



URBAN
— LANDSCAPES —

URBAN LANDSCAPING LLC

P. O Box: 213690, Al Joud Center, Office-112 Shk, Zayed Road, 15A Street, Al Quoz Ind. Area-01, Dubai,
United Arab Emirates.

CORPORATE SUSTAINABILITY REPORT

01st January, 2025 to 31st December, 2025

Form No : Urban Landscapes/ESG/F-750

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Date : 16th January, 2026

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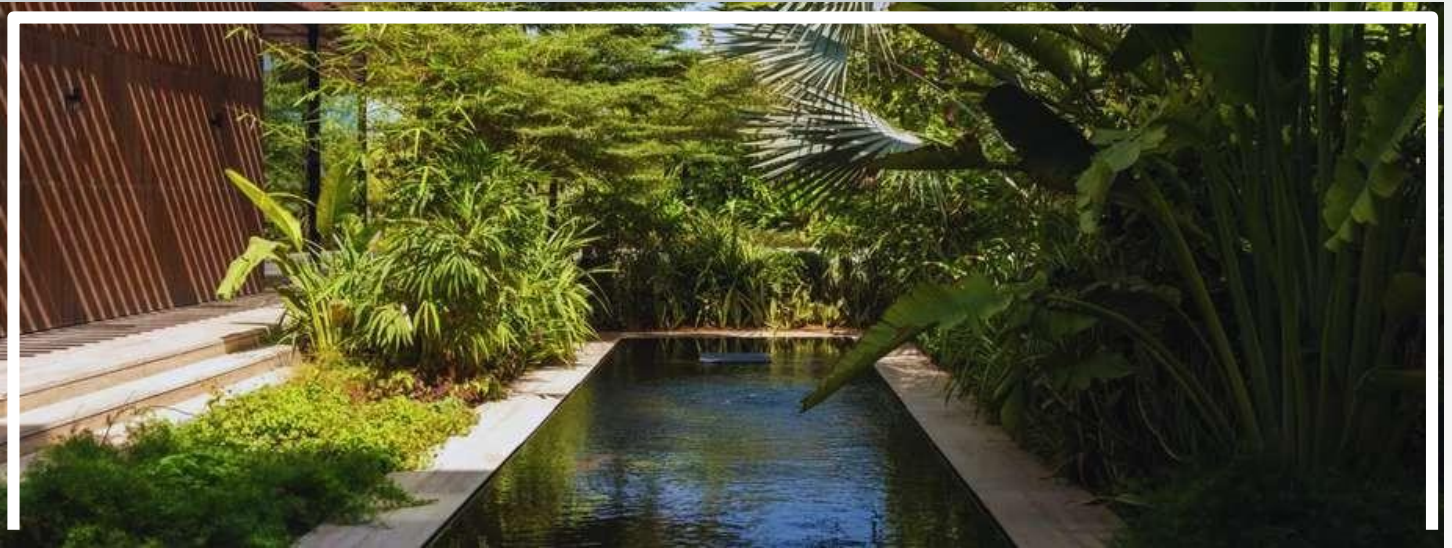
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MESSAGE FROM THE MANAGING DIRECTOR

Hello everyone,

I'm very excited to kick off our first company newsletter! We have just closed out a record quarter in terms of Sales for Urban and this letter must start off acknowledging everyone's hard work and dedication to achieve such a milestone. It is definitely something to be celebrated.

This achievement belongs to everyone. The long days, late nights, problem solving on the go, the willingness to help colleagues and the sheer hustle from every department made this possible. A Big Thank You!!

If you feel like things are moving fast, you're right! We're not just growing, we're evolving and maturing as a company into an exciting new chapter driven by new partnerships, unique projects, new divisions and big plans. It's an incredible time to be here. For the last 12 years we have been building something special at Urban and the future looks incredibly bright with further growth and opportunities for everyone involved.

Based on the foundation laid this year I am confident we will smash our last quarter and roll into 2025 with the same momentum. We have the best team in the business and together we can achieve great things.

Let's keep supporting each other and look forward to the exciting times ahead.

Best regards,

David Harper

Managing Director



Organization's Covered

This Sustainability Report covers all operations under the operational control of Urban Landscapes LLC in the United Arab Emirates, including the Corporate Head Office, Operational Offices, Plant Nursery, Landscaping and Irrigation Operations, Maintenance Workshop, Warehouses, Company Vehicle Fleet, Agricultural Equipment Trading activities, and project sites operating during 2025.

Period Covered

This Sustainability Report covers the reporting period from 1 January 2025 to 31 December 2025. It presents Urban Landscapes LLC's environmental, social, governance, and greenhouse gas performance across all operations under its operational control in the UAE, in accordance with the GRI Standards 2021, ISO 14064-1:2018, and applicable ESG reporting frameworks.

CSR Sustainable Policy

Urban Landscapes LLC is committed to conducting business responsibly by integrating Corporate Social Responsibility (CSR) and sustainability into its operations. The Company promotes environmental protection, employee well-being, ethical governance, community engagement, regulatory compliance, and responsible procurement while creating long-term value for customers, stakeholders, and the environment.

Introduction to Sustainability Report

This Sustainability Report demonstrates Urban Landscapes LLC's commitment to sustainable development by transparently reporting its Environmental, Social, and Governance (ESG) performance. Prepared in accordance with the **GRI Standards 2021**, the report highlights sustainability initiatives, greenhouse gas management, stakeholder engagement, and responsible business practices undertaken during the 2025 reporting period.



About Us

URBAN LANDSCAPING

About Us

At Urban Landscapes, we pride ourselves on delivering premium landscape solutions to clients across Dubai and the UAE.

Passion for the design and build of inspiring outdoor spaces, and commitment towards delivering extraordinary experiences to our customers are at the heart of who we are, and what we do.

Our extensive portfolio demonstrates our ability to work with a variety of projects, whilst creating beautiful yet functional outdoor living spaces. We deliver on all scales of projects, from intimate family homes to commercial towers and resorts.

INTRODUCTION TO OUR URBAN FAMILY PAGE

We're thrilled to bring you the inaugural edition of our newsletter, The Urban Connect! This space is created for all of us to stay connected, celebrate our milestones, and share the many exciting developments taking place within and beyond Urban. It's a reflection of who we are as a team: dynamic and always growing together.

Each edition will bring a blend of stories and insights that inspire and inform- from polishing professional skills to innovation, sustainability and wellness, there is something for every reader! Here, you will also find updates and highlights that showcase the dedication, creativity, and achievements of our teams across projects.

But The Urban Connect isn't just something to read- it's something to be part of. From the next edition onwards, we invite you to contribute your thoughts, tips, experiences, personal and professional achievements, or even light-hearted stories from the field. Together, let's make this a space that celebrates learning, collaboration, and the spirit of Team Urban.

Team People First



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 Certification

Urban Landscaping LLC has successfully achieved **ISO 9001:2015**, **ISO 14001:2015**, and **ISO 45001:2018** certifications, demonstrating its commitment to quality management, environmental responsibility, and occupational health and safety. These internationally recognized certifications strengthen operational efficiency, regulatory compliance, risk management, customer satisfaction, and continual improvement while ensuring sustainable and safe landscaping, irrigation, maintenance, and agricultural trading operations.



CERTIFICATE

This is hereby certified that the Environmental Management System of

Urban Landscaping LLC

P.O Box: 213690, Al Joud Center, Office-112, Shk. Zayed Road, 15A Street, Al Qouz Ind.
Area-01, Dubai, United Arab Emirates.

Has been found to comply with the requirements of

ISO 14001: 2015

This certificate is applicable for the following scope:

Landscaping Works, Agricultural Equipment & Accessories Trading, Land Preparation &
Irrigation Systems Works & Maintenance, Tree seedlings, Ornamental Plants & Annual Flowers
Trading, Agricultural Tools Trading, Agricultural Tractors & Machinery Trading, Landscape &
Gardening Works & Maintenance.

Certificate Number: KAEM202405001

Date of initial registration:	01 May 2024
Surveillance audit 01 done on:	29 May 2025
Surveillance audit 02 done on:	11 May 2026
Certificate expiry:	30 April 2027
Recertification due:	30 April 2027





Website: www.iso-registration.com | Email: info@iso-registration.com

KVQA Assessment Private Limited is accredited to United Accreditation Foundation (UAF). UAF is internationally recognized by having a signatory status across multilateral recognition arrangement of International Accreditation Forum (IAF) and Asia Pacific Accreditation Cooperation (APAC). The certificate is valid subject to successful completion of surveillance audits. Verify validity/status on www.iso-registration.com or on email at info@iso-registration.com

UAF address: 1060 Laskin Road, STE 12B/13B, Virginia Beach, VA 23451, United States of America



Authorized Signatory
KVQA Assessment Pvt. Ltd.

MANAGEMENT SYSTEM CERTIFICATE



CERTIFICATE

This is hereby certified that the Occupational Health & Safety Management System of

Urban Landscaping LLC

P.O Box: 213690, Al Joud Center, Office-112, Shk. Zayed Road, 15A Street, Al Qouz Ind.
Area-01, Dubai, United Arab Emirates.

Has been found to comply with the requirements of

ISO 45001: 2018

This certificate is applicable for the following scope:

Landscaping Works, Agricultural Equipment & Accessories Trading, Land Preparation &
Irrigation Systems Works & Maintenance, Tree seedlings, Ornamental Plants & Annual Flowers
Trading, Agricultural Tools Trading, Agricultural Tractors & Machinery Trading, Landscape &
Gardening Works & Maintenance.

Certificate Number: KAOH202405001

Date of initial registration:	01 May 2024
Surveillance audit 01 done on:	29 May 2025
Surveillance audit 02 done on:	11 May 2026
Certificate expiry:	30 April 2027
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UAF address: 1060 Laskin Road, STE 12B/13B, Virginia Beach, VA 23451, United States of America



Authorized Signatory
KVQA Assessment Pvt. Ltd.

MANAGEMENT SYSTEM CERTIFICATE

ISO Certification



CERTIFICATE

This is hereby certified that the Quality Management System of

Urban Landscaping LLC

P.O Box: 213690, Al Joud Center, Office-112, Shk. Zayed Road, 15A Street, Al Qouz Ind.
Area-01, Dubai, United Arab Emirates.

Has been found to comply with the requirements of

ISO 9001: 2015

This certificate is applicable for the following scope:

Landscaping Works, Agricultural Equipment & Accessories Trading, Land Preparation &
Irrigation Systems Works & Maintenance, Tree seedlings, Ornamental Plants & Annual Flowers
Trading , Agricultural Tools Trading, Agricultural Tractors & Machinery Trading, Landscape &
Gardening Works & Maintenance.

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MANAGEMENT SYSTEM CERTIFICATE






 Authorized Signatory
 KVQA Assessment Pvt. Ltd.

