



GEO-CHEM MIDDLE EAST LLC (GROUP)

<u>CORPORATE OFFICE, LABORATORY & OPERATIONS</u> Plot No.010305, Techno Park, P.O.Box 2209 Jebel Ali, Dubai, UAE.				
<u>FUJAIRAH BRANCH OPERATIONS</u> Ware House 101-D, Fujairah Free Zone 1,P.O Box. 3026, Fujairah, UAE.	<u>SHARJAH BRANCH LABORATORY & OPERATIONS</u> Hamriyah Free Zone, Phase 1, P.O. Box 53260, Dubai	<u>OMAN BRANCH LABORATORY AND OPERATIONS</u> Ghala, Muscat, P.O. 1383, P.C. 133	<u>QATAR BRANCH LABORATORY & OPERATIONS</u> <u>GEO-CHEM DOHA WLL</u> P.O.Box. 31657, Doha, Qatar	<u>ABU DHABI GEO CHEM MIDDLE EAST INSPECTION & TESTING LLC</u> P. O. Box: 127364
<u>IRAQ BRANCH GEO-CHEM MIDDLE EAST</u> Al -Mansour District,Mahalla 601, St. No. 18, House# 32,Baghdad, Iraq	<u>BAHRAIN BRANCH GEO CHEM MIDDLE EAST</u> P.O. Box: 54831 Flat 11, Building 3474, Road 1859, Block 318 Manama, Bahrain	<u>KUWAIT BRANCH OPERATIONS GEOCHEM KUWAIT</u> Block-4, street-54,Home No # 1A,Kuwait	<u>EGYPT BRANCH OPERATIONS & LABORATORY</u> Geo Chem North Africa Mergem North Industrial Area,Block 10, Alexandria	<u>JORDAN BRANCH GEO CHEM JORDAN</u> Madenah Monawara street,Vienna building No.226 4th floor, office 403 B Amman-Jordan
<u>TOGO BRANCH OPERATIONS & LABORATORY</u> Geo Chem West Africa SARL 1257 Boulevard Malfakassa, Be-Kpota, Lomé, Togo	<u>SAUDI ARABIA BRANCH GEO-CHEM ARABIA COMPANY LTD.</u> Dammam – Jubail High way, Building Nr 8338, Unit 1 (Besides Harley Davidson Motor cycle show room) Light Industrial area,Jubail-35521 – K.S.A.		<u>NIGERIA BRANCH OPERATIONS & LABORATORY GEO-CHEM WEST AFRICA LIMITED</u> 17a Forcados Road Apapa GRA,Apapa Lagos, Nigeria	

CORPORATE SUSTAINABILITY REPORT

Form No: GC/ESG/F-170

1st January 2024 to 31st December, 2024



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Message from the Managing Director



Since our establishment in 1999 in Dubai, Geo-Chem Middle East has grown with a clear purpose and steady resolve: to deliver inspection and testing services that clients can rely on with absolute confidence. What began as a focused initiative has, over the years, evolved into one of the region's most respected inspection and testing organizations, trusted by industry leaders across multiple sectors.

Our journey has been shaped by Dubai's own spirit of ambition and global outlook. From our headquarters at the National Industries Park near the Jebel Ali Free Zone, we have built a strong operational backbone supported by state-of-the-art laboratory facilities and highly efficient office operations. Our presence in Fujairah, the world's second-largest bunkering hub, further strengthens our ability to serve clients where precision, speed, and reliability are non-negotiable. Beyond the UAE, our expanding international footprint, with independent offices and affiliate entities across 17 key markets in the Middle East, North Africa, the Subcontinent, South Asia, Europe, and the United States, reflects our commitment to being close to our clients and responsive to their needs.

At the heart of Geo-Chem Middle East lies technical excellence. We take pride in providing accurate, timely, and impartial inspection and testing services for petroleum products, chemicals, water and wastewater, vegetable oils, and agricultural products. Over time, we have broadened our capabilities to include environmental testing, bunker fuel testing, finished product testing, and microbiological testing, ensuring that our services evolve in step with industry requirements and regulatory expectations. Our specialized offerings, including calibration, crude assay, and collateral management services, have further positioned Geo-Chem as a partner of choice for clients across diverse industries.

Quality is not simply a benchmark for us; it is a culture embedded in every process and decision. Our operations conform to internationally recognized standards, including ISO 9001 and ISO/IEC 17025, underscoring our dedication to consistent quality, technical competence, and continual improvement. These certifications are not endpoints, but foundations upon which we build stronger systems, adopt best practices, and invest in innovation.

Our greatest strength, however, lies in our people. Geo-Chem Middle East is led and supported by a team of highly qualified, experienced, and dedicated professionals, including skilled chemists, technicians, and inspectors.

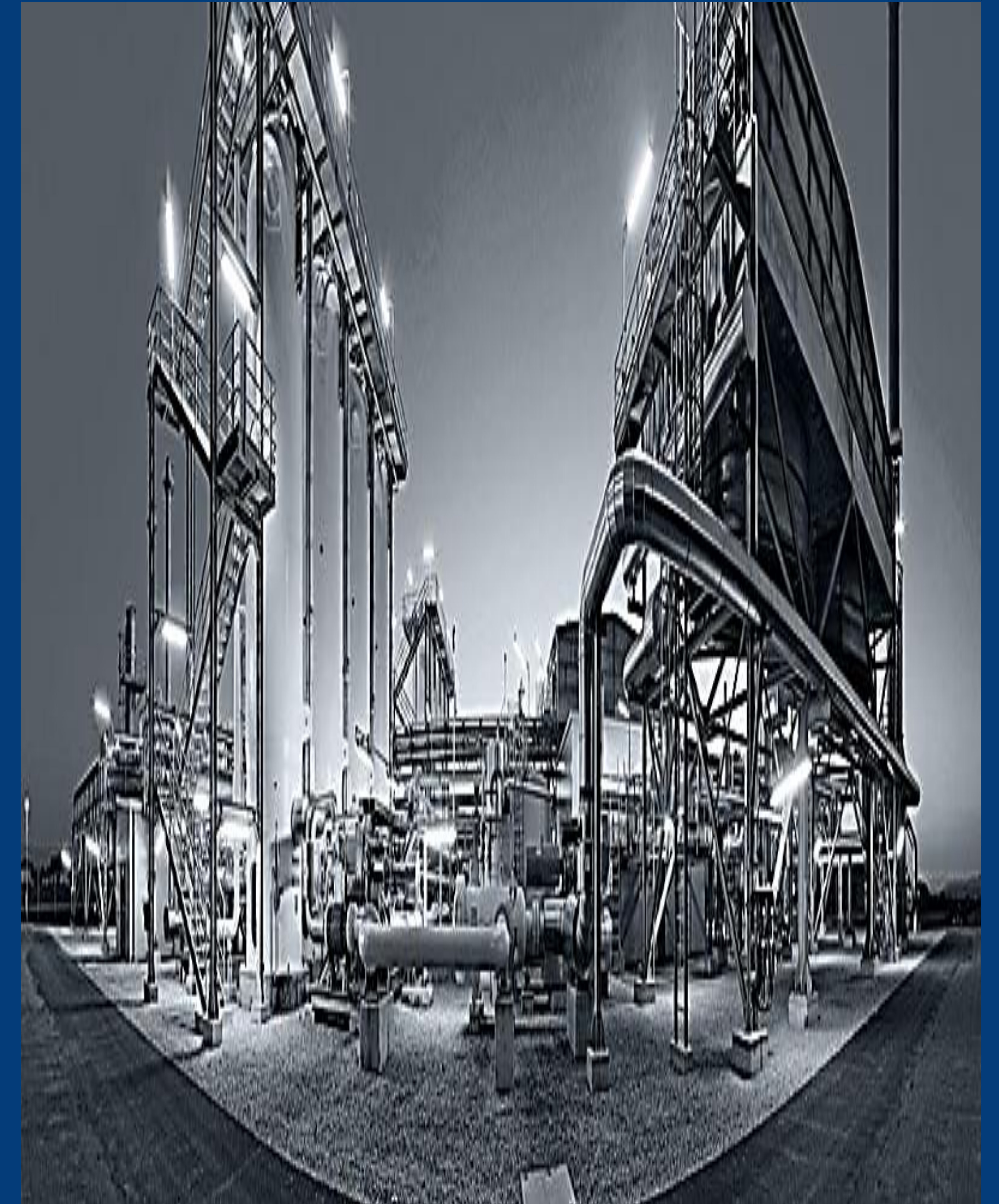
Their expertise, professionalism, and attention to detail ensure that every assignment is executed with integrity and precision. We place immense value on continuous learning, safety, and ethical conduct, fostering a work environment where knowledge is shared and excellence is expected.

Trust has been the cornerstone of our long-standing relationships with producers, refiners, consumers, carriers, and exporters across the region and beyond. Professionalism, integrity, and strict confidentiality guide our interactions and reinforce the confidence our clients place in us. As industries face increasing complexity, regulatory scrutiny, and sustainability expectations, we remain committed to supporting our clients with reliable data, transparent processes, and solutions that add real value.

Looking ahead, Geo-Chem Middle East will continue to invest in technology, people, and systems to strengthen our capabilities and expand our reach. We remain focused on delivering services that not only meet today's requirements but also anticipate tomorrow's challenges. With gratitude to our clients, partners, and employees for their continued trust and support, I am confident that Geo-Chem Middle East will continue its journey of growth, excellence, and leadership in the inspection and testing industry.

Warm regards,
Managing Director
GEO CHEM

Trusted inspection and testing partner delivering accuracy, integrity, and global expertise.





