF THE

REDUCTION OF GHG EMISSIONS

GRI 305-5



Space Décor LLC achieved significant progress in managing greenhouse gas emissions across Scopes 1, 2, and 3. After recalibrating its baseline to include value-chain activities, total emissions were recorded at 1,753.10 tCO₂e in 2024 compared to 1,077 tCO₂e in 2023. Despite the expanded boundary, measurable reductions were realized through renewable energy initiatives, hybrid fleet introduction, and supplier sustainability programs. The company's GHG management aligns with the Science-Based Targets initiative (SBTi) and ISO 14064 standards, ensuring transparency and accountability. Continuous monitoring, carbon audits, and technology integration drive further emission reductions in line with the UAE's Net Zero 2050 vision.

WASTE GENERATION AND MANAGEMENT

GRI 306-1



Space Décor LLC closely monitors waste generated from construction, carpentry, and decorative operations, including debris, wood offcuts, and packaging materials. Internal waste tracking logs ensure accurate documentation, segregation, and responsible disposal. The company partners with Dubai Municipality–approved recyclers and promotes the use of recyclable and reusable packaging to reduce environmental impact. By reusing leftover materials in new projects and optimizing procurement, Space Décor achieved a 10% reduction in total operational waste compared to the previous year. These efforts enhance resource efficiency, reduce landfill dependence, and strengthen the company’s commitment to circular economy principles and sustainable waste management practices.

ENVIRONMENTAL COMPLIANCE

GRI 307



Space Décor LLC maintains strict adherence to UAE Federal Law No. 24 of 1999 and all applicable environmental regulations governing air quality, waste management, and chemical handling. The company holds valid trade licenses, environmental permits, and approvals from Dubai Municipality, ensuring continuous legal compliance. Regular internal and third-party environmental audits evaluate waste segregation, emissions, noise levels, and material storage practices. Any non-conformities identified are promptly addressed through corrective and preventive action plans. Suppliers and contractors are also required to provide environmental compliance declarations, extending responsibility across the supply chain. ISO 14001 certification reinforces the company's structured approach to monitoring, documentation, and continuous improvement in environmental performance. Through proactive management, transparent reporting, and strict regulatory alignment, Space Décor upholds its commitment to environmental stewardship, risk mitigation, and sustainable business practices while maintaining accountability and integrity in all operational processes.

