



BERG INDUSTRIES LLC

P.O.BOX 85621, Plot No. 261 to 265, Block No.L, Al Ghail Non-Freezone Area,
Ras Al Khaimah, United Arab Emirates.

CORPORATE SUSTAINABILITY REPORT

(01st January, 2025 to 31st December, 2025)

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Director Desk

Message From the Managing Director

At BERG Industries LLC, sustainability, quality, and innovation are at the heart of everything we do. As a leading fabrication and engineering company in the UAE, we are committed to delivering world-class solutions across oil & gas, power, and infrastructure sectors. With over 20 years of expertise, our focus remains on excellence in EPC contracting, pressure vessel manufacturing, structural steel fabrication, and modular building solutions. By integrating ESG principles into our operations, we ensure responsible growth, environmental stewardship, employee well-being, and strong governance. We strive to build lasting value for our clients, communities, and future generations through reliable and sustainable engineering solutions.

About Us

BERG Industries LLC is a leading engineering and fabrication company in the UAE, delivering customized solutions for oil & gas, power generation, and infrastructure sectors. As the parent company of BERG Industries and BERG Technical Services, we specialize in design, fabrication, and erection of bulk storage tanks, pressure vessels, heat exchangers, industrial equipment, process piping systems, modular steel buildings, and specialized steel works. With over 20 years of industry expertise, we are committed to quality, safety, and innovation. By integrating ESG principles into our operations, we promote sustainable growth, operational excellence, environmental responsibility, and strong corporate governance.



Introduction

BERG Industries LLC is a trusted engineering and fabrication company based in the UAE, serving oil & gas, power generation, and infrastructure sectors. With over 20 years of experience, we provide high-quality design, fabrication, and erection services for industrial equipment, storage tanks, pressure vessels, modular buildings, and steel structures. As a company committed to innovation and operational excellence, we integrate ESG principles into our business practices, ensuring sustainability, safety, quality, and long-term value creation for clients and stakeholders.



Statement of Use (GRI 1-5)

This report is prepared in accordance with GRI standards (2021) for the reporting period January 2025 to December 2025.



ISO Certifications

BERG INDUSTRIES LLC adheres to ISO 9001:2015 for quality management, ISO 14001:2015 for environmental stewardship, and ISO 45001:2018 for occupational health and safety. These certifications ensure consistent product quality, reduced environmental impact, safe working conditions, regulatory compliance, and continual improvement, reinforcing the company's commitment to operational excellence and ESG integration.



our services

Berg Industries stands out as a top manufacturing firm in the UAE. They provide an array of services:

Together we build a stronger future.”

- **EPC Contracting:** We handle full EPC projects from start to finish, making sure everything works together.
- **Pressure Vessels & Storage Tanks:** We build pressure vessels that meet ASME standards and storage tanks with UL listings for many different industries.
- **Structural & Stainless Steel Works:** We create steel structures that fit each project’s needs, built to last and stay strong.
- **Fuel Systems & Skid Packages:** We design and make fuel oil systems and packaged skids that are easy to set up on-site.
- **Acoustic Enclosures:** We come up with ways to control noise, like industrial silencers and soundproof enclosures, to meet environmental rules.
- **E-House (Electrical House) Solutions:** Design and supply of fully integrated prefabricated electrical houses for power distribution and control applications.

Quality Assurance & Compliance

We never compromise on quality. We follow global standards like ASME, UL, and API, making sure every item meets top benchmarks. Our own testing setups, such as hydro testing and magnetic particle checks, further ensure our products are reliable.

BERG Group (parent company of BERG Industries and BERG Technical Services) is one of the most reputed steel fabrication companies in the Middle East, with a track record of success since early 2000s.

With innovation, technology and more than three decades of experience in projects, BERG Group has greatly contributed in the Steel Fabrication domain locally and globally.

We undertake all EPC contracting works & Manufacturing of Skid Packages, Pressurised Vessels/Equipments, Pipe Racks, Shop Built Storage Tanks, Fuel Oil System, Steel Structural Works, Acoustic Enclosures, Modular Buildings / E Houses, etc. BERG Group has spread its presence throughout the GCC region by manufacturing the highest quality and executing Design, Fabrication & Erection of turn key projects.



Power Generation



Chemicals & Fertilizers



oil & gas



Water & Waste Water



Industrial Process
Utility Systems

BERG Industries Offers Services To Many Industries:

- Oil & Gas: Building storage tanks, pressure vessels, process skids, and prefabricated E-Houses for power distribution, control, and automation in upstream and downstream facilities.
- Power Generation: Manufacturing key components for power plants, including structural supports, fuel systems, and E-Houses integrating MV/LV switchgear and control systems.
- Water & Wastewater Treatment: Offering storage solutions and structural pieces for treatment plants.
- Infrastructure & Construction: Providing fabricated steel structures to build bridges, buildings, and other big projects.
- Chemicals and Fertilizers: Supplying corrosion-resistant vessels, pipelines, and reactors used in high-temperature or high pressure chemical processing environments.

Skill - Berg Industries has worked in the fabrication field for over 20 years, becoming a reliable partner. Our team of talented engineers and techs brings deep knowledge to each job, making sure we get the best results.

Cutting-Edge Facilities - Our factories have top-notch machines, like CNC plasma cutters and hydraulic presses. These tools allow us to tackle tricky fabrication jobs.

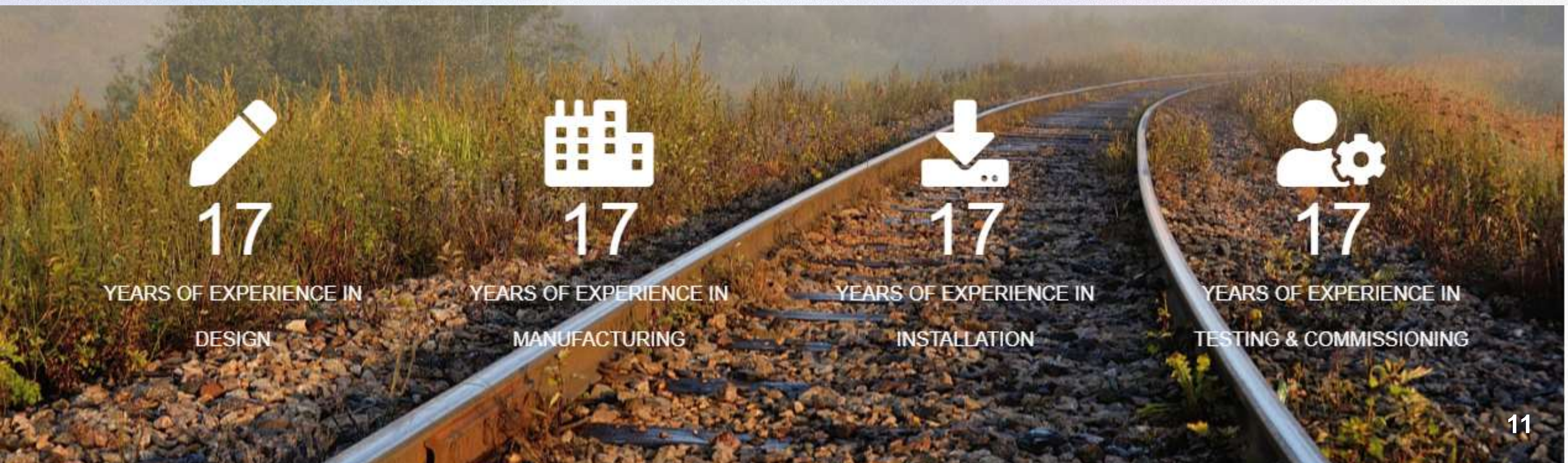
Key Locations - We work from several spots across the UAE, including Sharjah and Ras Al Khaimah. This setup helps us to deliver on time and provide support for projects all over the area.

