



GREENHOUSE FOODSTUFF TRADING L.L.C.

Dubai Investment Park 2, Community 597, St. 66, Building #2, P.O. Box: 211265, Dubai, UAE.

CORPORATE SUSTAINABILITY REPORT

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

Document No : GHFST-ESG-D-730

Issue No : 02

Rev No : 00

Initial Issue Date : 9th January 2025

First Annual Review : 9th January 2026

01 Introduction

Message from the Managing Director	3
About Us	4
Introduction	5
Statement of Use	6
ISO Certifications	7
SDG	9

02 GRI: General Disclosures

GRI 2-1: Organizational Details	19
GRI 2-2: Entities Included in Sustainability Reporting	20
GRI 2-3: Reporting Period, Frequency and Contact Point	20
GRI 2-4: Restatements of Information	20
GRI 2-5: External Assurance	20
GRI 2-9: Governance Structure	20
GRI 2-23: Policy Commitments	20
GRI 2-29: Approach to Stakeholder Engagement	20
GRI 3-1: Process to Determine Material Topics	20
GRI 3-2: List of Material Topics	20
GRI 3-3: Management of Material Topics	21

04 ESG Activities

Governance	22
Environment	25
Social	30
Sustainability Performance Data	34
GRI INDEX :This report is prepared in accordance with GRI standards (2021).	38
Independent Assurance Statement	42



Managing Director Message On Sustainability Report

Dear Stakeholders,

At GREENHOUSE FOODSTUFF TRADING L.L.C. (GHFST), we believe that sustainability is fundamental to building a resilient, responsible, and future-ready business. As a trusted trading and distribution company specializing in food products and chef equipment across the UAE, we recognize our responsibility to create value not only for our customers and shareholders but also for our employees, suppliers, communities, and the environment.

Our sustainability journey is guided by Environmental, Social, and Governance (ESG) principles, which are integrated into our business strategy, operational processes, and decision-making. We are committed to ensuring food safety, ethical sourcing, responsible supply chain management, energy efficiency, waste reduction, environmental protection, employee wellbeing, and the highest standards of corporate governance. By embracing innovation, digital transformation, and continuous improvement, we strive to reduce our environmental footprint while enhancing operational excellence and customer satisfaction.

This Sustainability Report, prepared in alignment with the Global Reporting Initiative (GRI) Standards 2021, demonstrates our commitment to transparency, accountability, and responsible business practices. It highlights our progress, achievements, and future commitments toward sustainable growth.

I sincerely thank our employees, customers, suppliers, business partners, and stakeholders for their continued trust, collaboration, and support. Together, we will continue to strengthen our sustainability performance, contribute to the UAE's vision for sustainable development, and create lasting value for future generations through responsible and ethical business practices.

Managing Director
GREENHOUSE FOODSTUFF TRADING L.L.C.



About Us

Over four decades of expertise in importing premium food products Founded in 1977 by Mr. Petros Hadjipetrou, Greenhouse began as a trusted one-stop shop for the UAE foodservice industry, introducing and developing a strong portfolio of leading international brands.

In 2007, the company joined BPC Holding, led by Mr. Salah Osseiran, enabling continued investment in talent, infrastructure, and resources to support long-term growth. A major restructuring in 2014–2015, driven by Mr. Daniel Chidiac, brought a renewed vision to position Greenhouse as a top player in both foodservice and retail markets.

Today, with more than 45 years of experience importing premium food and specialty products, Greenhouse offers an extensive portfolio that includes dairy, cheese, bakery and pastry, grocery items, chef equipment, and a wide selection of exclusive foodservice and retail products. With a strong presence across the GCC, we proudly serve top hotels, restaurants, caterers, and institutional clients, while partnering with all major modern and traditional retailers to deliver consistent value and category leadership.



