GULF TEST SAFETY CONSULTANCIES

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CORPORATE SUSTAINABILITY REPORT

FOR THE PERIOD 01st JANUARY, 2024 TO 31st DECEMBER, 2024

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Table of Content

About us

Gulf Test Safety Consultancies, a UAE based ambitious Quality, Health and safety and Environmental firm with an experienced team of QHSE Professionals. Our goal is to Provide cost effective QHSE Certification, Consultation, Inspection and Training Programs to companies requiring professional and economical health and safety solutions.

Gulf Test is ISO 9001 & ISO 17020 Certified company, Our motto is to provide inspection service that is unbiased and genuinely adds value to the client. By providing impartial advice on the client's equipment and management systems, Gulf Test helps to ensure that it meets regulatory and safety conpliance.

Our Clientele list comprises of all major companies who are active in the oil and gas, manufacturing, marine and shippling, petrochemical, hotel, construction, Hospitality, Food Establishments, Food logistics and distribution companies, HoReCa sector companies and General Industries both in the UAE and overseas.

GULF TEST SAFETY CONSULTANCIES

Introduction

GTS is committed to maintaining a safe, ethical, and environmentally responsible workplace that supports employee well-being and long-term operational sustainability. As a leading inspection, testing, and certification provider in the UAE, the company recognizes its duty to manage environmental impacts, safeguard employee health, and uphold strong governance practices. This introduction highlights GTS's ongoing efforts to enhance environmental performance, improve workplace safety, optimize resource efficiency, and ensure compliance with UAE regulations and international standards. Through continuous monitoring, employee involvement, and transparent reporting, GTS strives to build a resilient, sustainable, and high-performing organization that delivers lasting value to customers, employees, and the wider community .

Statement of Use
(GRI 1-5)

This report is prepared in accordance with GRI standards (2021)

Organizational Profile
(GRI 2-1)

Gulf Test Safety Consultancies (GTS) is a UAE-registered professional technical services provider specializing in Third Party Inspection, Testing, Certification, and Calibration. Headquartered in Dubai, the company operates across all major emirates, ensuring nationwide coverage for industrial, commercial, and infrastructure sectors. GTS follows a private ownership structure with board-led governance overseeing strategic direction, compliance, and regulatory alignment.. Its operational model combines decentralized service teams with centralized leadership for quality assurance, ESG integration, customer service, and continuous improvement, enabling consistent, reliable, and compliant service delivery across the UAE.

Governance Structure for Sustainability Oversight (GRI 2-9)

GTS operates under a structured governance framework that ensures accountability, transparency, and strong oversight of sustainability performance. The Board of Directors provides strategic direction, oversees risk management, and ensures compliance with UAE regulations. The Executive Management Team supports this by managing operations, client service quality, and ESG integration. A dedicated Sustainability & ESG Committee—comprising leaders from HSE, Quality, HR, Operations, and Finance—monitors sustainability goals, reviews KPIs, and ensures alignment with GRI, ISO 14001, and ISO 45001. A Risk and Compliance Committee further strengthens ethical governance by reviewing legal risks and audit findings. Together, these bodies guide GTS's long-term sustainable growth.

Policy Commitments to Responsible Business Conduct, Ethics, and Human Rights (GRI 2-23)

GTS is committed to conducting business with integrity, transparency, and full respect for human rights across all UAE operations. The company adheres to a comprehensive Code of Ethics that prohibits corruption, fraud, bribery, conflicts of interest, and anti-competitive behaviour. GTS follows UAE Labour Law, international human rights principles, and ILO conventions to ensure fair treatment, non-discrimination, diversity, and the protection of vulnerable groups, including migrant workers. Strict policies prevent child labour, forced labour, harassment, and human trafficking, supported by supplier screening, due diligence, and grievance mechanisms. Through training, audits, and leadership oversight, GTS embeds ethical conduct and human rights protection across all inspection, testing, certification, and calibration activities.

Approach to Stakeholder Engagement
(GRI 2-29)

GTS follows a structured and transparent stakeholder engagement approach to ensure that the needs, expectations, and concerns of all relevant groups are incorporated into business decisions. Stakeholders are identified based on their influence on operations, dependence on services, regulatory relevance, and the potential impact of inspection and certification activities on their well-being. Key groups include clients, employees, regulators, suppliers, contractors, accreditation bodies, communities, and industry partners. Engagement methods include consultations, technical meetings, employee surveys, safety committees, supplier assessments, regulatory inspections, and community outreach. GTS maintains continuous communication through digital platforms, audits, and feedback systems. This inclusive and materiality-focused approach supports informed decision-making, strengthens relationships, and aligns with ESG and GRI reporting expectations across the UAE.

Process for Identifying Sustainability-Related Impacts Across the Value Chain (GRI 3-1)

GTS uses a structured process to identify sustainability-related impacts across its value chain, ensuring ESG factors inform strategic and operational decisions. The process begins with mapping all activities, including inspections, testing, calibration, administration, supplier interactions, logistics, and customer engagement. Each stage is assessed for environmental impacts such as emissions, waste, and resource consumption, as well as social risks related to labour practices, safety, and human rights. GTS engages employees, suppliers, clients, and regulators to identify expectations and emerging risks. Data from audits, performance metrics, and incident reports is analysed to prioritize material topics, supporting continuous improvement and responsible value-chain management.

Material Topics

(GRI 3-2)

Material topics reflect the most significant environmental, social, and governance impacts of GTS's operations. Key topics include greenhouse gas emissions, energy use, water consumption, waste management, occupational health and safety, ethical business conduct, supply chain sustainability, customer satisfaction, data privacy, and regulatory compliance. These topics guide strategic decision-making and ESG performance improvement.

Most Environment Topics

1. Greenhouse Gas Emissions Reduction
2. Fuel Consumption Optimization
3. Use of Eco-friendly Consumables
4. Resource Conservation in Office and Field Sites
5. Environmental Risk Assessment Practices
6. Environmental Training for Employees
7. Reduction of Single-Use Plastics
8. Recycling and Segregation Initiatives
9. Monitoring of Environmental Incidents
10. Air Quality Impact from Mobile Inspection Units

Most Social Topics

1. Occupational Health & Safety Programs
2. Technical Training and Competency Assurance
3. Safe Work Procedures
4. Field Inspector Safety Culture
5. Employee Engagement and Communication
6. Work-Life Balance Support
7. Mental Health and Stress Management
8. Safety Awareness Campaigns
9. Ergonomics for Technicians
10. Community Health & Safety Impact

Material Topics

(GRI 3-2)

GTS's material topics include greenhouse gas emissions, energy use, water consumption, waste management, occupational health and safety, ethical business conduct, responsible supply chain practices, customer privacy, service quality, and regulatory compliance. These topics represent the company's most significant impacts and guide strategic planning, risk management, and sustainability performance improvements.

Most Governance Topics

1. Compliance with UAE Regulatory Bodies

2. Anti-Bribery and Anti-Fraud Practices

3. Cyber security and Data Protection

4. Internal Audit & Quality Review

5. Certification Transparency Controls

6. Leadership Accountability

7. Business Continuity Planning

8. Ethical Supplier Vetting

9. Non-conformance Reporting System

10. Risk-based Decision Making

Management Approach for Material Topics (GRI 3-3)

GTS manages its material topics through a structured approach that integrates risk assessment, stakeholder input, and continuous monitoring. Each material topic—such as safety, environmental performance, ethics, quality, and employee welfare—is assigned to responsible departments with defined roles, KPIs, and reporting obligations. Management implements policies, procedures, and control measures aligned with UAE regulations and international standards, including ISO 9001, ISO 14001, and ISO 45001. Regular audits, inspections, training programs, and performance reviews ensure effectiveness. Findings are analyzed and used to drive corrective actions and long-term improvements. This systematic approach helps GTS maintain compliance, enhance ESG outcomes, and support sustainable organizational growth.

GOVERNANCE

Economic Performance
(GRI 201)

GTS delivers strong economic performance by providing reliable inspection, testing, certification, and calibration services that enhance safety and compliance across the UAE. The company generates economic value through service revenue and distributes it through employee salaries, supplier payments, operational investments, and ESG initiatives. GTS reinvests in advanced equipment, digital systems, training, and quality enhancement to maintain competitiveness. The company evaluates climate-related financial risks, such as energy costs and regulatory changes, while leveraging opportunities in low-carbon services and safety innovations. Employee financial welfare is supported through benefits, insurance, and end-of-service provisions. Through responsible financial management, GTS ensures long-term stability and sustainable growth.

Ratios of Standard Entry-Level Wage
to Local Minimum Wage
(GRI 202-1)

GTS ensures that all entry-level wages meet or exceed the applicable local minimum wage requirements in the UAE. The company maintains a transparent and equitable compensation structure based on job roles, technical qualifications, and industry standards. Wages are reviewed regularly to stay competitive and reflect changes in living costs, market conditions, and skill demands in the inspection and certification sector. GTS also provides additional financial benefits such as overtime pay, allowances, health insurance, and end-of-service entitlements. By maintaining wage ratios above national minimum thresholds, GTS promotes fairness, supports employee well-being, and strengthens workforce stability across all operations.