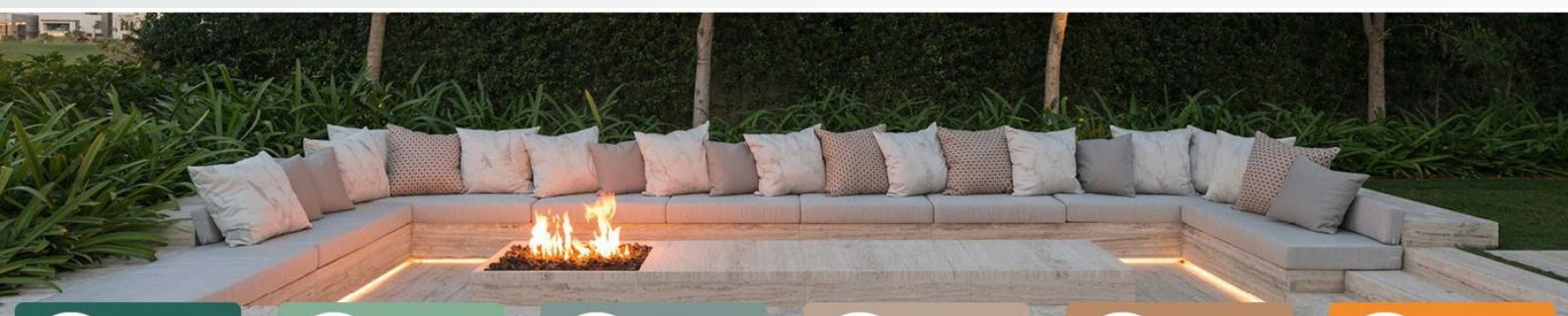
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UAF address: 1060 Laskin Road, STE 12B/13B, Virginia Beach, VA 23451, United States of America

PROJECT: MERCEDES
 CLIENT: BOWYER WICK
 LOCATION: DUBAI DESI
 SCOPE: LANDSCAPE DI

OUR SERVICES



GARDEN DESIGN & LANDSCAPE ARCHITECTURE

- Leisure & resorts
- Commercial spaces
- Streetscapes
- Residential communities
- Private homes & villas
- AI integrated design



IRRIGATION STRATEGY & DEVELOPMENT

- Irrigation strategy and network design
- Supply and installation of irrigation lines



LANDSCAPE CONSTRUCTION & INSTALLATION

- Hardscape construction, including walls, steps, decking and paving
- Gazebos, pergolas and other landscape structures
- Landscape lighting installation
- Plant procurement and softscape installation



NURSERY & LANDSCAPE MAINTENANCE

- Streetscape and park landscapes
- Private gardens
- Hospitality spaces
- Public and commercial landscapes



POOL & LAKE SYSTEM SPECIALISTS

- Swimming pools
- Water features
- Wadis, lakes and rivers
- Koi ponds



PRODUCT AGENCY & DISTRIBUTION

- Virobuild
- Anjon Manufacturing
- Club Cars - Trade & Lease
- Landscape construction equipment - Trade & Lease
- Street furniture & accessories

With long lasting relationships, Urban Landscapes has built an agency for world class products we believe in. We currently have the agency for the below brands. Contact us to learn more about the range of products under our portfolio.

OUR PRODUCTS

- ❖ VIROBUILD - OUR SUSTAINABLE THATCH ROOFING PARTNER
- ❖ ANJON MANUFACTURING - OUR EPDM LINER PRODUCT AND LAKE & POND PARTNER
- ❖ AGRONOMY
- ❖ CLUB CAR - TRADING & LEASING
- ❖ STREET FURNITURE & ACCESSORIES
- ❖ STREETSCAPE AND COMMUNITY DEVELOPMENTLANDSCAPE DESIGN
- ❖ LANDSCAPE CONSTRUCTION EQUIPMENT - TRADING & LEASING

OUR TEAM

MANAGEMENT TEAM



DAVID HARPER
Managing Director
As Urban Landscape's driving force, David has led dynamic landscape construction projects across the region since arriving in Dubai in 2005 before establishing Urban in 2014.

David's extensive regional experience coupled with his understanding of building beautiful outdoor spaces enables him and the wider Urban team to excel at all scopes of landscape projects.



BRUCE PEDERSEN
General Manager
Bruce leads a multidisciplinary team delivering integrated design-led landscapes across UAE. A qualified horticulturalist (ND, BTEch) and Member of the Chartered Institute of Horticulture UK, he brings 20y+ of GCC experience in strategic planning, project execution and operational leadership. His expertise spans nursery development, landscape construction, maintenance and horticultural consulting. Bruce ensures projects are sustainable, resilient & aligned with Client goals across a wide range of environments.



SUNIL NAIR
Operations Manager
Sunil is a highly experienced Civil Engineer with 36y+ in infrastructure, landscaping and highrise construction in UAE, KSA and India. Since joining Urban in 2022, he has led the strategic expansion of the Construction Department. Sunil's focus on planning, safety, resource efficiency and performance monitoring enhances Urban's operational effectiveness. Sunil is known for his collaborative leadership, commitment to quality & commercial success and is a DM licensed Engineer & active member of the UAE Society of Engineers.



MOHAMMED TAHIR AZEEM
HOD Landscape Maintenance
Dynamic and results-driven with a M.Phil in Agriculture, Tahir brings 17y experience in landscape construction, sustainable maintenance, contract management and environmental research. Since joining Urban in 2019, he has built and led the Maintenance Department. Tahir has successfully delivered several landmark projects including the UAE's first vertical green wall. With strong leadership, technical expertise and commercial insight, Tahir delivers scalable, ecoconscious solutions that drive Client satisfaction & ongoing environmental value.

OUR TEAM

MANAGEMENT TEAM



ANNABELLE FITZSIMMONS
Design Director

Annabelle brings 25y+ multi-disciplinary design experience, encompassing landscape architecture, product development and project coordination across Australia and UAE. As the design lead at Urban, Annabelle oversees the company's design direction and upholds the highest standards, ensuring all deliverables meet project scope, briefs and Client expectations.



NINO RICARDO
Design Manager

Nino is a licensed Architect with 11y+ experience in architecture, landscape design and BIM, gained through projects in UAE and Philippines. Nino leads the design team and oversees project proposals, Client relationships, team resourcing, scheduling and the maintenance of design standards. Nino ensures projects are well-coordinated, timely and aligned with both Urban's and the Client's vision.



JERON FERRAO
Finance Manager

Jeron leads Urban's finance and procurement functions, driving financial resilience and operational efficiency. He manages financial reporting, precise cash flow forecasting & banking relationships. Collaborating closely with cross-functional teams, Jeron ensures financial strategies align with Urban's broader objectives, reinforcing the company's financial health & enabling sustainable long term growth.



SUNIL DEOKAR
Contracts Manager

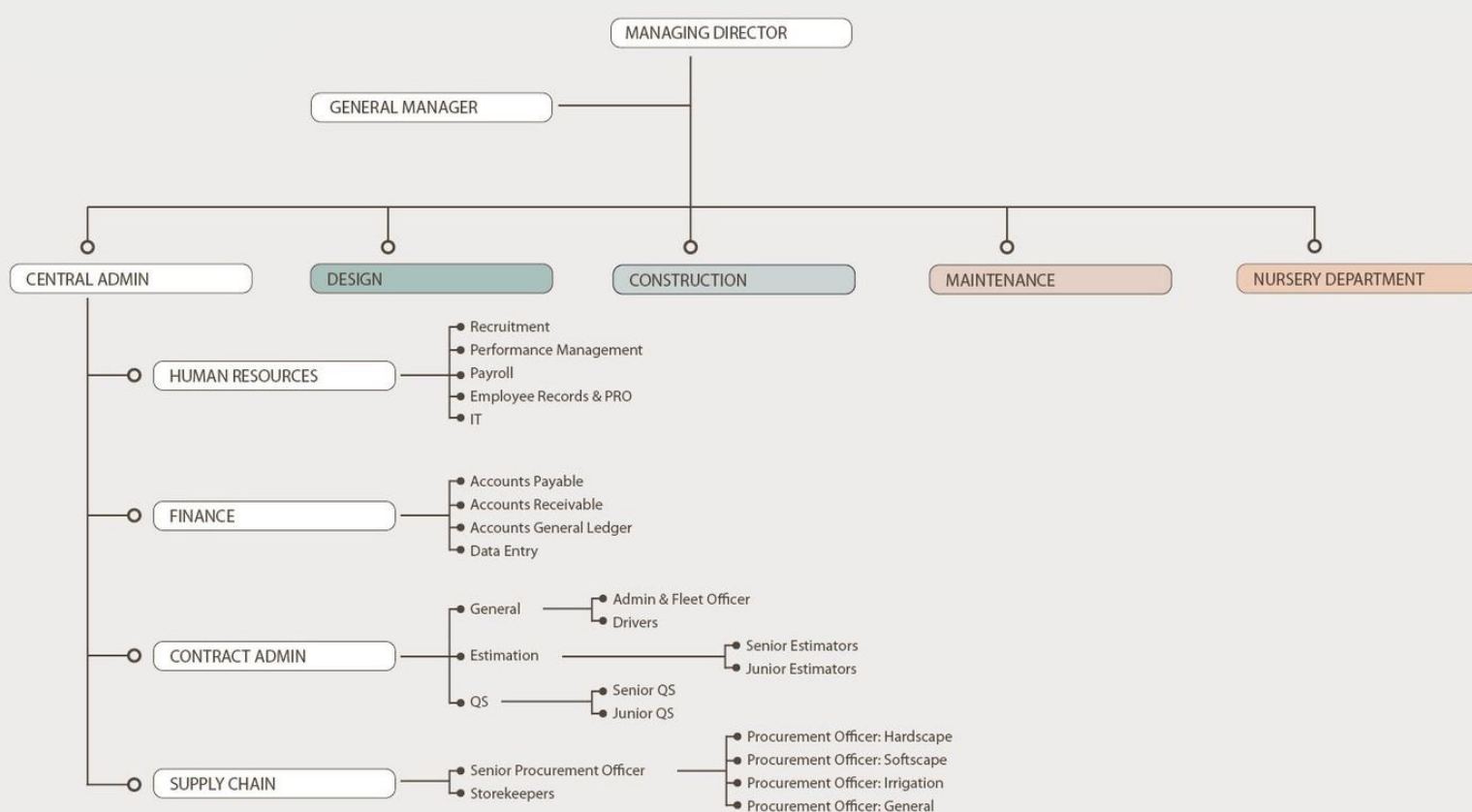
Sunil manages the administration of project contracts while ensuring seamless day to day office operations. His responsibilities include tender review, contract evaluation & finalisation, compliance oversight and supporting variations and claims. He oversees internal workflows and monitors project commercials. This dual role allows him to integrate contractual obligations with operational efficiency.



MEDIHA ZAFAR
Human Resource Manager

With 16y+ hands-on HR experience across the Middle East & South Asia and an academic background in Industrial Psychology, Mediha brings a strategic focus on performance management and employee engagement & wellbeing. Since joining Urban in 2017, she has played a pivotal role in building a people-first culture that supports business objectives while nurturing a motivated and resilient workforce.