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17

YEARS OF EXPERIENCE IN
DESIGN



17

YEARS OF EXPERIENCE IN
MANUFACTURING



17

YEARS OF EXPERIENCE IN
INSTALLATION



17

YEARS OF EXPERIENCE IN
TESTING & COMMISSIONING

Meet Berg Specialists

Berg Industries ranks among the best fabrication firms in the UAE, and we're eager to help with your next project. If you're part of an industrial upkeep team, manage buying, or work as an engineer, our specialists are ready to lend a hand.

Schedule your appointment or consultation online whenever you want—our booking system works all day, 24/7.



Our Blogs



The Growing Role of Modular Electrical Houses in Industrial Infrastructure - Industrial infrastructure now prioritizes flexible, high-performance solutions. Modular E-Houses replace traditional site-built electrical rooms, offering faster deployment, reliability, and precision manufacturing, supporting complex projects across power, oil and gas, mining, water treatment, and construction sectors.

How Advanced Fabrication Techniques Improve Piping Performance: Modern industrial infrastructure demands precision, durability, and high performance. Advanced piping fabrication—using CAD, automated welding, and high-performance alloys—ensures reliability, efficiency, and safety, meeting rising complexity across oil, gas, petrochemical, construction, and utilities sectors.

10 Benefits of Custom-Built Fuel Systems for Industrial Operations: Industrial operations depend on precise, reliable fuel systems. Custom-built solutions outperform standard options by meeting operational, environmental, and regulatory demands, improving efficiency, reliability, and long-term cost performance across manufacturing and oil and gas sectors.

Our Blogs



Top Engineers Look for in a Skid Package Manufacturer: Choosing a skid package manufacturer in the UAE is a strategic decision. Engineers prioritize quality, safety, customization, compliance, and reliability, ensuring modular systems deliver efficient, high-performance solutions across oil, gas, power, and industrial sectors.



8 Quality Checks Every High-Performance Pressure Vessel Must Pass: Pressure vessels demand superior engineering, certified materials, and rigorous testing to ensure safety and durability. Reliable UAE manufacturers deliver precision fabrication, corrosion resistance, and compliance, enabling high-performance operation under extreme pressure and temperature conditions.



Skid Package Fabrication Companies in the UAE are Transforming Industrial Projects: Skid-mounted systems deliver fast, precise, and efficient industrial solutions. UAE manufacturers lead with modular designs that reduce timelines, enhance quality control, and enable seamless integration across oil, gas, power, petrochemical, and water treatment sectors.

Our Products - Oil & Gas



Fuel Systems

42.5M3 Pressure Vessel

48,900M³ Storage Tank

Design, Detailed Engineering, Procurement of Material, Fabrication, Testing, Supply of the following :

- Pressure Vessels & Reactors (ASME“U” stamped)
- Columns & Towers (ASME“U” Stamped)
- Heat Exchangers (Shell & Tube Type), Waste Heat Boilers, Re-boilers
- Shop Fabricated Tanks
- Tank Farms – Prefabrication at our Shop followed by site Erection & testing
- Piping Spools fabrication (CS, SS, CUNI, Duplex) & Piping System Installation
- Process Skid Packages & Modular Assemblies
- Offshore Structure – Jackets, Decks, Piles, Bridges, Flare Towers, Pipe Rack Modules, Process Platforms etc.



LPG Tank and Piping



500KVA Acoustic Enclosure and Fuel Storage Tank



91,000 LTR Fuel Systems – Ammonium Hydroxide Tank

Our Products – Power Generation



Design, Detailed Engineering, Procurement of Material, Fabrication, Testing, Supply of the following :

- Acoustics Enclosures
- Generator Room Acoustics
- Rectangular & Cylindrical Silencers
- Acoustic Louvers
- Exhaust Mufflers & Exhaust Stacks

Mufflers & Sound Attenuator

Enclosure for ONGC

Enclosure for Genset



Exhaust Piping Works for Generator Set

Enclosure Site Erected

Enclosure with Fuel Tank

Our Products – Water & Waste Water



E HOUSE/Package Substation complete solution

- MV/LV: Switchboards
- MV/LV: VFD/SS
- UPS & Battery
- Transformers
- Busducts
- Automation Control Panels
- All other Electrical & control system requirements



API 650 Site Erected Storage Tank



Jebel Ali Sewage Treatment Plant



Tubular Heat Exchanger



API Tanks



10000M3 Closed Drain Vessel



750M3 API 650 Site Erected Tank

Our Products – Industrial Process Utilities Systems



Technical & Modular Solutions



Switchgear Enclosure Manufacturer



GIS Container Manufacturer



Generator Enclosures Manufacturers



Heat Exchangers Manufacturer



Static Equipments Manufacturer



Pig Launcher and Receiver Manufacturer



Modular Buildings Manufacturer

Our Products – Chemicals & Fertilizers / Pharmaceuticals



Our solutions help a wide range of industries:

- Chemical Manufacturing: Making sure chemicals are dosed and heat moves well in different processes.
- Fertilizer Production: Helping with processes like making ammonia and balancing acids using dependable equipment.
- Pharmaceuticals: Offering systems that meet tough cleanliness and accuracy needs.

Heat Exchanger Offerings

Chemicals & Fertilizers

Vaporizer Installation



Fuel System-Kanza Data-center

Compressor Skid Package

Chemical Injection Skid



Organizational Details (GRI 2-1)

Legal Name: BERG INDUSTRIES LLC

Nature of ownership and legal form: LLC

Location of its headquarters:

BERG INDUSTRIES LLC,
P.O.BOX 85621, Plot No. 261 to 265,
Block No.L, Al Ghail Non-Freezone Area,
Ras Al Khaimah, United Arab Emirates.

Country of operation: UAE

*The reporting period is from
01st January 2025 to 31st December 2025*

Organizational Details (GRI 2-1)

BERG INDUSTRIES LLC is a UAE-based engineering and manufacturing company specializing in industrial fabrication, pressure vessels, skid packages, and modular systems. The company operates across sectors such as oil & gas, power, and infrastructure. With a strong ESG integration approach, BERG aligns its operations with sustainability principles, focusing on energy efficiency, emission reduction, and responsible sourcing. Its operational footprint includes manufacturing facilities, logistics operations, and supply chain networks. The company employs 392 employees, contributing to its operational excellence and project delivery capabilities. Its governance structure ensures accountability through leadership oversight and ESG committee involvement, supporting transparent and ethical business conduct aligned with global sustainability frameworks.

Activities, Value Chain and Business Relationships (GRI 2-6)

BERG INDUSTRIES' value chain includes procurement of raw materials such as steel, fabrication processes, logistics, installation, and after-sales services. A significant portion of environmental impact arises upstream, particularly from steel sourcing and transportation. The company collaborates with suppliers, contractors, and logistics partners, emphasizing ESG compliance and responsible sourcing. BERG is progressively engaging vendors to disclose emissions and adopt sustainable practices. Downstream, the company delivers efficient industrial solutions that reduce operational emissions for clients. Strong supplier relationships and ESG-based evaluation systems are being implemented to enhance sustainability across the entire value chain.

Governance Structure and Composition (GRI 2-9)

BERG INDUSTRIES has established a structured governance framework led by the Managing Director and supported by an ESG Committee. The ESG Committee is responsible for sustainability strategy, emissions tracking, and reporting. Operational responsibilities are distributed among department heads, including Procurement, Engineering, EHS, HR, and Finance. This structure ensures accountability for ESG goals across all levels. Regular reviews and performance monitoring enable continuous improvement. The governance framework integrates ESG into business decision-making, ensuring alignment with long-term sustainability objectives and compliance with regulatory and international standards.