Introduction to Sustainability Report

As a leading foodservice company in the region for over four decades, Greenhouse Foodstuff Trading has evolved from importing exclusive and premium dairy items, cheese, bakery and pastry products, grocery, beverages, protein foods and chef's equipment to embracing all aspects of the F&B industry and providing exceptional value to stakeholders and trading partners.

The company's growth has been driven by excellence, expertise and quality products, together with a strong market presence across both Foodservice and Retail channels. It supports global brands while meeting customers' needs through tailored foodservice solutions that enable successful food operations and exceptional dining experiences.

Greenhouse Foodstuff Trading serves hotels, fine dining establishments, casual dining restaurants, caterers, airlines, independent operators, the leisure sector and institutional customers by delivering premium products, operational expertise, customized support and value-added services. The company fosters a diverse, equitable and inclusive workplace while making a positive contribution to the communities it serves.

As an industry innovator, Greenhouse Foodstuff Trading's key strength lies in its streamlined logistics network, supported by state-of-the-art warehousing, advanced storage facilities and modern infrastructure. Its temperature-controlled fleet, comprehensive stock management system and AI-enabled digital distribution capabilities are designed to meet the growing demands of the local and regional Food & Beverage industry.



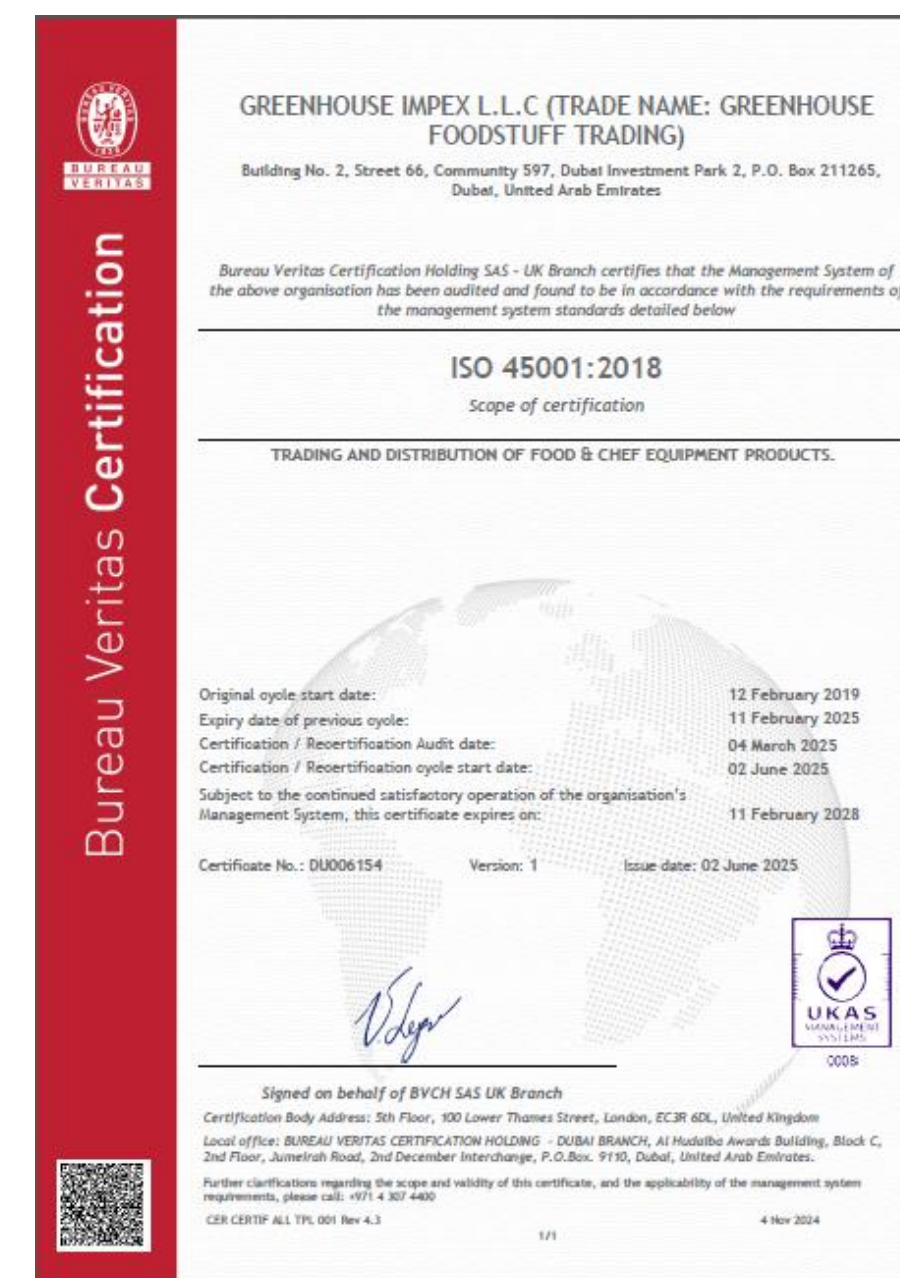
Statement of use (GRI 1—5)