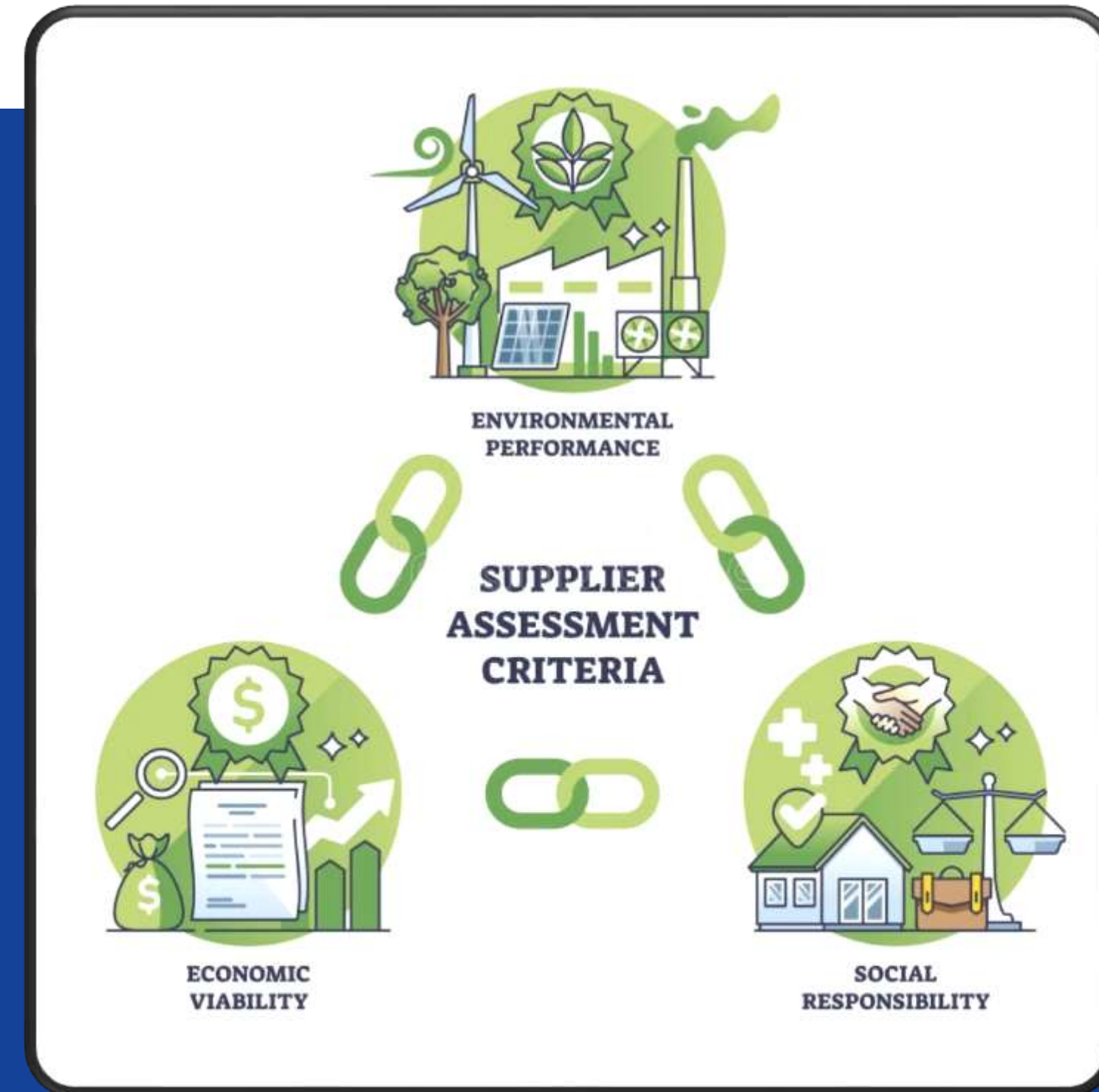
SUPPLIER ENVIRONMENTAL ASSESSMENT

GRI 308

All Space Décor suppliers and subcontractors undergo environmental screening to ensure responsible sourcing and compliance with UAE environmental standards. Vendors are required to sign environmental compliance declarations confirming adherence to safe waste handling, material sustainability, and emission control.

The procurement process favors suppliers with eco-certifications and green product lines, encouraging sustainability across the supply chain. Periodic reviews and audits assess supplier performance, ensuring continuous improvement.

This transparent and structured assessment reinforces ethical procurement, reduces upstream environmental risk, and supports the company's ESG goals by fostering accountability, collaboration, and shared commitment to environmental responsibility.





SOCIAL

EMPLOYMENT

GRI 401-1

Space Décor LLC upholds ethical and transparent employment practices by offering legally compliant contracts that define fair wages, benefits, and working hours in alignment with UAE Labour Law. The company provides employees with medical insurance, paid leave, and opportunities for training and advancement. Recruitment follows merit-based selection to ensure equal opportunity and non-discrimination. Regular audits verify compliance with labor standards, while management engages in open dialogue with employees to maintain mutual trust. By fostering secure, fair, and transparent employment practices, Space Décor ensures workforce stability, enhances employee satisfaction, and strengthens its reputation as a responsible and inclusive employer.



WORKING CONDITIONS AND EMPLOYEE WELFARE

GRI 401-2

Space Décor LLC is deeply committed to ensuring a safe, healthy, and respectful working environment that supports the physical and mental well-being of all employees. The company provides clean and well-maintained accommodations, hygienic canteens, rest areas, and adequate sanitation facilities, all of which are regularly inspected for compliance with UAE labor and health regulations. Working hours are carefully regulated, and excessive overtime is strictly prohibited. Employees receive timely wages through transparent payroll systems, reinforcing financial fairness and trust.

Welfare audits and employee feedback mechanisms are conducted periodically to identify and address improvement areas. Health check-ups, wellness programs, and safety awareness sessions further strengthen the company's focus on employee welfare. These initiatives promote dignity, security, and job satisfaction, ensuring that Space Décor maintains a motivated, healthy, and productive workforce. This holistic approach aligns with international ESG and GRI standards, fostering social responsibility and sustainable workforce management.