Geo-Chem Middle East was founded in 1999 at a time when the petrochemical testing and inspection services sector in the region was still developing and served by only a limited number of providers. Established as a truly home-grown organisation, the Company entered the UAE market with a strong understanding of local industry requirements, customer expectations, and product integrity needs. From its early beginnings as a small laboratory supported by a team of experienced professionals, Geo-Chem Middle East rapidly grew into one of the region's most trusted providers of specialised inspection and testing services.

Over the years, the Company has built its reputation on a foundation of quality, professional standards, punctuality, and reliability. Strategic expansion across the UAE, including the establishment of dedicated operations in Fujairah and purpose-built facilities at the National Industries Park near Jebel Ali Free Zone, has strengthened Geo-Chem Middle East's operational reach and service capabilities. Continuous investment in advanced testing equipment, skilled personnel, and diversified service offerings has enabled the Company to serve a broad range of clients, including major industry players as well as governmental and private sector entities.

As Geo-Chem Middle East continues to grow, sustainability has become a core element of its business strategy and operational philosophy. The Company recognises its responsibility to manage environmental impacts, safeguard employee health and safety, uphold ethical business practices, and contribute positively to the industries and communities it serves. This Sustainability Report reflects Geo-Chem Middle East's commitment to transparency, accountability, and continuous improvement across environmental, social, and governance (ESG) dimensions.

Through this Report, Geo-Chem Middle East outlines its sustainability approach, key initiatives, and performance indicators, while setting a clear direction for future improvement. By integrating sustainability principles into decision-making and daily operations, the Company aims to support long-term business resilience, stakeholder trust, and responsible growth in an evolving regulatory and market landscape.

Geo-Chem Middle East: trusted inspection, testing, integrity, reliability, quality, safety, sustainability, expertise, growth.

Statement of Use



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



Core Value

Geo-Chem Middle East established in the year 1999 in Dubai

Geo-Chem Middle East has earned the trust and admiration of clients from across the world for our commitment to our core values that differentiate us in the industry. Committed to the highest standards of integrity, professionalism and environmental stewardship, we abide by four core principles in every aspect of our operation:

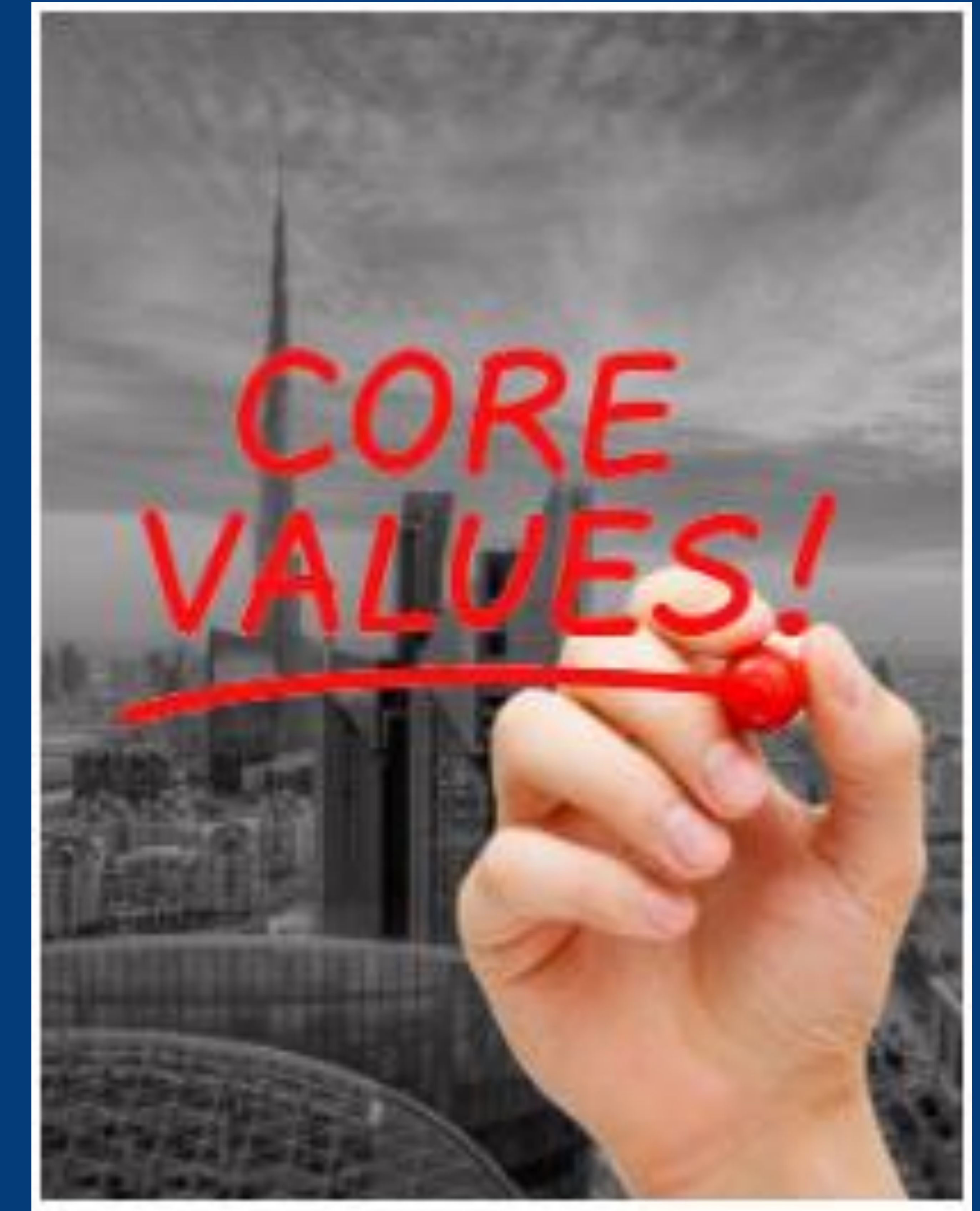
- Integrity: We are unwavering in adhering to the ethical practices
- Trust: We are focused on building trust through our impeccable standards
- Respect: We believe that mutual respect is the bedrock of long-term partnerships
- Confidentiality: We value our customers and their need for confidentiality

Vision

- To be a globally trusted leader in inspection and testing services
- To set industry benchmarks for accuracy, reliability, and impartiality
- To continuously enhance client confidence through technical excellence
- To support global with transparent and credible inspection solutions
- To lead with integrity and uncompromising ethical standards
- To advance environmental protection through responsible testing practices
- To expand international presence while maintaining local expertise
- To invest in innovation and state-of-the-art laboratory capabilities
- To develop and empower skilled professionals worldwide
- To contribute to safer, cleaner, and more sustainable industries

Mission

- To deliver precise, timely, and reliable inspection and testing services
- To uphold the highest standards of integrity and confidentiality
- To comply with international quality standards and best practices
- To exceed client expectations through professionalism and consistency
- To provide independent and unbiased testing and certification services
- To integrate environmental stewardship into all operations
- To continuously improve systems, processes, and technical capabilities
- To ensure safety and quality across supply chains and industries
- To build long-term partnerships based on trust and performance
- To support sustainable growth for clients and stakeholders

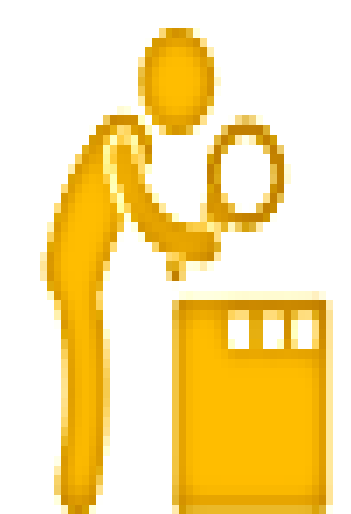


Our Services

Independent Product Inspection & Testing

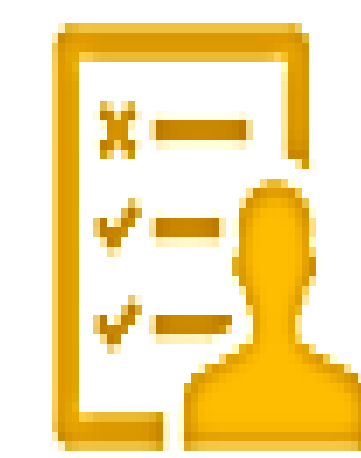
With a growing need for proficient and versatile independent product inspection and testing service providers and labs, GeoChem Middle East brings to you the complete spectrum of inspection, analysis and testing services that meet international quality standards. Our ISO 17025 Certification enables us to offer our customers the best in environment, substance and product delivered by a team that brings decades of industry experience and a track record of 100% customer satisfaction to the table.

OUR KEY INSPECTION, TESTING & SPECIALISED SERVICES



SPECIALISED INSPECTIONS

Our inspection services are diverse in range and highly read more



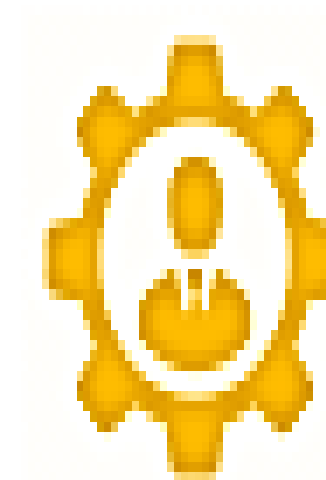
SUBSTANCE & QUALITY

Our laboratory testing services are designed to cover a wide read more



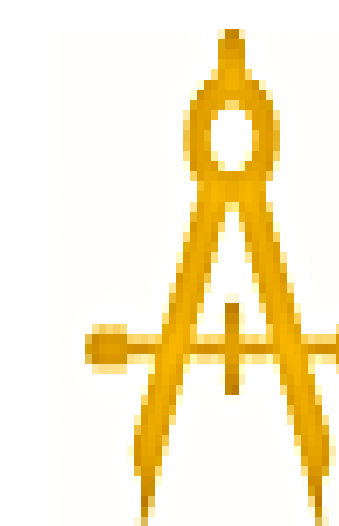
Environmenta & IH

Geochem provides environmental and industrial hygiene read more



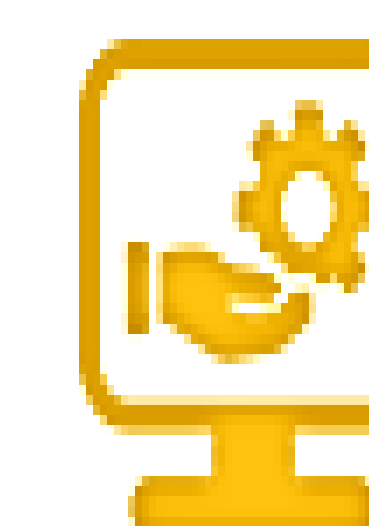
Minerals & Ore

Our laboratories perform a wide range of read more



Calibration

Geochem is a Precision Calibration Services read more



Odour Monitoring

Geochem laboratories are fully equipped with read more

Our Services

Specialised Inspections

Our inspection services are diverse in range and highly satisfactory in delivery quality. With a streamlined process, our inspectors will allow you to authenticate your product specifications, assure materials safety, and enhance project achievements.

