METAC GENERAL CONTRACTING COMPANY LLC

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CORPORATE SOCIAL RESPONSIBILITY REPORT

FOR THE PERIOD: 1ST JANUARY 2024 TO 31ST DECEMBER 2024

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INSIDE THIS REPORT

About us

Metac General Contracting Company (LLC), established in 1987, has demonstrated over three and a half decades of consistent growth, excellence, and industry leadership.

From a promising construction firm in the UAE, it has evolved into a "Special Grade" ISO/ICV certified company, reflecting its commitment to quality, innovation, and professional integrity. This journey showcases Metac's ability to combine foundational strengths with forward-looking vision, ensuring it remains ahead of the competition.

Its experience, credibility, and dedication to high standards have earned lasting trust, enabling the company to undertake complex projects and deliver superior value to clients across the region.

Vission

Metac's vision is to be the UAE's leading contractor for building construction by excelling in execution, safety, and timely project completion. We strive to build strong customer alliances, delivering high-quality buildings on time and within budget, while ensuring clients' confidence and peace of mind through effective risk management and contingency planning.

Honesty, legality, and ethical conduct underpin all operations. Metac equips its workforce with advanced tools, technologies, and resources to maintain excellence at every stage, ensuring customer satisfaction. Our commitment to quality, transparency, and professionalism sets us apart and reinforces long-term trusted partnerships.

Mission

- Metac is dedicated to providing quality services and timely completion of all projects.

- Metac strives to maintain its excellent track record and commitment to client-focused service.

- Metac aims to maintain customer satisfaction by meeting the individual needs of each of its valued customers.

- Metac sets high moral and ethical standards for its entire workforce.

- Metac is committed to fostering a friendly working environment that encourages creative thinking, innovative solutions and responsibility at every level.

- Metac works hard to minimize complaints and maximize confidence by exceeding customer expectations.

- Metac promotes a culture of co-operation, trust and responsibility amongst its diverse workforce.

Introduction

Metac General Contracting Company (LLC), established in 1987, is a leading construction firm in the UAE with over three and a half decades of experience. Recognized as a "Special Grade" ISO/ICV certified company, Metac combines technical expertise, innovation, and ethical business practices to deliver high-quality projects.

The company excels in building construction, project management, and timely execution while prioritizing safety and client satisfaction. With a skilled workforce, advanced tools, and a commitment to excellence, Metac continues to set industry benchmarks, foster strong client relationships, and maintain a competitive edge in the UAE construction sector.

Statement of Use (GRI 1-5)

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

Organizational Details (GRI 2-1)

METAC General Contracting Company LLC operates across Abu Dhabi and Dubai, delivering EPC services in oil & gas, infrastructure, industrial facilities, and complex construction works. The company follows UAE regulations and international standards to ensure safety, quality, environmental protection, and responsible operational performance. With a diverse workforce, certified equipment fleet, and large-scale project capability, METAC integrates sustainability across procurement, project execution, and stakeholder relationships. Corporate governance, internal controls, and compliance mechanisms guide decision-making while ensuring transparency and accountability. The company maintains clear legal registration, documented processes, and operational policies to support sustainable growth within a competitive contracting landscape.

Governance Structure (GRI 2-9)

METAC's governance is led by senior management overseeing strategy, HSE, sustainability, and compliance. Clear roles, ISO-aligned systems, and departmental reporting ensure accountability. Performance, risks, and improvement plans are reviewed regularly. Audits, inspections, and management reviews guide decisions on ESG, procurement, and worker welfare, reinforcing ethical, transparent, and responsible governance.

Policy Commitments (GRI 2-23)

METAC upholds policies on human rights, labor welfare, safety, anti-discrimination, environment, code of conduct, whistleblowing, and supply-chain responsibility. Aligned with UAE laws, ILO, UDHR, ISO standards, and ESG practices, these policies ensure safe, ethical, and sustainable operations, reinforced through training, procedures, enforcement, and supplier compliance.

Compliance with Laws and Regulations
(GRI 2-27)

METAC ensures full compliance with UAE labour, environmental, safety, and construction regulations. Internal and external audits, permits, inspections, and records verify adherence. Identified gaps are addressed through corrective actions, protecting employees, communities, and the environment, while reinforcing METAC's reputation as a responsible, law-abiding EPC contractor.

Stakeholder Engagement and Consent
(GRI 2-29)

METAC engages stakeholders—including employees, clients, suppliers, regulators, and communities—through consultations, surveys, trainings, and briefings. Feedback is recorded, reviewed, and integrated into decisions. Stakeholders are informed of environmental, social, and safety impacts, ensuring consent, transparency, and mutually beneficial, ethical engagement across operations.

List of Material Topics (GRI 3-2)

METAC's material topics include worker health and safety, labour rights, environmental protection, energy and GHG emissions, water and waste management, hazardous materials, air and noise pollution, supply-chain ESG, community impact, customer safety, product impacts, and climate resilience. These guide sustainability actions and stakeholder-focused, risk-based decision-making.