Proportion of Senior Management Hired from Local Communities
(GRI 202-2)

GTS is committed to promoting local employment by ensuring fair representation of UAE-based talent in senior management positions. The company prioritizes hiring qualified candidates from the local communities where it operates, recognizing the value of regional expertise, cultural understanding, and socio-economic development. Recruitment strategies include partnerships with local institutions, targeted talent searches, and leadership development opportunities for existing employees. GTS regularly monitors the proportion of senior roles filled by locally based professionals and aims to increase this ratio through succession planning and upskilling programs. This approach strengthens organizational resilience, supports national workforce goals, and contributes to long-term community development.

Infrastructure Investments and Supported Services
(GRI 203-1)

GTS contributes to community development by investing in essential infrastructure and supporting services that enhance safety, capacity building, and operational reliability across the UAE. These investments include advanced inspection technologies, calibration facilities, safety training centers, and digital reporting systems that benefit clients, regulators, and the wider community. GTS also supports public safety initiatives by providing inspection services for critical infrastructure such as elevators, pressure vessels, lifting equipment, and hazardous gas systems. Through partnerships with government authorities and industry stakeholders, GTS ensures that its infrastructure investments address local needs, improve safety standards, and contribute to long-term socio-economic development.

Significant Indirect Economic Impacts and Their Outcomes
(GRI 203-2)

GTS generates significant indirect economic impacts by enhancing safety, operational continuity, and regulatory compliance across multiple industries in the UAE. Through its inspection, testing, and certification services, GTS helps companies reduce downtime, prevent accidents, and extend the lifespan of high-value assets. These outcomes lead to substantial cost savings and improved productivity for clients. GTS also supports workforce development through specialized safety training, enabling skill enhancement and employability within local communities. By ensuring safe infrastructure—such as elevators, pressure systems, and lifting equipment—GTS contributes to resilient economic activity, improved public safety, and stronger industry performance across the national economy.
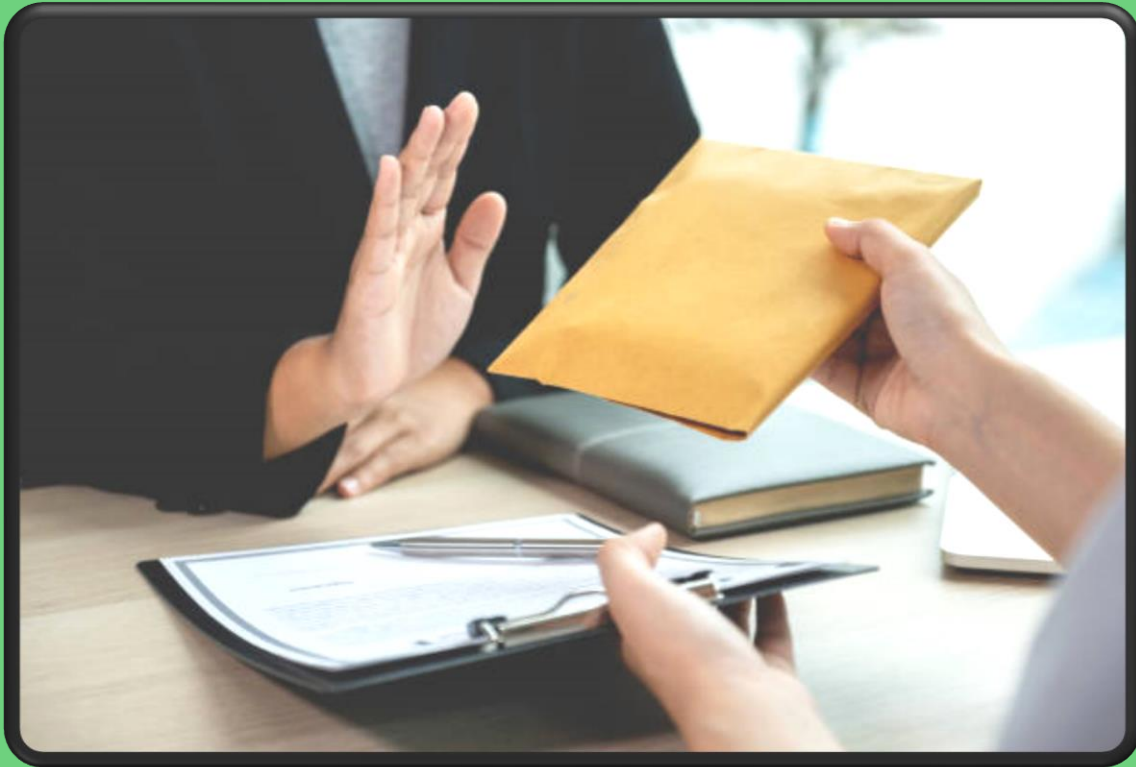
Procurement Practices
(GRI 204)

GTS adopts responsible and transparent procurement practices to ensure sustainability, fairness, and value across its supply chain. The company prioritizes local suppliers wherever possible, supporting UAE businesses and contributing to regional economic development. Supplier selection is based on quality, reliability, cost-effectiveness, and compliance with environmental, social, and governance (ESG) expectations. GTS conducts supplier assessments to verify adherence to safety standards, ethical conduct, and regulatory requirements. Long-term partnerships are encouraged to promote consistency and shared improvement goals. By integrating sustainability criteria into procurement decisions, GTS ensures that its operations remain efficient, ethical, and aligned with national sustainability priorities.

Anti-Corruption
(GRI 205)

GTS maintains a strict zero-tolerance policy toward all forms of corruption, bribery, facilitation payments, and unethical business conduct. The company implements robust internal controls, transparent financial practices, and mandatory employee training on anti-corruption standards. All staff, suppliers, and partners are required to comply with UAE laws and international best practices, including clear reporting mechanisms for suspected misconduct. Regular risk assessments help identify vulnerabilities, while whistleblower protections ensure that concerns can be raised confidentially without fear of retaliation. Through continuous monitoring, audits, and leadership commitment, GTS promotes an ethical culture that safeguards integrity across its operations and stakeholder relationships.

Anti-Competitive Behavior
(GRI 206)

GTS is firmly committed to fair competition and complies with all applicable UAE and international antitrust laws. The company prohibits practices such as price-fixing, collusion, market manipulation, bid-rigging, and abuse of market dominance. All employees, particularly those involved in procurement, contracting, and commercial negotiations, receive guidance on responsible market conduct and ethical decision-making. GTS conducts regular compliance reviews to detect any potential breaches and maintains transparent communication with regulatory authorities when required. Any suspected violations can be reported confidentially through internal channels. By upholding competitive integrity, GTS ensures a level playing field and fosters trust within the industry.

ENVIRONMENT

ISO 14001:2015 Certificate
(GRI 301)

Certificate of Registration

This certificate has been awarded to

GULF TEST SAFETY CONSULTANCIES

Falah Mohammed Falah Jaber Mafrah Al Ahbabi, Plot No. 9 M-25, Office No. 11, 12 & 13, Musaffah, P.O. Box 133143, Abu Dhabi, United Arab Emirates

in recognition of the organization's Environmental Management System which complies with

ISO 14001:2015

The scope of activities covered by this certificate is defined below

Third Party Inspection, Testing and Certification of Lifting Equipment, Lifting Accessories, Pressure Vessels, Elevators, Escalators, Cradles, Scaffolding, Thermography, NDT, Electrical Inspection, Welding Inspection and Certification, Safety Training and Certification & Calibration of Mechanical and Thermal Instruments, Inspection of Hazardous Gas Systems and Networks

Certificate Number 127956/B/0001/UK/En

A certificate number of 0001, confirms the Client has a single site Certified & the site is their Head Office or Main site in relation to the Certified scope with URS. A certificate number of 0002, or greater (e.g.: xxxx/B/0002/UK/En) refers to a client that has more than one site certified with URS, as such, the following statement shall apply - 'The validity of this certificate depends on the validity of the main certificate'.