ORGANIZATIONAL OVERVIEW



OUR CLIENTS



OUR PROJECTS



COMMERCIAL

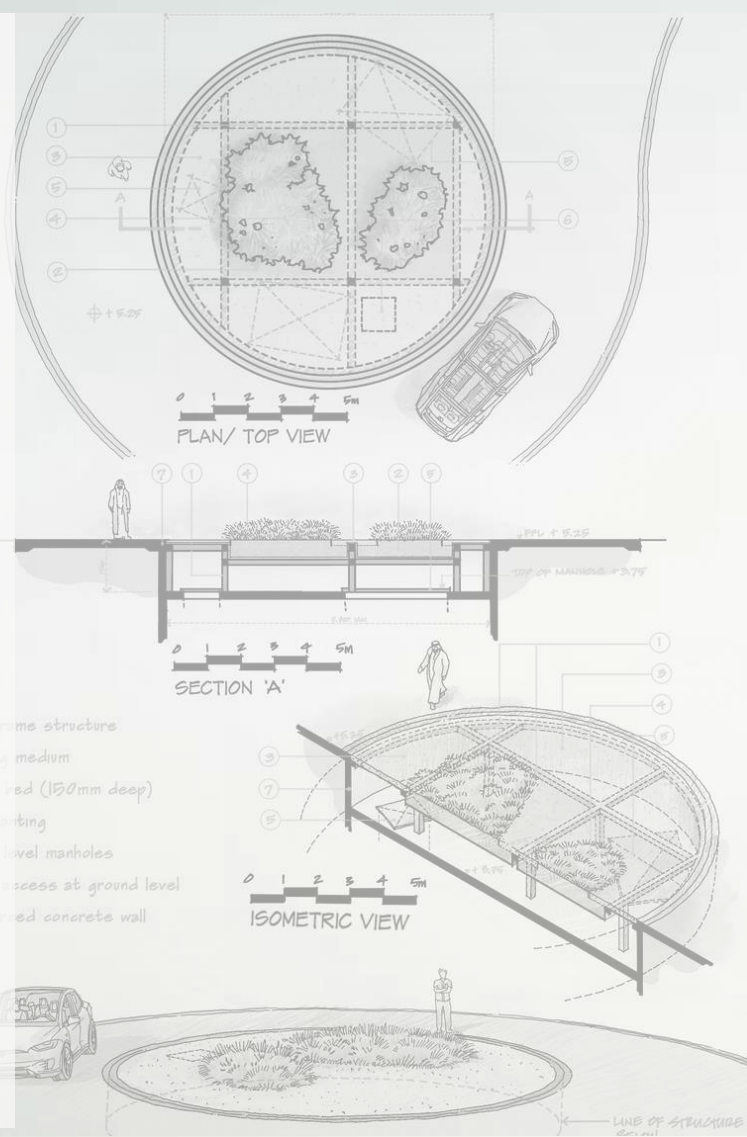


RESIDENTIAL



MAINTENANCE

COMMERCIAL



1. MERCEDES BENZ BRAND CENTER
2. EDEN HOUSE
3. ORANGE BOX
4. NAKHEEL MALL
5. KAT VILLA

6. DUBAI SOUTH BUSINESS PARK
7. FESTIVAL CITY PROMENADE
8. BAB AL SHAMS DESERT VIEW VILLAS
9. BAB AL SHAMS DESERT VIEW
10. LECTURE HALL - GRAND MOSQUE

CONSTRUCTION

DESIGN

CONSTRUCTION

Where skilled craftsmanship intersects with luxury landscape design in Dubai, Urban's construction team stands unparalleled. Our team of skilled builders and engineers are dedicated to bringing your outdoor visions to life with precision and excellence. Specializing in both softscape and hardscape construction, we meticulously execute every aspect of your project. Committed to using the highest quality materials and innovative techniques, our construction team ensures that each design is realized to perfection, enhancing the beauty and functionality of public, residential, and commercial spaces. Witness the transformation as Urban Landscapes brings your designs to life, creating outdoor environments that are as durable as they are breathtaking.



Mercedes benz Brand Centre



Eden House



Orange Box



St Regis Garden

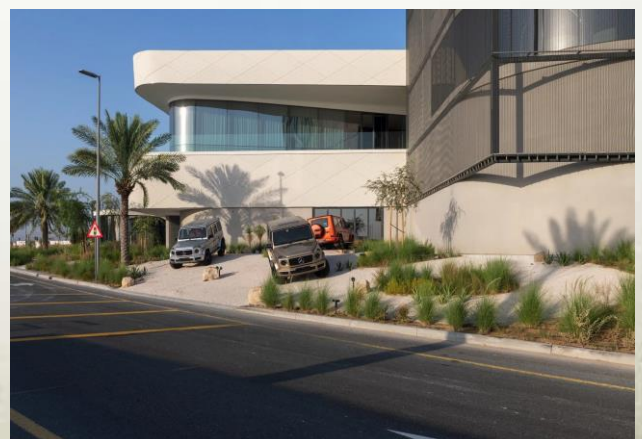
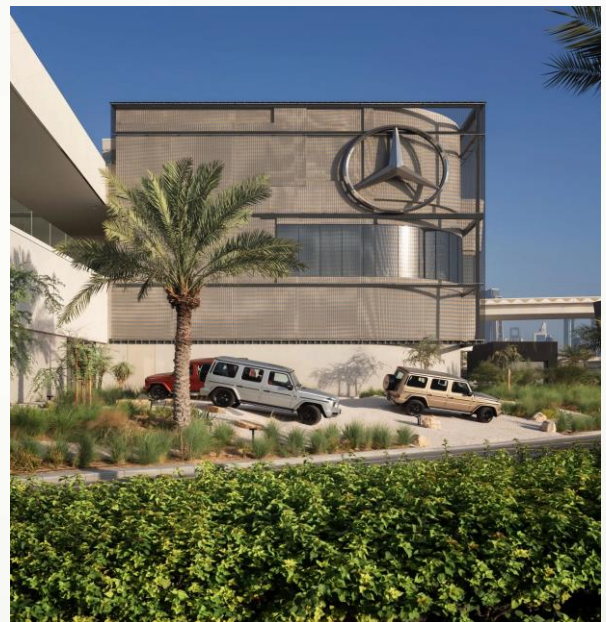


Kat Villa

Mercedes Benz

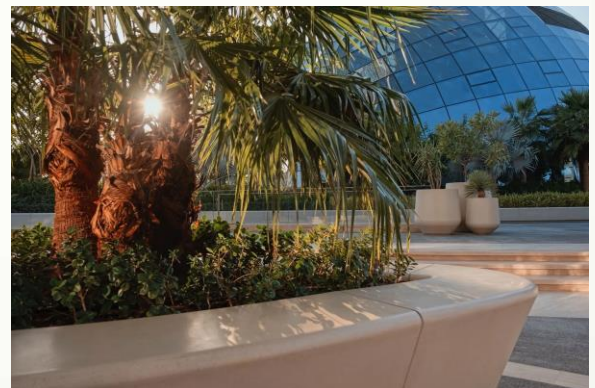
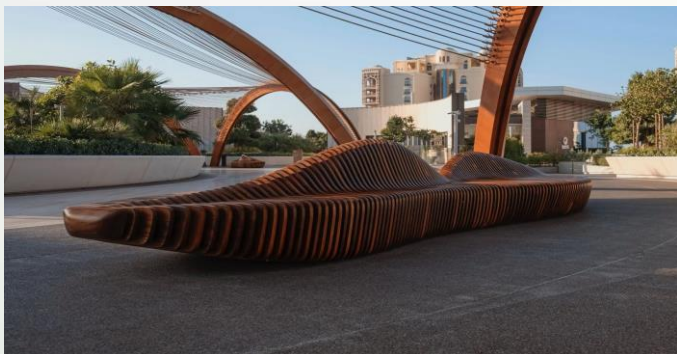


Redefining luxury with sustainable landscapes. Our project, the Mercedes-Benz Brand Centre in Dubai, showcases a commitment to eco-conscious design. Crafted with precision, this project is a masterpiece blending innovation and elegance. Explore how landscape design transforms luxury automotive retail into an eco-friendly oasis

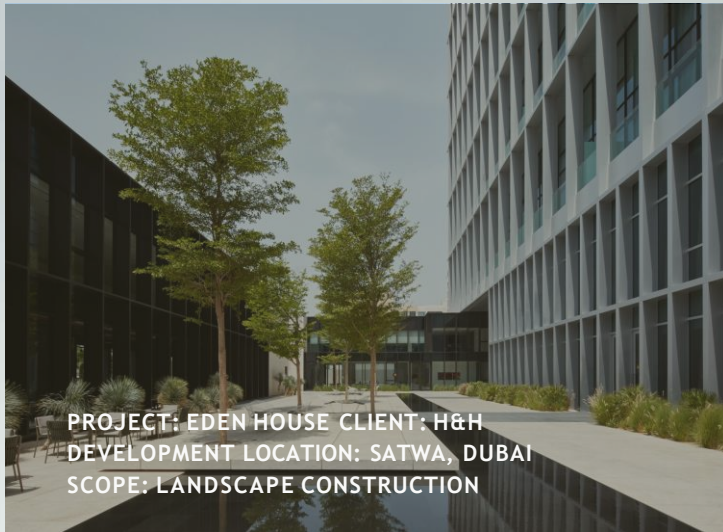




Urban has successfully transformed the rooftop at Nakheel Mall from a bare, open space into a lush tropical garden retreat. Featuring fluid lines and soft plant palettes, the design creates a warm and welcoming atmosphere. This urban garden escape offers a soothing visual contrast to Dubai's high rises, inviting visitors to relax and unwind in a serene, nature-inspired setting. The thoughtfully designed landscape not only enhances aesthetic appeal but also provides a tranquil haven, making it a standout feature of the Nakheel Mall.