As your partner ISO 17025 certified inspections laboratory, we help you eliminate the risk of product defects by meeting consumer and industry expectations as well as current regulatory requirements.

Petroleum Inspection	Petrochemical Inspection	Bunker Inspection	Scrap Inspection	Ship to Ship Inspection	Agri Commodities Inspection
Dry Cargo Inspection	On Hire/ Off Hire Inspection	Expeditor Services	Collateral Management services		
CE Certification	P & I Inspections	Due Diligence			

Our Services

SUBSTANCE & QUALITY TESTING

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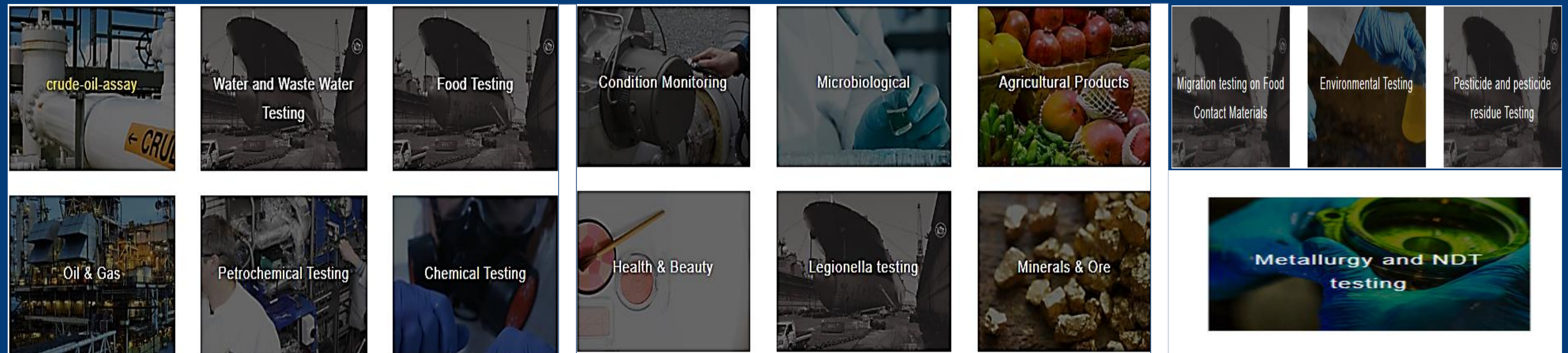
Our laboratory testing services are designed to cover a wide spectrum of industrial testing needs for a broad range of products, materials and substances. Our product and quality testing services help you achieve regulatory compliance as well as enhance the value and quality of your products as you get them ready for the market.

Our testing services also certify your products, materials, facilities, and sites for quality, safety, compliance, and – above all – performance.

Geo-Chem Middle East offers testing and analyses services based on all International standards such as ASTM, IP, BS, ISO, IEC, APHA, GS & FDA/BAM. Our procedures based on international standards, stringent quality assurance programs and ISO 17025 accreditation contribute and offer the highest accuracy and insight for product qualifications and special investigations.

Clients are updated regularly by most modern means of communication, keeping in view their individual requirements and ensuring the protection of their interest.

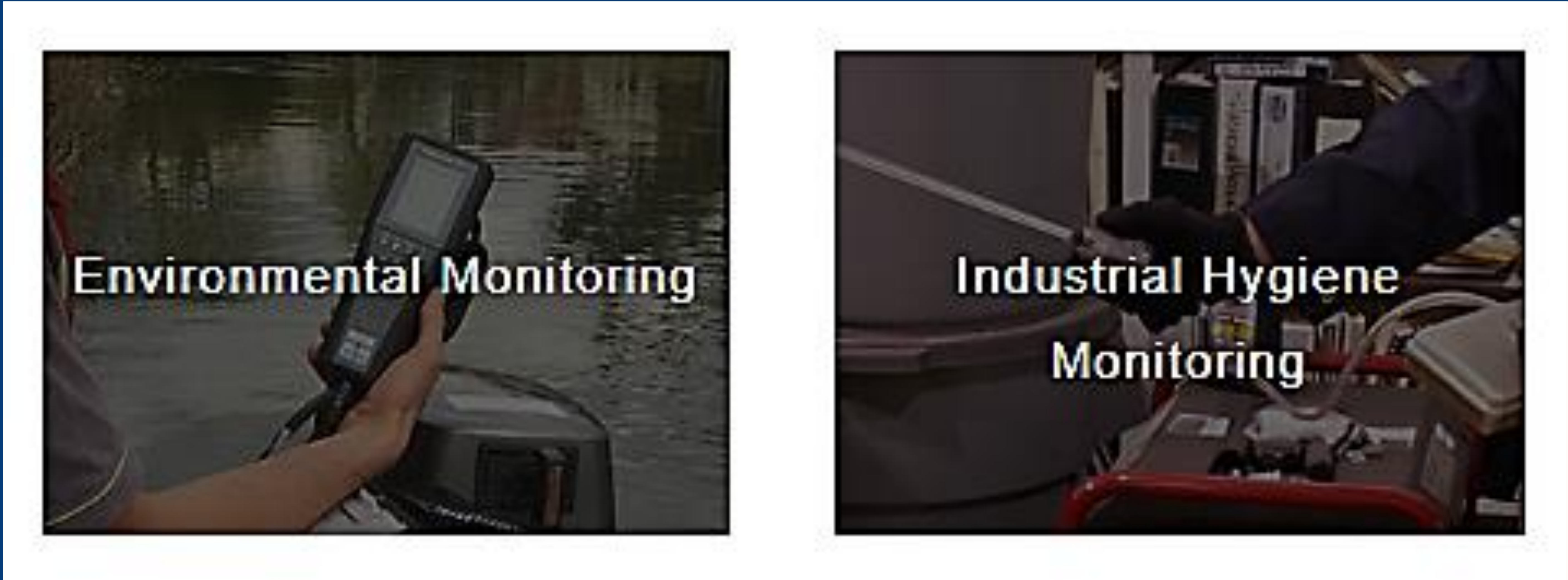
Around the world have placed their trust in GEO-CHEM's services repeatedly and exclusively as they have found us to be their "eyes and hands" on their field of interest



Geochem provides environmental and industrial hygiene monitoring and consultancy services, supporting a wide range of industries.

Geochem environmental laboratories are accredited and certified to applicable quality standards. We monitor each step of the way – through sampling, analysis and reporting – because all that matters the environment is as important to us as it is to you.

A polluted environment in the industry can erode your competitive edge and cloud your corporate image. Geochem can help you prevent exposure to toxic substances, high noise levels, unwanted light exposure, annoying vibrations that your employees experience while working. Our tabular and pictorial representation of the results and recommendations for improvement will help you to interpret the data findings so you can decide on the right action plan.





Proper Inspection, Sampling and monitoring of cargos and commodities is essential to insure fair between buyers and sellers on account of quality, quantity and suitability. We at Geo-Chem Middle East understand this importance and through experienced personnel provide a wide range of such inspection services.

In the field of inspection and analysis we have remained independent and factual and our standard of service is unrivaled. We are strictly following our IFA compliance code and compliance program, copy of which can be downloaded from our download page.

Clients are updated regularly by most modern means of communication, keeping in view their individual requirements and ensuring the protection of their interest. around the world have placed their trust in GEO-CHEM's services repeatedly and exclusively as they have found us to be their "eyes and hands" on their field of interest.



Our Services



Geochem is a Precision Calibration Services Laboratory and ISO 17025:2005 accredited by EIAC, providing one of the most comprehensive portfolios of calibration with specialisms in tank, pipe-line, pressure, temperature, dimensional and weighing scale calibration .

Our skilled engineers calibrate a vast array of measuring equipment and help us support a wide cross section of many industries across the UAE.

As you would expect from a calibration company, Geochem prides itself on the quality and precision of the service it provides.

The company is dedicated to maintaining and improving a calibration service of the highest standards of quality, accuracy and precision – and is also constantly looking to decrease the turnaround time for its calibration service, where this does not impair the quality of the measurements.