Date of Issue of Certification Cycle	Issue Number	Certificate Expiry Date	Certification Cycle
22 August 2023	1	21 August 2026	1
Revision Date	Revision Number	Original Certificate Issue Date	Scheme Number
22 August 2023	0	22 August 2023	n/a

For detailed explanation for the data fields above, refer to http://www.urs-holdings.com/logos-and-regulations

Issued by

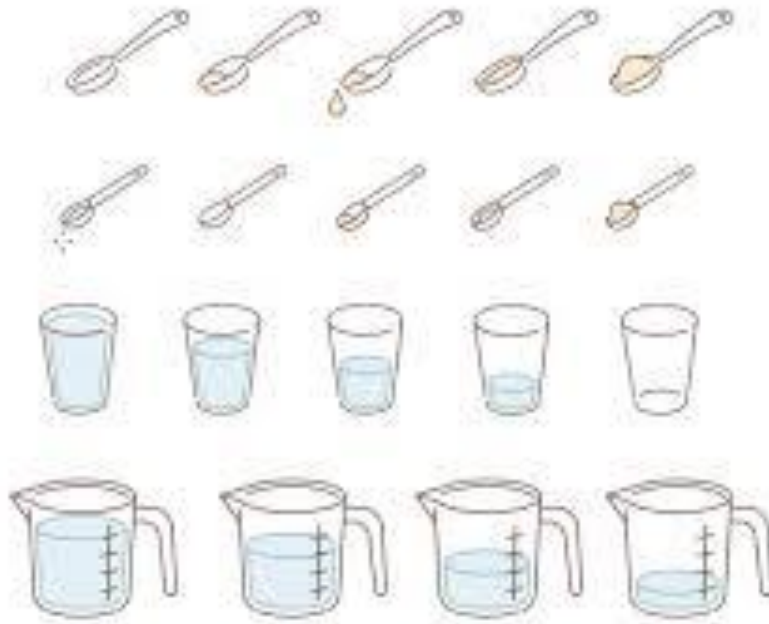Mukesh Singhal - On behalf of the Schemes Manager

If there is any doubt as to the authenticity of this certificate, please do not hesitate to contact the Head Office of the Group on info@urs-certification.com.
URS is a member of United Registrar of Systems (Holdings) Ltd, United House, 28 Poole Hill, Bournemouth, BH2 5PS, UK. Company Registration no. 5298466

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ISO 14001:2015 is an international standard that specifies requirements for an effective Environmental Management System (EMS). It helps organizations control environmental impacts, ensure legal compliance, improve resource efficiency, reduce risks, and continually enhance environmental performance through structured planning and monitoring.

Materials Used by Weight or Volume
(GRI 301)

GTS carefully tracks all materials used across its inspection, testing, and certification operations to promote efficiency and responsible consumption. The company measures materials such as metals, calibration tools, testing accessories, chemicals, office supplies, and packaging by weight or volume through an established inventory management system. This tracking enables accurate forecasting, reduces wastage, and supports procurement planning. GTS prioritizes materials with lower environmental impact and assesses opportunities to replace high-intensity inputs with more sustainable alternatives. Data from material usage is reviewed annually to identify reduction opportunities, enhance circularity, and improve operational sustainability across all service areas.

Recycled Input Materials Used
(GRI 301-1)

GTS actively incorporates recycled input materials into its operations to minimize environmental impacts and support resource circularity. Recycled content is used in office supplies, packaging materials, printer paper, and selected calibration or testing components where industry standards permit. The company works with approved suppliers who offer certified recycled products and prioritizes materials with high post-consumer or post-industrial recycled content. Through continuous monitoring, GTS tracks the proportion of recycled inputs used annually and sets internal targets to increase this ratio over time. These efforts contribute to reduced resource extraction, lower waste generation, and improved sustainability within GTS's value chain.

Reclaimed Products and Packaging
(GRI 301-3)

GTS implements practices to reclaim products and packaging wherever feasible, ensuring responsible resource use and reduced waste within its operations. Packaging materials from equipment, testing devices, and calibration tools are segregated, reused, or returned to suppliers when possible. The company also encourages clients to return reusable containers and protective materials during repeat service engagements. Internally, GTS reuses cartons, pallets, and cushioning materials to minimize reliance on new inputs. These efforts reduce overall material consumption, divert waste from landfills, and support a circular approach across the supply chain. Continuous monitoring helps improve reclamation rates and enhance overall material efficiency.

Energy Consumption Within the Organization (GRI 302-1)

GTS's energy usage primarily consists of petrol consumption for inspection vehicles and electricity for offices and calibration laboratories. During the reporting year, petrol usage totaled 111,079.607 liters, representing the largest energy input. Electricity consumption reached 2,220.02 kWh for lighting, HVAC, calibration equipment, and administrative functions. Energy efficiency initiatives include LED lighting, energy-efficient appliances, preventive vehicle maintenance, and eco-driving practices. Route planning and digital inspection processes help reduce unnecessary travel. GTS is exploring the introduction of hybrid/electric vehicles and rooftop solar energy to further reduce energy intensity. These efforts support sustainable operations and long-term emission reductions.

Energy Consumption Outside the Organization (GRI 302-2)

Energy consumed outside the organization mainly relates to fuel used by company-owned vehicles, which support inspection, training, calibration, and certification services across the UAE. In 2024, GTS operations required significant travel to client sites, resulting in a substantial portion of total energy consumption taking place beyond the physical premises. Additional external energy use comes from third-party logistics partners, employee commuting, and outsourced services, although these are accounted for under Scope 3 emissions rather than direct energy tracking. GTS recognizes the importance of improving visibility of external energy use and is working toward more comprehensive data collection from suppliers and partners.

Energy Intensity
(GRI 302-3)

Energy intensity reflects the efficiency of operations relative to workforce size, service demand, or output. For 2024, GTS's operational energy intensity is derived from the combination of electricity usage and vehicle fuel-related energy consumption, normalized per employee. With approximately 70 employees and relatively low on-site energy use, energy intensity is primarily influenced by field mobility requirements. While the organization's electricity intensity remains low compared to similar service-sector operations, vehicle-based activities increase overall energy demand. GTS monitors energy intensity annually to assess operational efficiency and to evaluate the impact of energy-saving initiatives, fleet optimization, and remote inspection technologies.

Reductions in Energy Consumption
(GRI 302-4)

GTS has implemented several initiatives aimed at reducing energy consumption within its facilities, including upgrading to LED lighting, installing energy-efficient appliances, and improving HVAC system performance. These measures have led to measurable reductions in electricity use, contributing to improved operational efficiency. Employee awareness campaigns encourage responsible energy behavior such as optimized thermostat use and minimizing standby power. Future plans include conducting detailed energy audits to identify inefficiencies, integrating smart metering systems, and transitioning to renewable energy through rooftop solar. These actions support the company's broader decarbonization strategy and align with UAE's national energy efficiency target.

Water And Effluents
(GRI 303)

GTS manages water use responsibly across its operations by ensuring efficient consumption, prevention of pollution, and compliance with UAE environmental regulations. Although GTS is a technical services provider with relatively low water intensity, the company implements strict controls for potable water use, cleaning activities, and laboratory processes. Effluents generated during equipment cleaning or calibration are handled through approved waste management partners to prevent environmental contamination. Water-saving fixtures, routine leak inspections, and staff awareness programs support conservation efforts. GTS continuously monitors consumption levels and follows regulatory requirements for safe discharge, ensuring responsible stewardship of water resources across all facilities.

Biodiversity
(GRI 304)

GTS recognizes the importance of protecting biodiversity and minimizing ecological disturbance during inspection, testing, and certification activities across the UAE. Although operations do not directly involve land conversion or high-impact industrial processes, GTS ensures that all site activities—especially at construction, industrial, and infrastructure locations—avoid harmful impacts on surrounding habitats. Teams are trained to follow environmental protection requirements, respect restricted areas, and prevent contamination through controlled handling of tools, chemicals, and waste. GTS also aligns with client environmental management plans and national biodiversity regulations. Through responsible operational practices, the company contributes to conservation efforts and supports sustainable development across diverse ecosystems.
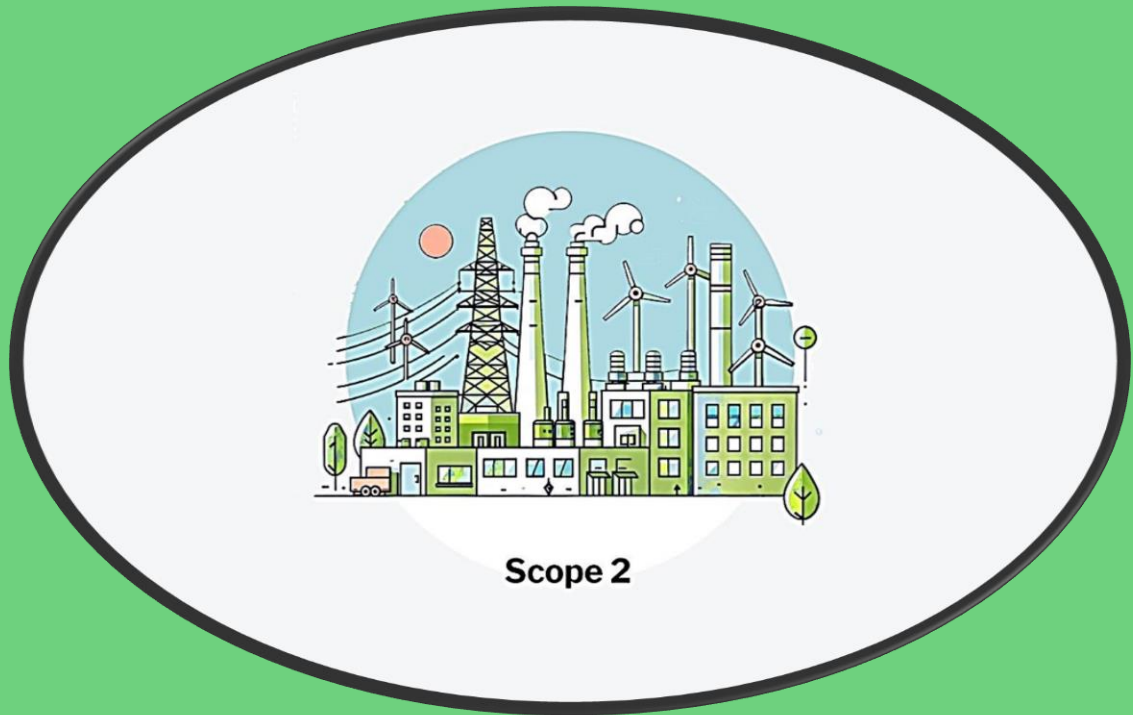
Greenhouse Gas Emissions
(GRI 305-1)