Role of the Highest Governance Body in Overseeing Impact Management (GRI 2-12)

BERG INDUSTRIES play a central role in overseeing sustainability impacts, including climate, energy, and supply chain risks. They review ESG performance periodically, approve targets, and ensure alignment with SBTi commitments. Strategic decisions, including capital investments in renewable energy and efficiency improvements, are guided by ESG priorities. The governance body also evaluates risk mitigation strategies and ensures integration of sustainability into business planning. This top-level oversight ensures accountability, drives performance improvements, and strengthens BERG's commitment to responsible and sustainable operations.

Delegation of Responsibility for Managing Impacts (GRI 2-13)

BERG INDUSTRIES distributes ESG responsibilities across departments to ensure effective implementation. The ESG Committee sets strategy, while operational execution is managed by department heads such as EHS, Procurement, Engineering, HR, and Finance. Each function is accountable for specific targets, including emission reduction, supplier engagement, and employee awareness. Clear roles and responsibilities enable coordinated action across the organization. Performance is monitored through KPIs and regular reviews, ensuring alignment with sustainability goals. This structured delegation supports efficient management of ESG impacts and promotes accountability at all levels.

Role of the Highest Governance Body in Sustainability Reporting (GRI 2-14)

BERG INDUSTRIES ensures that sustainability disclosures are reviewed and approved by the ESG Committee and Managing Director. Reports, including GHG inventories and ESG performance updates, undergo internal validation to ensure accuracy and completeness. The governance body ensures alignment with GRI Standards and frameworks such as SBTi. Regular reporting cycles and internal audits enhance transparency and credibility, ensuring disclosures reflect actual performance and commitments.

Conflicts of Interest (GRI 2-15)

BERG INDUSTRIES has policies in place to identify and manage conflicts of interest. Employees and management are required to disclose any potential conflicts that may affect decision-making. Internal controls and governance mechanisms ensure transparency and ethical conduct. This approach minimizes risks and supports integrity in business operations.

Communication of Critical Concerns (GRI 2-16)

BERG INDUSTRIES communicates critical ESG concerns through structured reporting channels to ensure timely escalation and response. Environmental incidents, compliance risks, and supply chain issues are identified by the EHS team and relevant departments and escalated to the ESG Committee and senior management. Regular meetings, dashboards, and reporting systems support effective communication and informed decision-making. Incident reporting mechanisms enable early identification, root cause analysis, and corrective actions. This approach ensures leadership remains fully informed and capable of mitigating risks while maintaining strong sustainability performance.

Collective Knowledge of the Highest Governance Body (GRI 2-17)

BERG INDUSTRIES ensures that its leadership team possesses a strong understanding of ESG principles, supported by continuous learning and engagement with industry best practices. The ESG Committee plays a key role in integrating relevant expertise into strategic decision-making. Regular training sessions, knowledge-sharing initiatives, and exposure to evolving sustainability frameworks strengthen governance capabilities. This approach enables informed decisions, effective oversight of ESG risks and opportunities, and alignment with global standards, ensuring sustainability remains a core component of the company's long-term strategy.

Evaluation of the Performance of the Highest Governance Body (GRI 2-18)

BERG INDUSTRIES evaluates the performance of its governance body through ESG KPIs, internal audits, and management reviews. Progress against emission reduction targets, energy efficiency goals, and supplier engagement metrics is regularly assessed. Feedback from stakeholders and audit findings contribute to continuous improvement. The evaluation process ensures that governance structures remain effective and aligned with sustainability objectives. This approach strengthens accountability and supports long-term ESG performance.

Remuneration Policies (GRI 2-19)

BERG INDUSTRIES integrates ESG considerations into performance evaluation and incentive structures. Employees and management are rewarded based on sustainability performance, including energy savings, emission reductions, and innovative ideas. Performance-linked ESG bonuses and recognition programs encourage active participation in sustainability initiatives. While executive remuneration structures continue to evolve, the company is progressively aligning incentives with ESG outcomes to reinforce accountability and drive continuous improvement.

Process to Determine Remuneration (GRI 2-20)

BERG INDUSTRIES are determined through a structured process involving HR, Finance, and senior management. ESG performance indicators are increasingly incorporated into evaluation criteria. The company ensures that compensation structures are competitive, fair, and aligned with organizational goals. Regular reviews ensure that remuneration policies remain relevant and support sustainability objectives. This approach promotes employee motivation and aligns individual performance with the company's ESG strategy.

Annual Total Compensation Ratio (GRI 2-21)

BERG INDUSTRIES monitors compensation structures to ensure fairness and alignment with organizational performance. While detailed ratios are internally managed, the company ensures that executive compensation reflects performance, including ESG achievements. This approach supports transparency and accountability.



Statement on Sustainable Development Strategy (GRI 2-22)

BERG INDUSTRIES' leadership recognizes sustainability as a core business driver rather than a compliance obligation. The Managing Director and ESG Committee actively steer the company toward low-carbon operations, resource efficiency, and responsible growth. The organization's strategy integrates ESG principles into decision-making, capital allocation, and operational planning. With a clear focus on reducing GHG emissions, BERG aligns its roadmap with global frameworks such as SBTi and GRI. Leadership commitment is demonstrated through investments in renewable energy, supplier engagement, and employee awareness programs, ensuring sustainability is embedded across all levels of the organization.

Policy Commitments (GRI 2-23)

BERG INDUSTRIES has established policies covering environmental protection, energy efficiency, ethical sourcing, and employee well-being. These policies emphasize reducing emissions, optimizing energy use, and ensuring compliance with environmental regulations. The company promotes responsible procurement, requiring suppliers to align with ESG expectations. Social policies focus on workplace safety, diversity, and employee engagement. Governance policies ensure transparency, ethical conduct, and accountability. These commitments are regularly reviewed and updated to reflect evolving regulatory requirements and global best practices, forming the foundation for BERG's sustainability management system.

Embedding Policy Commitments (GRI 2-24)

BERG integrates sustainability policies into daily operations through structured procedures, training, and performance monitoring. Department heads are responsible for implementing ESG initiatives within their functions, supported by the ESG Committee. Energy management practices, emission tracking systems, and supplier evaluations ensure policy execution. Employees receive training on sustainability practices, encouraging active participation. Procurement processes incorporate ESG criteria, while operational controls ensure compliance with environmental standards. Regular audits and reviews help identify gaps and drive continuous improvement, ensuring that policy commitments translate into measurable outcomes.

Processes to Remediate Negative Impacts (GRI 2-25)

BERG INDUSTRIES has established mechanisms to identify, assess, and mitigate negative impacts arising from its operations. Environmental risks such as emissions, energy use, and waste are managed through monitoring systems and corrective action plans. Social impacts, including workplace safety and supplier practices, are addressed through policies and audits. Incident reporting systems enable timely identification of issues, while corrective measures ensure resolution. The company emphasizes preventive approaches, including maintenance programs and process optimization, to minimize risks and enhance sustainability performance.

Mechanisms for Seeking Advice and Raising Concerns (GRI 2-26)

BERG provides structured communication channels for employees, suppliers, and stakeholders to raise concerns or provide feedback. Internal mechanisms include reporting systems, grievance procedures, and regular meetings. Employees are encouraged to share ideas and report issues related to safety, ethics, or environmental performance. Suppliers can communicate through procurement channels, ensuring transparency and collaboration. The company fosters an open culture where feedback is valued and addressed promptly. These mechanisms strengthen stakeholder trust and support continuous improvement in ESG performance.