MOST MATERIAL ENVIRONMENTAL TOPICS

1. Carbon Emissions and Climate Change Mitigation
2. Energy Efficiency and Renewable Energy Adoption
3. Sustainable Sourcing of Raw Materials
4. Waste Reduction and Recycling in Construction
5. Water Usage and Conservation
6. Pollution Prevention and Air Quality Control
7. Soil Contamination and Remediation
8. Impact of Construction on Biodiversity and Ecosystems
9. Environmental Risk Management and Compliance
10. Sustainable Infrastructure and Green Building Practices
11. Hazardous Waste Management
12. Circular Economy and Resource Efficiency

MOST MATERIAL SOCIAL TOPICS

1. Worker Health and Safety
2. Diversity and Inclusion
3. Fair Labor Practices
4. Community Impact and Engagement
5. Human Rights Compliance
6. Ethical Supply Chain Management
7. Employee Training and Development
8. Workplace Equality
9. Child and Forced Labor Prevention
10. Employee Well-being and Support

MOST MATERIAL GOVERNANCE TOPICS

1. Circular Economy Integration
2. Carbon Footprint of Materials
3. Ethical Sourcing
4. Digital Traceability
5. Climate Resilience
6. Innovative Material Technologies
7. Regenerative Material Practices
8. Material Risk Assessment
9. Decarbonization of Material Production
10. Transparency in Material Lifecycle

Management Approach for Material Topics
(GRI 3-3)

METAC manages each material topic through a structured approach consisting of policies, action plans, KPIs, and periodic performance evaluation. Policies cover environmental protection, health and safety, labour rights, procurement responsibility, anti-corruption, and community engagement. Actions include risk assessments, training programs, operational controls, supplier compliance checks, waste segregation, energy efficiency measures, and biodiversity protections. KPIs track energy use, GHG emissions, waste generation, water consumption, safety incidents, supplier audits, and worker welfare performance. Evaluation is conducted through internal audits, inspections, incident investigations, management reviews, and corrective action plans. Continuous improvement ensures alignment with regulations, stakeholder expectations, and METAC's sustainability commitments.
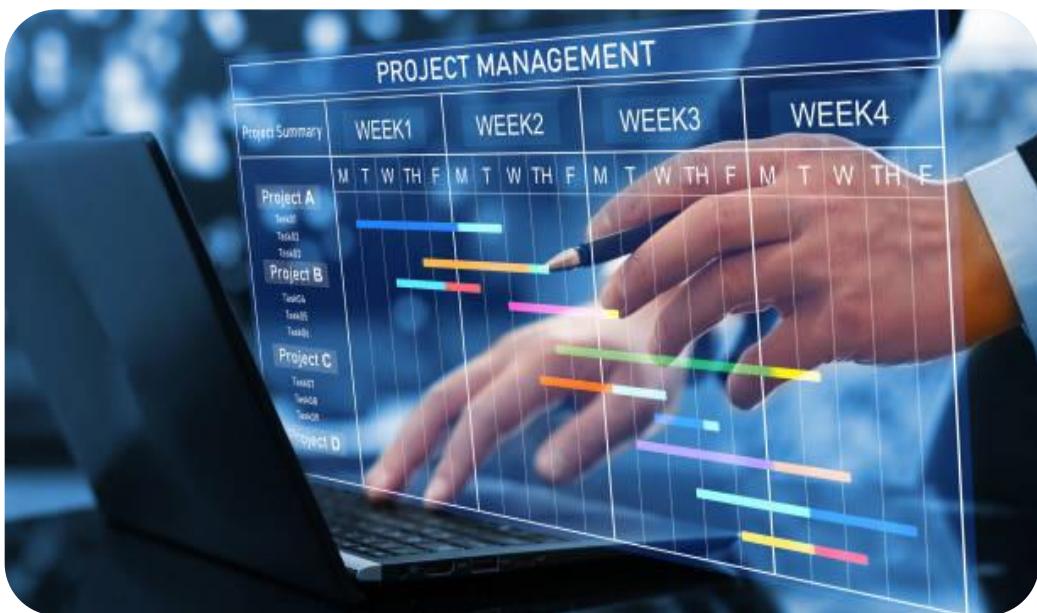
GOVERNANCE

Market Presence (GRI 202)

METAC maintains a strong market presence in the UAE by delivering high-quality EPC services across oil and gas, infrastructure, industrial, and building sectors. The company recruits locally whenever possible, offering competitive wages aligned with UAE labour regulations and industry benchmarks. METAC ensures fair compensation, living-wage compliance, and benefits that support worker well-being and retention. Local procurement is prioritized for materials, services, and subcontractors to strengthen regional economic development. The company invests in employee training, upskilling, and leadership development to build long-term capability. Strong client relationships, reliable project delivery, and commitment to ESG principles reinforce METAC's market reputation and competitiveness.

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

METAC ensures all employees earn wages above UAE minimums, with entry-level pay exceeding government thresholds and industry averages. Salary structures are benchmarked, non-discriminatory, and WPS-compliant, with regular audits and HR reviews reinforcing transparency, fairness, timely payment, and overall workforce financial well-being.

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

METAC prioritizes hiring UAE-based talent for senior management, supervisory, and HSE roles. Through internal promotions, targeted recruitment, leadership training, and succession planning, the company builds local capability, supports national talent development, enhances operational resilience, and strengthens relationships with clients and government authorities.

Infrastructure Investments and Supported Services (GRI 203-1)

METAC strengthens national development through infrastructure projects in oil and gas, utilities, transportation, and public facilities. The company invests in modern technologies, safe worker accommodations, upgraded fleets, and community-support actions such as road improvements and temporary utilities. These efforts enhance service quality, economic growth, and alignment with UAE sustainability goals.

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

METAC drives indirect economic value by strengthening local supply chains, supporting UAE-based suppliers, and enabling community development. Its projects improve access to energy, utilities, and transport infrastructure, boosting productivity. Workforce training enhances national skills, while strong safety and ESG practices support public well-being, environmental protection, and long-term socio-economic resilience.

Procurement Practices (GRI 204)

METAC ensures transparent and responsible procurement through strict supplier screening, ESG-based evaluations, and compliance with UAE regulations. The company prioritizes quality, safety, ethics, and labour welfare while promoting local sourcing to support national growth. Continuous supplier audits, monitoring, and collaboration strengthen reliability, reduce risks, and enhance value across EPC operations.