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



ISO Certificates

Greenhouse Impex L.L.C. has achieved ISO 22000:2018, HACCP, ISO 14001:2015, and ISO 45001:2018 certifications, demonstrating excellence in food safety, environmental management, and occupational health and safety. These certifications reflect the company's commitment to regulatory compliance, quality assurance, sustainable operations, risk management, continual improvement, and customer confidence across its food trading and distribution activities.



ISO Certificates

Bureau Veritas Certification

GREENHOUSE IMPEX L.L.C (TRADE NAME: GREENHOUSE FOODSTUFF TRADING)

Building No. 2, Street 66, Community 597, Dubai Investment Park 2, P.O Box 211265, Dubai, United Arab Emirates

Bureau Veritas Certification certify that the Management System of the above organisation has been audited and found to be in accordance with the requirements of the management system standards detailed below

HACCP Certification as per Food Code requirements based on CAC/RCP 1-1969

Scope of certification

RECEIVING, STORAGE, DISTRIBUTION AND TRADING OF FROZEN, CHILLED AND DRY FOOD PRODUCTS.

CATEGORY: G - TRANSPORT AND STORAGE SERVICES

Original Cycle Start Date: 08 April 2025

Expiry date of previous cycle: NA

Certification / Recertification Audit date: 01 February 2025

Certification/Recertification Cycle Start Date: 08 April 2025

Subject to the continued satisfactory operation of the organization's Management System, this certificate expires on: 07 April 2028

Certificate No.: DU006271 Version: 1 Issue date: 08 April 2025

Signed on behalf of Bureau Veritas - Dubai Br.

CB - HACCP - 002

Local Office: : Bureau Veritas - Dubai Br., 2nd Floor, Block C, Al Hadalba Awards Building, Jumeirah Road with 2nd December Interchange, Dubai, U.A.E

Further clarifications regarding the scope and validity of this certificate, and the applicability of the management system requirements, please call: +971 4 307 4400.

1/1

Bureau Veritas Certification

GREENHOUSE IMPEX L.L.C (Trade name: Greenhouse Foodstuff Trading)

P.O. BOX NO. 211265, BUILDING #2, ST. 66, COMMUNITY 597, DUBAI INVESTMENT PARK 2, DUBAI, UNITED ARAB EMIRATES

Bureau Veritas Certification Holding SAS - UK Branch certifies that the Management System of the above organisation has been audited and found to be in accordance with the requirements of the management system standards detailed below

ISO 22000:2018

Scope of certification

Receiving, storage, distribution and trading of frozen, chilled and dry food products

Product category: G - Transport and storage services

Original Cycle Start Date: 26 February 2019

Expiry date of previous cycle: 25 February 2025

Certification / Recertification Audit date: 30 January 2025

Certification / Recertification cycle start date: 14 April 2025

Subject to the continued satisfactory operation of the organization's Management System, this certificate expires on: 25 February 2028

Certificate No.: DU006200 Version: 1 Issue date: 14 April 2025

Signed on behalf of Bureau Veritas - Dubai Br.