Compliance with Laws and Regulations (GRI 2-27)

BERG INDUSTRIES maintains strict compliance with environmental, health, safety, and labor regulations. The company conducts regular audits and reviews to ensure adherence to legal requirements. Compliance is monitored through established procedures, documentation, and reporting systems. The EHS team plays a key role in tracking regulatory changes and implementing necessary actions. Training programs ensure employees are aware of compliance requirements. The company's proactive approach minimizes risks and ensures alignment with local and international standards, supporting responsible and sustainable operations.

Membership Associations (GRI 2-28)

BERG INDUSTRIES engages with industry networks and sustainability initiatives to stay aligned with best practices and emerging trends. Participation in such associations enables knowledge sharing, benchmarking, and collaboration on sustainability challenges. These memberships support the company's ESG strategy by providing insights into regulatory developments, technological advancements, and industry standards. Through active engagement, BERG enhances its capabilities to implement effective sustainability measures and contribute to broader industry transformation.

Approach to Stakeholder Engagement (GRI 2-29)

BERG INDUSTRIES engages with key stakeholders, including employees, suppliers, clients, regulators, and local communities, through structured and transparent communication channels. Engagement methods include regular meetings, performance reviews, surveys, training sessions, and formal reporting mechanisms. The company actively seeks feedback to understand stakeholder expectations, concerns, and emerging ESG priorities. Insights gathered are integrated into strategic decision-making, risk management, and materiality assessments. Supplier engagement programs and employee participation initiatives further strengthen collaboration. This inclusive and continuous engagement approach enhances trust, improves accountability, and supports the company's commitment to sustainable development and long-term value creation.

Process to Determine Material Topics (GRI 3-1)

BERG INDUSTRIES follows a structured process to identify material ESG topics based on stakeholder engagement and impact assessment. The company evaluates environmental, social, and governance risks and opportunities across its operations and value chain. Inputs are gathered from internal stakeholders, suppliers, clients, and regulatory requirements. Key considerations include GHG emissions, energy consumption, and supply chain impacts. These topics are prioritized based on their significance to business performance and stakeholder expectations. The process is periodically reviewed to ensure relevance and alignment with evolving sustainability standards and industry practices.

List of Material Topics (GRI 3-2)

BERG INDUSTRIES has identified key material topics that significantly impact its operations and stakeholders. These include greenhouse gas emissions, energy consumption, supply chain sustainability, occupational health and safety, and ethical governance. Scope 3 emissions, particularly from steel procurement and logistics, are a major focus area. Energy efficiency and renewable energy adoption are critical for reducing operational emissions. Employee safety and well-being remain a top priority, while governance practices ensure transparency and compliance. These material topics guide the company's ESG strategy, target setting, and performance monitoring, supporting sustainable growth and responsible business operations.

Management of Material Topics (Climate Change & Energy) (GRI 3-3)

BERG INDUSTRIES identifies climate change and energy as critical material topics and manages them through a structured and target-driven approach. The company has established a baseline GHG inventory and set SBTi-aligned targets to reduce Scope 1, 2, and 3 emissions. Key initiatives include energy efficiency improvements, renewable energy adoption, and supply chain decarbonization. Monitoring systems, internal audits, and defined KPIs are used to track progress and ensure accountability. Investments in advanced technologies, employee awareness programs, and supplier engagement further support continuous improvement. This integrated approach enables effective environmental management while enhancing operational efficiency and long-term sustainability performance.

Most Important Environmental Topics

1. GHG Emissions Reduction & Decarbonization
2. Energy Efficiency in Fabrication & Manufacturing
3. Industrial Air Pollution Control
4. Hazardous Waste Handling & Disposal
5. Water Efficiency in Operations
6. Environmental Compliance (UAE Regulations)
7. Sustainable Material Usage (Steel & Alloys)
8. Waste Minimization & Circular Economy Practices
9. Environmental Risk Management (Spills, Leaks, Contamination)
10. Climate Change Mitigation Strategies

Most Important Social Topics

1. Workplace Health & Safety (Zero Harm Culture)
2. Contractor & Site Safety Compliance
3. Skilled Workforce Development & Technical Training
4. Labor Standards & Compliance with UAE Labor Laws
5. Employee Welfare (Accommodation, Facilities, Benefits)
6. Human Rights Due Diligence
7. Incident Reporting & Safety Performance Monitoring
8. Emergency & Crisis Management
9. Community Safety Around Project Sites
10. Anti-Discrimination & Equal Opportunity

Most Important Governance Topics

1. Anti-Bribery & Anti-Corruption Compliance
2. Strong Corporate Governance Framework
3. Regulatory & Legal Compliance (UAE Industrial Regulations)
4. Risk Management (Operational, Financial & ESG Risks)
5. Ethical Business Conduct Across Operations
6. Supply Chain Governance & Vendor Compliance
7. Internal Audit & Control Systems
8. ESG Strategy Integration & Oversight
9. Whistleblower Protection & Ethics Reporting
10. Transparency in Reporting & Stakeholder Communication

GOVERNANCE



CLICK

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Financial Implications of Climate Change (GRI 201-2)

BERG INDUSTRIES faces climate-related risks such as rising energy costs, regulatory changes, and supply chain disruptions. Opportunities include renewable energy adoption and efficiency improvements. Investments in solar and low-carbon technologies reduce costs and enhance resilience, enabling sustainable growth and improved competitiveness in a transitioning low-carbon economy.

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

BERG INDUSTRIES prioritizes local sourcing where feasible, supporting regional economic development and reducing transportation-related emissions. Procurement strategies aim to balance cost, quality, and sustainability considerations. Engaging local suppliers strengthens relationships, enhances supply chain resilience, and contributes to community development. This approach aligns with ESG objectives and promotes responsible business practices.

Operations Assessed for Risks Related to Corruption (GRI 205-1)

BERG INDUSTRIES assesses corruption risks across its operations, particularly in procurement and supplier interactions. Internal controls, audits, and monitoring systems help identify potential risks. The company implements strict policies to prevent unethical practices. Regular assessments ensure that risks are mitigated effectively, supporting ethical business conduct.

Anti-corruption Training (GRI 205-2)

BERG INDUSTRIES implements anti-corruption policies supported by training and awareness programs. Employees are educated on ethical conduct, compliance requirements, and reporting mechanisms. The company maintains strict controls to prevent unethical practices in procurement and operations. Regular monitoring and audits ensure adherence to policies. A transparent culture encourages reporting of concerns without fear of retaliation. These measures strengthen governance and uphold the company's commitment to integrity.

Confirmed Incidents of Corruption (GRI 205-3)

BERG INDUSTRIES has not reported any confirmed incidents of corruption. Strong governance policies, internal controls, and ethical standards ensure transparency in all operations. Employees are encouraged to report concerns through established channels. Regular audits and monitoring systems help prevent unethical practices, maintaining the company's integrity.

Anti-competitive Behaviours (GRI 206-1)

BERG INDUSTRIES operates in compliance with competition laws and promotes fair business practices. No significant cases of anti-competitive behavior have been reported. The company ensures transparency and integrity in all business dealings, maintaining a strong ethical foundation.

Approach to Tax (GRI 207-1)

BERG INDUSTRIES follows a transparent and compliant approach to taxation, adhering to all applicable laws and regulations. The company ensures accurate reporting and timely payment of taxes. Tax practices are aligned with governance principles, supporting accountability and financial integrity. This approach contributes to economic development and strengthens stakeholder trust.

Tax Governance, Control, and Risk Management (GRI 207-2)

BERG INDUSTRIES implements structured tax governance practices to ensure compliance and transparency. Internal controls and financial oversight mechanisms help manage tax-related risks. The company regularly reviews its tax policies and practices to align with regulatory requirements. This approach supports financial integrity and accountability.