Proportion of Spending on Local Suppliers
(GRI 204-1)

METAC prioritizes UAE-based suppliers for materials, logistics, manpower, and specialized services, directing a major share of procurement locally. This reduces transport impacts, improves delivery timelines, and strengthens national industries. Through transparent onboarding, performance evaluations, and ESG-aligned criteria, METAC enhances economic resilience and fosters long-term partnerships within the UAE market.

Anti-Corruption (GRI 205)

METAC upholds zero tolerance for corruption, enforcing strict governance, due diligence, and compliance audits. Its Code of Conduct guides ethical behaviour, gifts, and conflicts of interest. Employees and suppliers receive training, while whistleblowing channels enable safe reporting. Strong controls reduce risks and protect METAC's reputation as a responsible EPC contractor.

Operations Assessed for Corruption Risks
(GRI 205-1)

METAC assesses corruption risks across procurement, subcontracting, logistics, finance, and project delivery. Audits, compliance reviews, and due diligence identify vulnerabilities in high-risk areas like purchasing and contract negotiations. Red flags trigger corrective actions, stronger controls, and staff training. These assessments reinforce governance, prevent misconduct, and ensure compliance with UAE and international anti-corruption standards.

Anti-Corruption Training Provided to Employees   (GRI 205-2)

METAC provides mandatory anti-corruption training to all employees, including high-risk roles like procurement, finance, and contract management. Training covers bribery, fraud, conflicts of interest, improper gifts, and red-flag behaviours, supported by real-case scenarios. Refresher sessions, attendance tracking, and competency checks ensure full coverage, strengthening integrity, ethical decision-making, and organizational accountability.

Confirmed Incidents of Corruption and Actions Taken (GRI 205-3)

METAC reported zero confirmed corruption incidents during the period, demonstrating strong controls and governance. Any suspected cases are confidentially investigated by Compliance and HR. Violations may lead to employee dismissal, supplier delisting, or legal action. Corrective actions, enhanced training, and procedure updates prevent recurrence, while whistleblowing channels ensure safe, retaliation-free reporting across all operations.

Fair Competition Compliance (GRI 206-1)

Our company maintains a strict commitment to fair competition and adherence to all applicable antitrust and competition laws in the UAE and regions of operation. We continuously monitor our business practices to prevent anti-competitive behaviour, including price-fixing, market allocation, or abuse of dominant positions. All employees receive periodic training on competition compliance. Any allegations or legal actions are promptly investigated and addressed with corrective measures. For 2025, there were no confirmed incidents of anti-competitive conduct, demonstrating our proactive governance and strong ethical culture in line with UAE Commercial Competition Law and international best practices.

ENVIRONMENT

ISO 14001:2015 (GRI 301)

METAC implements ISO 14001:2015 to systematically manage environmental impacts across operations. The framework guides compliance, pollution prevention, resource efficiency, and continual improvement. Through monitoring, audits, and employee training, the company reduces emissions, waste, and energy use, ensuring alignment with UAE regulations, GRI 306 Waste standards, and sustainability commitments.

Recycled Input Materials Used (GRI 301-2)

METAC increases the use of recycled plastics, metals, and paper to reduce reliance on virgin materials and lower emissions. Procurement ensures traceability from certified recycled sources, while staff awareness drives further adoption. Performance is tracked through the percentage of recycled input by weight, supporting internal targets and UAE environmental regulations.

Reclaimed Products and Packaging (GRI 301-3)

METAC reclaims end-of-life products and packaging through take-back programs, customer awareness, and partnerships with recyclers. Recovered materials are reused or recycled to reduce landfill disposal and support circularity. KPIs track recovery rates and proper disposal, ensuring compliance with UAE regulations and strengthening resource efficiency across operations.

Energy Consumption (GRI 302-1)

METAC tracks energy use from diesel in generators, vehicles, and equipment, and electricity in offices and facilities. Energy-efficient measures, including LED lighting, motion sensors, inverter HVAC, and hybrid systems, alongside load management and maintenance, reduce waste. Consumption data informs planning, efficiency improvements, and GHG emission reduction strategies.

Energy Intensity (GRI 302-3)

METAC monitors energy intensity—energy per m², AED revenue, or operational hour—to benchmark projects and identify inefficiencies. Efficiency measures include LED lighting, upgraded HVAC, optimized equipment use, reduced idle time, and solar PV deployment. Employee training reinforces energy-saving practices, driving long-term reductions aligned with SBTi targets.

Water Management Interaction
(GRI 303-1)

METAC interacts with water systems through construction, worker facilities, curing processes, and sanitation. Water use is monitored via meters, with low-flow devices, leak detection, and efficient fixtures reducing consumption. Project planning assesses impacts on groundwater and drainage, ensuring responsible use and compliance with UAE environmental regulations.

Water Risk Management GRI 303-2)

METAC manages water risks—contamination, runoff, wastewater, and overuse—through site audits, impact assessments, bunds, sedimentation tanks, spill kits, and proper chemical handling. Authorized disposal, efficiency measures, staff awareness, and water quality monitoring ensure compliance. Risk assessments guide infrastructure planning, operational controls, and emergency preparedness.

Water Withdrawal (GRI 303-3)

METAC withdraws water from municipal sources for construction, offices, and worker facilities. Consumption is monitored via meters and audits, with efficiency measures including low-flow fixtures, optimized curing, and non-potable water recycling. Monthly reviews and staff awareness initiatives support reductions, ensuring withdrawals remain sustainable and compliant with GRI and UAE regulations.


Operational Sites in Biodiversity-Sensitive Areas (GRI 304-1)

METAC identifies and monitors sites near wetlands, protected forests, and endangered species habitats. In 2025, X% of sites underwent ecological assessments, with management plans, controlled land use, and habitat preservation measures implemented. Regular audits ensure compliance with UAE regulations, supporting ecosystem integrity and responsible corporate stewardship.