Shore Tanks & Vessels



Temperature Instruments



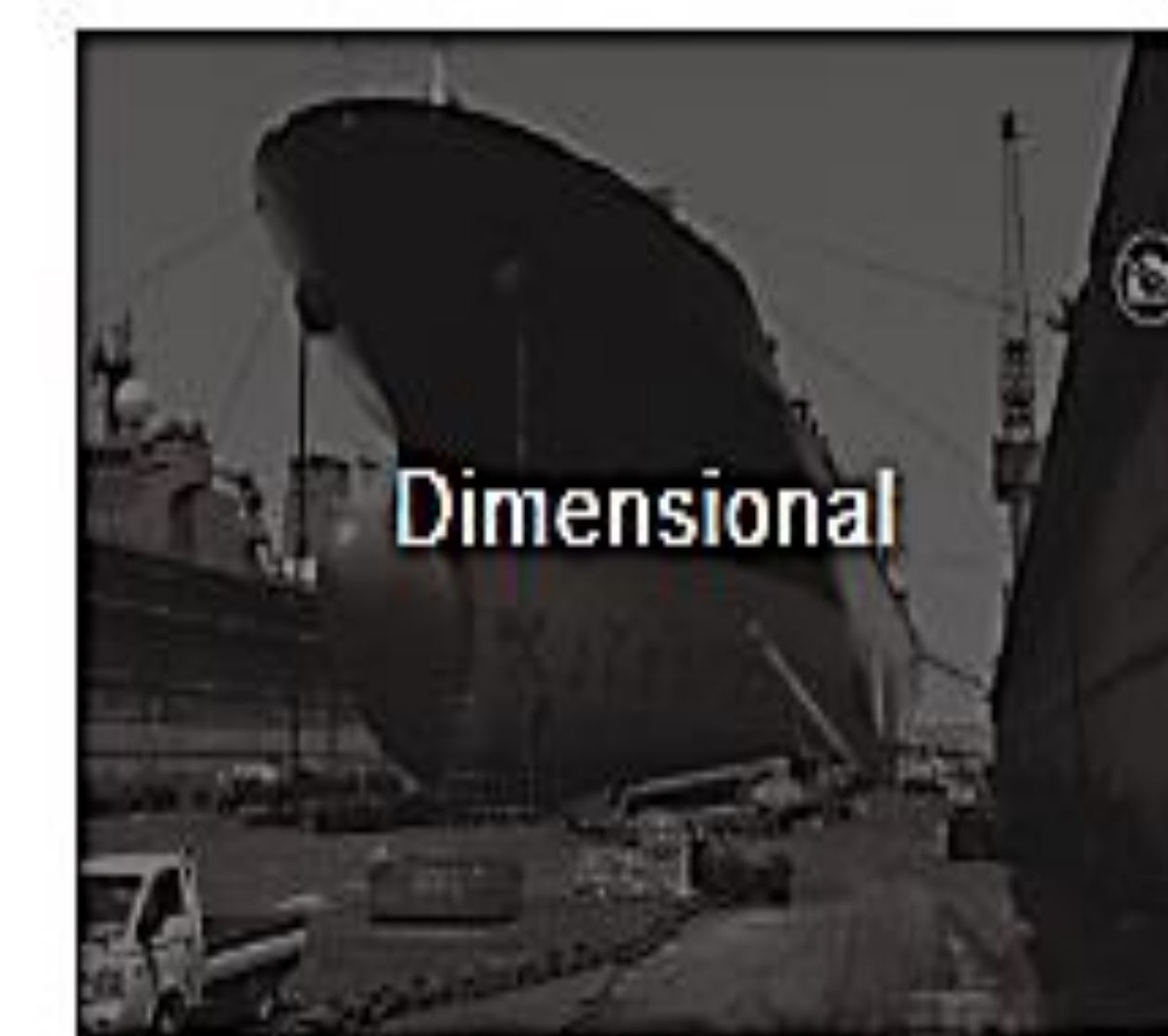
Laboratory Equipments



Weighing Scales



Pressure Instruments



Dimensional



Petrochemicals & Chemicals

Geo-Chem delivers independent inspection and testing services ensuring quality, safety, and compliance for petrochemical and chemical products.

- Geo-Chem conducts sampling and cargo inspection for petrochemicals and chemicals
- Laboratory testing aligned with international and regulatory standards
- Quality and quantity verification across storage and transportation stages
- Support for assurance and risk mitigation
- Reliable, impartial services delivered across the UAE and global markets



Agriculture & Food

Geo-Chem provides inspection and testing services ensuring quality, safety, and compliance for agricultural commodities and food products.

- Geo-Chem conducts sampling and inspection of agricultural and food commodities
- Laboratory testing for quality, safety, and regulatory compliance
- Verification of quantity, condition, and packaging integrity
- Support for domestic and international requirements
- Independent, reliable services delivered across the UAE and global markets



Marine & Logistics

Geo-Chem provides independent inspection and testing services supporting marine operations and logistics through accuracy, compliance, and risk control.

- Geo-Chem conducts marine surveys and cargo inspections
- Quantity and condition verification during loading and discharge
- Sampling and testing support for marine-transported products
- Compliance with port, shipping, requirements
- Trusted third-party services across the UAE and international routes



Commodities

Geo-Chem provides independent inspection and testing services ensuring quality, quantity, and compliance for commodities.

- Geo-Chem conducts inspection and sampling of bulk and packaged commodities
- Quality and quantity verification during handling and transportation
- Laboratory testing aligned with international standards
- Condition assessment to reduce commercial and operational risk
- Reliable third-party services supporting global commodity



Healthcare

Geo-Chem provides reliable testing and inspection for healthcare products, ensuring quality, safety, regulatory compliance, and accurate laboratory analysis across UAE.

- Laboratory testing for pharmaceuticals and medical products.
- Ensures compliance with UAE healthcare regulations.
- Accurate analysis for safety and quality assurance.
- Experienced professionals and advanced testing equipment.
- Timely reporting to support client decision-making.



Oil and Energy

Geo-Chem delivers independent inspection and testing services supporting oil and energy operations with accuracy, compliance, and reliability.

- Geo-Chem conducts inspection and sampling for crude oil and energy products
- Laboratory testing aligned with international oil and energy standards
- Quantity and quality verification across the supply chain
- Support for operational integrity and regulatory compliance
- Trusted third-party services across the UAE and global energy markets



Hospitality

Geo-Chem delivers reliable testing and inspection for hospitality products, ensuring quality, safety, hygiene, and regulatory compliance across UAE establishments.

- Food and beverage quality testing for hotels and restaurants.
- Water and wastewater testing for hygiene and safety.
- Ensures compliance with UAE hospitality regulations.
- Experienced laboratory professionals with advanced equipment.
- Timely and accurate reporting to support operational decisions.

Alignment to Sustainable Development Goals



Our Organization



GME Holding (Group)

DUBAI BRANCH
 COMMERCIAL OFFICE, LABORATORY & OPERATIONS
 Plot No.010306, Techno Park, P.O. Box 2209 Jebel Ali, Dubai, UAE.

Entity requires Economic rating (Trade Licence)

SHARJAH BRANCH
 LABORATORY & OPERATIONS
 Hamriyah Free Zone, Phase 1, P.O. Box 53280, Dubai

FUJAIRAH BRANCH
 OPERATIONS
 Ware House 101-D, Fujairah Free Zone 3, P.O. Box 3028, Fujairah, UAE.

QATAR BRANCH
 LABORATORY & OPERATIONS
 GEO-CHEM DOHA WLL P.O.Box. 31857, Doha, Qatar

OMAN BRANCH
 LABORATORY AND OPERATIONS
 Ghata, Muscat, P.O. 1333, P.C. 133

Saudi Arabia Branch
 Geo-Chem Arabia Company Ltd.
 Dammam – Jubail High way,
 Building Nr 3333,
 Unit 1 (Besides Harley Davidson Motor cycle show room) Light Industrial area,
 Jubail-36621 – K. S.A.

Bahrain Branch
 Geo Chem Middle East
 P.O. Box: 64831
 Flat 11, Building 3474, Road 1358,
 Block 313 Manama,
 Bahrain

Kuwait Branch
 Operations
 GeoChem Kuwait
 Block-4, street-54, Home No # 1A, Kuwait

Jordan Branch
 Geo Chem Jordan
 Madinah Mopavers street, Vienna, building No.228 4th floor, office 408 B Amman-Jordan

Iraq Branch
 Geo-Chem Middle East
 Al -Mansour District, Mahalla 801, St. No. 13, House# 32, Baghdad, Iraq

Egypt Branch
 Operations & Laboratory
 Geo Chem North Africa
 Mergem, North Industrial Area, Block 10, Alexandria

Nigeria Branch
 Operations & Laboratory
 Geo-Chem West Africa Limited
 17a Forcados, Road Apapa GRA, Apapa Lagos, Nigeria

Togo Branch
 Operations & Laboratory
 Geo Chem West Africa SARL
 1267 Boulevard Melakessa, Be-Kpota, Lomé, Togo

Mozambique Branch
 Region Headquarters
 GEO-CHEM MOZAMBIQUE Lda, Av. Alberto Luthuli 15,1103 Matola.

Mozambique Maputo Branch
 Operations & Laboratory
 Geo-Chem Mozambique Lda
 Matola, Porto da Matola, Rua dos combustiveis (Terminal Da Saneol ex BP)

Mozambique Beira Branch
 Operations & Laboratory
 Geo-Chem Mozambique Lda
 Beira, Porto da Beira-Rua, Klaus Gomes (Terminal Da Saneol ex BP)

Mozambique Nacala Branch
 Operations & Laboratory
 Geo-Chem Mozambique Lda
 Nacala, Terminal Oceanico de Nacala Porto

Mozambique Pemba Branch
 Operations & Laboratory
 Geo-Chem Mozambique Lda
 Pemba, Rua Ni- Terminal Da Estacao-Cidade, Beira, Pemba.

Organizational Profile (GRI 2-1)

GEO-CHEM MIDDLE EAST LLC (Group) is a UAE-based provider of independent inspection, testing, and certification services across petrochemicals, chemicals, water, wastewater, vegetable oils, and agricultural commodities. The Group operates across UAE, Saudi Arabia, Qatar, Oman, Kuwait, Bahrain, Iraq, Jordan, Egypt, Nigeria, and Togo.