UKAS MANAGEMENT SYSTEMS CERTIFICATION

0008

Certification body address: 5th Floor, 100 Lower Thames Street, London, EC3R 6DL, United Kingdom

Local office: BUREAU VERITAS CERTIFICATION HOLDING - DUBAI BRANCH, Al Hadalba Awards Building, Block C, 2nd Floor, Jumeirah Road, 2nd December Interchange, P.O.Box. 9110, Dubai, United Arab Emirates.

Further clarifications regarding the scope of this certificate and the applicability of the management system requirements may be obtained by consulting the organisation.

To check this certificate validity please call: +971 4 307 4400

Certificate Template ISO 22000:2018 UKAS Cat A B C D E F G I K rev 1.6

November 06, 2024

1/1

Sustainable Development Goal



Our Key Highlights



- Initiated the Import of food categories to the Gulf region: Bakery&Pastry Dairy, Cheese, Grocery,Beverage,Protein.
- Providing product safety variety and **Timely Deliveries** all for optimum quality & added value.
- Strengthen Partnerships, generate business growth, and create loyalty customers and brands.
- Representing and Collaborating with our principals on exclusive basis of long term strategies.



Category-led Growth Strategies
That ensure scalable and efficient expansion



A Solid Foodservice and Retail Footprint
Backed by professional market representation



A Richly Diverse Workforce
Over 20 nationalities delivering culturally attuned service



Channel-specific Business Units
Dedicated to addressing the unique requirements of each client category

Our Pillars

Greenhouse's unique service and added value originates from five pillars forming its market strength.

Embrace Diversity

Endorsing 20+ nationalities



Retail Presence

Strong and sustainable presence at the retail and food service markets



Business Expansion

Structure expansion based on category management



Technical Support



Distribution & Mangement

Dedicated business units serving specific channel, distribution & client categories



Committed to Success



The company dedicates its success to talented and passionate brand managers, sales team, customer service officers and the solid logistics crew who are truly committed to the management's vision to offer exceptional service and the vision to expand operations beyond the UAE market to Saudi Arabia, Qatar and Oman via modern and traditional trade.

Focusing on quality products, timely deliveries, and competitive pricing.

At Greenhouse Foodstuff Trading, the warehouses operate on WMS and are graded A+ by Dubai Municipality Food Safety Department. The company is growing responsibly, being accredited by HACCP, ISO 22000, ISO 14001, ISO 45001, EcoVadis and ICV.

Greenhouse Foodstuff Trading has a reputation built on the highest ethical standards of business, complemented by industry-leading staff, quality products and the latest F&B solutions.



Vision

To become the
TOP OF MIND PARTNER
to all the stakeholders of the
foodservice and retail channels.

Mission

To provide a healthy, friendly
and rewarding environment to
our employees.

To stand as the leader in
importing, marketing and
distributing premium brands
within selected categories.

To become socially responsible
and give back to the community
we live in.