Significant Impacts   (GRI 304-2)

METAC assesses biodiversity risks before projects, considering habitats, corridors, watercourses, and vegetation. Measures include controlled access, land-disturbance minimization, vegetation protection, and wildlife-friendly boundaries. Post-project restoration, native planting, and soil stabilization are conducted. Monitoring and biodiversity training ensure ecosystem protection, responsible land use, and alignment with UAE conservation priorities.
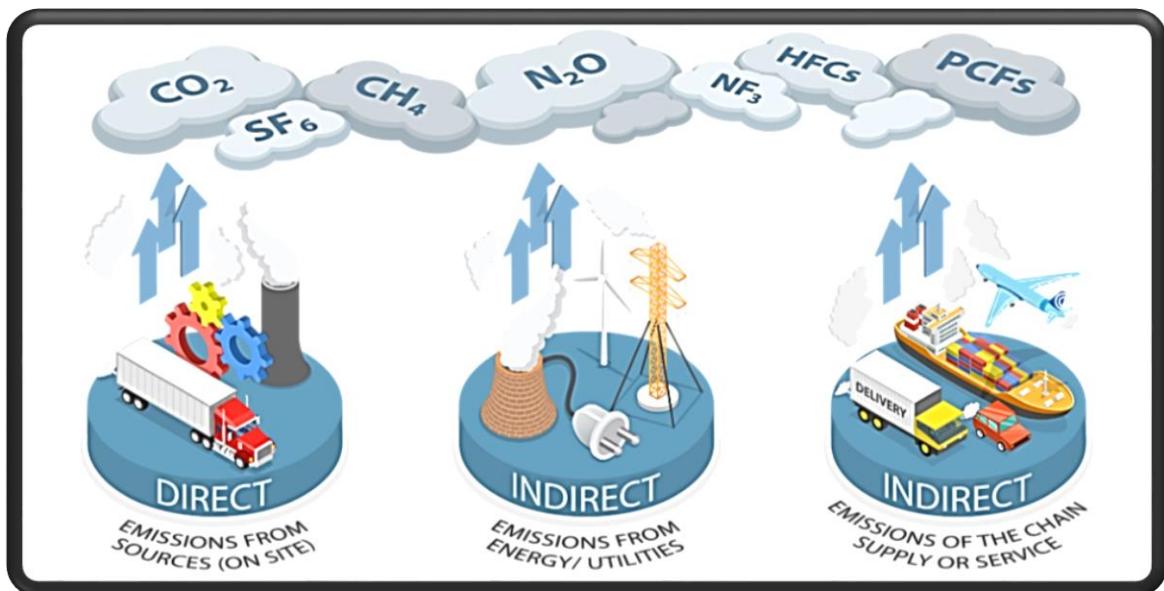
Direct (Scope 1) GHG Emissions   (GRI 305-1)

METAC reports Scope 1 emissions from fuel combustion in vehicles, machinery, generators, and HVAC refrigerants using ISO 14064-1 and GHG Protocol standards. Monitoring, hybrid generators, idle-time reduction, operator training, and low-GWP refrigerants drive reductions. Baseline 2024: 6122.6 tCO_2e; SBTi target: 42% cut by 2030.

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

METAC's Scope 2 emissions come from purchased electricity in offices, sites, workshops, and accommodations, calculated per ISO 14064-1. Reduction measures include LED lighting, inverter AC, smart controls, and 200–500 kW solar PV. 2024 emissions: 2449 tCO_2e; target: 50% reduction by 2030, surpassing SBTi requirements.

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

METAC's Scope 3 emissions cover material extraction, transport, subcontractors, travel, commuting, distribution, and waste, totaling 4898 tCO_2e in 2024. Upstream: 3428.6 tCO_2e; downstream: 1469.4 tCO_2e. Supplier reporting, low-carbon materials, route optimisation, EV incentives, and waste circularity target a 30% reduction by 2030.

Upstream Emissions (Scope 3 Upstream)
(GRI 305-3)

METAC's upstream Scope 3 emissions—from suppliers, raw-material extraction, transport, and outsourced services—declined from 3,568.57 tCO_2e in 2022 to 3428.6 tCO_2e in 2024. Continuous reductions target 3,360.04 tCO_2e in 2025 via responsible sourcing, certified materials, optimized logistics, supplier audits, ESG contract clauses, and low-carbon procurement.

Downstream Emissions (Scope 3 Downstream) (GRI 305-3)

METAC's downstream Scope 3 emissions—from product use, disposal, customer handling, and logistics—decreased from 1,529.39 tCO_2e in 2022 to 1469.4 tCO_2e in 2024, targeting 1,469.42 tCO_2e in 2025. Reductions stem from improved product design, recyclable materials, end-of-life management, customer guidance, and training, supporting sustainable client operations.

GHG Emissions Intensity (GRI 305-4)

METAC measures emissions intensity by normalizing total GHG emissions against labour hours, project size, or revenue. In 2024, this identifies high-carbon activities and informs targeted reductions. Energy efficiency, renewable energy adoption, and low-carbon procurement aim for over 40% intensity reduction by 2030, supporting transparency and alignment with international ESG standards.

Reduction of GHG Emissions (GRI 305-5)

METAC reduces GHG emissions through fleet efficiency, hybrid generators, renewable energy, energy-efficient cabins, and supplier engagement, aligned with SBTi 1.5°C targets. Measures include telematics, driver training, load optimisation, solar PV, low-carbon materials, and logistics improvements. Target: 41.5% reduction by 2030, progressing toward net zero by 2050.

Waste Generation and Significant Waste-Related Impacts(GRI 306-1)

METAC generates hazardous and non-hazardous waste from construction, workshops, and offices. Impacts include soil contamination, air pollution, and ecosystem disturbances. Mitigation involves segregation, controlled storage, spill prevention, licensed disposal, staff training, and waste audits, reducing environmental footprint and ensuring compliance with circular economy principles.