Country-by-Country Reporting (GRI 207-4)

BERG INDUSTRIES maintains structured financial reporting systems to ensure transparency across its operations. While primarily operating in the UAE, the company ensures compliance with applicable reporting requirements. Financial data is managed and disclosed responsibly, supporting accountability and governance standards.

ENVIRONMENT



Recycled Input Materials Used (GRI 301-2)

BERG INDUSTRIES is progressively integrating recycled materials into its production processes, particularly in steel procurement where feasible. The company recognizes that recycled steel significantly reduces embodied carbon compared to virgin materials. Procurement policies encourage sourcing from suppliers offering recycled content and environmentally responsible production methods. By promoting circular economy principles, BERG aims to reduce dependence on raw resource extraction and lower Scope 3 emissions. Future initiatives include tracking recycled content percentages and collaborating with suppliers to increase availability of low-carbon and recycled materials, supporting long-term sustainability objectives.

Energy Consumption within the Organization (GRI 302-1)

BERG INDUSTRIES reported significant energy consumption primarily from electricity usage, contributing to Scope 2 emissions of 998 tCO₂e. Energy is consumed across fabrication processes, welding operations, and facility management. The company has initiated measures such as LED lighting upgrades, energy-efficient equipment, and real-time monitoring systems to reduce consumption. Future plans include solar power installation and green electricity procurement to achieve 50% renewable energy usage by 2030. These initiatives aim to reduce energy intensity and improve operational efficiency while minimizing environmental impact.

Energy Consumption Outside the Organization (GRI 302-2)

BERG INDUSTRIES recognizes that a significant portion of energy consumption occurs outside its direct operations, particularly within its supply chain and logistics network. This is captured under Scope 3 emissions, which include transportation and supplier-related activities. The company is working to engage logistics providers and suppliers in adopting energy-efficient practices and cleaner fuels. Initiatives such as route optimization, load efficiency, and vendor ESG programs help reduce indirect energy consumption. By addressing energy use beyond its boundaries, BERG enhances its overall sustainability performance and contributes to value chain decarbonization.

Reduction of Energy Consumption (GRI 302-4)

BERG INDUSTRIES has achieved initial energy savings through efficiency improvements, including optimized machinery and process enhancements. Approximately 5% fuel optimization has already been realized. BERG plans to expand these efforts through advanced technologies such as energy monitoring systems and digital optimization tools. Equipment upgrades and preventive maintenance programs further contribute to energy reduction. Employee awareness initiatives also promote energy-saving practices. These measures collectively support the company's target of reducing energy intensity by 20% by 2030, aligning with global sustainability commitments.

Interactions with Water as a Shared Resource (GRI 303-1)

BERG INDUSTRIES recognizes water as a critical shared resource and manages its use responsibly. Water consumption in operations is monitored and optimized to minimize wastage. The company implements efficient practices such as controlled usage, maintenance of systems, and awareness programs. Efforts are made to prevent contamination and ensure compliance with environmental regulations. By adopting responsible water management practices, BERG contributes to resource conservation and supports sustainable operations.

Management of Water Discharge-Related Impacts (GRI 303-2)

BERG INDUSTRIES implements measures to manage and mitigate impacts related to water discharge. Wastewater is handled in compliance with environmental regulations, ensuring that pollutants are minimized before discharge. Preventive maintenance and operational controls reduce contamination risks. The company also promotes responsible chemical handling and spill prevention practices. Monitoring systems ensure adherence to standards and enable timely corrective actions. These efforts protect local water resources and support sustainable water management practices.

Water Withdrawal (GRI 303-3)

BERG INDUSTRIES is sourced primarily from municipal supplies and is utilized in manufacturing and facility operations. The company monitors water withdrawal to ensure efficient use and minimal environmental impact. Measures such as leak detection, process optimization, and employee awareness help reduce consumption. BERG aims to improve water efficiency and explore reuse opportunities, contributing to sustainable resource management.

Water Discharge (GRI 303-4)

BERG INDUSTRIES manages water discharge responsibly to prevent environmental contamination. Wastewater generated from operations is treated or disposed of in accordance with regulatory standards. The company ensures that discharge does not negatively impact local water bodies. Monitoring systems track water quality and compliance parameters. Preventive maintenance and process optimization help minimize wastewater generation. These practices support environmental protection and sustainable water management.

Operational Sites in or Near Protected Areas (GRI 304-1)

BERG INDUSTRIES operates primarily in designated industrial zones and does not have facilities located in or near protected biodiversity areas. This reduces the risk of ecological disruption and ensures compliance with environmental regulations. Site selection processes consider environmental sensitivity and regulatory requirements. By avoiding ecologically critical zones, the company minimizes its biodiversity footprint and supports conservation efforts indirectly.

Significant Impacts on Biodiversity (GRI 304-2)

BERG INDUSTRIES minimizes biodiversity impacts by operating within designated industrial zones and complying with environmental regulations. Pollution control measures prevent contamination of air, water, and soil. Environmental assessments guide projects, while initiatives such as tree plantation and conservation programs support ecological protection and enhance environmental stewardship.

Habitats Protected or Restored (GRI 304-3)

While BERG INDUSTRIES operates in industrial zones with limited direct impact on natural habitats, the company is exploring initiatives to support environmental conservation. Potential actions include tree plantation drives, greenbelt development, and collaboration with environmental organizations. These efforts contribute to biodiversity enhancement and ecological balance. The company's commitment to sustainability extends beyond compliance, aiming to create a positive environmental impact wherever possible.

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

BERG INDUSTRIES reported Scope 1 emissions of 248.00 tCO₂e, primarily from fuel consumption in generators, vehicles, and LPG usage in welding processes. The company has implemented fuel efficiency programs and preventive maintenance to reduce emissions. Future initiatives include electrification of the fleet and adoption of low-GWP refrigerants. These actions aim to achieve a 30% reduction in Scope 1 emissions by 2030. Continuous monitoring and operational improvements ensure effective management of direct emissions.

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

Scope 2 emissions, totaling 998.00 tCO₂e, represent the largest operational emission source due to electricity consumption. BERG is addressing this through renewable energy adoption, including rooftop solar installation and green electricity procurement. Energy-efficient technologies and monitoring systems are also being implemented. The company aims to reduce Scope 2 emissions by 50% by 2030. These initiatives demonstrate BERG's commitment to transitioning toward cleaner energy sources and reducing reliance on conventional power.

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

Scope 3 emissions, totaling 4981.00 tCO₂e, are the largest contributor, primarily driven by steel procurement and logistics. BERG is actively working to reduce these emissions through supplier engagement, low-carbon material sourcing, and logistics optimization. Vendor emission reporting and ESG compliance programs are being introduced. Long-term strategies include collaboration with suppliers for green steel and joint carbon reduction initiatives. The company aims to reduce Scope 3 emissions by 25% by 2035.

Other Indirect (Scope 3) GHG Emissions – Upstream Activities (GRI 305-3)

BERG INDUSTRIES' upstream Scope 3 emissions (4782.00 tCO₂e) represent the largest share of its carbon footprint, primarily driven by purchased goods such as steel, and inbound logistics. The production of steel is energy-intensive, contributing significantly to embedded emissions. Transportation of raw materials further adds to the footprint. To manage these impacts, the company is implementing supplier engagement programs, encouraging ESG compliance, and promoting the use of low-carbon or recycled steel. Vendor emission reporting and procurement policies are being strengthened to improve transparency. These initiatives aim to reduce upstream emissions and enhance sustainability across the supply chain.