GTS's greenhouse gas emissions are quantified according to ISO 14064-1 and the GHG Protocol, covering Scope 1, Scope 2, and Scope 3 emissions. Total emissions for 2024 were 851.4 tCO_2e, providing a baseline for sustainability planning and decarbonization strategies. GHG emissions are tracked annually, verified internally, and reviewed externally to ensure accuracy. Emission sources include vehicle fuel combustion, electricity consumption, employee commuting, business travel, office operations, outsourced logistics, and purchased goods. Reduction measures include fuel efficiency, digital inspections, recycling programs, solar energy evaluation, and energy-efficient equipment, aiming to reduce overall carbon footprint and support alignment with climate action targets.

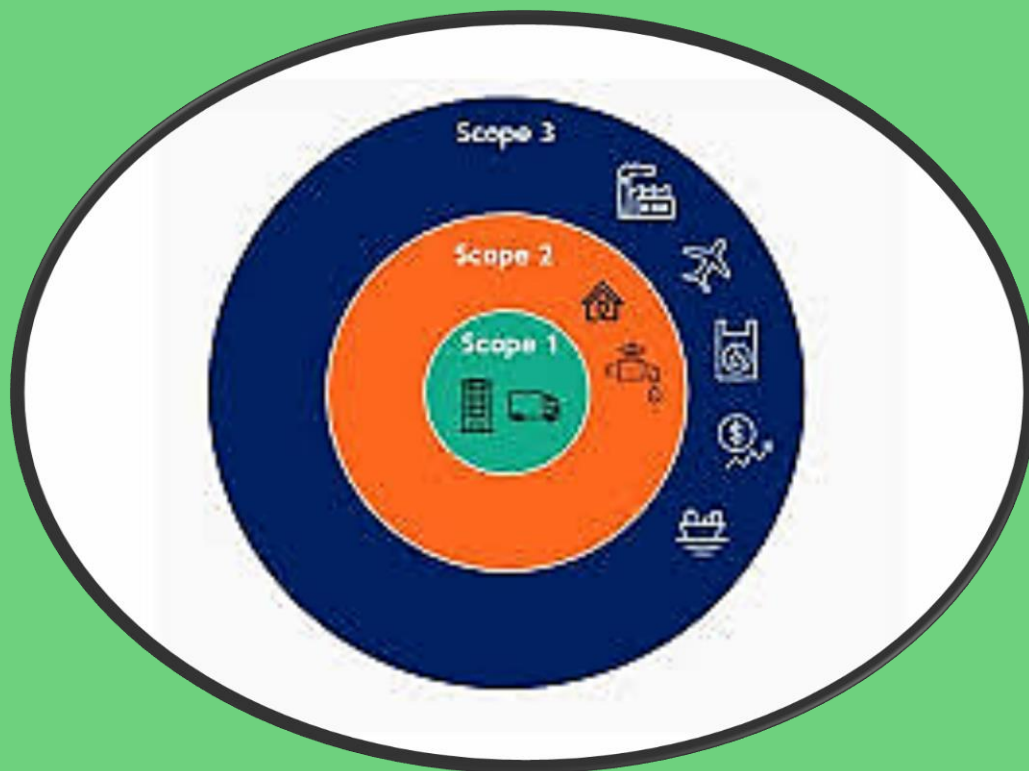# Scope 1 Emissions (Direct GHG Emissions) (GRI 305-1)

Scope 1 emissions are direct emissions from owned or controlled sources, primarily from GTS's fleet of company vehicles and on-site fuel use. For 2024, Scope 1 emissions totaled 251.1 tCO$_2$e. Reduction measures include upgrading to fuel-efficient vehicles, monitoring fuel consumption, route optimization, and transitioning part of the fleet to electric vehicles. Scope 1 emissions are regularly monitored through fuel purchase records, odometer tracking, and verified against standardized emission factors. Managing these direct emissions allows GTS to target operational efficiency, reduce costs, and demonstrate leadership in reducing its direct environmental impact as part of its decarbonization strategy.

Scope 2 Emissions (Indirect Energy Emissions) (GRI 305-2)

Scope 2

Scope 2 emissions reflect indirect greenhouse gas emissions from purchased electricity used at GTS's offices and calibration laboratories. In 2024, electricity consumption totaled 2,220.02 kWh, resulting in 1.0 tCO_2e using the UAE national grid emission factor. Although electricity use is relatively low due to efficient facility design and the nature of service-based operations, GTS remains committed to minimizing its indirect energy footprint. Planned initiatives include LED upgrades, energy-efficient HVAC systems, and exploring renewable electricity options through I-RECs and onsite solar generation. Continuous monitoring of energy consumption and seasonal variations ensures accurate reporting and identification of reduction opportunities.

Scope 3 Emissions (Other Indirect GHG Emissions) (GRI 305-3)

Scope 3 emissions include all other indirect emissions across GTS's upstream and downstream activities. In 2024, Scope 3 emissions totaled 599.3 tCO$_2$e, representing the largest share of the company's carbon footprint. Major contributors include employee commuting, outsourced logistics, business travel, office waste, and procurement of office materials. Some categories, such as material procurement and ground transport, were calculated using industry-standard assumptions due to limited primary data. GTS recognizes the importance of improving Scope 3 data accuracy and has initiated supplier engagement programs, digital documentation processes, employee travel optimization, and low-carbon procurement policies to reduce value-chain emissions.

Up Stream Emissions
(GRI 305-3)

Upstream emissions occur before GTS's operations, including raw material extraction, supplier activities, transportation of purchased goods, and outsourced services. These emissions form a critical part of Scope 3, highlighting the environmental impact of GTS's procurement and supply chain. In 2024, upstream activities contributed significantly to total Scope 3 emissions. GTS engages suppliers to adopt sustainable practices, optimize packaging, reduce transport distances, and use low-emission logistics. Tracking upstream emissions allows GTS to identify hotspots, collaborate with vendors on carbon reduction, and integrate sustainable sourcing practices into procurement policies, aligning with its broader ESG and climate action commitments.
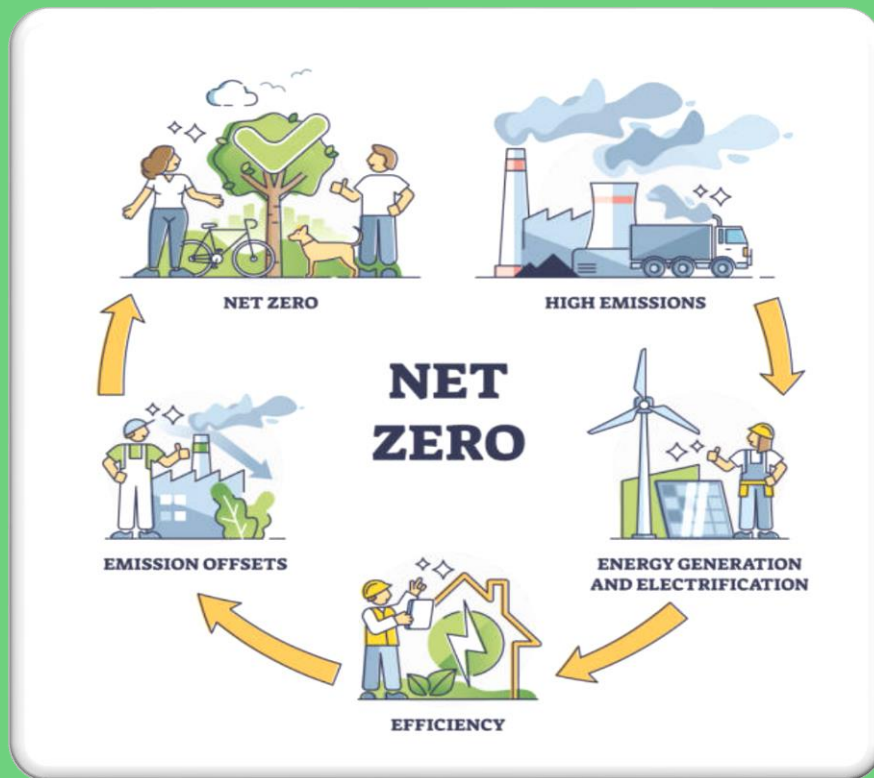
Downstream Emissions
(GRI 305-3)

Downstream emissions arise after GTS's operations, including customer transportation, product use, and disposal of materials. While smaller than upstream emissions, they remain significant in the overall footprint. In 2024, downstream emissions were quantified through logistics, service delivery, and waste management data. GTS minimizes downstream impact by optimizing delivery routes, engaging third-party logistics providers with low-emission fleets, promoting responsible waste disposal at client sites, and providing guidance on energy-efficient product handling. Monitoring downstream emissions ensures GTS takes a holistic approach to carbon management, addressing the environmental impact of its services throughout the value chain.