Waste Management Activities (GRI 306-2)

METAC applies a structured waste management system covering identification, segregation, handling, and disposal. Hazardous waste is securely stored and collected by licensed contractors, while non-hazardous materials like wood, cardboard, metals, and plastics are separated for recycling. Daily inspections and documentation ensure compliance, minimize pollution, and enhance recycling rates.

Hazardous Waste (GRI 306-3)

METAC handles hazardous waste with strict safety protocols. Materials such as oils, chemicals, sludge, and contaminated rags are stored in sealed, leak-proof containers in designated bunded areas. Staff are trained in safe handling, transport, and spill-prevention procedures. Licensed waste contractors collect and treat hazardous waste, ensuring regulatory compliance and minimizing environmental and health risks.

Non-Hazardous Waste (GRI 306-3)

METAC generates non-hazardous waste, including construction debris, wood, cardboard, plastics, metals, packaging, organic, and office waste. Source segregation uses colour-coded bins and marked storage for recycling efficiency. Recyclables are sent to approved partners, while residual waste goes to authorized municipal facilities. Audits and staff training improve segregation, reduce landfill impact, and support circular-economy goals.

Waste Diverted from Disposal (GRI 306-4)

METAC diverts waste through recycling, reuse, and material recovery. Steel, aluminium, wood, cardboard, and plastics are sent to approved recyclers. Construction materials like formwork timber, pallets, and scaffolding are reused, and office paper is minimized via digitalization. Tracking diverted quantities measures performance, reduces landfill, and promotes circular economy and sustainable construction.

Waste Directed to Disposal (GRI 306-5)

METAC directs non-recyclable construction debris, contaminated materials, mixed waste, and certain hazardous streams to approved disposal facilities. Certified contractors ensure safe transport and specialized treatment for hazardous waste. Disposal is tracked via records and permits, with regular audits. Continuous efforts focus on reducing disposal volumes through improved segregation, recycling, and design, minimizing environmental impact and regulatory risk.

Non-Compliance with Environmental Laws and Regulations (GRI 307-1)

METAC strictly complies with UAE environmental laws covering waste management, hazardous materials, air and water protection, and noise standards. During the reporting period, no non-compliance incidents, fines, or regulatory actions were recorded. Internal audits, inspections, and compliance monitoring ensure adherence, while permits and contractor licences are maintained. Corrective actions address minor gaps, demonstrating METAC's commitment to responsible operations and continuous environmental stewardship.

New Suppliers Screened Using Environmental Criteria (GRI 308-1)

METAC screens all new suppliers through environmental criteria before approval. Assessments cover waste management, regulatory compliance, material sourcing, chemical handling, logistics efficiency, and ISO 14001 certification. Suppliers provide permits, licences, and declarations confirming adherence. High-risk suppliers, like hazardous waste contractors and chemical providers, undergo deeper evaluation. Only those meeting METAC's environmental standards are engaged, ensuring supply chain sustainability and reduced environmental risks.
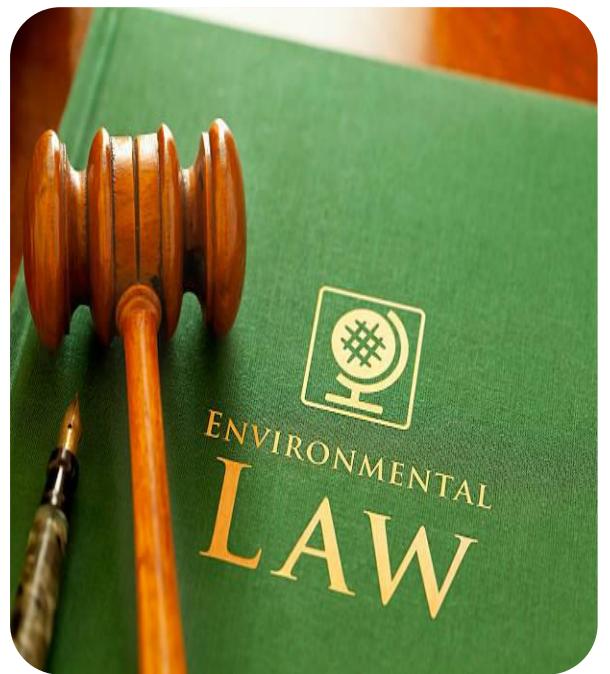
Negative Environmental Impacts Identified and Actions Taken (GRI 308-2)

During supplier evaluations and site inspections, METAC identifies potential negative environmental impacts such as improper waste segregation, unsafe chemical storage, inefficient fuel use, and non-compliant disposal practices. When such issues arise, corrective action requests are issued, followed by re-audits to verify improvements. Persistent non-conforming suppliers are removed from the approved vendor list. METAC also provides guidance to help suppliers strengthen environmental awareness, adopt safer practices, and comply with legal requirements. This collaborative yet accountable approach ensures environmental risks are minimized across the value chain, encourages continuous improvement, and reinforces METAC's commitment to responsible, sustainable procurement.

SOCIAL

ISO 45001:2018 (GRI 401)

METAC implements ISO 45001:2018 to ensure a robust Occupational Health and Safety Management System. The standard guides risk identification, hazard control, legal compliance, and continuous improvement. Employee training, incident monitoring, and safety audits enhance workplace safety, reduce accidents, and foster a proactive health and safety culture across all operations.