Stakeholder Engagement (GRI 2-2)

Geo-Chem engages proactively with key stakeholders, including employees, clients, regulators, suppliers, and certification bodies. Engagement mechanisms include formal contracts, operational meetings, audits, surveys, training sessions, and sustainability reporting. Stakeholder feedback is systematically reviewed and used to improve service quality, manage operational and ESG risks, and refine sustainability priorities. Transparent communication, ethical conduct, and informed consent processes strengthen trust, accountability, and long-term relationships across the value chain.

Governance Structure and Composition (GRI 2-9)

The governance structure includes the General Manager, ESG Steering Committee, ESG Manager, HSE Manager, Facilities Team, Procurement Head, and Finance Department. Climate-related risks and performance are reviewed annually. ESG governance oversees Scope 1 (1,201.96 tCO₂e), Scope 2 (2,429.53 tCO₂e), and Scope 3 (3,250.05 tCO₂e). Management approval was completed on 22 April 2025 as per internal ESG procedures.

Statement from Senior Decision-Maker (GRI 2-14)

In 2024, Geo Chem established its first organization-wide GHG baseline of 6,881.54 tCO₂e. Indirect emissions accounted for nearly 82% of total emissions, highlighting the importance of energy efficiency and value-chain engagement. The company has committed to a 42% reduction in Scope 1 and 2 emissions by 2030 and Net Zero by 2050. Investments of AED 2.075 million are planned for energy efficiency, renewable electricity, fleet electrification, and ESG systems.

Statement on Sustainable Development Strategy (GRI 2-22)

Geo Chem integrates ESG into operational strategy, focusing on emissions reduction, energy efficiency, and value-chain engagement. The 2024 baseline emissions totaled 6,881.54 tCO₂e. A 36–42% total emission reduction target by 2030 has been set. Renewable electricity sourcing, fleet optimization, and supplier engagement are central pillars supporting long-term Net Zero by 2050.

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

Geo-Chem identifies sustainability-related impacts through a structured materiality assessment aligned with GRI 2021 and AA1000 principles. The process covers upstream suppliers, internal operations, and downstream client services. Impacts are identified using stakeholder consultations, risk registers, regulatory reviews, ESG benchmarking, and analysis of GHG emissions, energy use, waste, health and safety, and ethics. Impacts are prioritized based on severity, likelihood, and stakeholder concern, and reviewed annually by senior management.

Material Topics 2021 (GRI 3-2)

Geo-Chem applies the GRI 2021 Material Topics framework to identify and manage sustainability impacts that are most significant to its operations and stakeholders. Material topics are determined through value-chain analysis, stakeholder engagement, regulatory review, and ESG risk assessment. Key material areas include climate change, energy use, waste management, occupational health and safety, ethics, and data integrity. These topics guide strategy, target setting, performance monitoring, and transparent sustainability reporting.

List of Material Topics Relevant to the Organization

(GRI 3-3)

Climate change is managed through ISO 14064-1 aligned GHG inventory systems. 2024 baseline emissions totaled 6,881.54 tCO₂e. Targets include 42% Scope 1 and 2 reduction and 25% Scope 3 reduction by 2030. Net Zero is targeted for 2050. Governance oversight includes annual review, KPI tracking, and planned third-party verification.

ENVIRONMENTAL TOPICS

1. Carbon Footprint Reduction
2. Resource Efficiency (Energy, Water, Materials)
3. Waste Reduction, Reuse, and Recycling
4. Pollution Prevention (Air, Water, Soil)
5. Environmental Impact of Construction Activities
6. Sustainable Design and Green Buildings
7. Environmental Health and Safety at Sites
8. Supply Chain Environmental Performance
9. Climate Change Mitigation and Adaptation
10. Regulatory Compliance and Environmental Audits

SOCIAL TOPICS

1. Health, Safety, and Incident Prevention
2. Employee Rights and Labor Standards Compliance
3. Fair Recruitment and Prevention of Forced Labor
4. Workplace Harassment Prevention and Grievance Mechanisms
5. Employee Wellbeing and Mental Health
6. Equal Opportunity and Non-Discrimination
7. Training on Safety, Ethics, and Compliance
8. Worker Accommodation and Welfare Facilities
9. Stakeholder Engagement and Client Trust
10. Whistleblower Protection and Reporting Systems

GOVERNANCE TOPIC

1. Anti-Corruption, Bribery, and Fraud Prevention
2. Compliance with Laws, Regulations, and Standards
3. Board and Management Oversight
4. Ethical Business Conduct
5. Risk Assessment and Mitigation
6. Data Security and Confidentiality
7. Whistleblower Systems and Grievance Handling
8. ESG Strategy, Monitoring, and Reporting
9. Internal Audit and Control Effectiveness
10. Supply Chain Governance and Ethical Sourcing

Governance



Economic Performance (GRI 201)

Geo-Chem's economic performance is driven by the delivery of reliable inspection, testing, and certification services that support safe and regulatory compliance across multiple sectors. Revenue generated is reinvested into laboratory infrastructure, technology upgrades, employee development, and environmental initiatives. Prudent financial management, local procurement, and compliance with all fiscal obligations ensure business resilience. Economic performance supports long-term value creation for stakeholders while enabling continued investment in sustainability and ESG integration.

- GRI 201-1: Direct Economic Value Generated and Distributed: Geo-Chem generates direct economic value through inspection, testing, and certification services delivered across the UAE. Economic value generated is distributed through employee wages and benefits, payments to suppliers and service providers, operational expenditures, taxes, and reinvestment in laboratory infrastructure and technology. In 2024, the majority of economic value was retained and reinvested to strengthen operational capacity, enhance service quality, and support long-term business continuity and sustainability performance.
- GRI 201-4: Financial Assistance Received from Government: During the 2024 reporting period, Geo-Chem did not receive any direct financial assistance, grants, subsidies, or incentives from government entities. The organization operates on a fully commercial basis and complies with all applicable tax, customs, and regulatory fee requirements in the United Arab Emirates. This disclosure reflects Geo-Chem's financial independence and transparent reporting practices in line with GRI 201 requirements.



GRI 203: Indirect Economic Impact: Geo-Chem creates positive indirect economic impacts through its inspection, testing, and certification services that support safe, regulatory compliance, and quality assurance across petrochemical, agricultural, and water sectors. By enabling clients to meet international standards, Geo-Chem contributes to supply chain efficiency and risk reduction. Local hiring, supplier engagement, and use of regional service providers stimulate economic activity, enhance technical capacity, and support knowledge transfer within the UAE market.

Market Presence (GRI 202)

Geo-Chem demonstrates strong market presence by operating as a locally established inspection and testing service provider in the UAE, employing a predominantly local and regional workforce. Compensation practices are aligned with UAE labour laws and industry benchmarks, ensuring competitive entry-level wages and equitable remuneration across roles. Local procurement of services, logistics, and consumables supports regional economic development. These practices strengthen community relationships, enhance workforce stability, and reinforce Geo-Chem's commitment to responsible economic contribution.

- GRI 202-1: Ratios of Standard Entry-Level Wage to Local Minimum Wage: Geo-Chem ensures fair compensation practices aligned with UAE labour regulations and market benchmarks. As the UAE does not prescribe a statutory minimum wage, entry-level wages at Geo-Chem are benchmarked against prevailing industry standards and living cost considerations. Entry-level remuneration is consistently set above sector averages and includes benefits such as medical insurance and statutory entitlements, supporting employee well-being, talent retention, and equitable market presence across operational locations.
- GRI 202-2: Proportion of senior management hired from local communities: Geo-Chem supports local employment and leadership development by recruiting senior management based on competence, experience, and local market knowledge. A significant proportion of senior management positions are held by professionals recruited from within the region, ensuring strong understanding of regulatory, cultural, and operational contexts. Local leadership enhances decision-making, stakeholder engagement, and business continuity while contributing to capacity building and long-term economic value within the communities where Geo-Chem operates.

Procurement Practices (GRI 204)

Geo-Chem applies responsible procurement practices that prioritize quality, compliance, cost efficiency, and sustainability. Procurement decisions consider supplier capability, regulatory compliance, ethical conduct, and environmental performance. Preference is given to local suppliers where feasible to reduce lead times, lower transportation emissions, and support the regional economy. Supplier performance is periodically reviewed, and long-term relationships are encouraged to ensure continuity, reliability, and alignment with Geo-Chem’s ESG commitments.

GRI 204-1: Proportion of Spending on Local Suppliers: A significant proportion of Geo-Chem’s procurement spend is directed toward local suppliers within the United Arab Emirates, including laboratory consumables, logistics services, maintenance, and professional services. In 2024, approximately 65–70% of total procurement expenditure was with UAE-based suppliers. This approach supports local economic development, enhances supply chain resilience, reduces transportation-related emissions, and strengthens collaborative relationships with regional vendors.

Anti-Corruption (GRI 205)

Geo-Chem maintains a zero-tolerance approach to bribery, fraud, and corruption, embedded within its Code of Ethics and governance framework. Anti-corruption controls are integrated into operational procedures, procurement processes, and contract management. Regular internal reviews, management oversight, and whistleblowing mechanisms support ethical conduct. These measures protect business integrity, ensure compliance with UAE regulations, and reinforce stakeholder trust across inspection, testing, and certification activities.

GRI 205-1: Operations Assessed for Corruption Risks: All Geo-Chem operations are periodically assessed for corruption risks as part of internal control and compliance reviews. High-risk areas such as procurement, client contracting, inspections, and third-party engagements are evaluated for potential exposure. Risk assessments consider transaction value, geographic exposure, and role sensitivity. Findings are documented, and mitigation measures are implemented through segregation of duties, approval controls, and management oversight.