GHG Emissions Intensity
(GRI 305-4)

GHG emissions intensity provides a normalized indicator of climate impact relative to company size and activity levels. For 2024, with 70 employees and total emissions of 851.4 tCO_2e, GTS recorded an emissions intensity of 12.16 tCO_2e per employee. This reflects the travel-intensive nature of inspection and field operations, which rely heavily on vehicle mobility. Future plans include route optimization, remote inspections where feasible, and digital reporting to reduce travel frequency. Emissions intensity will be monitored annually to track improvements in operational efficiency and validate the effectiveness of mitigation strategies aligned with UAE Net Zero 2050 commitments.
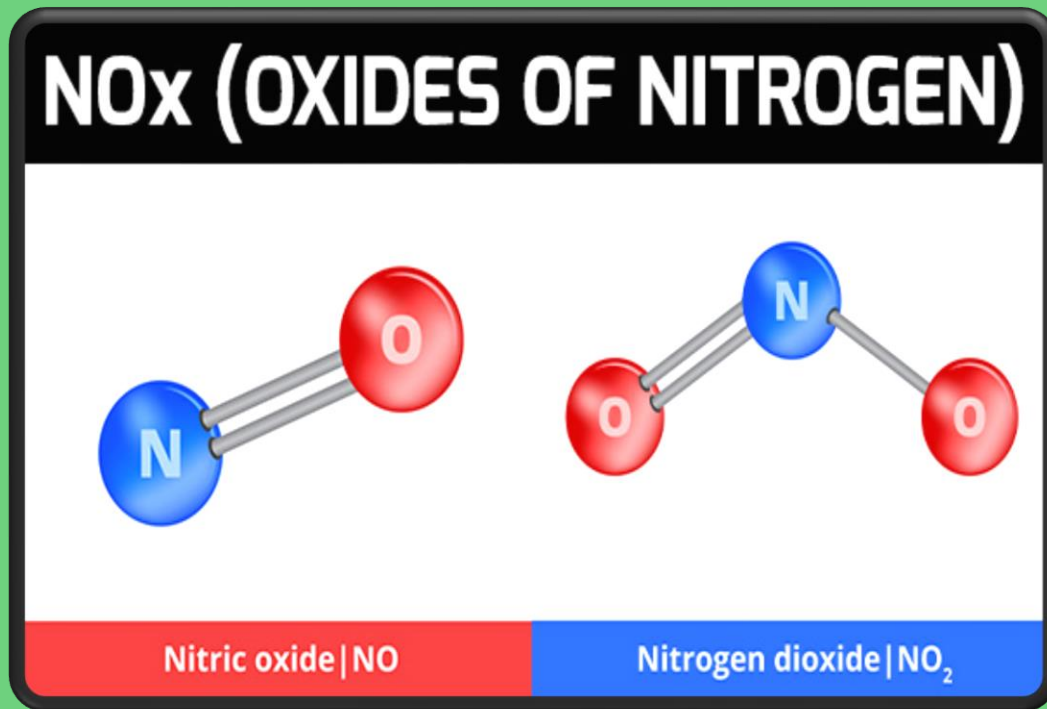
GHG Performance Review
(GRI 305-5)

The GHG performance review at GTS tracks historical emissions, establishes baselines, and sets clear reduction targets. Using 2024 as the baseline year, total emissions were 851.4 tCO_2e, with Scope 1 and Scope 3 contributing the majority. GTS aims to achieve a 42% reduction in Scope 1 and 2 emissions and a 25% reduction in key Scope 3 categories by 2030, consistent with the SBTi 1.5°C climate pathway. Planned initiatives include electrifying part of the vehicle fleet, installing a 75 kW solar energy system, upgrading HVAC infrastructure, promoting employee carpooling, and digitalizing inspection routes to reduce travel. Annual monitoring, internal audits, and external verification ensure accurate performance tracking and continuous improvement toward the company's decarbonization objectives.

NOx, SOx, and Other Significant Air Emissions (GRI 305-7)

GTS has implemented several initiatives that contribute to meaningful reduction of greenhouse gas emissions across all scopes. Key measures include fuel-efficiency training for drivers, carpooling programs, digital inspection forms to reduce field travel, and partial transition towards low-emission fleet options. Energy efficiency improvements—such as LED lighting and HVAC upgrades—have reduced electricity consumption. Planned 2025–2027 initiatives include adopting hybrid/electric vehicles, installing a rooftop solar system, and enhancing Scope 3 data transparency. These actions collectively support GTS's long-term decarbonization target and its commitment to Science Based Targets (SBTi), aiming for substantial reductions by 2030 and Net Zero by 2050.

Waste
(GRI 306)

GTS manages waste responsibly across all inspection, testing, certification, and calibration activities to minimize environmental impact and ensure compliance with UAE regulations. The company segregates waste at source into recyclable, non-recyclable, hazardous, and electronic categories, ensuring proper disposal through approved waste management contractors. Hazardous waste—such as chemicals, oils, and calibration residues—is handled with strict safety protocols to prevent leaks, spills, or contamination. GTS promotes waste reduction through digital documentation, efficient resource use, and employee awareness programs. Regular audits, training, and supplier requirements further support responsible waste handling, contributing to improved environmental performance and alignment with ESG and GRI standards.

Waste Generation and Significant Impacts (GRI 306-1)

GTS generates waste primarily from inspection activities, calibration processes, office operations, and the handling of equipment and materials. Waste streams include paper, plastics, metals, electronic waste, used oils, and packaging materials. The company assesses the environmental impacts of each waste type, focusing on pollution risks, improper disposal hazards, and resource inefficiencies. Hazardous waste, such as chemicals and contaminated materials, is managed through licensed disposal partners in compliance with UAE regulations. GTS implements waste segregation, recycling, digitalization, and preventive maintenance to reduce waste at the source. By monitoring waste volumes and improving disposal practices, GTS minimizes environmental harm and supports sustainable operations.

Management of Significant Waste-Related Impacts (GRI 306-2)

GTS generates waste primarily from inspection activities, calibration processes, office operations, and the handling of equipment and materials. Waste streams include paper, plastics, metals, electronic waste, used oils, and packaging materials. The company assesses the environmental impacts of each waste type, focusing on pollution risks, improper disposal hazards, and resource inefficiencies. Hazardous waste, such as chemicals and contaminated materials, is managed through licensed disposal partners in compliance with UAE regulations. GTS implements waste segregation, recycling, digitalization, and preventive maintenance to reduce waste at the source. By monitoring waste volumes and improving disposal practices, GTS minimizes environmental harm and supports sustainable operations.

Waste Generated – Hazardous Waste.
(GRI 306-3)

GTS generates limited amounts of hazardous waste through its inspection, testing, and calibration activities, particularly from chemicals, oils, adhesives, contaminated PPE, electronic components, and laboratory residues. All hazardous waste is carefully identified, labelled, and stored in designated containment areas to prevent leaks, spills, or environmental exposure. The company works exclusively with licensed UAE waste management contractors to ensure compliant collection, transportation, and disposal. Regular monitoring and documentation help track waste quantities and ensure adherence to regulatory requirements. GTS also prioritizes reduction measures such as safer chemical alternatives, preventive maintenance, and spill-prevention training to minimize hazardous waste generation and environmental risks.

Waste Generated – Non-Hazardous Waste
(GRI 306-3)

GTS generates non-hazardous waste primarily from daily office operations, inspection site activities, packaging materials, and administrative processes. Common waste streams include paper, cardboard, plastics, metals, wood, and general municipal waste. The company promotes responsible waste management through segregation, recycling, and reduction practices such as digital documentation, controlled printing, and reuse of packaging materials. Non-hazardous waste is collected by licensed municipal or private waste service providers in compliance with UAE regulations. GTS regularly monitors waste quantities and seeks opportunities to minimize generation through efficiency improvements and employee awareness programs. These efforts help reduce environmental impacts and support sustainable resource management across operations.