Our Core Values

Integrity • Loyalty • Smartness
Responsible • Energy • Quality



Connect with us



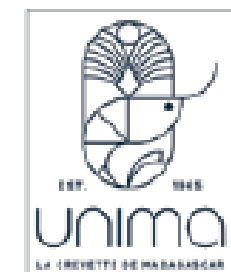
Our Regional Presence



Brands We Represent



Brands We Represent



Our Product

Dairy



Cheese



Bakery & Pastry
INGREDIENTS



Grocery



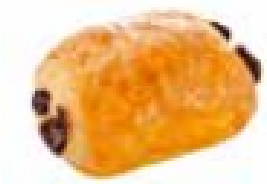
Plant Based



Chef's
Equipments



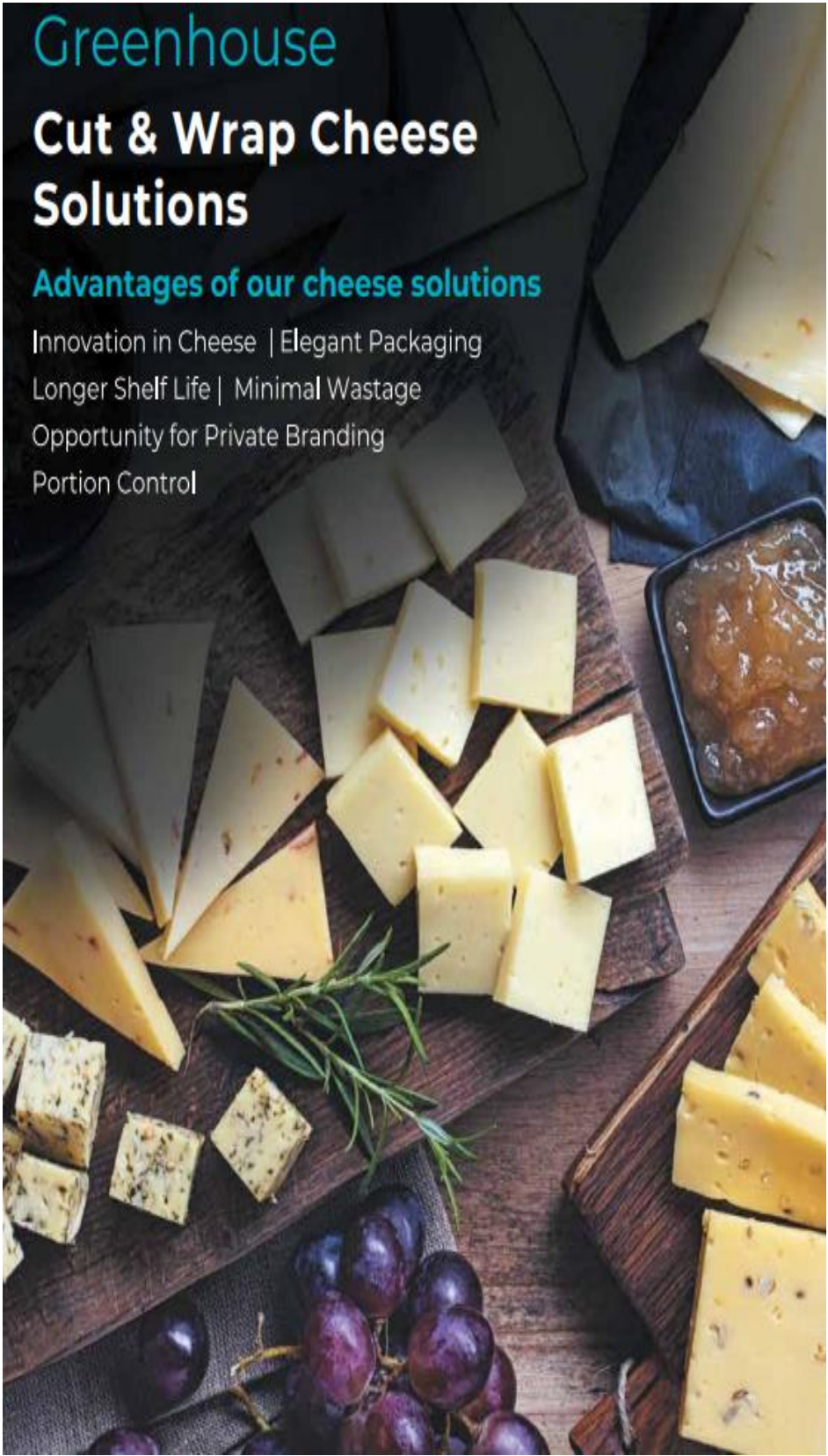
Bakery & Pastry
PRODUCTS



Greenhouse Cut & Wrap Cheese Solutions

Advantages of our cheese solutions

Innovation in Cheese | Elegant Packaging
Longer Shelf Life | Minimal Wastage
Opportunity for Private Branding
Portion Control