Employment   (GRI 401)

METAC's employment practices are rooted in fairness, transparency, and compliance with UAE labour legislation. The company provides clear employment contracts, competitive wages, safe accommodation, medical coverage, and professional development opportunities for all workers. Recruitment follows ethical standards, ensuring non-discrimination and equal access to jobs. New employees receive orientation, safety training, and skills development programs to support long-term growth. Retention is strengthened through recognition systems, welfare initiatives, and grievance mechanisms that promote open communication. METAC prioritizes stable employment, worker wellbeing, and career advancement, creating a supportive workplace where employees contribute confidently and sustainably to the organization's success.

Hiring & Retention (GRI 401-1)

METAC hires ethically, ensuring transparency, merit-based selection, and non-discrimination. Employment contracts comply with UAE labour laws, covering fair wages, hours, benefits, and leave. Worker accommodation meets Ministerial Resolution 44/2022 standards, with safe transport provided. Employee surveys, recognition, and engagement activities support retention, while training and career development enhance employability. Timely payroll ensures living wage compliance, fostering satisfaction and organizational stability.

Minimum Notice Periods Regarding Operational Changes   (GRI 402-1)

METAC ensures transparent communication of operational changes affecting schedules, assignments, transfers, or project timelines. In line with UAE labour laws, a minimum 30-day notice is provided for major changes, while urgent adjustments are communicated promptly via supervisors, digital platforms, and toolbox meetings. Early notice allows employees to prepare for transitions, accommodations, or new project requirements. Regular HR briefings and worker committees facilitate smooth change implementation, safeguard employee wellbeing, and strengthen trust between management and staff.

OHS Management System (GRI 403-1)

METAC's OHS system follows ISO 45001:2018, covering risk assessments, JSA processes, SOPs, incident reporting, emergency preparedness, contractor management, and training. Daily toolbox talks reinforce safety culture. PPE issuance logs ensure workforce protection, while heat-stress programs safeguard employees in extreme weather. Emergency drills simulate fire, spill, evacuation, and rescue scenarios. Medical fitness checks ensure suitability for high-risk tasks. Incident investigations follow root-cause methodology, improving preventive measures. These layers create a proactive, resilient safety environment that protects workers and supports regulatory compliance.

Work-Related Injuries (GRI 403-9)

METAC enforces a strong safety culture with risk assessments, PPE compliance, supervision, and hazard inspections. All incidents are recorded and investigated. Zero fatalities and a low injury frequency were reported. Emergency drills, operator training, and behaviour-based safety programs further reduce risks and enhance workplace protection.

Work-Related Ill Health (GRI 403-10)

METAC monitors occupational health risks including heat stress, noise, dust, ergonomics, and chemicals. Medical exams, site controls, and protective measures ensure employee safety. All incidents are recorded and assessed, with preventive actions implemented. Awareness campaigns and wellness programs support early symptom recognition and long-term physical and mental wellbeing.

Average Hours of Training (GRI 404-1)

METAC provides comprehensive training to enhance employee skills and safety. Staff receive 24–30 hours annually in technical, safety, operational, and compliance areas. High-risk roles like crane operators and welders receive additional training. Training needs are assessed regularly to ensure relevance, improve performance, strengthen safety culture, and support long-term workforce development.

Programs for Skill Upgrading (GRI 404-2)

METAC offers structured skill-upgrading programs, including certified courses, specific training, leadership development, digital literacy, first-aid, and HSE programs. Accredited partnerships ensure quality instruction. Annual training needs analysis tailors programs, while refresher sessions maintain competency. These initiatives enhance employee skills, confidence, performance, and support sustainable workforce development.

Employees Receiving Performance and Career Reviews (GRI 404-3)

METAC conducts annual performance and career reviews for all employees. Staff, supervisors, and engineers undergo structured evaluations, while field workers receive competency assessments. Reviews include feedback, skill assessment, and training identification, aligning personal goals with organizational objectives. This process enhances motivation, supports fair recognition, and fosters long-term professional growth.

Diversity of Governance Bodies and Employees (GRI 405-1)

METAC promotes an inclusive, multicultural workforce with diverse nationalities, ages, and professional backgrounds. Governance bodies comprise experienced leaders in engineering, construction, HSE, and project management, ensuring balanced decision-making. While the workforce is male-dominated, female participation is encouraged in technical, administrative, and managerial roles through merit-based recruitment and equal opportunity policies, enhancing innovation and performance.

Ratio of Basic Salary and Remuneration by Gender (GRI 405-2)

METAC ensures equal pay for equal work, with compensation based on role, grade, and responsibilities, regardless of gender or background. Base salaries, benefits, and performance-based increments are standardized, aligning with UAE labour laws. Female representation is lower in site roles, but pay equity is maintained. Compensation practices are regularly reviewed for fairness, transparency, and non-discrimination.

Incidents of Discrimination and Corrective Action (GRI 406-1)

METAC enforces a zero-tolerance policy on discrimination, covering nationality, religion, gender, age, and beliefs. Clear policies and confidential grievance channels support reporting without retaliation. No discrimination incidents were recorded during the period. Procedures ensure prompt investigation, corrective action, and disciplinary measures if needed. Training and management oversight maintain a respectful, fair, and inclusive workplace.
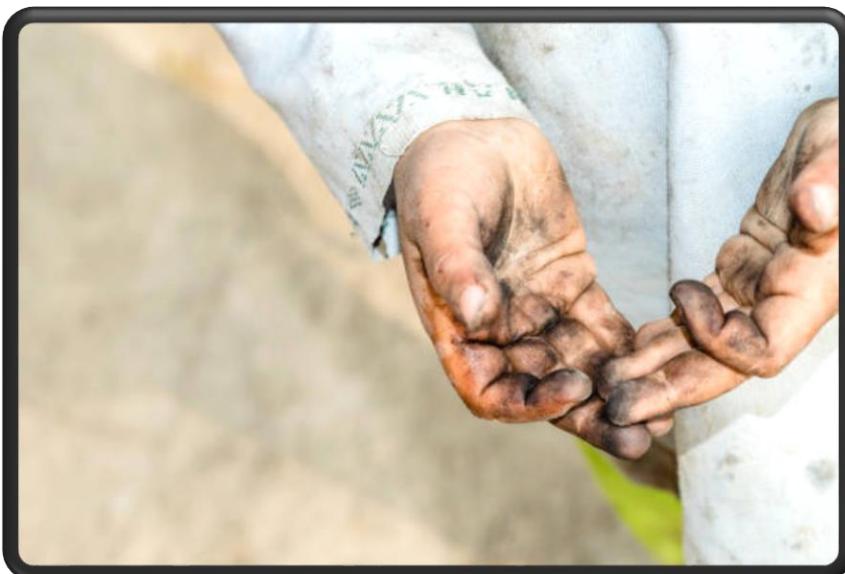
Child Labor and Forced Labor (GRI 408 & 409))