Environmental Compliance
(GRI 307)

GTS is fully committed to complying with all applicable UAE environmental laws, regulations, and municipal requirements governing waste management, emissions control, chemical handling, and resource efficiency. The company conducts regular internal audits, risk assessments, and compliance checks to ensure operational activities do not result in violations or environmental harm. All hazardous materials are managed under strict protocols, and disposal is carried out only through licensed service providers. GTS maintains transparent documentation, incident reporting, and continuous monitoring to prevent non-compliances. Employee training and leadership oversight reinforce a culture of accountability, ensuring consistent adherence to national standards and international environmental best practices.
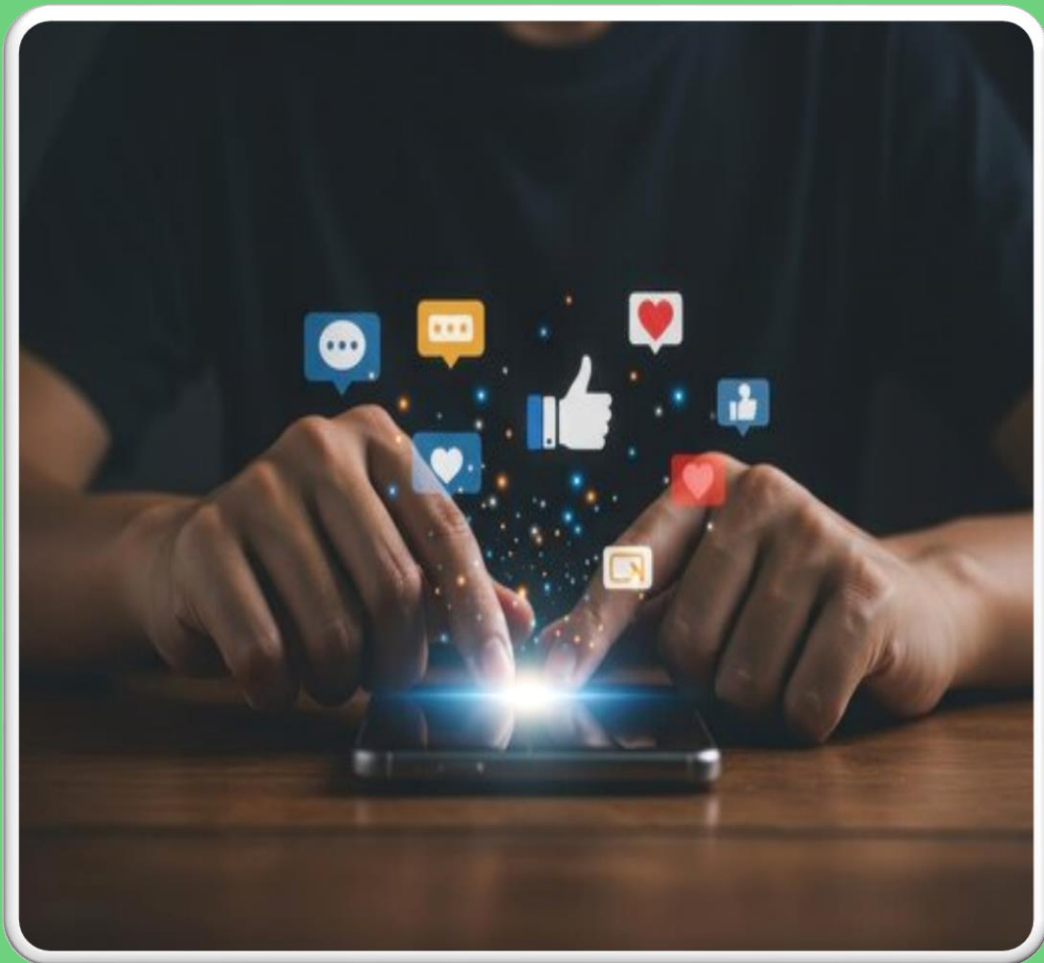
Supplier Environmental Assessment
(GRI 308)

GTS evaluates its suppliers and contractors through a structured environmental assessment process to ensure they meet UAE regulatory requirements and align with the company's sustainability standards. All new suppliers undergo screening for environmental compliance, waste management practices, chemical handling procedures, emissions control, and resource efficiency. High-risk suppliers are subject to enhanced due-diligence, periodic audits, and performance monitoring. GTS encourages suppliers to adopt ISO 14001 practices, reduce environmental impacts, and transition toward greener materials and technologies. Contracts include mandatory compliance clauses, and non-conforming suppliers are supported with corrective action plans or removed from the approved vendor list to maintain responsible sourcing.

SOCIAL

ISO 45001:2018 Certification
(GRI 401)

Certificate of Registration

This certificate has been awarded to

GULF TEST SAFETY CONSULTANCIES

Falah Mohammed Falah Jaber Mafrah Al Ahbabi, Plot No. 9 M-25, Office No. 11, 12 & 13, Musaffah, P.O. Box 133143, Abu Dhabi, United Arab Emirates

in recognition of the organization's Occupational Health and Safety Management System which complies with

ISO 45001:2018

The scope of activities covered by this certificate is defined below

Third Party Inspection, Testing and Certification of Lifting Equipment, Lifting Accessories, Pressure Vessels, Elevators, Escalators, Cradles, Scaffolding, Thermography, NDT, Electrical Inspection, Welding Inspection and Certification, Safety Training and Certification & Calibration of Mechanical and Thermal Instruments, Inspection of Hazardous Gas Systems and Networks

Certificate Number 127956/A/0001/UK/En

Date of Issue of Certification Cycle	Issue Number	Certificate Expiry Date	Certification Cycle
22 August 2023	1	21 August 2026	1
Revision Date	**Revision Number**	**Original Certificate Issue Date**	**Scheme Number**
22 August 2023	0	22 August 2023	n/a

For detailed explanation for the data fields above, refer to http://www.urs-holdings.com/logos-and-regulations

Issued by

Mukesh Singhal - On behalf of the Schemes Manager

ISO 45001:2018 is an international standard for Occupational Health and Safety Management Systems (OHSMS). It helps organizations prevent work-related injuries and ill health by establishing systematic controls, reducing risks, improving safety performance, and fostering a proactive culture of worker protection and well-being.

49

Employment
(GRI 401)

GTS is committed to fair, transparent, and inclusive employment practices that support workforce stability and long-term professional growth. The company provides equal opportunities in recruitment, onboarding, and career advancement, ensuring compliance with UAE Labour Law and international labour standards. GTS offers competitive compensation, safe working conditions, and structured employment contracts for all staff. Employee benefits include training, skill development programs, performance evaluations, and health and safety protections aligned with ISO 45001. The company also prioritizes employee retention through continuous engagement, grievance mechanisms, and welfare initiatives. By fostering a supportive workplace, GTS builds a skilled, diverse, and motivated workforce across the UAE.
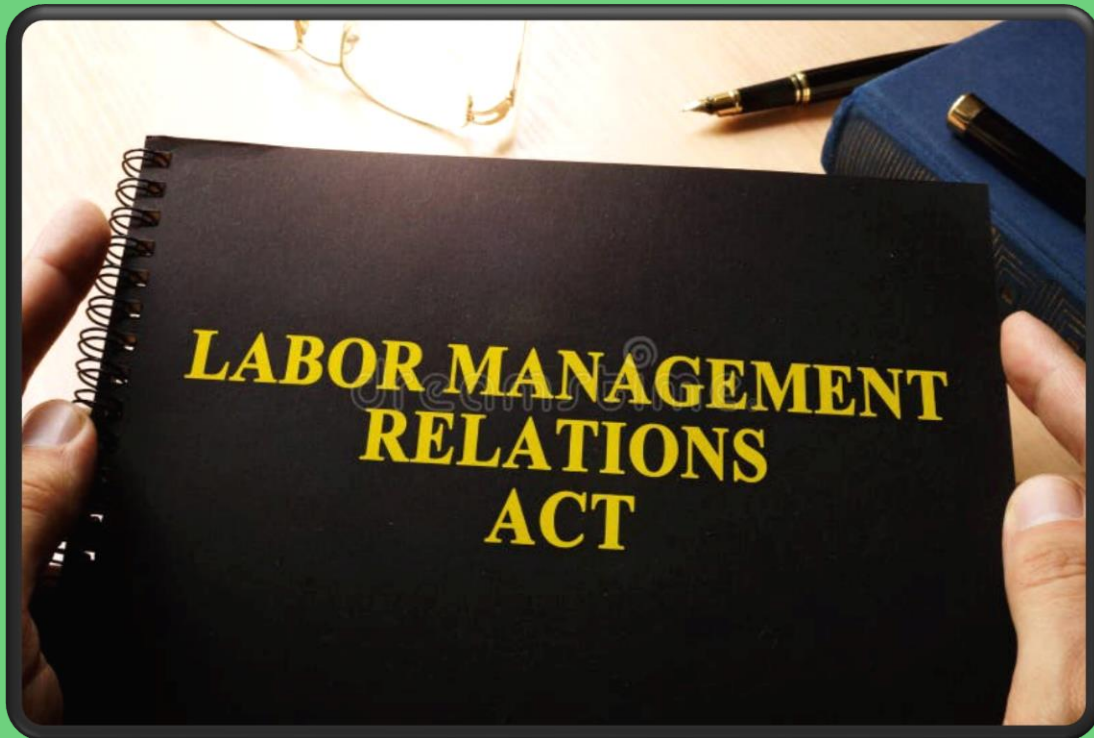
Labor/Management Relations
(GRI 402)

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Occupational Health & Safety
(GRI 403)

GTS maintains a rigorous Occupational Health and Safety (OHS) framework designed to protect employees, clients, and contractors across all inspection, testing, and certification activities. Aligned with ISO 45001, the company implements hazard identification, risk assessments, safe work procedures, and mandatory use of PPE. Regular safety trainings, toolbox talks, emergency drills, and equipment inspections ensure continuous awareness and compliance. GTS operates dedicated HSE committees to monitor incidents, corrective actions, and preventive measures. A transparent reporting system supports near-miss tracking and employee feedback. Through strong leadership oversight and proactive risk management, GTS fosters a safe, healthy, and compliant work environment across the UAE.