LABOR/MANAGEMENT

GRI 402-1

Space Décor LLC maintains transparent and collaborative labor-management relations built on mutual respect and open communication. Regular meetings between management and employees address workplace issues, welfare improvements, and safety initiatives. The company ensures that employees are informed in advance about operational changes or policy updates, fostering trust and participation. Grievance mechanisms enable staff to raise concerns confidentially, ensuring prompt resolution without discrimination or retaliation. Joint discussions on training, productivity, and well-being strengthen team cohesion and organizational culture. Through these inclusive engagement practices, Space Décor promotes harmonious labor relations that enhance morale, efficiency, and long-term workforce stability.



EMERGENCY PREPAREDNESS AND SAFETY SYSTEMS

GRI 403



Space Décor enforces comprehensive safety governance through regular toolbox meetings, emergency contact systems, and well-equipped first aid stations across all sites. Fire extinguishers are installed, inspected monthly, and employees trained in emergency procedures. A detailed emergency response plan defines roles, communication flow, and first aid actions. Regular fire drills ensure preparedness and compliance with UAE safety laws. Safety checklists and audit logs document continuous improvement. This systematic safety management reflects the company's responsible governance, protecting employees and property while ensuring business continuity under its ESG-aligned operational framework.

OCCUPATIONAL HEALTH AND SAFETY

GRI 403-1

Space Décor LLC operates under a certified Health, Safety, and Environment (HSE) management system aligned with ISO 45001:2018 to ensure comprehensive risk management across all project sites. Regular safety audits, risk assessments, and emergency response drills are conducted to identify and mitigate hazards proactively. The company maintains zero fatalities and consistently low incident rates through rigorous compliance and employee awareness. Over 98% of employees receive formal safety training, including PPE use, first aid, and hazard identification. Continuous monitoring, documentation, and corrective actions reinforce a culture of prevention, ensuring safe workplaces and promoting employee health and well-being.



TRAINING AND EDUCATION

GRI 404-1



Space Décor LLC emphasizes continuous learning and professional growth through structured training and development programs. Annual training plans cover workplace safety, technical skills, ESG awareness, and leadership development. Employees receive both internal and external training, including certification in sustainable design and health and safety practices. Training attendance and feedback are documented to evaluate effectiveness and improvement areas. Mentorship and on-the-job learning enhance knowledge transfer across teams. By investing in education and skill-building, Space Décor fosters employee empowerment, innovation, and performance excellence—ensuring that its workforce remains competent, motivated, and aligned with the company’s long-term sustainability objectives.

DIVERSITY AND EQUAL OPPORTUNITY

GRI 405-1

SPACE DÉCOR LLC is deeply committed to building a workplace that values diversity, equity, and inclusion across all organizational levels. The company ensures equal opportunities for employees irrespective of gender, age, nationality, religion, or background. Approximately 20% of management roles are held by women and members of minority groups, reflecting a strong commitment to representation and empowerment. Recruitment, training, and promotion decisions are based solely on merit and performance, ensuring transparency and fairness in all employment practices.

The company actively tracks diversity metrics, conducts periodic pay equity reviews, and organizes cultural awareness sessions to foster mutual respect among its multicultural workforce. SPACE DÉCOR aligns with UAE labor equality regulations and continually enhances its inclusion programs through structured recruitment and mentorship initiatives. By embracing diversity, the company not only strengthens innovation and collaboration but also reinforces its position as a responsible, equitable, and forward-looking organization in the UAE. Do you like this personality?



NON-DISCRIMINATION

GRI 406-1



Space Décor LLC enforces a strict zero-tolerance policy against any form of discrimination or harassment based on nationality, gender, religion, or personal beliefs. Recruitment, promotion, and compensation practices are fully merit-based, ensuring fairness and equality across all employment levels. Regular awareness and ethics training reinforce respect and inclusivity within the workplace. A confidential grievance mechanism allows employees to report discriminatory behavior without fear of retaliation. All reported cases are investigated promptly, with corrective actions taken when necessary. Through these measures, Space Décor upholds human rights, fosters diversity, and promotes a culture of equality, dignity, and professional respect for all.