GRI 205-2: Anti-Corruption Training Provided to Employees: Geo-Chem provides mandatory anti-corruption and ethics training to employees, particularly those in procurement, finance, inspection, and managerial roles. Training covers bribery prevention, conflict of interest, gifts and hospitality, and reporting mechanisms. Awareness sessions are delivered through inductions, refresher programs, and internal communications. Training completion is tracked, reinforcing a culture of integrity and ensuring employees understand their responsibilities under the Code of Ethics.

GRI 205-3: Confirmed Incidents of Corruption and Actions Taken: During the 2024 reporting period, no confirmed incidents of corruption were identified within Geo-Chem operations. No employees were dismissed or disciplined for corruption-related violations, and no legal cases were brought against the organization. Continuous monitoring, ethical controls, and reporting mechanisms remain in place to promptly detect and address any potential incidents, supporting transparent and responsible business conduct.



Anti-Competitive Behavior (GRI 206)

Geo-Chem is committed to fair competition and ethical business conduct in all markets where it operates. The organization complies with applicable competition, and commercial laws and avoids practices that could restrict competition or create unfair market advantages. Internal policies, contract reviews, and management oversight help prevent collusion, price fixing, or abuse of market position, supporting transparent and responsible engagement with clients, suppliers, and competitors.

GRI 206-1: Legal Actions Related to Anti-Competitive Behaviour or Monopoly Practices: During the 2024 reporting period, no legal actions, investigations, or sanctions related to anti-competitive behaviour, anti-trust, or monopoly practices were brought against Geo-Chem. The organization maintains compliance through ethical guidelines, contractual controls, and management supervision to ensure continued adherence to competition laws and fair market practices.

Environment



Materials (GRI 301)

Geo-Chem’s material use primarily relates to laboratory consumables, chemicals, sampling containers, packaging materials, and office supplies used in inspection and testing services. Material management focuses on responsible sourcing, safe handling, and minimization of waste. Preference is given to quality-certified and compliant materials to ensure accuracy of testing while reducing environmental impact. Material efficiency initiatives support waste reduction, cost optimization, and improved environmental performance across laboratory and field operations.

- GRI 301-1: Materials Used by Weight or Volume: Materials used by Geo-Chem include laboratory reagents, solvents, sampling bottles, packaging, and paper-based office materials. Due to the service-based nature of operations, materials are consumed in relatively small volumes per test. Quantitative tracking is undertaken through procurement and inventory records. In 2024, material consumption data was partially estimated, with improved tracking systems planned to enhance accuracy and support material efficiency targets.
- GRI 301-2: Recycled Input Materials Used: Geo-Chem incorporates recycled input materials where operationally feasible, particularly in office paper, packaging, and non-critical consumables. Recycled paper and cardboard are prioritized to reduce virgin material use. While laboratory-grade materials require strict quality standards, opportunities to increase recycled content in secondary materials are being assessed. This approach supports circular economy principles and contributes to reduced Scope 3 emissions over time.



Energy (GRI 302)

Geo-Chem manages energy responsibly due to its significance in laboratory operations, offices, and inspection logistics. Energy use primarily includes purchased electricity and fuel consumption in vehicles and diesel generator sets. Energy performance is monitored through utility records and fuel logs, supporting emissions tracking under ISO 14064-1. Efficiency initiatives such as LED lighting, optimized laboratory equipment, efficient HVAC systems, and employee awareness programs help reduce energy intensity, operating costs, and associated greenhouse gas emissions.

- GRI 302-1: Energy Consumption within the Organization: Energy consumption is primarily electricity and diesel fuel. Scope 2 emissions from purchased electricity totaled 2,429.53 tCO₂e, representing the largest operational contributor. Scope 1 fuel combustion from DG sets and vehicles generated 1,201.96 tCO₂e. Energy efficiency actions include 100% LED implementation by 2025 and energy-efficient laboratory equipment upgrades targeting 10–15% reduction..
- GRI 302-4: Reduction of Energy Consumption: Energy reduction initiatives include laboratory optimization, preventive DG maintenance, and route optimization. Projected emissions reduction from energy efficiency by 2026 is 10–15%. The emissions trajectory projects reduction from 6,882 tCO₂e in 2024 to 4,540 tCO₂e by 2030. Renewable electricity procurement aims to reduce Scope 2 emissions by up to 100% by 2040.



Water and Effluents (GRI 303)

Geo-Chem responsibly manages water sourced from municipal supply for laboratory and sanitation use. Controlled processes, preventive maintenance, and compliant effluent disposal minimize consumption, prevent contamination, and reduce environmental impact across operations.

- GRI 303-1: Interactions with Water as a Shared Resource: Water is used mainly for laboratory testing, equipment cleaning, and sanitation. Geo-Chem applies water-efficient practices, controlled usage, and preventive maintenance to minimize wastage and ensure regulatory compliance.
- GRI 303-3: Water Withdrawal: Geo-Chem withdraws water exclusively from municipal supply for laboratories and offices. In 2024, withdrawal levels were moderate, with no sourcing from surface water, groundwater, or protected areas.
- GRI 303-4: Water Discharge by Destination: Wastewater from laboratories and offices is discharged to municipal systems or authorized contractors. Laboratory effluents are pre-treated, ensuring no untreated hazardous wastewater enters the environment.



Biodiversity (GRI 304)

Geo-Chem recognizes the importance of protecting biodiversity and minimizing ecological impacts from its operations. As a service-based inspection and testing organization, its activities have limited direct interaction with natural habitats. Environmental controls, regulatory compliance, and responsible waste and effluent management help prevent indirect impacts on ecosystems. Biodiversity considerations are integrated into site selection, operational planning, and environmental management practices to ensure minimal disturbance to surrounding environments.

- GRI 304-1: Operational Sites in Biodiversity-Sensitive Areas: Geo-Chem's laboratories, offices, and inspection activities are located in designated industrial, commercial, or urban areas within the UAE. During the 2024 reporting period, no operational sites were located in or adjacent to protected areas, high biodiversity value areas, or biodiversity-sensitive zones. Consequently, no significant direct impacts on biodiversity were identified, and no biodiversity management plans specific to sensitive habitats were required.



Emissions (GRI 305)

Geo Chem Middle East reported total greenhouse gas emissions of 6,881.54 tCO₂e in 2024. Scope 1 emissions from fuel combustion and refrigerants accounted for 1,201.96 tCO₂e, while Scope 2 electricity-related emissions totaled 2,429.53 tCO₂e. Scope 3 value-chain emissions were 3,250.05 tCO₂e, primarily from commuting, logistics, and purchased goods. The company has set a 36–42% emission reduction target by 2030 and aims to achieve Net Zero by 2050.

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

Scope 1 emissions totaled 1,201.96 tCO₂e. CO₂ accounted for 1,175.92 tCO₂e, CH₄ for 9.61 tCO₂e, N₂O for 6.43 tCO₂e, and HFCs for 10.00 tCO₂e. Major sources include diesel consumption in DG sets and vehicles. Reduction actions include hybrid vehicle transition (30–40% reduction potential by 2030) and low-GWP refrigerant management.

- GRI 305-2: Energy Indirect (Scope 2) GHG Emissions: Scope 2 emissions from purchased electricity were 2,429.53 tCO₂e, representing 35% of total emissions. CO₂ is the dominant gas contributor. UAE grid emission factors were applied. Renewable electricity procurement and RECs are targeted between 2026–2030, with full renewable electricity transition planned by 2040 to eliminate Scope 2 emissions.

- GRI 305-3: Other Indirect (Scope 3) GHG Emissions: Scope 3 emissions totaled 3,250.05 tCO₂e, representing 47% of total emissions. Upstream emissions were 2,962.14 tCO₂e and downstream 287.91 tCO₂e. Key contributors include purchased goods, employee commuting, business travel, logistics, and waste. A 25% Scope 3 reduction target by 2030 has been established through supplier ESG engagement and travel reduction policies.

- GRI 305-3: Scope 3 – Upstream Emissions: In 2024, Geo Chem reported 2,962.14 tCO₂e of upstream Scope 3 emissions, representing the majority of value-chain impacts. Key contributors included purchased goods and laboratory consumables, upstream transportation, fuel- and energy-related activities, employee commuting, and business travel. These sources reflect the organization's service-based model with high mobility and consumable use. A 25% reduction target by 2030 has been set through supplier engagement, logistics optimization, and reduced travel initiatives..