Other Indirect (Scope 3) GHG Emissions – Downstream Activities (GRI 305-3)

BERG INDUSTRIES' downstream Scope 3 emissions (199.00 tCO₂e) arise mainly from product transportation, installation activities, and limited operational use of delivered equipment. Although smaller compared to upstream emissions, these impacts are managed through logistics optimization, efficient delivery planning, and reduced fuel consumption. The company focuses on improving load efficiency and minimizing transportation distances. Additionally, BERG designs energy-efficient equipment that helps reduce emissions during the operational phase for clients. By integrating sustainability into product design and delivery, the company contributes to lower downstream emissions and supports customers in achieving their environmental goals.

GHG Emissions Intensity (GRI 305-4)

BERG INDUSTRIES measures GHG emissions intensity based on emissions per ton of steel processed, with a baseline of 0.62 tCO₂e per ton. The company aims to reduce this intensity by 20% by 2030 through energy efficiency improvements and adoption of cleaner energy sources. This metric enables consistent benchmarking and tracking of environmental performance over time. With a workforce of 392 employees, BERG integrates operational efficiency, employee awareness, and technological upgrades to support emission reduction goals. By focusing on intensity reduction, the company ensures that business growth is decoupled from environmental impact, supporting long-term sustainable expansion.

Reduction of GHG Emissions (GRI 305-5)

BERG INDUSTRIES has developed a comprehensive GHG reduction strategy aligned with SBTi targets. The company has set clear reduction goals across all emission scopes and established a linear trajectory to achieve them. Key initiatives include renewable energy adoption, electrification, supplier engagement, and digital optimization. Budget allocation of approximately AED 700,000 supports these initiatives. Continuous monitoring, internal audits, and performance tracking ensure progress toward emission reduction targets and long-term sustainability goals.

Emissions of Ozone-Depleting Substances (ODS) (GRI 305-6)

BERG INDUSTRIES manages refrigerants and cooling systems to minimize emissions of ozone-depleting substances. The company is transitioning toward low-GWP and environmentally friendly refrigerants in line with global standards. Regular maintenance and leak detection systems ensure that emissions are controlled effectively. Compliance with environmental regulations is strictly maintained. These efforts contribute to protecting the ozone layer and reducing the company's overall environmental impact.

Nitrogen Oxides (NOx), Sulfur Oxides (SOx), and Other Emissions (GRI 305-7)

BERG INDUSTRIES monitors and controls air emissions such as NOx and SOx generated from fuel combustion and industrial processes. Preventive maintenance, fuel optimization, and efficient equipment reduce pollutant levels. The company complies with environmental standards and continuously seeks to improve air quality performance. Monitoring systems and periodic assessments ensure emissions remain within permissible limits. These efforts contribute to cleaner air and reduced environmental impact.

Waste Management (GRI 306-2)

BERG INDUSTRIES manages waste through segregation, recycling, and responsible disposal practices. Industrial waste from fabrication processes is minimized through efficient material usage and process optimization. Hazardous waste is handled in compliance with regulatory requirements to prevent environmental harm.

The company promotes recycling and reuse wherever possible, reducing landfill contributions. Employee awareness programs encourage responsible waste management practices. Continuous monitoring and improvement initiatives ensure effective waste management and alignment with sustainability goals.

Waste Generated (GRI 306-3)

BERG INDUSTRIES generates industrial waste primarily from fabrication, including metal scraps, packaging materials, and minor hazardous waste. The company emphasizes waste minimization through efficient material usage and process optimization. Segregation practices ensure proper handling of recyclable and non-recyclable waste. Metal waste is largely recycled, contributing to resource efficiency. Hazardous waste is disposed of in compliance with regulations. Continuous monitoring and improvement initiatives support responsible waste management and environmental protection.

Waste Diverted from Disposal (GRI 306-4)

BERG INDUSTRIES emphasizes waste diversion through recycling and reuse practices. Metal scrap generated during fabrication is largely recycled, contributing significantly to waste reduction. Packaging materials are also reused where feasible. The company tracks waste streams to improve recycling rates and minimize landfill disposal. These initiatives support circular economy principles and resource efficiency, reducing environmental impact and operational costs.



Waste Directed to Disposal (GRI 306-5)

Non-recyclable waste at BERG INDUSTRIES is disposed of through authorized waste management providers in compliance with environmental regulations. The company ensures that disposal methods minimize environmental harm, including proper handling of hazardous waste. Continuous efforts are made to reduce the volume of waste directed to disposal through recycling and process improvements. Monitoring systems track waste generation and disposal practices, supporting transparency and sustainability.

Environmental Compliance (GRI 307-1)

BERG INDUSTRIES maintains strict adherence to environmental regulations and has not reported any significant cases of non-compliance. The company implements robust monitoring systems and conducts regular audits to ensure compliance. Proactive measures, including training and process improvements, help mitigate risks. This commitment to compliance supports the company's reputation and ensures responsible environmental management.

Supplier Environmental Assessment (GRI 308-1)

BERG INDUSTRIES assesses suppliers based on environmental criteria, including emissions, energy use, and compliance with regulations. Supplier evaluations are integrated into procurement processes, ensuring alignment with ESG objectives. The company encourages suppliers to adopt sustainable practices and disclose environmental data. High-performing suppliers are rewarded with preferred status and long-term partnerships. This approach strengthens the supply chain's sustainability and reduces overall environmental impact.

Negative Environmental Impacts in the Supply Chain (GRI 308-2)

BERG INDUSTRIES identifies environmental risks within its supply chain, particularly related to steel production and logistics. Suppliers are evaluated based on environmental performance and encouraged to adopt sustainable practices. The company is implementing ESG compliance programs and requiring emission disclosures from vendors. Corrective actions are taken for suppliers not meeting standards. By strengthening supplier engagement and monitoring, BERG aims to reduce environmental impacts across the value chain and enhance sustainability performance.





SOCIAL

New Employee Hires and Turnover (GRI 401-1)

BERG INDUSTRIES maintains a stable workforce with ongoing recruitment to support business growth. Hiring practices focus on skill development, diversity, and equal opportunity. Employee retention is supported through training, career development, and incentive programs. The company monitors turnover rates to identify trends and improve employee satisfaction. A positive work environment and strong ESG culture contribute to employee engagement and retention, ensuring a skilled and motivated workforce.

Benefits Provided to Employees (GRI 401-2)

BERG INDUSTRIES provides a range of benefits to employees, including health and safety support, training opportunities, and performance-based incentives. Employee well-being is prioritized through safe working conditions and awareness programs. Additional benefits may include insurance, leave policies, and recognition programs. These initiatives enhance employee satisfaction, motivation, and retention, contributing to a productive workforce.

Parental Leave (GRI 401-3)

BERG INDUSTRIES provides parental leave in accordance with applicable labor laws and company policies. The organization supports employees during significant life events, promoting work-life balance and employee well-being. These policies contribute to a supportive work environment and enhance employee retention. The company is committed to continuously improving its benefits framework to align with best practices and employee expectations.

Minimum Notice Periods (GRI 402-1)

BERG INDUSTRIES provides structured notice periods for employees in line with labor regulations and company policies. This ensures a smooth transition for both employees and the organization. Transparent communication and fair practices are maintained during employment changes. The company supports employees through clear guidelines and professional conduct, fostering trust and stability within the workforce.

Occupational Health and Safety Management System (GRI 403-1)

BERG INDUSTRIES has implemented a comprehensive Occupational Health and Safety Management System aligned with international standards. The system includes risk assessments, safety protocols, training programs, and incident reporting mechanisms. Regular inspections and audits ensure compliance and continuous improvement. Employee participation is encouraged to strengthen the safety culture. These measures ensure a safe working environment and support the company's goal of zero workplace incidents.