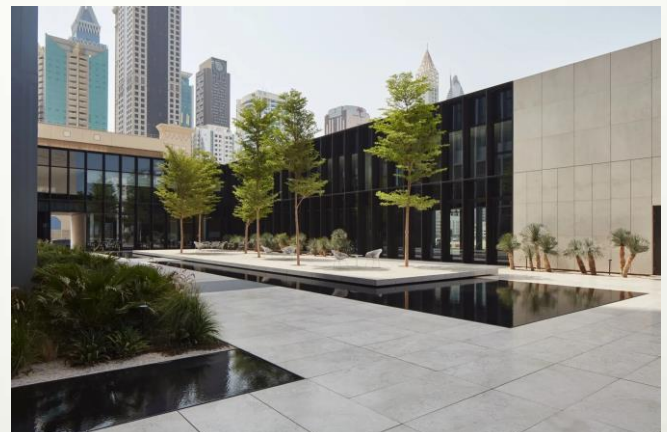
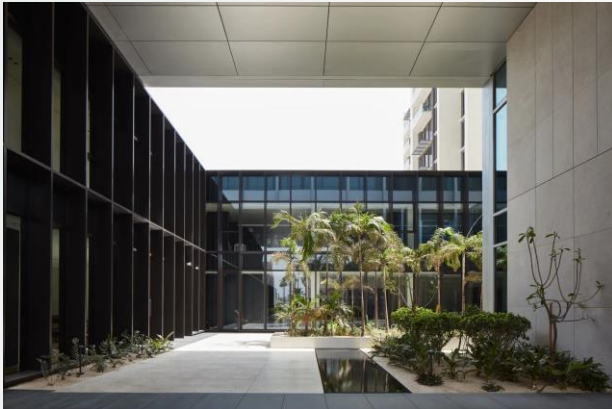


Eden House

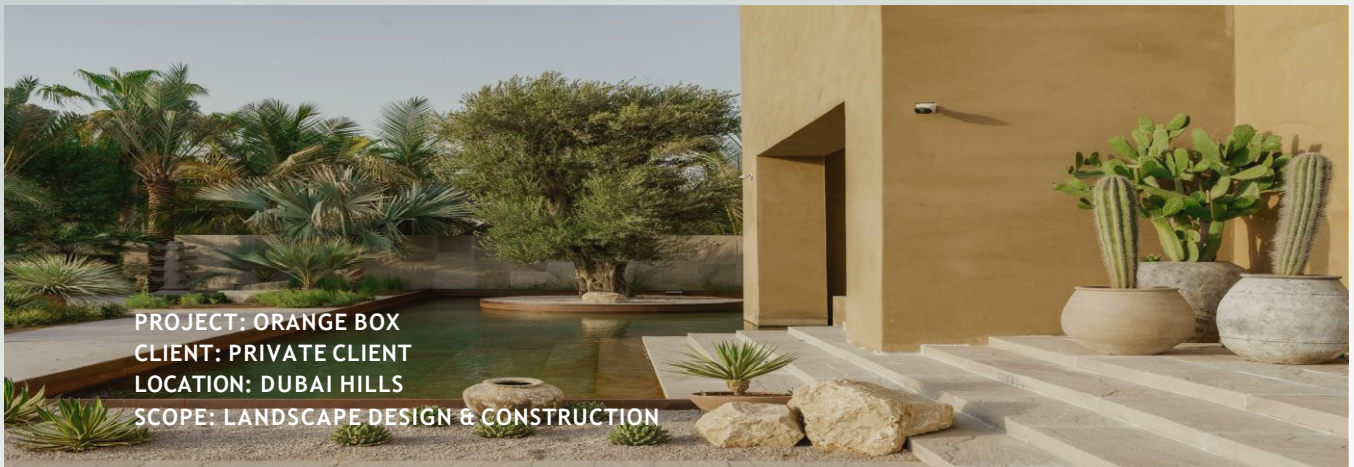


Introducing the Eden House project, a marvel of contemporary design and understated luxury. This iconic space in Dubai features sleek, minimalist elements, including a knife-edge water feature that seamlessly flows beneath a floating, multi-use monolithic platform. Larger-than-life trees emerge majestically from within, adding a touch of green and an impressive height to the space.

Characterized by its quiet elegance and refined finishes, Eden House epitomizes sophisticated urban living. Urban Landscapes is proud to have brought this visionary design by the world-renowned architect Andrea Cochran to life for H&H.



ORANGE BOX



Introducing the Orange Box project, a remarkable Vastu-compliant home nestled in the upscale Dubai Hills neighborhood. In collaboration with VDGA Architects, Urban Landscapes has crafted a residential outdoor space that seamlessly blurs the boundaries between indoor and outdoor living, fully embracing its desert surroundings.

Inspired by local architecture and Indian heritage, the design features quirky elements like the corten steel olive tree water feature, unique outdoor bench and perfectly curated softscape.



Kat Villa



Introducing the KAT Villa project, a visionary residential landscape in Dubai, meticulously constructed by Urban Landscapes. Designed by desert INK in collaboration with Dutch architects UXUS, this project marks a departure from regional trends, reflecting the lifestyle of an Emirati family of five. The landscape seamlessly integrates dining, play, entertaining, and cozy family spaces while ensuring privacy for formal areas.

At the core of the 'L'-shaped villa, a dense tropical garden transitions into a naturalistic xeriscape, balancing aesthetic desires with sustainability. Local materials—plants, stones, and paving—reinforce this transition, reflecting the family's love for travel and connection to the UAE's desert and mountain landscapes. Spanning 10,630 square meters, the garden features distinct zones, each with a unique purpose and aesthetic.

The KAT Villa project showcases Urban Landscapes' expertise in creating innovative, sustainable, and visually stunning environments, setting a new standard for residential landscapes in the region.





PROJECT: DUBAI SOUTH BUSINESS PARK
CLIENT: LOCI
LOCATION: DUBAI SOUTH
SCOPE: LANDSCAPE DESIGN

NEWS FROM THE LANDSCAPING WORLD



Recent news on Middle East landscaping highlights a major shift toward sustainability and innovation, driven by ambitious government-led projects and significant market growth. Governments and developers are increasingly focused on creating resilient, liveable, and eco-friendly urban environments.

Market outlook

- ♦ Strong market growth: The landscaping market is experiencing significant expansion.

The Middle East and Africa landscaping market was valued at \$35 million in 2024 and is projected to reach \$60.88 million by 2033

- ♦ Focus on sustainability: The industry is moving beyond traditional aesthetics to emphasize tangible outcomes like reduced cooling loads, water efficiency, and increased biodiversity. This is a response to the region's harsh climate and water scarcity.

Country-specific highlights United Arab Emirates (UAE)

- ♦ In the first half of 2025, Dubai planted over 300,000 trees across major roads, covering more than 3 million square meters.
- ♦ The Myplant & Garden Middle East exhibition will launch in Dubai in November 2025, promoting horticulture and green innovation.

Sustainable and innovative trends

- ♦ Xeriscaping and native plants: To conserve water, landscaping is incorporating drought-tolerant, native species like Ghaf trees, succulents, and desert roses.

Examples include Qatar's project to combat desertification by planting native flora.

- ♦ Smart technology: Technology is being integrated for efficiency, including smart irrigation systems that use sensors and weather data to optimize watering. Solar-powered lighting is also gaining popularity.
- ♦ Vertical gardens and urban greening: In densely populated cities, vertical gardens and green roofs are used to maximize green space, improve air quality, and mitigate the urban heat island effect.
- ♦ Eco-friendly materials: Projects are increasingly using sustainable materials like reclaimed stone, eco-friendly pavers, and repurposed wood to reduce their environmental footprint.

An employee is getting to know his new coworkers when the topic of his last job comes up. One coworker asks why he left that job.

"It was something my boss said," the man replied.

"Why? What did he say?" the coworker asked.

"He said: 'You're fired.'"



THE WORKPLACE COMPASS

Mastering Email Etiquette: Write Like a Pro, Without the Stress

Email isn't just a method of communication- it's the pulse of the modern workplace. From client updates to team check-ins, every message you send reflects your professionalism and personality. Practicing good email etiquette not only builds trust and clarity but also keeps communication flowing seamlessly across teams.

Writing Emails That Work

The secret? Clarity, brevity, and maintaining a professional tone. Here's how to make your emails shine:

1. Keep it Clear and Simple

Say what you mean without jargon or fancy vocabulary.

Example: Instead of "We need to synergize our deliverables," try "Let's align our project goals." Simple words, big impact.

2. Nail Your Subject Line

Your subject line is the first impression-make it count.

Example: "Q4 Budget Review Meeting- November 10" is far clearer than just "Review Meeting."

Quick tips:

- Be specific: "Q2 Sales Report Review- Feedback Needed by Friday"
- Keep it short: 6-10 words
- Include keywords for quick search: "Marketing Plan Draft- March 2025 Version"
- Skip ALL CAPS or multiple exclamation points- they scream spam!

3. Make it Easy to Read

Short paragraphs, one idea per section, and bullet points make your email easy on the eyes:

- Review the proposal by Friday
- Schedule a follow-up next week
- Share feedback on the timeline





4. Proofread (Seriously)

Typos and awkward phrasing can make even a great email fall flat. Read it aloud or use AI Tools. Pro tip: In Outlook, you can set a sending timer- perfect for adding forgotten attachments or tweaking your draft!

5. Timing is Everything

Even the best email can flop if it lands at the wrong hour:

- Respect time zones
- Stick to business hours (8 AM–5 PM, weekdays)
- Use scheduling tools for perfect timing
- Highlight urgency in the subject line with "FOR TOMORROW" or "URGENT"

E

6. Make Long Emails Digestible

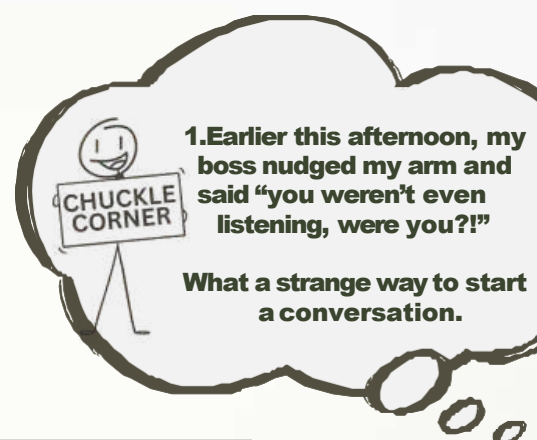
If your email has multiple action items, keep it organized:

- Clarify roles and responsibilities upfront
- Add a short recap at the top
- Pick your audience carefully, too many recipients = cluttered inboxes
- Reserve "high importance" flags for truly urgent matters

With a little care and style, your emails can be professional and engaging, helping you connect, collaborate, and leave a lasting impression.

To read more, visit

<https://www.tryhighrise.com/blog-posts/email-etiquette-in-the-workplace>
<https://www.grammarly.com/blog/emailing/business-email-etiquette/>



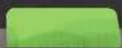
MYSTERY PLANT CONTEST

Think you know your greens?

Guess the Mystery Plant and email your answers on People First.

First 3 correct entries win a green surprise!

- 1) I am an evergreen shrub or small tree, often found lining streets and gardens in warm climates.
- 2) My flowers come in clusters and can be pink, white, red, or yellow, with a delicate, sweet scent.
- 3) Despite my beauty, I am highly toxic if ingested.
- 4) I'm extremely drought-tolerant and can thrive in poor soil, making me a popular choice for hedges and borders.



30 NOV

U.A.E. COMMEMORATION DAY

The UAE celebrates Commemoration Day every year, remembering and recognising the sacrifices and dedication of Emirati martyrs who gave their lives in civil, military, and humanitarian service for the country.



The late President Sheikh Khalifa bin Zayed bin Sultan Al Nahyan declared November 30 as Commemoration Day in 2015, remembering the death of Salem Suhail Khamis, the first Emirati to be killed in military service since the formation of the UAE, in 1971.