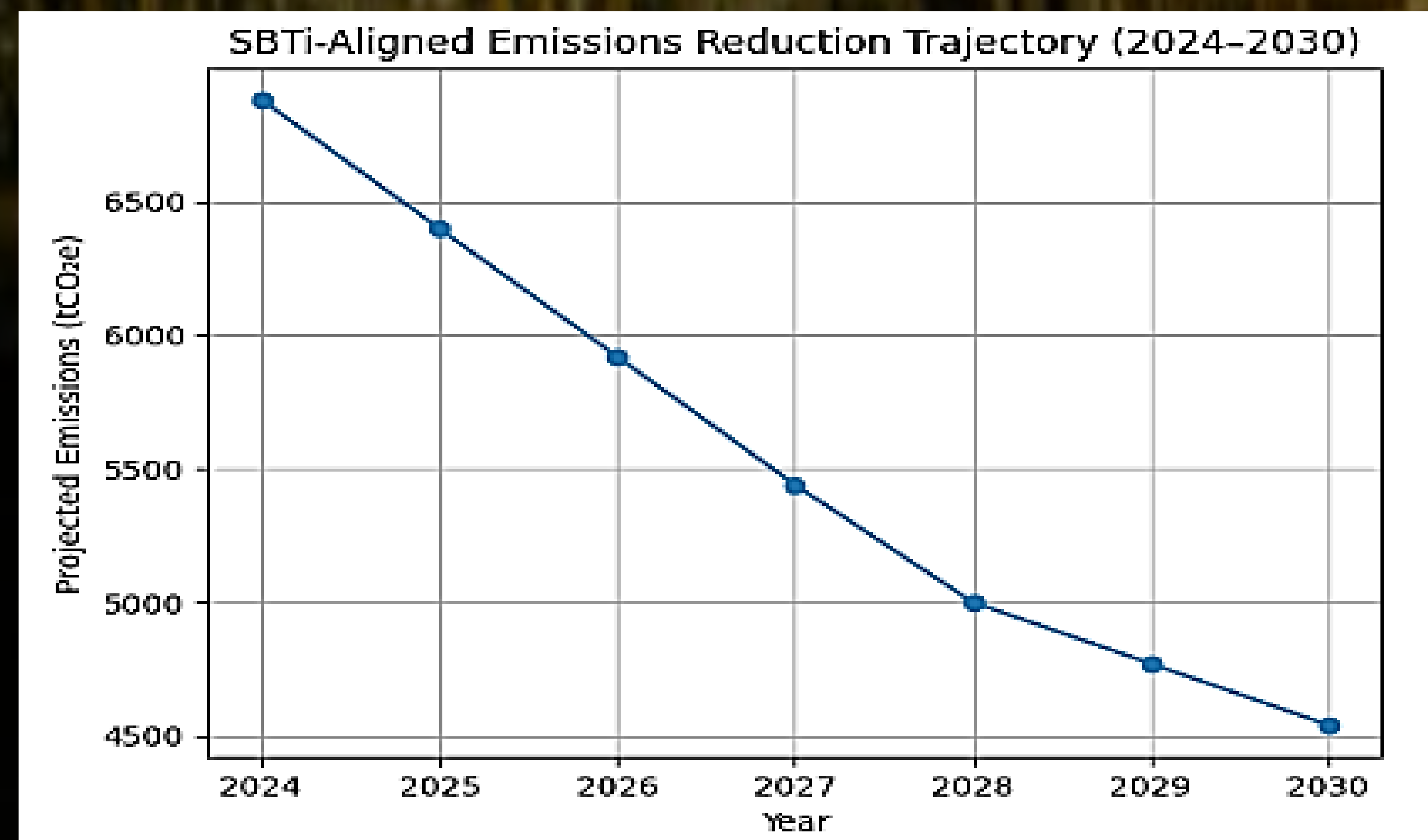
- GRI 305-3: Scope 3 – Downstream Emissions: Downstream Scope 3 emissions totaled 287.91 tCO₂e in 2024, mainly from transportation related to sample delivery, waste movement, and limited logistics activities. As Geo Chem primarily delivers services rather than physical products, downstream impacts are comparatively lower than upstream emissions. The company targets a 25% reduction in Scope 3 emissions by 2030, supported by improved waste segregation, circular practices, and optimized transport arrangements.

Emission Reduction Target Table

Scope	2024 Baseline (tCO ₂ e)	2026 Target	2030 Target	2040 Target	Net Zero
Scope 1 – Direct	1,201.96	-10%	-42%	-70%	2050
Scope 2 – Electricity	2,429.53	-25%	-42%	-100%	2040
Scope 3 – Upstream	2,962.14	-10%	-25%	-50%	2050
Scope 3 – Downstream	287.91	-10%	-25%	-50%	2050
Total Emissions	6,881.54	-15%	-36–40%	-65%	2050

SBTi Emissions Reduction Trajectory

Year	Projected Emissions (tCO ₂ e)	Key Drivers
2024	6,882	Base year
2025	6,400	Energy efficiency & fuel optimisation
2026	5,920	LED lighting, fleet optimisation
2027	5,440	Renewable electricity sourcing
2028	5,000	Partial fleet electrification
2029	4,770	Supplier engagement & logistics optimisation
2030	4,540	36–42% reduction (SBTi aligned)



- GRI 305-4: GHG Emissions Intensity: Total emissions intensity is calculated at 6,881.54 tCO₂e for 2024 baseline. Emission intensity per operational category is under development due to limited workforce data. Scope 1 and 2 combined emissions equal 3,631.49 tCO₂e. Performance benchmarking will be strengthened in 2025 with improved Scope 3 primary data collection and intensity normalization metrics.
- GRI 305-5: Reduction of GHG Emissions: Projected emissions reduction to 2030 is 36–42%, reducing emissions from 6,882 tCO₂e (2024) to 4,540 tCO₂e. Scope 1 and 2 reductions target 42%, while Scope 3 targets 25%. Energy efficiency (AED 350,000 investment) and fleet electrification (AED 900,000 investment) are key reduction levers funded under a total climate budget of AED 2,075,000.

Waste (GRI 306)

Geo-Chem manages waste responsibly in line with regulatory requirements and environmental best practices. Waste generated from laboratory testing, sampling, and office activities is classified as hazardous or non-hazardous and segregated at source. Hazardous waste is handled, stored, and disposed of through licensed contractors, while non-hazardous waste is recycled or disposed responsibly. Waste management practices reduce environmental risk, support compliance, and contribute to lower Scope 3 emissions.

- GRI 306-4: Waste Diverted from Disposal: Waste diversion practices include segregation and recycling where feasible. Although quantitative recycling data remains limited, waste management improvements form part of Scope 3 downstream emission reduction targets (287.91 tCO₂e). Enhanced waste measurement systems are planned to improve reporting accuracy and reduce landfill-related emissions in subsequent reporting cycles.
- GRI 306-5: Waste Directed to Disposal: All hazardous laboratory waste is disposed of through licensed waste management contractors using approved treatment and disposal methods.

Disposal records include waste type, quantity, date, and contractor details, ensuring traceability and compliance. Non-hazardous waste is recycled or disposed of responsibly. These practices minimize landfill use, prevent pollution, and support Geo-Chem's commitment to safe and sustainable waste management.

Environmental Compliance (GRI 307)

(GRI 307)

Geo-Chem is committed to full compliance with all applicable environmental laws, regulations, and permit requirements in the United Arab Emirates. Environmental compliance is managed through internal procedures covering waste handling, emissions, effluent disposal, and chemical management. Regular inspections, record keeping, and engagement with authorized contractors support adherence to regulatory obligations and responsible environmental performance across laboratory, office, and inspection activities.

- GRI 307-1: Non-Compliance with Environmental Laws and Regulations: During the 2024 reporting period, no instances of non-compliance with environmental laws or regulations were identified at Geo-Chem. The organization incurred no fines, penalties, or sanctions related to environmental matters. Continuous monitoring, staff training, and management oversight remain in place to maintain compliance and promptly address any potential environmental risks.



Supplier Environmental Assessment (GRI 308)

(GRI 308)

Geo-Chem integrates environmental considerations into its supplier management and procurement processes to minimize indirect environmental impacts across the value chain. Suppliers are expected to comply with applicable environmental laws and demonstrate responsible waste, emissions, and resource management practices. Environmental expectations are communicated through procurement requirements, contracts, and supplier evaluations, supporting sustainable sourcing and alignment with Geo-Chem's ESG commitments.

- GRI 308-1: New Suppliers Screened Using Environmental Criteria: In 2024, all new suppliers engaged by Geo-Chem were subject to basic environmental screening as part of the onboarding process. Screening criteria included regulatory compliance, waste handling practices, and environmental permits where applicable. Suppliers assessed as higher risk were required to provide additional documentation. This approach strengthens supply chain resilience, reduces environmental risk, and promotes responsible environmental performance among business partners.



Social



Employment (GRI 401)

Geo-Chem promotes fair employment practices that support workforce stability, diversity, and professional growth. Recruitment, retention, and workforce planning are aligned with business needs and UAE labour regulations. Equal opportunity principles guide hiring and career development, while structured onboarding and training programs support employee integration. Employment practices contribute to operational continuity, service quality, and long-term organizational sustainability.

GRI 401-1: New Employee Hires and Turnover: During the 2024 reporting period, Geo-Chem recorded moderate levels of new employee hiring to support operational growth and service continuity. Employee turnover remained within industry norms, primarily due to contract completion and career progression. Workforce data is monitored through HR systems, with retention supported by competitive compensation, training opportunities, and a safe, inclusive working environment.

GRI 401-2: Benefits Provided to Full-Time Employees: Geo Chem provides employee healthcare and welfare benefits as part of its social sustainability approach. The company also introduced ESG-linked incentives, including green commuting incentives, recognition awards, and sustainability training support. Employee commuting contributed significantly to Scope 3 emissions, forming part of the 3,250.05 tCO₂e total. Programs such as carpooling and flexible work are expected to reduce commuting emissions by 10% by 2026.

Labor/Management Relations (GRI 402)

Geo-Chem fosters transparent and collaborative labor–management relations, emphasizing mutual respect, open communication, and strict compliance with UAE labor laws. Management actively engages employees through regular meetings, briefings, and internal communications to discuss operational updates, workplace changes, and employee concerns. Structured grievance mechanisms and feedback channels ensure employees can voice issues constructively, promoting dialogue and trust. This approach supports workforce engagement, enhances job satisfaction, and strengthens organizational stability. Across all operational locations, Geo-Chem prioritizes a positive work environment where employee contributions are valued, concerns are addressed promptly, and labor–management relations reinforce the company’s commitment to fairness, integrity, and operational excellence.

GRI 402-1: Minimum Notice Periods Regarding Operational Changes: Geo-Chem ensures all employees receive adequate notice regarding operational changes, in strict compliance with UAE labor laws. Minimum notice periods are communicated clearly for adjustments affecting work schedules, organizational structure, or employment conditions. Management provides updates through official channels, including meetings, emails, and internal bulletins, allowing employees sufficient time to prepare for and adapt to changes. These procedures support workforce stability, maintain trust, and uphold transparent labor–management relations. By adhering to legally mandated notice periods and promoting open communication, Geo-Chem reinforces employee confidence, ensures smooth operational transitions, and demonstrates its commitment to fairness, respect, and regulatory compliance across all operational locations..