OH&S management system
(GRI 403-1)

GTS operates a comprehensive Occupational Health and Safety (OH&S) management system aligned with ISO 45001 requirements to ensure the protection of all employees, contractors, and clients during inspection, testing, and certification activities. The system includes structured policies, defined responsibilities, risk assessments, safe work procedures, and incident-reporting protocols. HSE leadership oversees compliance, performance monitoring, and continual improvement through audits and corrective action plans. Mandatory safety inductions, job-specific training, and PPE usage are enforced across all sites. The OH&S system extends to contractors and visitors, ensuring consistent safety standards. This integrated framework supports proactive hazard control and promotes a strong safety culture across GTS operations.

Employee Health and Safety Risk Assessment (GRI 403-2)

GTS conducts systematic health and safety risk assessments to identify, evaluate, and control hazards associated with inspection, testing, certification, and field operations across the UAE. Each job activity undergoes a detailed risk review covering mechanical, electrical, chemical, ergonomic, and environmental exposures. HSE officers collaborate with supervisors and employees to implement preventive measures, including engineering controls, safe operating procedures, and mandatory PPE. Risk assessments are updated during new projects, changes in equipment, or incident findings. Regular site audits, toolbox talks, and permit-to-work systems ensure continuous monitoring. This proactive approach reduces incidents, strengthens safety awareness, and supports a culture of prevention throughout GTS operations.

Work-Related Injuries
(GRI 403-9)

GTS maintains a strong safety culture aimed at preventing work-related injuries across all inspection, testing, and field service activities. The company records, investigates, and reports all incidents—including near misses, first-aid cases, medical treatments, lost-time injuries, and vehicle-related events—in accordance with UAE regulations and international OH&S standards. Root-cause analysis is conducted to identify systemic issues and implement corrective and preventive actions. Regular safety audits, behavioral observations, and employee training programs further reduce injury risks. As a result of robust controls, incident rates remain low, reflecting effective hazard management and continuous improvements in workplace safety performance throughout GTS operations.

Work-related ill health
(GRI 403-10)

GTS actively monitors and manages work-related ill health to ensure the long-term well-being of its workforce. The company conducts regular occupational health assessments, medical screenings, and fitness-to-work evaluations for employees involved in inspection, testing, calibration, and field operations. Common health risks such as heat stress, ergonomic strain, noise exposure, and chemical sensitivities are addressed through preventive controls, PPE, training, and engineering improvements. Any reported cases of work-related ill health are thoroughly investigated to identify root causes and implement corrective actions. GTS maintains confidential health records, promotes early reporting, and collaborates with certified health professionals to minimize long-term impacts and support employee recovery.

Training and Education
(GRI 404)

GTS places strong emphasis on continuous training and professional development to ensure that employees maintain the technical expertise required for inspection, testing, certification, and calibration activities. The company provides structured training programs, including ISO, technical, safety, and equipment-specific certifications. Employees receive regular refresher courses on OH&S, quality management, regulatory updates, and ESG practices. GTS also offers mentorship, on-the-job training, and competency assessments to support career progression. Partnerships with accredited training institutions and industry bodies help enhance specialized skills. By investing in education and upskilling, GTS strengthens workforce competence, improves service quality, and supports long-term organizational growth across the UAE.

Diversity and Equal Opportunity
(GRI 405)

GTS promotes a diverse, inclusive, and equitable workplace where employees of all nationalities, genders, and backgrounds have equal opportunities for growth and success. The company follows UAE labour regulations and international human rights principles to ensure fair recruitment, non-discrimination, and transparent promotion practices. GTS employs a multicultural workforce and values the unique skills and perspectives that diversity brings to inspection, testing, and certification services. Merit-based evaluations, equal pay for equal work, and structured career development programs support fairness at every level. Through continuous monitoring, training, and policy enforcement, GTS fosters an inclusive environment that strengthens employee engagement and organizational performance.

Non-discrimination
(GRI 406)

GTS upholds a strict non-discrimination policy that ensures every employee is treated with dignity, fairness, and equality. The company prohibits discrimination based on nationality, gender, age, disability, religion, or any personal characteristic throughout recruitment, training, performance evaluation, and career advancement. A confidential reporting system enables employees to raise complaints safely, with all cases investigated promptly and objectively. Regular training sessions promote awareness of respectful behaviour, cultural sensitivity, and inclusive workplace practices. GTS aligns its commitments with UAE labour laws and international human rights standards, fostering a professional environment where diversity is valued and equal opportunity is guaranteed for all employees.

Child Labor and Forced Labor
(GRI 408 & 409)

GTS is firmly committed to preventing child labor and forced labor across all operations and within its supply chain. The company strictly adheres to UAE labour laws, ILO conventions, and international human rights principles that prohibit the employment of minors and any form of coercive or exploitative work. All employees undergo age verification, contract transparency checks, and ethical recruitment procedures. GTS also evaluates suppliers and contractors through due diligence, audits, and compliance declarations to ensure they uphold the same standards. A confidential grievance mechanism enables reporting of any violations. Through continuous monitoring and awareness training, GTS maintains a workplace free from child and forced labor.

Human Rights Assessment
(GRI 412)

GTS conducts regular human rights assessments to ensure that all operations, workforce practices, and supplier relationships align with international human rights standards and UAE regulations. The assessment process includes evaluating risks related to discrimination, fair treatment, working conditions, migrant worker rights, freedom of movement, and ethical recruitment. GTS reviews policies, conducts internal audits, and engages with employees and suppliers to identify potential violations or emerging concerns. Corrective actions are implemented promptly where gaps are identified. Training programs promote awareness of human rights principles across all departments. By integrating human rights due diligence into its management systems, GTS ensures responsible, ethical, and respectful business practices.

Local Communities
(GRI 413)

GTS is committed to supporting and positively impacting local communities across the UAE through responsible operations, safety-focused services, and community engagement initiatives. The company contributes to public safety by providing reliable inspection, testing, certification, and training services that enhance the safety of workplaces, equipment, and infrastructure used by the community. GTS also participates in awareness programs, safety workshops, and educational initiatives in partnership with local institutions. Employment opportunities are extended to locally based professionals, supporting socio-economic development. Through transparent communication, stakeholder engagement, and ESG-driven practices, GTS ensures that its activities benefit surrounding communities and contribute to long-term national development priorities.

Supplier Social Assessment
(GRI 414)

GTS conducts regular supplier social assessments to ensure that all partners uphold ethical, legal, and socially responsible practices aligned with UAE regulations and international standards. The assessment process evaluates suppliers on labour conditions, fair treatment, non-discrimination, human rights compliance, worker welfare, and adherence to ethical recruitment principles. GTS requires suppliers to sign compliance declarations and may conduct audits, documentation reviews, and on-site evaluations for high-risk categories. Any identified non-compliance leads to corrective actions or reconsideration of the supplier relationship. By integrating social criteria into procurement decisions, GTS strengthens supply chain integrity, reduces social risks, and promotes responsible business conduct across all operations.

Customer Health & Safety
(GRI 416)

GTS places customer health and safety at the core of its inspection, testing, certification, and calibration services. The company ensures that all equipment, lifting accessories, pressure systems, electrical installations, and hazardous gas networks are assessed to the highest safety standards in accordance with UAE regulations and international codes. Rigorous quality controls, accredited procedures, and certified inspectors help minimize risks for clients and end users. GTS also provides safety training, technical guidance, and compliance recommendations to support safe operations. By maintaining accuracy, transparency, and integrity in all safety-related assessments, GTS protects customers, reduces accident risks, and enhances overall public safety across the UAE.

Customer Privacy
(GRI 418)

GTS is committed to safeguarding customer privacy by ensuring that all client information, inspection data, calibration records, and technical documents are handled with strict confidentiality. The company follows robust data protection procedures aligned with UAE regulations and international best practices. Access to sensitive information is restricted to authorized personnel, supported by secure digital systems, encrypted storage, and controlled data transmission protocols. GTS conducts regular audits, cybersecurity assessments, and staff training on data privacy and ethical information handling. Any data breaches or privacy concerns are investigated promptly. Through strong governance and continuous improvement, GTS maintains trust and protects the integrity of customer information.