Key Focus Areas

- Honour the legacy of the martyrs and their sacrifices for the nation.
- Express the nation's gratitude to the martyrs and extend support for their families.
- Encourage the nation's youth to learn from the noble values demonstrated by the martyrs and emulate them when performing their duties.



ANNUAL GET-TOGETHER

SAVE THE DATE!

19

DAY

12

MONTH

25

YEAR

RSVP

HR - Laurianne & Khalid
(Please let us know if you are NOT able to attend the event)

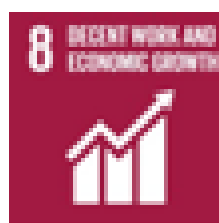
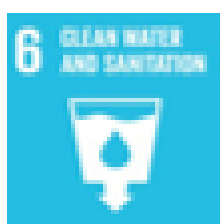
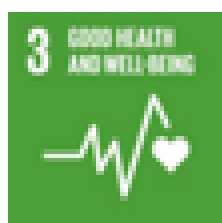


AJMAN HOTEL

Sheikh Humaid Bin Rashid Al Nuami St.
Ajman, U.A.E.



Sustainable Development Goal



Organizational Details (GRI 2-1)



Legal Name: Urban Landscaping LLC

Location of its headquarters:

P. O Box: 213690, Al Joud Center, Office-112 Shk, Zayed Road,15A Street,
Al Quoz Ind.Area-01, Dubai, United Arab Emirates.

Countries of operation: Dubai, United Arab Emirates

Organizational Details (GRI 2-1)

Urban Landscapes LLC operates in the UAE and provides landscaping works, irrigation systems, agricultural equipment trading, ornamental plants, gardening maintenance, and related environmental services. Sustainability principles are integrated into operational planning and business management.

Entities Included in Sustainability Reporting (GRI 2-2)

The report covers all activities undertaken by Urban Landscapes LLC within the United Arab Emirates, including landscaping works, irrigation systems, agricultural equipment trading, ornamental plant supply, landscape maintenance, and supporting administrative functions. Information reflects operational activities under the company's management and control.

Reporting Period, Frequency and Contact Point (GRI 2-3)

This Sustainability Report covers the reporting period from 1 January 2025 to 31 December 2025. The report is intended to be published annually and provides stakeholders with an overview of the company's sustainability performance, ESG initiatives, achievements, and future commitments throughout the reporting year.

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

The company delivers landscaping, irrigation, maintenance, and agricultural services while engaging employees, contractors, suppliers, and customers. Sustainability requirements are integrated throughout the value chain to improve environmental performance, labor standards, ethical conduct, and responsible procurement practices while maintaining strong stakeholder relationships and operational excellence.

Governance Structure and Composition (GRI 2-9)

Urban Landscapes maintains a governance framework that promotes accountability, transparency, compliance, and ethical business conduct. Leadership oversees sustainability initiatives, risk management activities, stakeholder engagement, operational controls, and continual improvement programs aligned with corporate objectives and ESG commitments.

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

The company delivers landscaping, irrigation, maintenance, and agricultural services while engaging employees, contractors, suppliers, and customers. Sustainability requirements are integrated throughout the value chain to improve environmental performance, labor standards, ethical conduct, and responsible procurement practices while maintaining strong stakeholder relationships and operational excellence.

Statement on Sustainable Development Strategy (GRI 2-22)

Urban Landscapes integrates ESG principles into strategic planning through energy conservation, water stewardship, biodiversity protection, employee wellbeing, ethical governance, and responsible sourcing. Sustainability objectives are reviewed regularly to support compliance, reduce environmental impacts, strengthen social responsibility, and create value for stakeholders and communities.



Process to Determine Material Topics (GRI 3-1)

Urban Landscapes identifies its material sustainability topics through a structured materiality assessment involving stakeholder engagement, customer feedback, employee consultations, regulatory requirements, operational risk assessments, environmental impact evaluations, and management reviews. The company prioritizes topics based on their significance to business performance, ESG impacts, stakeholder expectations, and long-term sustainability objectives, with periodic reviews ensuring continued relevance.

List of Material Topics (GRI 3-2)

Urban Landscapes has identified material topics including climate change, energy management, water stewardship, biodiversity conservation, waste management, occupational health and safety, employee development, diversity and inclusion, human rights, ethical business conduct, anti-corruption, information security, sustainable procurement, customer health and safety, regulatory compliance, stakeholder engagement, and community development as key sustainability priorities.

Management of Material Topics (GRI 3-3)

Urban Landscapes manages its material topics through ESG policies, ISO-certified management systems, operational procedures, measurable objectives, key performance indicators, employee training, supplier engagement, internal audits, risk assessments, corrective actions, and management reviews. Performance is regularly monitored to support continual improvement, regulatory compliance, stakeholder satisfaction, and the achievement of long-term sustainability goals.

Management Approach for Material Topics: GRI 3-3

Urban Landscapes manages its material sustainability topics through integrated ESG governance, risk assessment, stakeholder engagement, measurable objectives, and regular performance monitoring. Responsibilities are assigned across departments to implement policies, achieve sustainability targets, ensure legal compliance, manage environmental and social impacts, and drive continual improvement in line with the GRI Standards.

MOST IMPORTANT ENVIRONMENT TOPICS

1. Water Conservation and Efficient Irrigation
2. Biodiversity Protection and Habitat Enhancement
3. Climate Change Mitigation and GHG Emissions
4. Sustainable Landscaping Practices
5. Energy Consumption and Efficiency
6. Waste Management and Recycling
7. Sustainable Procurement of Plants and Materials
8. Soil Health and Land Management
9. Environmental Compliance and Regulatory Adherence
10. Resource Efficiency and Circular Economy.

MOST IMPORTANT SOCIAL TOPICS

1. Talent Attraction and Retention
2. Equal Employment Opportunities
3. Grievance and Whistleblowing Mechanisms
4. Responsible Supply Chain Labor Practices
5. Employee Performance Management
6. Workplace Culture and Respect
7. Stakeholder Engagement
8. Customer Satisfaction
9. Local Employment Generation
10. Contractor and Subcontractor Safety Management

MOST IMPORTANT GOVERNANCE TOPICS

1. Business Ethics and Integrity
2. Anti-Bribery and Anti-Corruption
3. Regulatory Compliance
4. Corporate Governance Structure
5. Risk Management and Internal Controls
6. ESG Governance and Oversight
7. Transparency and Accountability
8. Legal Compliance and Regulatory Monitoring
9. Sustainable Supply Chain Governance
10. Stakeholder Engagement and Communication



GOVERNANCE

Direct Economic Value Generated and Distributed (GRI 201-1)

Urban Landscapes generates economic value through landscaping projects, irrigation systems, agricultural equipment trading, and maintenance services across the UAE. Revenue supports employee salaries, supplier payments, taxes, operational investments, community development, and sustainability initiatives. Responsible financial management enables long-term business resilience while creating value for customers, employees, suppliers, shareholders, and society.

Climate-Related Risks (GRI 201-2)

Urban Landscapes recognizes climate-related risks including extreme temperatures, water scarcity, increased operating costs, and regulatory changes. Opportunities include water-efficient irrigation, native landscaping, renewable energy adoption, and sustainable products. Climate resilience initiatives strengthen operational continuity, reduce environmental impacts, and improve long-term financial sustainability and customer confidence.

Defined Benefit Obligations (GRI 201-3)

Urban Landscapes complies with UAE labour legislation regarding employee benefits, end-of-service gratuity, insurance, and contractual obligations. Financial provisions are maintained according to applicable legal requirements. Employee welfare programs support workforce stability, financial security, responsible employment practices, and long-term organizational sustainability.

Financial assistance received from government (GRI 201-4)

Urban Landscapes conducts business independently while complying with UAE regulations governing taxation, licensing, environmental compliance, and commercial operations. The company focuses on operational excellence, sustainable growth, and efficient resource management rather than relying on government financial assistance, ensuring responsible corporate governance and financial independence.

Ratios of standard entry-level wage to local minimum wage (GRI 202-1)

Urban Landscapes provides competitive compensation packages that comply with UAE labour regulations and employment contracts. Wage structures consider employee skills, experience, responsibilities, and market conditions. Fair remuneration promotes employee satisfaction, improves retention, supports diversity, and reinforces the company's commitment to responsible employment practices.

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

Urban Landscapes encourages recruitment of qualified professionals from local communities whenever appropriate. Senior management appointments are based on competence, leadership capability, industry experience, and organizational requirements. Local hiring strengthens stakeholder relationships, promotes regional economic development, enhances cultural understanding, and supports sustainable business growth within the UAE.



Infrastructure Investments and Supported Services (GRI 203-1)

Urban Landscapes contributes to sustainable infrastructure through landscaping projects, irrigation systems, tree plantation programs, green space development, biodiversity enhancement, and environmental restoration initiatives. These investments improve urban environments, conserve natural resources, enhance public wellbeing, increase ecological resilience, and support sustainable community development across the United Arab Emirates.

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

The company's landscaping and environmental projects create employment opportunities, improve property values, enhance environmental quality, conserve water resources, and support biodiversity conservation. Sustainable operations strengthen local supply chains, promote responsible resource utilization, encourage community wellbeing, and contribute positively to regional economic development and environmental sustainability objectives.

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

Urban Landscapes prioritizes procurement from qualified local suppliers whenever practical to support regional economic growth, reduce transportation impacts, improve supply chain resilience, and strengthen business partnerships. Suppliers are evaluated based on product quality, environmental performance, ethical business conduct, legal compliance, sustainability commitments, and operational reliability before engagement.

Operations assessed for corruption risks (GRI 205-1)

Urban Landscapes conducts periodic assessments to identify corruption risks within operations, procurement activities, supplier relationships, and business transactions. Risk evaluation processes support preventive controls, strengthen governance frameworks, improve transparency, and ensure compliance with ethical business practices and applicable regulatory requirements across the organization.

Anti-Corruption Communication & Training (GRI 205-2)

Employees, management, and relevant stakeholders receive anti-corruption training covering bribery prevention, ethical conduct, reporting mechanisms, compliance responsibilities, and organizational policies. Continuous awareness initiatives promote transparency, accountability, and responsible decision-making while reducing corruption risks and strengthening corporate governance throughout company operations.

Confirmed incidents of corruption and actions taken (GRI 205-3)

Urban Landscapes maintains reporting, investigation, and corrective action procedures for corruption-related concerns. Allegations are assessed objectively, investigated confidentially, and addressed through disciplinary or corrective measures where necessary. Monitoring systems support accountability, ensure compliance, and strengthen stakeholder confidence in ethical business practices.

Anti-Competitive Behavior (GRI 206-1)

The company is committed to fair competition, ethical marketing practices, and compliance with applicable competition laws. Business activities are conducted transparently without engaging in anti-competitive conduct, price manipulation, market abuse, or unfair commercial practices, supporting integrity, trust, and sustainable business relationships.