Worker Participation in Health and Safety (GRI 403-4)

Employees at BERG INDUSTRIES actively participate in health and safety initiatives through training, feedback mechanisms, and safety committees. Workers are encouraged to report hazards and suggest improvements. This participatory approach strengthens the safety culture and ensures that practical insights from employees are incorporated into safety measures. Regular meetings and communication channels support collaboration and continuous improvement.

Worker Training on Occupational Health and Safety (GRI 403-5)

Employees at BERG INDUSTRIES receive regular training on occupational health and safety practices. Training programs cover hazard identification, safe equipment handling, emergency response, and compliance requirements. Awareness initiatives promote a proactive safety culture, encouraging employees to take responsibility for their well-being. Continuous training ensures that employees are equipped with the knowledge and skills needed to maintain a safe workplace.

Promotion of Worker Health (GRI 403-6)

BERG INDUSTRIES promotes employee health through safety programs, awareness campaigns, and preventive measures. Regular health check-ups, safety training, and ergonomic practices contribute to employee well-being. The company encourages a healthy work-life balance and provides a safe working environment. These initiatives enhance productivity and reduce workplace risks, supporting overall employee welfare.

Prevention and Mitigation of Occupational Health and Safety Impacts (GRI 403-7)

BERG INDUSTRIES implements proactive measures to prevent workplace incidents, including risk assessments, safety training, and regular inspections. Engineering controls, personal protective equipment, and safe operating procedures are used to mitigate risks. Incident reporting and investigation systems enable continuous improvement. These measures ensure a safe working environment and reduce occupational hazards.

Work-related Injuries (GRI 403-9)

BERG INDUSTRIES prioritizes employee health and safety through robust EHS management systems. Safety protocols, training programs, and regular inspections ensure a safe working environment. Incident reporting and investigation processes help identify risks and implement corrective actions. The company aims for zero workplace injuries by promoting a strong safety culture and continuous improvement. Employee well-being is supported through awareness programs and preventive measures, ensuring a safe and productive workforce.

Average Hours of Training (GRI 404-1)

BERG INDUSTRIES provides regular training programs covering technical skills, safety, and ESG awareness. Employees receive structured learning opportunities to enhance their capabilities and career growth. Training hours are monitored to ensure continuous development. These initiatives align workforce skills with organizational goals and sustainability objectives, fostering a culture of learning and innovation.

Programs for Upgrading Employee Skills (GRI 404-2)

BERG INDUSTRIES invests in employee development through training programs focused on sustainability, energy efficiency, and ESG awareness. Employees are encouraged to contribute innovative ideas for reducing environmental impact. Training sessions cover operational efficiency, safety, and sustainable practices. These programs enhance employee capabilities and support career growth while aligning workforce skills with sustainability objectives. Continuous learning initiatives ensure that employees are equipped to implement ESG strategies effectively.



Percentage of Employees Receiving Performance Reviews (GRI 404-3)

BERG INDUSTRIES conducts regular performance evaluations for employees, linking individual goals with organizational objectives. ESG-related performance indicators are increasingly incorporated into appraisal systems. Feedback from evaluations supports career development and skill enhancement. This structured approach ensures accountability, motivates employees, and aligns performance with sustainability goals.

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

BERG INDUSTRIES is committed to diversity and equal opportunity in its workforce and leadership. Hiring practices ensure fair representation across different backgrounds and skill sets. The company promotes an inclusive work culture where employees are treated with respect and dignity. Diversity enhances innovation and decision-making, contributing to organizational success and social responsibility.

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

BERG INDUSTRIES is committed to fair and equitable compensation practices. Salary structures are designed to ensure equal pay for equal work, regardless of gender or background. Regular reviews and internal controls help maintain fairness and transparency. This approach supports diversity, inclusion, and employee satisfaction.

Incidents of Discrimination (GRI 406-1)

BERG INDUSTRIES maintains a zero-tolerance policy toward discrimination and harassment. No significant incidents have been reported. The company promotes a respectful workplace through policies, training, and awareness programs. Employees are encouraged to report concerns through established channels. This commitment ensures a safe and inclusive work environment.

Child Labor (GRI 408-1)

BERG INDUSTRIES strictly prohibits child labor in its operations and supply chain. Policies and supplier agreements ensure compliance with legal and ethical standards. Regular monitoring and audits help identify and mitigate risks. The company promotes responsible sourcing and expects suppliers to adhere to the same principles. This commitment supports human rights and ethical business practices.

Forced or Compulsory Labor (GRI 409-1)

BERG INDUSTRIES maintains a zero-tolerance approach to forced or compulsory labor. Policies ensure that all employment is voluntary and compliant with labor laws. Supplier assessments include checks for labor practices, ensuring ethical standards are upheld across the value chain. Awareness programs and monitoring systems help prevent violations, reinforcing the company's commitment to human rights.

Security Personnel Training (GRI 410-1)

BERG INDUSTRIES ensures that security personnel are trained on human rights principles and appropriate conduct. Training programs emphasize respect, non-discrimination, and compliance with regulations. This ensures that security operations align with ethical standards and protect stakeholder rights.

Rights of Indigenous Peoples (GRI 411-1)

BERG INDUSTRIES does not operate in areas affecting indigenous communities. The company remains committed to respecting human rights and ensuring that its operations do not negatively impact vulnerable groups. Policies and procedures are in place to address potential risks if operations expand into new regions.

Local Community Engagement (GRI 413-1)

The company actively engages with local communities through environmental and social initiatives. BERG promotes sustainable practices, supports local employment, and ensures minimal environmental impact from its operations. Community engagement programs focus on awareness, environmental protection, and social well-being. These initiatives strengthen relationships with stakeholders and contribute to sustainable development in the regions where the company operates.

Operations with Significant Impacts on Local Communities (GRI 413-2)

BERG INDUSTRIES evaluates the potential impacts of its operations on local communities, including environmental and social aspects. Measures are implemented to minimize negative impacts, such as controlling emissions, managing waste, and ensuring safe operations. Community engagement initiatives help address concerns and build trust. The company's responsible approach ensures that its operations contribute positively to local development.

Supplier Social and Environmental Assessment (GRI 414-2)

BERG INDUSTRIES evaluates suppliers based on ESG criteria, including environmental performance and social responsibility. Suppliers are encouraged to adopt sustainable practices and disclose emissions data. The company provides incentives such as preferred supplier status and long-term contracts for compliant vendors. This approach ensures responsible sourcing and reduces environmental impact across the supply chain. Continuous monitoring and engagement enhance supplier performance and alignment with BERG's sustainability goals.

Political Contributions (GRI 415-1)

BERG INDUSTRIES does not engage in political contributions. The company maintains neutrality and focuses on ethical business practices. Governance policies ensure that business decisions are independent and aligned with sustainability objectives. This approach strengthens transparency and avoids conflicts of interest.

Assessment of Health and Safety Impacts of Products (GRI 416-1)

BERG INDUSTRIES ensures that its products meet safety and quality standards. Design, fabrication, and testing processes incorporate safety considerations to minimize risks to customers and end-users. Compliance with industry standards ensures reliability and performance. This approach enhances customer trust and supports responsible product management.

Incidents of Non-compliance Concerning Marketing and Labeling (GRI 417-3)

BERG INDUSTRIES ensures that all product-related information is accurate, transparent, and compliant with applicable regulations. The company has not reported any significant incidents of non-compliance related to marketing or labeling. Quality control processes and internal reviews ensure that product specifications and documentation meet industry standards. This commitment supports customer trust and regulatory compliance.

Customer Privacy (GRI 418-1)

BERG INDUSTRIES ensures the protection of customer information through secure data management practices and confidentiality policies. Systems are designed to prevent unauthorized access and data breaches. The company complies with applicable data protection regulations. No significant complaints regarding data privacy have been reported. This commitment builds trust and strengthens client relationships.