Greenhouse Innovation Centre

The Greenhouse Innovation Centre offers the most innovative and comprehensive culinary training, led by MOF (Meilleur Ouvrier de France) and world-famous chefs who are willing to share the latest industry trends.



Committed to providing the local and regional F&B industry access to a world class culinary platform, The Greenhouse Innovation Centre is dedicated to professionals in the foodservice industry seeking to learn new innovations, techniques and recipes.

The facility is equipped with efficient and modern food processing equipment for chefs in the pastry and bakery world and designed to foster a culture of innovation through the creation, sharing and testing of ideas.

Organizational Details: GRI 2-1

Legal Name: Greenhouse Foodstuff Trading L.L.C.

Nature of ownership and legal form: LLC

Location of its headquarters: Dubai Investment Park 2,
Community 597, St. 66, Building #2,
P.O. Box: 211265, Dubai, UAE.

Countries of operation: Dubai, UAE



Organizational Details (GRI 2-1)

GREENHOUSE FOODSTUFF TRADING L.L.C. (GHFST) is a privately owned company headquartered in Dubai, UAE. The organization imports and distributes premium food products across the UAE and GCC region. Its operations include procurement, warehousing, cold chain logistics, transportation, and customer service while maintaining compliance with legal, quality, and food safety requirements.

Entities Included in Sustainability Reporting (GRI 2-2)

This Sustainability Report covers the Environmental, Social, and Governance (ESG) performance of GREENHOUSE FOODSTUFF TRADING L.L.C. (GHFST), including its headquarters, warehouse, distribution, procurement, logistics, and administrative operations within the United Arab Emirates. Unless otherwise stated, all reported sustainability data and disclosures relate solely to GHFST's operational activities during the reporting period.

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

This Sustainability Report covers the reporting period from 1 January 2025 to 31 December 2025 and is published on an annual basis. The report has been prepared in accordance with the GRI Standards 2021. For questions regarding this report, stakeholders may contact GREENHOUSE FOODSTUFF TRADING L.L.C., Dubai Investment Park 2, Dubai, UAE.

Restatements of Information (GRI 2-4)

GHFST has prepared this Sustainability Report using the most accurate and complete information available during the reporting period. No significant restatements of previously reported sustainability information were identified. Where minor updates or data refinements occurred, they did not materially affect reported performance, trends, or stakeholder understanding of the organization's ESG disclosures.

External Assurance (GRI 2-5)

For the 2025 reporting period, GHFST's Sustainability Report has been prepared using internal data, documented ESG policies, and management review processes in alignment with the GRI Standards 2021. At present, the report has not been externally assured. The company is evaluating independent third-party assurance for future sustainability reporting cycles.

Governance Structure and Composition (GRI 2-9)

GHFST operates under a structured governance framework led by senior management with clear responsibilities for sustainability, risk management, compliance, and business performance. ESG oversight is integrated into management reviews, internal audits, and strategic planning, ensuring accountability, transparency, ethical decision-making, and continual improvement across all operational activities.

Policy Commitments (GRI 2-23)

GHFST has established policies covering ethics, anti-corruption, human rights, occupational health and safety, environmental protection, supplier responsibility, food safety, cybersecurity, and equal opportunity. These policies promote responsible business conduct, regulatory compliance, employee awareness, and continuous improvement while reinforcing the company's commitment to sustainable and ethical business practices.