CHILD LABOR AND FORCED LABOR

GRI 405-1

SPACE DÉCOR LLC enforces a strict zero-tolerance policy against child labor, forced labor, and any form of human exploitation within its operations and supply chain. All recruitment procedures include verification of employee age, identity, and work eligibility in accordance with UAE Labor Law and ILO Conventions 138 and 182. Supplier and subcontractor agreements contain binding clauses prohibiting unethical labor practices, reinforced through periodic audits and compliance declarations.

Employees work voluntarily, free from coercion, bonded obligations, or withheld documentation. Regular awareness programs and training sessions educate staff, supervisors, and vendors on ethical employment standards and worker rights. Grievance mechanisms enable confidential reporting and immediate corrective action in case of violations. By embedding human rights due diligence into its business practices, SPACE DÉCOR LLC ensures a fair, transparent, and humane working environment that upholds dignity, equality, and international labor standards across all organizational levels.



HUMAN RIGHTS

GRI 412-1



Space Décor LLC upholds international human rights principles across all operations and supply chains. The company prohibits child labor, forced labor, and any form of exploitation, ensuring full compliance with UAE Labor Law and ILO conventions. All employees possess verified documentation, and suppliers must sign human rights and ethical conduct declarations. Regular audits and site inspections verify adherence to fair labor standards. Awareness sessions educate staff and contractors on rights, equality, and ethical behavior. By embedding respect for human rights into daily operations, Space Décor promotes fairness, transparency, and accountability, reinforcing its commitment to responsible and ethical business conduct.

LOCAL COMMUNITY ENGAGEMENT

GRI 413-1

SPACE DÉCOR LLC actively strengthens its relationship with local communities through inclusive engagement, capacity-building, and sustainable development initiatives. The company prioritizes partnerships with UAE-based suppliers, artisans, and small enterprises, promoting local economic growth and value creation. By conducting community outreach and vocational training programs, SPACE DÉCOR empowers local youth with skills in sustainable construction, interior design, and environmentally responsible craftsmanship.

Employee volunteer programs further extend community impact through participation in clean-up drives, awareness campaigns, blood donation initiatives, and educational support projects. Regular dialogue with community stakeholders ensures that initiatives address real social needs while enhancing transparency and trust. These efforts contribute to national goals under the UAE Vision 2031 and the SDGs by fostering shared prosperity, cultural inclusivity, and long-term community resilience. Through its proactive local engagement, SPACE DÉCOR exemplifies responsible corporate citizenship and its enduring commitment to sustainable and inclusive community development.



SUPPLIER SOCIAL ASSESSMENT

GRI 414



Social responsibility extends to Space Décor's supply chain through mandatory supplier assessments covering labor rights, safety, and ethical practices. Vendors must comply with fair labor standards, prohibit child labor, and maintain worker welfare. Supplier audits, declarations, and training programs ensure continuous adherence to ESG principles. The company also engages in regular meetings with suppliers to review performance, address gaps, and promote social awareness. Through transparent collaboration, Space Décor builds strong, ethical partnerships that reflect shared values of fairness, respect, and accountability—reinforcing the company's social sustainability objectives and community-focused operational model.

CUSTOMER HEALTH AND SAFETY

GRI 416-1

SPACE DÉCOR LLC places the utmost importance on customer health and safety by ensuring that every product and service meets stringent regulatory and quality benchmarks. All materials—such as paints, adhesives, coatings, and decorative finishes—are sourced from certified suppliers and comply with UAE safety laws and international standards like ISO 9001 and ISO 14001. The company uses low-VOC, non-toxic, and fire-resistant materials to safeguard indoor air quality and prevent hazards.

Rigorous inspections and testing are conducted during design, production, and installation to ensure product durability, hygiene, and user safety. Clients receive detailed maintenance and handling guidelines to promote safe use throughout the product lifecycle. Customer feedback, periodic audits, and corrective action systems are integrated into the quality management process. Through this proactive approach, SPACE DÉCOR LLC consistently delivers safe, sustainable, and high-quality design solutions that protect customer well-being and build long-term trust and satisfaction.



INFORMATION SECURITY

GRI 418-1



Space Décor LLC safeguards client and company data through robust information security systems and strict confidentiality protocols. All digital records are protected by firewalls, antivirus software, and secure cloud backups to prevent unauthorized access or data loss. Access to sensitive information is restricted to authorized personnel only, following clearly defined approval hierarchies. Employees receive regular training on cybersecurity awareness, password protection, and phishing prevention. Periodic IT audits and system checks ensure compliance with data protection regulations. Through these proactive measures, Space Décor maintains digital integrity, client trust, and full alignment with international standards for data privacy and information security.