Occupational Health and Safety Management (GRI 403)

Geo-Chem maintains a structured occupational health and safety management system covering laboratories, inspection sites, and offices. Risk assessments, daily safety checklists, toolbox meetings, and emergency response plans are implemented. First aiders, fire extinguishers, and safety equipment are maintained and inspected regularly. This system supports accident prevention, regulatory compliance, and employee well-being across all operations.

GRI 403-2:Hazardous Waste: Geo-Chem generates hazardous waste primarily from laboratory testing activities, including chemical residues, solvents, reagents, and contaminated materials. Hazardous waste risks are identified through laboratory risk assessments and safety data sheet reviews. Waste is segregated, labeled, stored in designated areas, and disposed of through authorized UAE-approved contractors. Disposal records, incident logs, and inspections are maintained to prevent spills, exposure, or environmental harm, ensuring worker safety and regulatory compliance.

GRI 403-2:Non-Hazardous Waste : Non-hazardous waste at Geo-Chem includes office waste, packaging materials, paper, plastics, and general laboratory consumables. These waste streams are segregated at source to enable recycling and responsible disposal. Recycling initiatives focus on paper, cardboard, and plastic where facilities are available. Waste quantities are tracked through disposal records, and employee awareness programs promote waste reduction, reuse, and recycling, contributing to lower environmental impact and improved resource efficiency.

GRI 403-9: Work-related Injuries: Work-related incidents and near misses are recorded using formal accident investigation forms. Root causes, corrective actions, and preventive measures are documented and reviewed by management. Continuous monitoring and employee training aim to reduce incident frequency and severity. This proactive approach reinforces a strong safety culture and supports the organization's commitment to zero harm.

Training and Education (GRI 404)

Employees receive regular training on technical skills, health and safety, environmental management, ethics, and ESG practices. Training hours are tracked through attendance records and e-learning certificates. Mentorship and job shadowing programs support professional development and knowledge transfer. Continuous learning enhances service quality, compliance, and employee engagement.

GRI 404-2: Programs for Upgrading Employee Skills: Geo Chem conducts awareness sessions on energy efficiency, travel optimization, and sustainability practices. In 2024, approximately 80% of planned employee awareness initiatives were completed. Training programs focus on reducing emissions from travel, energy use, and laboratory operations. Future plans include structured ESG training programs supported by an annual training budget of AED 75,000.



Diversity and Equal Opportunity (GRI 405-1)

Geo-Chem is committed to equal opportunity and non-discrimination in recruitment, training, and career development. Policies prohibit harassment and unfair treatment, supported by awareness training and grievance mechanisms. Employment decisions are based on merit and competence, fostering an inclusive and respectful workplace aligned with UAE labor laws and international best practices.

Non-Discrimination (GRI 406)

Geo-Chem is committed to providing a workplace free from discrimination, harassment, and unequal treatment. Employment practices related to recruitment, promotion, training, and remuneration are based solely on merit, competence, and performance. The organization complies with UAE labor laws and maintains policies prohibiting discrimination based on gender, nationality, religion, age, or any other protected characteristic. During the reporting period, no incidents of discrimination were reported or substantiated.

Human Rights Assessment (GRI 412)

Geo-Chem is committed to respecting and upholding human rights across its operations in line with UAE labor laws and internationally recognized standards. Human rights considerations are integrated into employment practices, health and safety systems, and ethical governance frameworks. The organization promotes fair treatment, safe working conditions, and equal opportunity, ensuring that human rights risks are identified, prevented, and addressed through internal controls and management oversight.

- GRI 412-1: Operations Subject to Human Rights Reviews: All operational locations underwent internal human rights reviews in 2024 through HR audits, compliance checks, and management evaluations. 100% of sites were assessed for labor practices, safety, discrimination, and ethics, with no significant human rights risks identified.

- GRI 412-2: Human Rights Training: The organization provides human rights awareness training through employee induction and periodic refresher programs. Training covers non-discrimination, fair labor practices, harassment prevention, and grievance procedures. In 2024, 100% of new employees and 85% of total staff completed training, while all supervisory and HR personnel received enhanced sessions to strengthen compliance, awareness, and accountability across operations.

Local Communities (GRI 413)

Geo-Chem recognizes the importance of maintaining positive relationships with local communities where it operates. As a service-based organization, community impacts are primarily indirect and relate to employment generation, use of local suppliers, and adherence to environmental and safety standards. Geo-Chem minimizes potential disturbances through responsible operations, regulatory compliance, and transparent communication. Community considerations are integrated into operational planning, supporting social responsibility and long-term community trust.

- GRI 413-1: Operations with Local Community Engagement: Geo Chem supports sustainable operations aligned with UAE climate ambitions. By establishing a 6,881.54 tCO₂e baseline and committing to Net Zero by 2050, the company contributes to national decarbonization goals. Community-relevant initiatives include reduced travel emissions, improved waste management, and energy-efficient operations, helping lower environmental impacts across local operational areas.

Supplier Social Assessment (GRI 414)

Geo-Chem integrates social responsibility into supplier management to promote ethical practices across the value chain. Suppliers must comply with labor laws, health and safety standards, and ethical conduct requirements. Risks such as child labor, forced labor, and unsafe conditions are assessed, supporting responsible sourcing and alignment with ESG commitments.

Customer Health and Safety (GRI 416)

Geo-Chem prioritizes customer health and safety by ensuring that inspection, testing, and certification services are delivered in accordance with international standards, regulatory requirements, and strict quality controls. Robust laboratory procedures, calibrated equipment, and qualified personnel ensure accurate and reliable results that support safe products and operations for clients. During the reporting period, no incidents of non-compliance related to customer health and safety were reported, reinforcing Geo-Chem's commitment to quality and trust.

Customer Privacy (GRI 418)

Geo-Chem is committed to protecting customer privacy and ensuring secure handling of confidential information. Data protection measures include controlled system access, secure storage, and employee awareness on information security practices. In 2024, no substantiated complaints regarding customer data breaches or loss of privacy were reported, demonstrating effective data protection controls.

Social Economic Compliance (GRI 419)

Geo-Chem is committed to complying with all applicable socioeconomic laws and regulations, including labor, taxation, trade, customs, and business licensing requirements in the United Arab Emirates. Compliance is supported through internal controls, documented procedures, and periodic reviews. Ethical conduct, transparency, and regulatory adherence are integral to Geo-Chem's governance framework and responsible business operations.

Sustainability Performance Data (01st January 2024 To 31st December 2024)



KPI No	KPI	Unit	Measure
KPI 1	Energy consumption and GHGs	kWH	2298316
KPI 2	Total renewable energy consumption	kWH	561254
KPI 3	Materials, chemicals, and waste	Liters	318956
KPI 4	Total weight of hazardous waste	Tons	16.584
KPI 5	Total weight of non-hazardous waste	Kgs	259643
KPI 6	Total weight of waste recovered	Kgs	176519
KPI 7	Number of days lost to work-related injuries, fatalities, and ill health	Count	0
KPI 8	Employee health and safety	Count	0
KPI 9	Number of days lost to work-related injuries, fatalities, and ill health	Count	0
KPI 10	Number of work-related accidents	Count	0
KPI 11	Social Dialogue	Count	11
KPI 12	Environmental services and advocacy	Count	8
KPI 13	Working Conditions	Percentage	100
KPI 14	Percentage or number of targeted suppliers covered by a sustainability assessment	Percentage	100
KPI 15	Percentage or number of targeted suppliers covered by a sustainability on-site audit	Percentage	100
KPI 16	Number of confirmed information security incidents	Count	0
KPI 17	Total gross Scope 1 GHG emissions	MT of CO2e	1,201.96
KPI 18	Total gross Scope 2 GHG emissions (market or location based)	MT of CO2e	2,429.53
KPI 19	Total gross Scope 3 GHG emissions	MT of CO2e	3,250.05
KPI 20	Total gross Scope 3 Downstream GHG emissions	MT of CO2e	287.91
KPI 21	Total gross Scope 3 Upstream GHG emissions	MT of CO2e	2,962.14

KPI No	KPI	Unit	Measure
KPI 22	Number of work-related accidents	Count	0
KPI 23	Ratio of the annual total compensation for the highest paid individual, to the median annual total compensation for all employees	Ratio	0.6
KPI 24	Percentage of employees from a minority or vulnerable group in the whole organization	Percentage	20.6
KPI 25	Percentage of employees from a minority or vulnerable group at top management level	Percentage	16.4
KPI 26	Career management and training	Percentage	100
KPI 27	Average hours of training per employee	Hours	15.6
KPI 28	Percentage of employees trained on business ethics	Percentage	100
KPI 29	External stakeholder human rights	Count	0
KPI 30	Percentage of targeted suppliers who have signed the supplier code of conduct	Percentage	100
KPI 31	Percentage of targeted suppliers with contracts that include clauses on environmental, labor, and human rights requirements	Percentage	100
KPI 32	Percentage or number of audited or assessed suppliers engaged in corrective actions or capacity building	Percentage	100
KPI 33	Number of reports related to whistleblower procedure	Count	0
KPI 34	Child labor, forced labor, and human trafficking	Count	0
KPI 35	Number of confirmed corruption incidents	Count	0
KPI 36	Discrimination and Harassment	Count	0
KPI 37	Number of identified discrimination or harassment incidents or corrective actions	Count	0
KPI 38	Percentage of women employed in the whole organization	Percentage	7.1
KPI 39	Percentage of women at top management level	Percentage	4.4
KPI 40	Percentage of women within the organization's board	Percentage	2.8
KPI 41	Average unadjusted gender pay gap	Percentage	0
KPI 42	Percentage or number of all buyers who received training on sustainable procurement	Percentage	100

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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 : 