Approach to Stakeholder Engagement (GRI 2-29)

GHFST actively engages customers, employees, suppliers, regulators, shareholders, and local communities through surveys, meetings, audits, training, consultations, and grievance mechanisms. Stakeholder feedback supports decision-making, strengthens relationships, improves sustainability performance, manages business risks, and ensures transparency while creating long-term value for all interested parties.

Process to Determine Material Topics (GRI 3-1)

GHFST determines material sustainability topics through stakeholder engagement, risk assessments, management reviews, regulatory analysis, customer feedback, supplier evaluations, and ESG assessments. Significant environmental, social, governance, and economic impacts are evaluated regularly to ensure sustainability priorities remain aligned with business strategy, stakeholder expectations, and GRI Standards.

List of Material Topics (GRI 3-2)

GHFST's material topics include corporate governance, business ethics, food safety, energy management, greenhouse gas emissions, climate change, water stewardship, waste management, sustainable procurement, responsible supply chain, employee wellbeing, diversity, human rights, customer health and safety, cybersecurity, regulatory compliance, community engagement, climate resilience, and resource efficiency.

Management of Material Topics (Future Outlook) (GRI 3-3)

GHFST manages material topics through ESG policies, measurable objectives, operational controls, performance monitoring, internal audits, and management reviews. Responsible departments implement improvement initiatives, monitor KPIs, engage stakeholders, and evaluate performance regularly, ensuring sustainability remains integrated into corporate strategy, governance, and day-to-day business operations.

Most Material Environmental Topics

1. Renewable Energy Integration
2. Carbon Footprint Reduction
3. Sustainable Logistic and Transportation
4. Waste Segregation and Recycling
5. Hazardous Material Handling (e.g., cleaning chemicals)
6. Use of Recyclable or Compostable Packaging
7. Supplier Environmental Performance
8. Biodiversity Preservation (in sourcing regions)
9. Environmental Impact of Imported Goods
10. Climate Change Adaptation and Resilience

Most Material Social Topics

1. Food Safety and Quality Assurance
2. Occupational Health and Safety
3. Employee Training and Development
4. Fair Labor Practices in Supply Chain
5. Ethical Sourcing of Ingredients
6. Diversity, Equity, and Inclusion (DEI)
7. Customer Health and Nutrition Awareness
8. Supplier Labor Rights Compliance
9. Employee Welfare and Work-Life Balance
10. Community Engagement and Support Programs

Most Material Governance Topics

1. Anti-Corruption and Bribery Prevention
2. Supply Chain Due Diligence and Compliance
3. ESG Governance and Oversight
4. Regulatory Compliance and Legal Adherence
5. Data Security and Information Management
6. Business Ethics and Code of Conduct
7. Risk Management Framework
8. Transparency in ESG Reporting
9. Whistleblower Protection Mechanism
10. Board Diversity and Independence



GOVERNANCE

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

GHFST creates economic value through importing and distributing premium food products across the UAE and GCC. Economic value generated supports employee salaries, supplier payments, taxes, operating expenses, infrastructure investments, and community initiatives. Responsible financial management strengthens long-term business growth while delivering value to customers, shareholders, employees, suppliers, and society.

Climate-Related Risks (GRI 201-2)

GHFST recognizes climate change as both a business risk and opportunity. Rising temperatures, supply chain disruptions, and changing regulations may affect operations. The company invests in energy efficiency, renewable energy, resource optimization, climate risk assessments, and sustainable logistics to improve resilience while reducing operational costs and environmental impacts.

Defined Benefit Plan Obligations and Coverage (GRI 201-3)

GHFST complies with UAE Labour Law by providing employee benefits including end-of-service gratuity, annual leave, medical insurance, and other statutory benefits. Employee welfare programs support financial security, workforce retention, and organizational sustainability while ensuring all benefit obligations are appropriately managed and periodically reviewed by management.