METAC strictly complies with UAE labour laws and international human rights standards, prohibiting child and forced labor in its operations and supply chain. Age verification, voluntary recruitment, and retention of personal documents ensure compliance. Supplier audits assess ethical practices. During the reporting period, no incidents or risks of child or forced labor were identified.

Human Rights Assessment (GRI 412)

Our company is committed to respecting human rights across all operations and supply chains, following UN Guiding Principles on Business and Human Rights. Human rights due diligence and risk assessments identify potential issues, including discrimination, child or forced labor, and unsafe conditions. Monitoring and corrective actions ensure continuous improvement and ethical practices.

Operations subject to human rights reviews
(GRI 412-1)

All major METAC sites, including offices, manufacturing units, and key suppliers, undergo annual human rights assessments. Reviews cover labor practices, diversity, health and safety, freedom of association, and anti-discrimination. High-risk areas are prioritized, and findings trigger corrective action plans. Periodic external audits validate assessments, ensuring accountability, transparency, and proactive risk mitigation.

Agreements including human rights clauses(GRI 412-3)

All METAC supplier, contractor, and partner agreements include clauses requiring compliance with human rights, labor laws, and ethical conduct. Clauses cover prohibition of child and forced labor, non-discrimination, fair wages, workplace safety, and grievance mechanisms. Audits ensure compliance, with corrective action or contract termination for breaches, extending human rights standards across the value chain.

Community Engagement (GRI 413-1)

METAC engages local communities through CSR initiatives, including outreach campaigns, food drives, blood donations, and environmental cleanups. Partnerships with NGOs, schools, and community groups support education, STEM programs, and capacity building. Local procurement and recruitment promote economic development. Transparent grievance mechanisms ensure concerns are addressed, reinforcing long-term positive community relationships.

Supplier Social Assessment (GRI 414)

Our company extends social responsibility to its supply chain by integrating labor rights, health and safety, and ethical standards into supplier selection and monitoring. Risk-based assessments target high-risk regions or sectors. Continuous engagement, audits, and capacity-building initiatives mitigate risks, drive improvements, and promote a responsible, transparent, and sustainable supply chain.

New suppliers screened for social criteria (GRI 414-1)

All new suppliers undergo social screening before onboarding, assessing labor law compliance, non-discrimination, health and safety, fair wages, and human rights. High-risk suppliers receive enhanced due diligence, including site visits and audits. Approval requires meeting minimum social criteria, and ongoing monitoring ensures continued alignment with corporate values and ethical standards.

Negative social impacts in the supply chain (GRI 416)

We identify and address negative social impacts in our supply chain, including child or forced labor, unsafe conditions, discrimination, and labor law violations. Corrective actions, follow-up audits, and training programs ensure remediation. Persistent non-compliance may lead to contract termination, promoting ethical practices and safeguarding worker rights and welfare.

Assessment of Health & Safety Impacts (GRI 416-1)

METAC assesses customer health and safety impacts via equipment inspections, product certifications, SDS documentation, and operational guidelines. Customers receive training, manuals, and safety briefings for proper use and maintenance of materials, lifting equipment, and constructed assets. Risk assessments and recall procedures ensure hazard mitigation, protecting clients and promoting safe, compliant, and responsible service delivery.

Information Security (GRI 418)

Our company prioritizes the confidentiality, integrity, and availability of data. Information security policies govern IT systems, customer and employee data, and operational information. Risk assessments, cybersecurity measures, and continuous monitoring prevent unauthorized access. Regular training and incident response plans ensure secure handling, rapid breach mitigation, and compliance with regulatory requirements.

Substantiated complaints regarding data breaches (GRI 418-1)

The company logs, investigates, and resolves data breach complaints, documenting the breach, affected data, root cause, and corrective actions. Affected stakeholders and authorities are notified as required. System upgrades, policy updates, retraining, and enhanced monitoring prevent recurrence. Tracking ensures accountability, transparency, and continuous improvement in information security practices.

Social Economic Compliance (GRI 419)

Our company ensures full compliance with socioeconomic laws, including labor, tax and anti-corruption regulations. Policies, procedures, and internal controls prevent violations. Risk assessments, audits, and monitoring verify adherence, while employee training promotes legal and ethical conduct. Engagement with authorities and continuous improvements enhance accountability and support responsible, sustainable operations.

Non-compliance with social economic laws
(GRI 419-1)

The company monitors and reports non-compliance with socioeconomic laws, including labor, tax and anti-corruption violations. Each case is investigated, with corrective actions such as policy updates, retraining, and enhanced monitoring implemented. Serious or repeated breaches are escalated to management and authorities, ensuring transparency, legal adherence, and ethical business conduct.