Tax Approach (GRI 207-1)

Urban Landscapes complies with applicable tax laws and regulations in jurisdictions where it operates. Financial reporting processes promote transparency, accountability, and regulatory compliance. Responsible tax practices support public services, economic development, and the organization's commitment to ethical governance and sustainable business conduct.

Tax Governance & Risk Management (GRI 207-2)

Tax-related risks are managed through internal controls, financial oversight, compliance reviews, and professional consultation where necessary. Governance processes ensure accurate reporting, timely payments, and adherence to legal obligations while supporting transparency, accountability, and effective risk management across organizational operations.

Stakeholder Engagement on Tax (GRI 207-3)

The organization maintains transparent communication with regulatory authorities, auditors, financial institutions, and relevant stakeholders regarding tax compliance matters. Engagement activities support regulatory adherence, strengthen trust, facilitate accountability, and ensure responsible management of tax-related obligations within established governance frameworks.

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

Urban Landscapes maintains financial records and reporting systems that support transparency and regulatory compliance. Reporting practices provide relevant information regarding operational performance, taxation, and governance activities where required by applicable laws, contributing to responsible business conduct and stakeholder confidence.



A high-angle photograph of a river flowing through a dense, lush green forest. The river is filled with large, light-colored rocks, creating white water rapids. The surrounding forest is thick with various types of trees, and the overall scene is vibrant and natural.

ENVIRONMENT

Materials Used by

Weight or Volume (GRI 301-1)

Urban Landscapes monitors the consumption of construction materials, irrigation components, soil amendments, ornamental plants, fertilizers, mulch, and landscaping supplies. Sustainable procurement practices prioritize environmentally preferable, recycled, and locally sourced materials where feasible to reduce environmental impacts, conserve natural resources, and improve resource efficiency across landscaping.

Recycled Input Materials Used (GRI 301-2)

The company encourages the use of recycled and reusable materials, including compost, recycled plastic products, organic mulch, and recovered landscaping materials. Recycled inputs are evaluated for quality and environmental performance before use, supporting circular economy principles, reducing virgin material consumption, and minimizing waste generation.

Reclaimed Products and Packaging Materials (GRI 301-3)

Urban Landscapes promotes reuse of packaging materials, pallets, containers, and selected landscaping products whenever practical. Suppliers are encouraged to reduce unnecessary packaging and provide recyclable alternatives. Packaging recovery initiatives help minimize landfill disposal, improve resource conservation, and support sustainable material management throughout operations.

Energy Consumption Within the Organization (GRI 302-1)

Energy consumption includes electricity for offices and facilities and fuel used in landscaping equipment, machinery, and company vehicles. Energy usage is monitored regularly, while conservation initiatives such as LED lighting, preventive maintenance, energy-efficient equipment, and employee awareness programs help reduce consumption and greenhouse gas emissions.

Hydroseeding Innovation for Sustainable Landscaping

Urban Landscapes successfully implemented a hydroseeding trial to promote sustainable landscaping practices. The initiative improved seed germination, reduced water consumption, minimized soil erosion, and enhanced vegetation establishment. Through innovative techniques and collaboration with stakeholders, the project demonstrates the Company's commitment to environmental stewardship, resource efficiency, and climate-resilient landscape development.

Energy Consumption Outside the Organization (GRI 302-2)

Urban Landscapes considers indirect energy impacts associated with purchased goods, transportation, logistics, supplier activities, and outsourced services. Supplier engagement encourages energy-efficient practices, optimized transportation, and environmentally responsible operations to reduce indirect energy consumption across the value chain.



Energy Intensity (GRI 302-3)

Energy intensity indicators are monitored relative to operational activities and project performance. Regular performance reviews identify improvement opportunities, enabling the company to optimize equipment efficiency, reduce fuel consumption, and improve operational productivity while lowering environmental impacts.

Reduction of Energy Consumption (GRI 302-4)

Energy reduction initiatives include preventive maintenance of machinery, route optimization, paperless operations, automatic shutdown settings, employee awareness campaigns, and efficient irrigation equipment. These initiatives contribute to lower electricity and fuel consumption while supporting climate action objectives.

Reductions in Energy Requirements of Products and Services (GRI 302-5)

Urban Landscapes designs irrigation systems and landscaping solutions that reduce long-term energy requirements through efficient pumps, smart irrigation controls, native plant selection, and optimized maintenance practices. These measures help customers reduce operational energy consumption and environmental impacts.

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

The company recognizes water as a valuable shared resource and promotes responsible water stewardship through efficient irrigation systems, rainwater harvesting, treated wastewater reuse, water audits, and employee awareness programs to minimize freshwater consumption and protect local water resources..

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

Wastewater generated during operations is managed through authorized treatment systems or approved service providers. Water quality is monitored where applicable to ensure compliance with regulatory requirements and minimize impacts on surrounding ecosystems and communities.

Water Withdrawal (GRI 303-3)

Water is withdrawn primarily for irrigation, landscaping, cleaning, and operational activities. Consumption is monitored through regular inspections, leak detection, and water-use reviews. Conservation initiatives help reduce unnecessary withdrawal while maintaining landscape quality and operational efficiency.

Water Discharge (GRI 303-4)

Urban Landscapes minimizes water discharge by maximizing reuse opportunities through treated wastewater, greywater systems, and efficient irrigation management. Discharge practices comply with applicable environmental regulations to prevent pollution and protect receiving environments.

Water Consumption (GRI 303-5)

Water conservation remains a strategic priority. Drip irrigation, soil moisture monitoring, drought-tolerant plants, mulching techniques, leak prevention, and employee awareness initiatives significantly improve water-use efficiency while supporting sustainable landscaping practices throughout company operations.

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

Project planning considers nearby environmentally sensitive areas, protected habitats, and biodiversity values. Environmental assessments help identify potential ecological impacts and ensure landscaping activities minimize disturbance to native ecosystems and protected species where applicable.

Significant Impacts on Biodiversity (GRI 304-2)

Potential biodiversity impacts are assessed before project implementation. Measures including native plant selection, habitat preservation, invasive species control, and ecological restoration reduce adverse impacts while enhancing ecosystem resilience and biodiversity conservation.

Habitats Protected or Restored (GRI 304-3)

Urban Landscapes supports habitat restoration through tree planting, green belt development, native vegetation programs, pollinator-friendly landscaping, and ecological enhancement projects that improve biodiversity, soil quality, and ecosystem health across project locations.

Species on the IUCN Red List (GRI 304-4)

The company avoids activities that could adversely affect threatened or protected species. Site assessments identify ecological sensitivities, and operational controls are implemented to minimize risks while promoting responsible environmental stewardship and habitat conservation..

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

Urban Landscapes LLC quantified direct greenhouse gas emissions from company-owned vehicles, landscaping machinery, generators, and refrigerant leakage. Total Scope 1 emissions for 2025 were **2,561.78 tCO₂e**, representing the largest share of the organization's carbon footprint. Emissions are monitored annually to improve fuel efficiency and reduce operational impacts.

Energy Indirect GHG Emissions (Scope 2) – Location-Based (GRI 305-2)

Urban Landscapes LLC reported 34.45 tCO₂e of total gross location-based Scope 2 greenhouse gas emissions from purchased electricity consumed across offices, warehouses, nurseries, and operational facilities during 2025. The Company continuously improves energy efficiency through LED lighting, efficient equipment, HVAC optimization, and energy conservation initiatives.

Energy Indirect GHG Emissions (Scope 2) – Market-Based (GRI 305-2)

Urban Landscapes LLC reported 34.45 tCO₂e of total gross market-based Scope 2 greenhouse gas emissions for 2025. As no renewable electricity contracts or Energy Attribute Certificates (EACs) were utilized during the reporting period, market-based emissions remained equal to location-based emissions. The Company plans to procure renewable electricity in the future.

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

Urban Landscapes measured Scope 3 emissions from purchased goods and services, transportation, employee commuting, waste management, business travel, and downstream logistics. Total Scope 3 emissions were **2,373.00 tCO₂e** in 2025. Supplier engagement, sustainable procurement, and logistics optimization support continuous reduction of value chain emissions.

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

Urban Landscapes LLC reported **2,113.11 tCO₂e** of upstream Scope 3 emissions from purchased goods, fuel-related activities, supplier transportation, employee commuting, business travel, and operational waste. The company reduces these emissions through sustainable procurement, local sourcing, supplier engagement, and logistics optimization.

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

Urban Landscapes LLC reported **259.89 tCO₂e** of downstream Scope 3 emissions from product transportation, distribution, and end-of-life treatment of packaging materials. The company aims to reduce these emissions through efficient logistics, recyclable packaging, optimized delivery routes, and responsible waste management practices.

GHG Emissions Intensity (GRI 305-4)

Urban Landscapes monitors greenhouse gas emission intensity to assess operational efficiency. In 2025, total emissions were **4,969.23 tCO₂e**, equivalent to **8.17 tCO₂e** per employee (608 employees). Future indicators will include emissions per project, hectare maintained, and revenue generated.

Reduction of GHG Emissions (GRI 305-5)

Urban Landscapes established 2025 as its GHG baseline and adopted emission reduction targets through fleet modernization, renewable electricity, energy-efficient equipment, sustainable procurement, waste reduction, and smart irrigation. These initiatives support significant reductions in Scope 1, Scope 2, and Scope 3 emissions by 2030..

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

Urban Landscapes manages refrigerants responsibly through preventive maintenance, leak inspections, and timely repairs of HVAC equipment. No significant ozone-depleting substance emissions were identified during the reporting period. Refrigerant handling follows applicable environmental regulations and aims to minimize environmental impacts through responsible management practices

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

Air emissions from diesel-powered vehicles, generators, and landscaping equipment are controlled through preventive maintenance, fuel efficiency programs, and regular equipment servicing. Urban Landscapes continuously monitors operational activities to minimize NOx, SOx, particulate matter, and other air pollutants while complying with applicable UAE environmental regulations.

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

Urban Landscapes maintains reporting, investigation, and corrective action procedures for corruption-related concerns. Allegations are assessed objectively, investigated confidentially, and addressed through disciplinary or corrective measures where necessary. Monitoring systems support accountability, ensure compliance, and strengthen stakeholder confidence in ethical business practices.

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

Urban Landscapes implements comprehensive waste management procedures focusing on waste reduction, source segregation, recycling, reuse, and environmentally responsible disposal. Employees receive regular awareness training to promote proper waste handling practices. Hazardous waste is safely stored, transported, and disposed of through licensed contractors in compliance with applicable environmental regulations and company procedures.

Waste Generated (GRI 306-3)

Urban Landscapes monitors waste generation across its landscaping, irrigation, maintenance, and office operations to identify opportunities for waste reduction. Through material optimization, efficient resource utilization, waste segregation, recycling programs, employee awareness, and continuous process improvements, the company minimizes waste generation, conserves resources, reduces environmental impacts, and enhances overall operational sustainability.