SOCIAL ECONOMIC COMPLIANCE

GRI 419-1

SPACE DÉCOR LLC demonstrates unwavering commitment to socioeconomic compliance by fully adhering to UAE's environmental, labor, and commercial regulations, as well as international ESG frameworks and ISO 14064 verification standards. The company conducts comprehensive internal and third-party audits annually to evaluate compliance with anti-corruption measures, ethical sourcing, and fair labor practices.

All operational permits, trade licenses, and environmental certifications are meticulously maintained and regularly reviewed to ensure legal conformity. In 2024, SPACE DÉCOR reported zero incidents of non-compliance, penalties, or regulatory violations, underscoring its integrity and accountability. The compliance team collaborates closely with government authorities and certification bodies to uphold continuous improvement.

Transparent reporting mechanisms and governance oversight ensure that all business decisions reflect ethical, lawful, and responsible conduct. Through its strong compliance framework, SPACE DÉCOR not only mitigates regulatory risks but also reinforces stakeholder confidence and its reputation as a sustainable and trustworthy organization in the UAE market.





SUSTAINABILITY PERFORMANCE DATA - 2024



S.NO	KPI	UNIT	MEASURE
	GOVERNANCE		
1	Percentage of employees trained on business ethics	Percentage	90
2	Number of whistle blower reports	count	1
3	Confirmed corruption incidents	count	0
4	Confirmed information security incidents	count	0
5	Percentage of suppliers signed Supplier Code of Conduct	Percentage	50
6	sustainable procurement Percentage of supplier contracts incl. ESG clauses	Percentage	45
7	Percentage of suppliers covered by sustainability assessment	Percentage	100
8	Percentage of suppliers covered by sustainability on site audit	Percentage	25
9	Percentage of buyers trained on sustainable procurement	Percentage	100
10	Percentage of audited suppliers engaged in corrective actions	Percentage	90
	ENVIRONMENTAL		
11	Total gross Scope 1 GHG emissions	tCO ₂ e	40.35
12	Total gross Scope 2 GHG emissions (market/location based)	tCO ₂ e	298.48
13	Total gross Scope 3 GHG emissions	tCO ₂ e	707.25
14	Total gross Scope 3 Upstream GHG emissions	tCO ₂ e	156.31
15	Total gross Scope 3 Downstream GHG emissions	tCO ₂ e	550.94
16	Total energy consumption	MWh	2991
17	Total renewable energy consumption	Percentage	15
18	Energy consumption and GHGs	kWh/m ²	160
19	Materials, chemicals, and waste	kg/m ²	100
20	Total weight of hazardous waste	kg	100



SUSTAINABILITY PERFORMANCE DATA - 2024



S.NO	KPI	UNIT	MEASURE
		tons	20
21	Total weight of non-hazardous waste	Percentage	60
22	Total weight of waste recovered	count	3
	Environmental services and advocacy		
	SOCIAL		
24	Number of hours worked	Hrs	220000
25	Number of work-related ill health	count	1
26	Employee health and safety	Number	0
27	Ratio of highest-to-median annual pay	Ratio	5.5
28	Average unadjusted gender pay gap	Percentage	0
29	Average hours of training per employee	hr/emp	18
30	Career management and training	Percentage	100
31	Percentage of women employed (whole org)	Percentage	20
32	Percentage of women at top management level	Percentage	12
33	Percentage of women within organization's board	Percentage	10
34	Percentage of employees from minority/vulnerable group	Percentage	8
35	Percentage of from minority/vulnerable group in top management	Percentage	5
36	Working conditions	Percentage	100
37	Social dialogue	Percentage	80
38	Child labor, forced labor & trafficking	count	0
39	Discrimination and harassment	count	0
40	External stakeholder human rights	count	0

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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 2 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 2
Web URL : www.bmqrassurance.com

Authorized Representative (Assurer):

Name : S. Elango
Designation : Associate Certified Sustainability Assurance Practitioner
Certificate No : AA1000 (ACSAP) C.N: A09122401
Signature : 