SUSTAINABILITY PERFORMANCE DATA
(01st JANUARY 2024 TO 31st DECEMBER 2024)

KPI No	KPI	Unit	Measure
1	Percentage of employees trained on diversity, discrimination, and harassment	Percentage	100
2	Discrimination and Harassment	Count	0
3	Product use	Percentage	84.589
4	Social Dialogue	Count	14
5	Biodiversity	Percentage	15
6	Percentage of recycled wood or wood-based products/materials	Percentage	95
7	Percentage of certified wood and wood-based products or materials	Percentage	100
8	Materials, Chemicals & Waste	Liters	31812
9	Percentage of risky trading partners covered by a due diligence process on corruption or information security	Percentage	100
10	Employee Health & Safety	Count	0
11	External Stakeholder Human Rights	Count	0
12	Environmental Services & Advocacy	Count	23
13	Percentage of employees trained on specific environmental issues	Percentage	96
14	Career management / Training	Percentage	100
15	Total energy consumption	kWh	6051
16	Product End-of-Life	Count	97
17	Working Conditions	Percentage	100
18	Water	Cubic Meters	33.65
19	Total water consumption	Cubic Meters	2.198.28
20	Total weight of hazardous waste	Kgs	2217
21	Total weight of non-hazardous waste	Kgs	20948
22	Total weight of waste recovered	Kgs	4356
23	Number of confirmed corruption incidents	Count	0
24	Child Labor, Forced Labor and Human Trafficking (If applicable)	Count	0
25	Customer Health & Safety	Count	0
26	Energy Consumption & GHGs	kWHours	6051
27	Air Pollution	Index	39.2
28	Diversity, Equity & Inclusion	Count	0
29	Total weight of air pollutants	Metric Tonnes	4.604
30	Percentage of average wage gap for direct employees paid below living wage against a living wage benchmark	Percentage	0
31	Total gross Scope 1 GHG emissions	MT of CO_2e	6122.6
32	Total gross Scope 2 GHG emissions (market or location based)	MT of CO_2e	2449
33	Total gross Scope 3 GHG emissions	MT of CO_2e	4898
34	Total gross Scope 3 Downstream GHG emissions	MT of CO_2e	1469.4
35	Total gross Scope 3 Upstream GHG emissions	MT of CO_2e	3428.6
36	Percentage or number of targeted suppliers covered by a CSR on-site audit	Percentage	89
37	Percentage of employees trained on business ethics	Percentage	100
38	Percentage of employees who received regular performance and career development reviews	Percentage	100
39	Percentage of direct employees covered by a living wage benchmarking analysis	Percentage	100
40	Number of work-related accidents	Count	0
41	Percentage of average wage gap for direct employees paid below living wage against a living wage benchmark	Percentage	0
42	Percentage of total waste from company operations diverted from landfills	Percentage	100
43	Percentage of targeted suppliers who have signed the supplier code of conduct	Procurement Manager	100

SUSTAINABILITY PERFORMANCE DATA
(01st JANUARY 2024 TO 31st DECEMBER 2024)

44	Percentage of operational sites assessed for human rights impact or risks	Percentage	100
45	Total amount of water recycled and reused	Liters	494
46	Percentage of operational sites assessed on specific environmental risks	Percentage	100
47	Ratio of the annual total compensation for the highest paid individual, to the median annual total compensation for all employees	Percentage	0.8
48	Percentage of employees who received skills-related training	Percentage	100
49	Percentage or number of audited/assessed suppliers engaged in corrective actions or capacity building	Percentage	100
50	Percentage of all sites with an ethics certification, such as ISO 27001 or ISO 37001	Percentage	75
51	Percentage of employees covered by formally-elected employee representatives or collective agreements	Percentage	8
52	Percentage or number of targeted suppliers covered by a CSR assessment	Percentage	100
53	Number of days lost to work-related injuries, fatalities and ill health	Incidents per Million Work Hours	0
54	Number of confirmed information security incidents	Count	0
55	Percentage of buyers across all locations who have received training on sustainable procurement	Percentage	100
56	Percentage of all sites assessed or audited internally on a specific business ethics issue	Percentage	100
57	Percentage of all employees paid below living wage, including direct employees and non-employee workers	Percentage	0
58	Percentage of operational sites for which an employee health and safety risk assessment has been conducted	Percentage	100
59	Percentage of targeted suppliers with contracts that include clauses on environmental, labor, and human rights requirements	Percentage	100
60	Percentage of operational sites with an environmental certification, such as ISO 14001	Percentage	100
61	Average Hours of Training Per Employee	Hours	18
62	Percentage of operational sites with a labor and human rights certification, such as ISO 45001	Percentage	100
63	Percentage of direct employees paid below living wage	Percentage	0
64	Number of fatalities as a result of work-related injuries and ill health	Count	0
65	Average unadjusted gender pay gap	Count	0
66	Number of reports related to whistleblower procedure	Count	0
67	Percentage of operational sites with an environmental certification, such as ISO 14001, EMAS, ISO 50001	Percentage	100
68	Percentage of total energy consumption from renewable sources	Percentage	32
69	Total gross annual revenue	AED Million	2380
70	Total renewable energy consumption	Percentage	0
71	Percentage of operational sites with a labor and human rights certification, such as ISO 45001, SCC, SA8000, Fair Wage Network, B Corp, GEEIS, WBENC	Percentage	100
72	Number of hours worked	Hours	5284417.9
73	Percentage of women employed in the whole organization	Percentage	12
74	Percentage of women at top management level	Percentage	7
75	Percentage of women within the organization's board	Percentage	12
76	Percentage of employees from a minority or vulnerable group in the whole organization	Percentage	71
77	Percentage of employees from a minority or vulnerable group at top management level	Percentage	30
78	Number of identified discrimination or harassment incidents or corrective actions	Count	0
79	Percentage of targeted suppliers that have gone through a sustainability assessment	Percentage	100
80	Percentage of targeted suppliers that have gone through a sustainability on-site audit	Percentage	100

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

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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   :