Waste Diverted from Disposal (GRI 306-4)

Urban Landscapes diverts waste from landfill by composting organic waste, recycling paper, plastics, metals, and cardboard, and reusing suitable materials in landscaping and maintenance activities. Waste segregation at source and resource recovery initiatives improve recycling rates, reduce landfill dependency, conserve natural resources, and support the company's circular economy and sustainability objectives.

Waste Directed to Disposal (GRI 306-5)

Waste that cannot be reused, recycled, or recovered is collected, segregated, and disposed of through licensed and authorized waste management service providers in accordance with applicable environmental regulations. Urban Landscapes monitors disposal practices to ensure safe handling, prevent environmental pollution, maintain regulatory compliance, and continuously improve waste management performance across its operations.

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

Environmental criteria are integrated into supplier selection processes. Suppliers are evaluated based on legal compliance, environmental management practices, sustainable products, waste management, and resource efficiency before engagement.

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

Urban Landscapes monitors supplier environmental performance through assessments, audits, communication, and corrective actions. Suppliers with identified environmental issues are encouraged to implement improvements that align with the company's ESG expectations and sustainability commitments.



SOCIAL

New Employee Hires and Employee Turnover (GRI 401-1)

Urban Landscapes recruits qualified employees through fair, transparent, and non-discriminatory hiring practices that comply with UAE labour regulations. Recruitment supports business growth while promoting equal opportunity and workforce diversity. Employee turnover is monitored through HR records to identify retention trends, improve employee engagement, strengthen organizational stability, and support long-term workforce planning.

Benefits Provided to Full-time Employees (GRI 401-2)

Urban Landscapes provides full-time employees with benefits including medical insurance, annual leave, paid public holidays, end-of-service gratuity, sick leave, training opportunities, personal protective equipment, and other statutory benefits in accordance with UAE Labour Law. These benefits promote employee wellbeing, financial security, job satisfaction, retention, and a positive workplace culture.

Parental Leave (401-3)

Urban Landscapes complies with UAE Labour Law by providing maternity and applicable parental leave benefits to eligible employees. Employees returning from leave are supported through fair employment practices and equal opportunities. The company promotes work-life balance, family wellbeing, employee retention, gender equality, and compliance with statutory employment requirements.

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

Urban Landscapes communicates significant operational changes to employees in accordance with employment contracts and UAE labour regulations. Employees receive appropriate notice regarding organizational changes, restructuring, or workplace adjustments. Open communication, consultation, and management engagement ensure transparency, minimize uncertainty, maintain employee trust, and support effective workforce transition planning.

Hazard Identification, Risk Assessment and Incident Investigation Hazardous Waste (GRI 403-2)

Urban Landscapes identifies hazards associated with hazardous waste including chemicals, used oils, batteries, paint residues, and contaminated materials. Risk assessments determine appropriate control measures such as secure storage, employee training, spill response procedures, PPE usage, and authorized disposal. Incident investigations identify root causes and support continual improvements in workplace safety.



Workers Covered by an Occupational Health and Safety Management System (GRI 403-8)

Urban Landscapes operates an Occupational Health and Safety Management System that covers employees, contractors, subcontractors, and temporary workers engaged in company operations. Health and safety requirements include risk assessments, emergency preparedness, PPE usage, safety training, incident reporting, inspections, and continual performance monitoring to maintain a safe working environment.

Work-related Injuries (GRI 403-9)

Urban Landscapes monitors and records work-related injuries through an established incident reporting system. Root cause investigations, corrective actions, employee training, hazard identification, and preventive measures reduce injury risks. Safety performance is reviewed regularly to improve workplace conditions, strengthen safety culture, and achieve continual improvement in occupational health and safety performance.

Work-related Ill Health (GRI 403-10)

The company implements occupational health programs to prevent work-related illnesses through medical examinations, heat stress management, ergonomic assessments, chemical exposure controls, wellness initiatives, and employee awareness training. Health monitoring, early intervention, and continuous workplace improvements contribute to employee wellbeing, productivity, and long-term occupational health protection.

Average Hours of Training per Employee (GRI 404-1)

Urban Landscapes provides regular training covering occupational health and safety, environmental management, biodiversity conservation, energy efficiency, water stewardship, ethical business conduct, technical skills, and leadership development. Training hours are monitored annually to improve employee competency, operational excellence, regulatory compliance, and organizational sustainability performance.

Programs for Upgrading Employee Skills and Transition Assistance Programs (GRI 404-2)

Employees participate in technical training, safety awareness programs, ESG education, leadership development, machinery operation, customer service, and professional development initiatives. Continuous learning improves employee competence, supports career advancement, enhances operational efficiency, strengthens organizational capability, and prepares employees for changing business requirements and sustainability challenges.

Percentage of Employees Receiving Regular Performance and Career Development Reviews (GRI 404-3)

Urban Landscapes conducts periodic performance evaluations to assess employee achievements, competencies, training needs, and career development opportunities. Constructive feedback supports continuous improvement, recognition, succession planning, and professional growth. Performance reviews align individual objectives with organizational goals while encouraging employee engagement and long-term career progression.

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

Urban Landscapes provides full-time employees with benefits including medical insurance, annual leave, paid public holidays, end-of-service gratuity, sick leave, training opportunities, personal protective equipment, and other statutory benefits in accordance with UAE Labour Law. These benefits promote employee wellbeing, financial security, job satisfaction, retention, and a positive workplace culture.

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

Urban Landscapes maintains a fair and transparent remuneration system based on job responsibilities, qualifications, experience, skills, and performance rather than gender. Equal pay principles are applied across comparable positions to eliminate wage discrimination, promote workplace equality, enhance employee satisfaction, and comply with UAE labour legislation and organizational policies.

Incidents of Discrimination and Corrective Actions Taken (GRI 406-1)

Urban Landscapes communicates significant operational changes to employees in accordance with employment contracts and UAE labour regulations. Employees receive appropriate notice regarding organizational changes, restructuring, or workplace adjustments. Open communication, consultation, and management engagement ensure transparency, minimize uncertainty, maintain employee trust, and support effective workforce transition planning.

Operations and Suppliers at Significant Risk for Incidents of Child Labour (GRI 408-1)

Urban Landscapes strictly prohibits child labour throughout its operations and supply chain. Recruitment procedures include age verification, identity document reviews, and supplier due diligence. Regular audits, employee awareness programs, contractual obligations, and supplier assessments ensure compliance with UAE labour laws, international labour standards, and responsible business practices.

Operations and Suppliers at Significant Risk for Incidents of Forced or Compulsory Labour (GRI 409-1)

Urban Landscapes prohibits forced labour, bonded labour, human trafficking, and involuntary employment practices. Ethical recruitment procedures, worker interviews, supplier assessments, grievance mechanisms, and compliance monitoring help identify and eliminate labour risks. Employees retain control of personal documents and work voluntarily under fair employment conditions consistent with human rights principles.

Operations Subject to Human Rights Reviews or Impact Assessments (GRI 412-1)

Urban Landscapes periodically evaluates operational activities for potential human rights risks related to recruitment, working conditions, health and safety, labour practices, discrimination, and supplier management. Assessments identify improvement opportunities, strengthen compliance with international human rights principles, and support responsible business conduct throughout company operations and business relationships.

Employee Training on Human Rights Policies or Procedures (GRI 412-2)

Employees receive training on human rights principles, ethical conduct, labour rights, anti-discrimination, harassment prevention, diversity, grievance reporting, and workplace respect. Regular awareness programs strengthen employee understanding of organizational responsibilities, encourage ethical behaviour, improve compliance, and foster an inclusive, respectful, and socially responsible workplace culture.

Significant Investment Agreements and Contracts Including Human Rights Clauses (GRI 412-3)

Urban Landscapes incorporates human rights expectations into supplier agreements, procurement contracts, and business partnerships wherever applicable. Contractual clauses require compliance with labour laws, ethical recruitment, non-discrimination, occupational health and safety, and responsible employment practices. Supplier performance is periodically monitored to ensure continued adherence to these commitments.

Operations with Local Community Engagement, Impact Assessments, and Development Programs (GRI 413-1)

Urban Landscapes actively engages local communities through tree plantation campaigns, biodiversity conservation initiatives, environmental awareness activities, sustainable landscaping projects, and stakeholder consultations. Community feedback is considered during project planning to minimize environmental impacts, improve social benefits, strengthen relationships, and contribute to sustainable urban development across the UAE.

Operations with Significant Actual and Potential Negative Impacts on Local Communities (GRI 413-2)

Urban Landscapes evaluates operational activities for potential impacts including dust, noise, traffic, waste generation, water use, and temporary disruptions. Appropriate mitigation measures, environmental controls, stakeholder communication, and monitoring programs minimize adverse effects while protecting community health, environmental quality, and maintaining positive relationships with surrounding stakeholders.

New Suppliers Screened Using Social Criteria (GRI 414-1)

Urban Landscapes evaluates new suppliers against social criteria including labour rights, occupational health and safety, ethical recruitment, human rights, diversity, legal compliance, and employee welfare. Supplier assessments, documentation reviews, and contractual commitments help ensure responsible sourcing, reduce supply chain risks, and strengthen sustainable procurement practices.

Negative Social Impacts in the Supply Chain and Actions Taken (GRI 414-2)

The company monitors suppliers for potential social risks such as labour rights violations, unsafe working conditions, discrimination, forced labour, and unethical practices. Where deficiencies are identified, corrective action plans, supplier engagement, performance monitoring, and follow-up assessments are implemented to improve compliance and promote responsible business conduct.

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

Urban Landscapes assesses health and safety risks associated with landscaping services, irrigation systems, agricultural equipment, plants, fertilizers, and maintenance activities. Safety information, operating instructions, risk assessments, customer awareness programs, and product guidance are provided to minimize hazards, protect users, and improve customer satisfaction and wellbeing.

Incidents of Non-compliance Concerning the Health and Safety Impacts of Products and Services (GRI 416-2)

Urban Landscapes monitors customer complaints, safety incidents, and regulatory compliance related to its products and services. Any identified is investigated promptly, corrective actions are implemented, and preventive measures are established to improve product safety, operational performance, customer confidence, and compliance with applicable legal requirements.

Substantiated Complaints Concerning Breaches of Customer Privacy and Losses of Customer Data (GRI 418-1)

Urban Landscapes protects customer and stakeholder information through information security policies, access controls, employee awareness training, secure record management, and data protection procedures. Reported privacy concerns are investigated promptly, corrective actions are implemented, and security controls are continuously improved to maintain confidentiality, integrity, and stakeholder trust.

Non-compliance with Socioeconomic Laws and Regulations (GRI 419-1)

Urban Landscapes complies with applicable UAE socioeconomic laws governing labour practices, environmental protection, taxation, procurement, occupational health and safety, and ethical business conduct. Internal audits, legal compliance evaluations, management reviews, and corrective action processes help prevent violations. No significant fines or penalties were recorded during the reporting period.

Employee Health and Well-being

Urban Landscapes promotes employee health and well-being by encouraging work-life balance, mental wellness, and a supportive workplace culture. The Company provides health awareness initiatives, stress management programs, and wellness activities that help employees maintain physical and mental well-being, improve productivity, enhance engagement, and create a healthier, more resilient workforce.