Social Economic Compliance
(GRI 419)

GTS is committed to full socioeconomic compliance by adhering to all applicable UAE laws, regulatory requirements, and international standards governing its inspection, testing, certification, and calibration activities. The company maintains strict oversight of business conduct, financial integrity, fair competition, labour practices, community impact, and ethical governance. Regular internal audits, external regulatory inspections, and compliance reviews ensure that all operations meet legal and industry expectations. GTS also evaluates its supply chain and contractors to prevent unethical practices, corruption, or non-compliance risks. When issues arise, corrective actions are implemented promptly. Through continuous monitoring and transparent reporting, GTS ensures responsible, lawful, and socially accountable business performance across the UAE.

Sustainability Performance Data
01st January 2024 to 31st December 2024

KPI	KPI Content	Unit	Measures
1.	Responsible Sourcing Contracts	Percentage	100
2	Business Ethics Participation	Percentage	100
3	Percentage of employees paid at or above minimum wage	Percentage	100
4	Number of non-compliance incidents	Count	0
5	Number of legal non-compliance incidents	Count	0
6	Employee Engagement Dialogue	Count	10
7	Whistleblower Reports Count	Count	0
8	Number of vendor fraud incidents	Count	0
9	Verified Corruption Incidents	Count	0
10	Number of reported corruption/bribery cases	Count	0
11	Percentage of targeted suppliers who have signed the supplier code of conduct	Percentage	100
12	Percentage of suppliers audited for compliance	Percentage	100
13	Total energy consumption	kWh	2220.02
14	Total electricity consumption (kWh)	kWh	9
15	Supplier Assessment Coverage	Percentage	100
16	Audited Supplier Percentage	Percentage	100
17	Total weight of hazardous waste	Tons	15.7
18	Total weight of non-hazardous waste	Tons	8.52
19	Total Waste Recovered	Tons	53.8
20	Materials, chemicals, and waste	Liters	15,327.88
21	Number of supply chain assessments conducted	Count	1
22	Number of suppliers audited for environmental compliance	Count	1
23	Total gross Scope 1 GHG emissions	$MTCO_2e$	251.1
24	Total gross Scope 2 GHG emissions (market or location based)	$MTCO_2e$	1
25	Total gross Scope 3 GHG emissions	$MTCO_2e$	596.2
26	Total gross Scope 3 Downstream GHG emissions	$MTCO_2e$	341.96
27	Total gross Scope 3 Upstream GHG emissions	$MTCO_2e$	254.24
28	Total GHG Emission	$MTCO_2e$	1444.5
29	Energy consumption and GHGs	kWH	2220.02

Sustainability Performance Data
01st January 2024 to 31st December 2024

KPI	KPI Content	Unit	Measures
30	Confirmed Security Incidents	Count	0
31	Percentage of employees completing awareness training	Percentage	100
32	Ethical Supplier Percentage	Percentage	95
33	Capacity Building Engagement	Percentage	100
34	Percentage of employees trained on data security protocols	Percentage	100
35	Workplace Misconduct Issues	Count	0
36	Occupational Health Incidents	Count	0
37	Workplace Health Safety	Count	0
38	Number of workplace violence/harassment cases	Count	0
39	Average Training Hours	Hours	12
40	Trained Buyer Percentage	Percentage	100
41	Percentage of employees with individual development plans	Percentage	85
42	Number of child labor incidents identified	Count	0
43	Forced Labor Violations	Count	0
44	Number of supply chain assessments conducted	Count	1
45	Number of data fraud or breach incidents	Count	0
46	Stakeholder Rights Protection	Count	0
47	Number of data integrity violations detected	Count	0
48	Percentage of targeted suppliers with contracts that include clauses on environmental, labor, and human rights requirements	Percentage	100
49	Female Workforce Percentage	Percentage	6.06
50	Percentage of employees from a minority or vulnerable group in the whole organization	Percentage	10
51	Working conditions	Percentage	100
52	Percentage of procurement staff trained	Percentage	100
53	Employee Growth Training	Percentage	100
54	Percentage of employees trained on anti-discrimination	Percentage	100
55	Percentage of employees trained on GHG reduction	Percentage	100
56	Green Advocacy Programs	Count	17

GRI INDEX
This report is prepared in accordance with GRI standards (2021)

GRI NO	GRI Content	PAGE NO
GRI 1-5	**Core Reporting Framework and Foundational Standards**	
GRI 1-5	Statement of Use	5
GRI 2	**General Disclosures**	
GRI 2-1	Organizational Profile	6
GRI 2-9	Governance Structure for Sustainability Oversight	7
GRI 2-23	Policy Commitments to Responsible Business Conduct, Ethics, and Human Rights	8
GRI 2-29	Approach to Stakeholder Engagement	9
GRI 3	**Material Topics**	
GRI 3-1	Process for Identifying Sustainability-Related Impacts Across the Value Chain	10
GRI 3-2	Material Topics	11
GRI 3-3	Management Approach for Material Topics	13
GRI 201	**Economic Performance**	
GRI 201	Economic Performance	15
GRI 202-1	Ratios of Standard Entry-Level Wage to Local Minimum Wage	16
GRI 202-2	Proportion of Senior Management Hired from Local Communities	17
GRI 203	**Indirect Economic Impacts**	
GRI 203-1	Infrastructure Investments and Supported Services	18
GRI 203-2	Significant Indirect Economic Impacts and Their Outcomes	19
GRI 204	**Procurement Practices**	
GRI 204	Procurement Practices	20
GRI 205	**Anti-Corruption**	
GRI 205	Anti-Corruption	21
GRI 206	**Anti-Competitive Behaviour**	
GRI 206	Anti-Competitive Behaviour	22
GRI 301	**Materials**	
GRI 301	ISO 14001:2015 Certificate	24
GRI 301	Materials Used by Weight or Volume	25
GRI 301-1	Recycled Input Materials Used	26
GRI 301-3	Reclaimed Products and Packaging	27
GRI 302	**Energy**	
GRI 302-1	Energy Consumption Within the Organization	28

GRI INDEX
This report is prepared in accordance with GRI standards (2021)

GRI NO	GRI Content	PAGE NO
GRI 302-2	Energy Consumption Outside the Organization	29
GRI 302-3	Energy Intensity	30
GRI 302-4	Reductions in Energy Consumption	31
GRI 303	**Water And Effluents**	
GRI 303	Water And Effluents	32
GRI 304	**Biodiversity**	
GRI 304	Biodiversity	33
GRI 305	**Emissions**	
GRI 305	Greenhouse Gas Emissions	34
GRI 305-1	Scope 1 Emissions (Direct GHG Emissions)	35
GRI 305-2	Scope 2 Emissions (Indirect Energy Emissions)	36
GRI 305-3	Scope 3 Emissions (Other Indirect GHG Emissions)	37
GRI 305-3	Up Stream Emissions	38
GRI 305-3	Downstream Emissions	38
GRI 305-4	GHG Emissions Intensity	39
GRI 305-5	GHG Performance Review	40
GRI 305-7	NOx, SOx, and Other Significant Air Emissions	41
GRI 306	**Waste**	
GRI 306	Waste	42
GRI 306-1	Waste Generation and Significant Impacts	43
GRI 306-2	Management of Significant Waste-Related Impacts	44
GRI 306-3	Waste Generated – Hazardous Waste.	45
GRI 306-3	Waste Generated – Non-Hazardous Waste	45
GRI 307	**Environmental Compliance**	
GRI 307	Environmental Compliance	46
GRI 308	**Supplier Environmental Assessment**	
GRI 308	Supplier Environmental Assessment	47
GRI 401	**Employment**	
GRI 401	ISO 45001:2018 Certification	49
GRI 401	Employment	50
GRI 402	Labor/Management Relations	51

GRI INDEX
This report is prepared in accordance with GRI standards (2021)

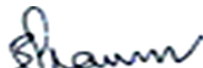| GRI NO	GRI Content	PAGE NO
GRI 403	**Occupational Health & Safety**	
GRI 403	Occupational Health & Safety	52
GRI 403-1	OH&S management system	53
GRI 403-2	Employee Health and Safety Risk Assessment	54
GRI 403-9	Work-Related Injuries	55
GRI 403-10	Work-related ill health	56
GRI 404	**Training and Education**	
GRI 404	Training and Education	57
GRI 405	**Diversity and Equal Opportunity**	
GRI 405	Diversity and Equal Opportunity	58
GRI 406	**Non-discrimination**	
GRI 406	Non-discrimination	59
GRI 408 & 409	Child Labor and Forced Labor	60
GRI 412	**Human Rights Assessment**	
GRI 412	Human Rights Assessment	61
GRI 413	**Local Communities**	
GRI 413	Local Communities	62
GRI 413	**Supplier Social Assessment**	
GRI 413	Supplier Social Assessment	63
GRI 416	**Customer Health & Safety**	
GRI 416	Customer Health & Safety	64
GRI 418	**Customer Privacy**	
GRI 418	Customer Privacy	65
GRI 419	**Social Economic Compliance**	
GRI 419	Social Economic Compliance	66

INDEPENDENT ASSURANCE STATEMENT

This CSR report has been independently verified by BMQR, a third-party assurance provider, in accordance with AA1000AS v3 and 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 : AA1000AS v3, 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 (AA 1000)

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

Signature :

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Licensed Assurance Provider
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