Social Economic Compliance(GRI 419-1)

BERG INDUSTRIES complies with all applicable environmental and social regulations in its operating regions. The company maintains strong governance practices to ensure adherence to legal requirements and ethical standards. Regular audits and monitoring systems are in place to identify and address compliance risks. No significant cases of non-compliance have been reported. This commitment to compliance supports the company's reputation and long-term sustainability.

Sustainability Performance Data

(01st January 2025 to 31st December 2025)



Topic	Commitment	KPI	Unit	Measure
Energy Management	Reduce energy consumption	Total Energy Consumption	kWh	16,99,438
Health & Safety	Minimize workplace injuries	Number of First Aid Injuries	Number	1
Diversity & Inclusion	Improve gender diversity	Women Employees	%	10%
Leadership Diversity	Increase women in leadership	Women in Management	%	8%
Pay Equity	Ensure equal pay	Gender Pay Gap	%	0%
Safety Performance	Zero lost-time incidents	Man-Days Lost Due to Incidents	Man-Days	0
Compensation Fairness	Maintain equitable pay ratios	Highest Paid to Median Ratio	Ratio	14:01
Employee Development	Enhance workforce skills	Avg. Training Hours per Employee	Hours	26
Governance Diversity	Improve board diversity	Women on Board	%	10%
Social Inclusion	Promote minority representation	Minority Employees	%	9%
Inclusive Leadership	Diversity in top management	Minority in Top Mgmt	%	7%
Workplace Ethics	Zero harassment	Discrimination Incidents	Count	0
Labor Compliance	Ensure safe working conditions	Compliance Rate	%	100%
Employee Engagement	Improve participation	Engagement Rate	%	100%
Career Development	Provide training coverage	Training Coverage	%	100%
Human Rights	Zero child/forced labor	Violations	Count	0
External Compliance	Uphold human rights standards	Compliance	%	100%
Product Sustainability	Reduce carbon footprint	Product Footprint	tCO ₂ e/unit	412
Water Management	Optimize water use	Water Consumption	m ³	25,018
Water Efficiency	Increase recycling	Water Recycling	%	25%
Biodiversity	Protect ecosystems	Biodiversity Impact	%	100%

Sustainability Performance Data

(01st January 2025 to 31st December 2025)

Topic	Commitment	KPI	Unit	Measure
Air Quality	Control emissions	Air Pollution	mg/Nm ³	150
Waste Management	Increase recycling	Waste Recycled	%	60%
Product Efficiency	Improve product usage	Product Use Efficiency	%	22%
Circular Economy	Improve lifecycle mgmt	End-of-Life Mgmt	%	18%
Customer Safety	Zero incidents	Health & Safety Incidents	Count	0
Environmental Initiatives	Promote sustainability	Initiatives Count	Count	7
Climate Action	Reduce Scope 1 emissions	Scope 1 GHG	tCO ₂ e	248
Climate Action	Reduce Scope 2 emissions	Scope 2 GHG	tCO ₂ e	998
Climate Action	Reduce Scope 3 emissions	Scope 3 GHG	tCO ₂ e	4,981
Climate Action	Downstream emissions	Scope 3 Downstream	tCO ₂ e	199
Climate Action	Upstream emissions	Scope 3 Upstream	tCO ₂ e	4,782
Climate Action	Total emissions	Overall GHG	tCO ₂ e	6,226
Waste Management	Track hazardous waste	Hazardous Waste	Tons	540
Waste Management	Track non-hazardous waste	Non-Hazardous Waste	Tons	1,461
Waste Recovery	Improve recovery rate	Waste Recovered	Tons	1,200
E-Waste	Improve collection	WEEE Collection	%	12%
Ethics Training	Ensure awareness	Ethics Training Coverage	%	100%
Whistleblower	Promote transparency	Reports	Count	0
Anti-Corruption	Zero corruption	Incidents	Count	0
Data Security	Protect information	Security Incidents	No.	0
Ethics Compliance	Improve coverage	Compliance Coverage	%	88%

Sustainability Performance Data

(01st January 2025 to 31st December 2025)



Topic	Commitment	KPI	Unit	Measure
Supplier ESG	Enforce supplier code	Signed Code	%	100%
Supplier ESG	Include ESG clauses	ESG Contracts	%	100%
Supplier ESG	Conduct assessments	Sustainability Assessment	%	100%
Supplier ESG	Conduct audits	On-site Audit	%	100%
Procurement	Train buyers	Sustainable Procurement Training	%	100%
Supplier Development	Improve supplier capability	Corrective Actions	%	100%
Workforce Welfare	Fair leave policy	Inequitable Leave Allocation	%	100%
Employee Support	Family benefits	Family Care Support	%	100%
Infrastructure Safety	Avoid failures	Structural Failures	No.	0
Resource Efficiency	Improve usage	Recommendations	%	75%
Supplier Engagement	Incentivize suppliers	Incentive Programs	%	50%
Career Growth	Support planning	Career Planning	%	100%
Data Protection	Ensure privacy	Commitment	%	100%
Equal Opportunity	Promote growth equality	Equal Career Growth	%	85%
Transparency	Engage stakeholders	Engagement & Transparency	%	100%
Waste Segregation	Improve classification	Waste Classification	%	100%
Circular Economy	Promote reuse	Material Reutilization	%	35%
Air Pollution	Control dust	Dust Control	%	95%
Confidentiality	Prevent breaches	Breaches	No.	0
Workplace Behavior	Zero harassment	Bullying Cases	No.	0
Workforce Productivity	Track workdays	Avg. Man-Days	Man-Days	65,778

Sustainability Performance Data

(01st January 2025 to 31st December 2025)

Topic	Commitment	KPI	Unit	Measure
Workforce Productivity	Track hours	Man-Hours Worked	Man-Hours	6,57,780
Safety Performance	Zero LTI	Man-Hours without LTI	Man-Hours	6,57,780
Safety KPI	Track frequency	LTI Frequency Rate	Rate	0
Fatality Prevention	Zero fatalities	Fatalities	Number	0
Injury Prevention	Zero injuries	Medical Injuries	Number	0
Fire Safety	Prevent incidents	Fire Incidents	Number	0
Environmental Safety	Prevent incidents	Environmental Incidents	Number	0
Risk Awareness	Report near misses	Near Misses	Number	0
Safety Monitoring	Conduct inspections	HSE Inspections	Number	61
Training	Conduct inductions	Safety Training Attendees	Number	567
Training	Internal training	Internal Training	Number	293
Training	External training	External Training	Number	62
Recognition	Reward safety	HSE Awards	Number	10
Continuous Improvement	Improve safety	Observations	Number	7
Emergency Preparedness	Conduct drills	Emergency Drills	Number	1
Fair Wages	Ensure living wage	Coverage	%	100%
Fair Wages	Zero underpayment	Below Living Wage	%	0%
Fair Wages	Ensure equity	Total Below Living Wage	%	0%
Wage Gap	Eliminate gap	Wage Gap	%	0%
Workplace Safety	Zero accidents	Work-related Accidents	Count	0

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INDEPENDENT ASSURANCE STATEMENT

This CSR report has been independently verified by BMQR, a third-party assurance provider, in accordance with ISO 17029:2019. The assurance engagement covered a Type 2 assurance of the information and data disclosed within this report.

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

Name of Assurance Provider : BMQR Certifications Pvt Ltd,
Standard Used : ISO 17029:2019 and GRI.
Type of Assurance : Type 2
Web URL : www.bmqrassurance.com

Authorized Representative (Assurer):

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