Sustainability Performance Data (01st January 2025 to 31st December 2025)

Topic	Policy Commitment	KPI	Unit	measure
Child Labor, Forced Labor & Human Rights	Zero tolerance for child labor, forced labor, and human trafficking	Child labor, forced labor, and human trafficking	Count	0
Child Labor, Forced Labor & Human Rights	Ensure employees retain control of personal identity documents	Percentage of workers retaining control of their personal identity documents	%	100
Child Labor, Forced Labor & Human Rights	Provide annual labor rights training	Percentage of employees trained on labor rights annually	%	100
Business Ethics & Anti-Corruption	Promote ethical business conduct	Percentage of employees trained on business ethics	%	100
Business Ethics & Anti-Corruption	Maintain zero corruption incidents	Number of confirmed corruption incidents	Count	0
Business Ethics & Anti-Corruption	Ensure awareness of anti-corruption policy	Percentage of employees acknowledging the anti-corruption policy	%	100
Business Ethics & Anti-Corruption	Eliminate bribery in procurement	Number of substantiated bribery cases in tendering processes	Count	0
Business Ethics & Anti-Corruption	Conduct corruption risk assessments	Percentage of business units assessed for corruption risks annually	%	100
Child Labor, Forced Labor & Human Rights	Zero tolerance for child labor, forced labor, and human trafficking	Child labor, forced labor, and human trafficking	Count	0
Water Stewardship	Reduce water withdrawal	Water withdrawal	m ³	1,652
Water Stewardship	Improve water efficiency	Total water consumption	m ³	14,352
Water Stewardship	Increase water recycling	Total amount of water recycled and reused	m ³	6,166
Water Stewardship	Treat wastewater responsibly	Percentage of wastewater treated before discharge	%	100
Water Stewardship	Repair leaks promptly	Percentage of identified leaks repaired within defined timelines	%	100
Water Stewardship	Reduce water withdrawal	Water withdrawal	m ³	1,652
Water Stewardship	Improve water efficiency	Total water consumption	m ³	14,352
Water Stewardship	Raise water conservation awareness	Percentage of employees participating in water awareness programs	%	100

Sustainability Performance Data (01st January 2025 to 31st December 2025)

Topic	Commitment	KPI	Unit	measure
Working Conditions	Maintain fair working conditions	Working Conditions	%	100
Compensation & Benefits	Ensure equitable remuneration	Ratio of highest to median annual compensation	Ratio	0.5
Compensation & Benefits	Comply with wage regulations	Percentage of employees receiving wages meeting or exceeding legal requirements	%	100
Compensation & Benefits	Ensure timely overtime payment	Percentage of eligible overtime hours compensated accurately and timely	%	100
Environmental Services & Advocacy	Promote environmental initiatives	Environmental services and advocacy	Count	14
Environmental Services & Advocacy	Recommend sustainable products	Percentage of recommended products meeting environmental sustainability criteria	%	100
Environmental Services & Advocacy	Support clients with environmental improvements	Percentage of clients receiving environmental performance improvement recommendations	%	100
Occupational Health & Safety	Achieve zero workplace injuries	Employee health and safety incidents	Count	0
Occupational Health & Safety	Prevent work-related injuries	Number of days lost to work-related injuries, fatalities, and ill health	Days	0
Occupational Health & Safety	Maintain safe workplaces	Number of work-related accidents	Count	0
Occupational Health & Safety	Prevent slips, trips and falls	Number of slip, trip, and fall incidents	Count	0
Occupational Health & Safety	Train all employees on H&S	Percentage of employees completing health and safety training	%	100
Sustainable Procurement	Integrate ESG into supplier contracts	Percentage of targeted suppliers with ESG clauses	%	100
Sustainable Procurement	Assess supplier sustainability	Percentage of targeted suppliers covered by sustainability assessment	%	100
Sustainable Procurement	Build buyer capability	Percentage of buyers trained on sustainable procurement	%	100
Sustainable Procurement	Audit supplier sustainability	Percentage of targeted suppliers covered by sustainability on-site audit	%	100
Sustainable Procurement	Screen suppliers for environmental criteria	Percentage of new suppliers evaluated against environmental criteria	%	100

Sustainability Performance Data

(01st January 2025 to 31st December 2025)

Topic	Commitment	KPI	Unit	measure
Sustainable Procurement	Assess critical suppliers	Percentage of critical suppliers included in environmental assessments	%	100
Human Rights & Information Security	Respect stakeholder rights	External stakeholder human rights cases	Count	0
Information Security	Protect confidential information	Number of substantiated privacy breaches	Count	0
Information Security	Maintain cybersecurity	Number of confirmed information security incidents	Count	0
Whistleblower Protection	Encourage ethical reporting	Number of whistleblower reports	Count	0
Information Security	Build employee awareness	Percentage of employees completing information security training	%	100
Information Governance	Maintain records appropriately	Percentage of records maintained per retention schedule	%	100
Customer Health & Safety	Protect customer wellbeing	Customer health and safety incidents	Count	0
Customer Health & Safety	Communicate product safety	Percentage of customers receiving relevant safety communications	%	100
Customer Health & Safety	Train employees on customer safety	Percentage of relevant employees completing customer health and safety training	%	100
Conflict of Interest	Prevent conflicts of interest	Number of substantiated financial conflict of interest cases	Count	0
Conflict of Interest	Manage identified conflicts	Percentage of conflict cases reviewed and managed	%	100
Conflict of Interest	Control gifts and hospitality	Percentage of declarations reviewed and approved	%	100
Social Dialogue	Encourage employee engagement	Social Dialogue meetings	Count	7
Social Dialogue	Implement dialogue mechanisms	Percentage of sites implementing formal social dialogue mechanisms	%	100
Social Dialogue	Ensure fair wage arrangements	Percentage of employees covered by collective wage agreements/equivalent	%	100
Social Dialogue	Promote awareness	Percentage of employees completing social dialogue awareness training	%	100

Sustainability Performance Data (01st January 2025 to 31st December 2025)

Topic	Commitment	KPI	Unit	measure
Energy & Climate Change	Improve energy efficiency	Energy consumption	kWh	82,032
Energy & Climate Change	Increase renewable energy	Total renewable energy consumption	kWh	0
Energy & Climate Change	Promote energy conservation	Percentage of employees completing energy conservation training	%	100
Diversity & Inclusion	Eliminate discrimination	Number of discrimination or harassment incidents	Count	0
Diversity & Inclusion	Maintain harassment-free workplace	Discrimination and Harassment	Count	0
Diversity & Inclusion	Ensure workplace accessibility	Percentage of facilities meeting accessibility requirements	%	100
Diversity & Inclusion	Promote inclusion	Percentage of employees completing diversity and inclusion training	%	100
Fraud Prevention	Strengthen fraud controls	Percentage of fraud risks covered by documented controls	%	100
Fraud Prevention	Raise policy awareness	Percentage of employees acknowledging Fraud Prevention Policy	%	100
Air Pollution	Minimize air emissions	Air Pollution Index	Index	36
Air Pollution	Control dust emissions	Percentage of sites implementing dust control measures	%	100
Air Pollution	Reduce noise impacts	Percentage of sites implementing noise control measures	%	100
Air Pollution	Control odor emissions	Percentage of operations implementing odor controls	%	100
Air Pollution	Build awareness	Percentage of employees completing air pollution training	%	100
Career Management & Training	Develop employee skills	Career management and training	%	100
Career Management & Training	Enhance competency	Average hours of training per employee	Hours	18
Energy & Climate Change	Improve energy efficiency	Energy consumption	kWh	82,032

Sustainability Performance Data (01st January 2025 to 31st December 2025)

Topic	Commitment	KPI	Unit	measure
Career Management & Training	Support career growth	Percentage of employees with career development plans	%	100
Career Management & Training	Ensure merit-based recruitment	Percentage of competency-based recruitment decisions	%	100
Anti-Money Laundering	Promote AML compliance	Percentage acknowledging AML policy	%	100
Anti-Money Laundering	Conduct due diligence	Percentage of high-risk parties subjected to due diligence	%	100
Anti-Money Laundering	Prevent retaliation	Number of AML retaliation cases	Count	0
Diversity	Promote workforce diversity	Employees from minority/vulnerable groups	%	0
Diversity	Increase leadership diversity	Minority employees in top management	%	0
Gender Diversity	Increase female participation	Women employed	%	1.15
Gender Diversity	Improve female leadership	Women in top management	%	0.82
Gender Diversity	Promote board diversity	Women on the Board	%	0.65
Gender Equality	Ensure equal pay	Average unadjusted gender pay gap	%	0
Biodiversity	Protect biodiversity	Biodiversity initiatives	Count	8
Biodiversity	Integrate biodiversity protection	Projects incorporating biodiversity measures	%	100
Biodiversity	Assess biodiversity impacts	Projects with biodiversity assessments	%	100
Supplier ESG	Ensure supplier compliance	Suppliers signing Code of Conduct	%	100
Supplier ESG	Build supplier capability	Audited suppliers engaged in corrective actions	%	100
Career Management & Training	Support career growth	Percentage of employees with career development plans	%	100

Sustainability Performance Data (01st January 2025 to 31st December 2025)

Topic	Commitment	KPI	Unit	measure
Supplier ESG	Maintain supplier compliance	Supplier-related social compliance violations	Count	0
Supplier ESG	Assess high-risk suppliers	High-risk suppliers covered by social risk assessments	%	100
GHG Emissions	Monitor Scope 1 emissions	Total gross Scope 1 GHG emissions	tCO ₂ e	2,561.78
GHG Emissions	Monitor Scope 2 emissions	Total gross location-based Scope 2 GHG emissions	tCO ₂ e	34.45
GHG Emissions	Monitor Scope 2 emissions	Total gross market-based Scope 2 GHG emissions	tCO ₂ e	34.45
GHG Emissions	Monitor Scope 3 emissions	Total gross Scope 3 GHG emissions	tCO ₂ e	2,373.00
GHG Emissions	Monitor downstream emissions	Total gross Scope 3 Downstream GHG emissions	tCO ₂ e	259.89
GHG Emissions	Monitor upstream emissions	Total gross Scope 3 Upstream GHG emissions	tCO ₂ e	2,113.11
GHG Emissions	Achieve full GHG reporting	Operational activities covered by GHG monitoring	%	100
Materials, Chemicals & Waste	Reduce resource consumption	Materials, chemicals, and waste	Liters	33,816.94
Waste Management	Reduce hazardous waste	Total weight of hazardous waste	Tons	24.86
Waste Management	Reduce non-hazardous waste	Total weight of non-hazardous waste	Tons	618.94
Waste Management	Increase waste recovery	Total weight of waste recovered	kg	458.93
Waste Management	Improve waste segregation	Percentage of waste correctly segregated at source	%	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.bmqrassurances.com



Authorized Representative (Assurer)

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