Financial Assistance Received from Government (GRI 201-4)

GHFST operates independently without material reliance on direct government financial assistance. The organization complies with all applicable UAE regulations and may benefit from general economic development initiatives available to businesses. Financial sustainability is primarily achieved through efficient operations, customer satisfaction, responsible investments, and continuous business growth.

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

GHFST provides fair and competitive remuneration that complies with UAE Labour Law and industry practices. Entry-level employees receive wages that support fair employment, attract skilled talent, and encourage workforce retention. Compensation structures are reviewed periodically to maintain competitiveness, equity, and employee satisfaction.

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

GHFST values local talent and provides equal employment opportunities for qualified professionals. Recruitment decisions are based on competence, experience, leadership capability, and organizational needs. Hiring local management strengthens community relationships, supports national workforce development, and enhances understanding of regional business, customer, and regulatory requirements.



Infrastructure Investments and Supported Services (GRI 203-1)

GHFST continuously invests in warehouse infrastructure, cold chain facilities, transportation systems, digital technologies, food safety improvements, employee training, and operational efficiency. These investments strengthen supply chain reliability, improve customer service, create employment opportunities, reduce operational risks, and contribute to sustainable economic development throughout the UAE and GCC region.

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

GHFST contributes to regional economic growth by supporting local suppliers, creating employment opportunities, strengthening food supply chains, and promoting responsible sourcing. Sustainable procurement, operational excellence, and continuous business development generate positive economic impacts for customers, suppliers, logistics partners, communities, and the wider economy.

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

GHFST promotes responsible procurement by engaging qualified local suppliers wherever practical. Supporting local businesses reduces transportation impacts, improves supply chain resilience, strengthens regional economic development, and enhances supplier collaboration. Procurement decisions consider quality, food safety, ESG performance, cost competitiveness, regulatory compliance, and long-term business partnerships.

Operations Assessed for Corruption Risks (GRI 205-1)

GHFST periodically assesses operational activities, procurement functions, supplier relationships, financial transactions, and business processes to identify corruption risks. Internal controls, ethical policies, management oversight, employee awareness, and regular reviews minimize corruption risks while promoting integrity, transparency, accountability, and regulatory compliance throughout business operations.

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

GHFST provides regular anti-corruption awareness training covering ethical conduct, bribery prevention, conflicts of interest, whistleblower protection, gifts and hospitality, and regulatory compliance. Employees acknowledge the Code of Conduct and receive continuous guidance to promote ethical decision-making and responsible business behaviour across all organizational functions.

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

During the reporting period, GHFST maintained a zero-tolerance approach toward corruption and recorded no confirmed incidents of bribery or unethical business conduct. Confidential reporting mechanisms, internal investigations, corrective actions, disciplinary procedures, and management oversight ensure timely resolution of concerns while reinforcing an ethical organizational culture.

Legal Actions Related to Anti-Competitive Behaviour or Monopoly Practices (GRI 206-1)

GHFST conducts business fairly and complies with applicable competition laws and market regulations. During the reporting period, the company recorded no legal actions relating to anti-competitive behaviour, anti-trust violations, or monopoly practices. Ethical business conduct, transparent procurement, and fair competition remain fundamental principles of corporate governance.

Approach to Tax(GRI 207-1)

GHFST adopts a transparent, ethical, and compliant approach to tax management by adhering to all applicable UAE tax laws and regulatory requirements. The company maintains accurate financial records, timely tax filings, and effective internal controls to manage tax risks. Responsible tax practices support corporate governance, accountability, stakeholder confidence, and long-term sustainable business growth.



ENVIRONMENT

Materials Used by Weight or Volume (GRI 301-1)

GHFST utilizes a wide range of food products, packaging materials, cartons, pallets, plastic wrapping, labels, and office supplies to support its import, storage, and distribution operations. Material consumption is monitored to improve resource efficiency, reduce unnecessary waste, optimize inventory management, and support responsible procurement throughout the supply chain.

Recycled Input Materials Used (GRI 301-2)

GHFST promotes the use of recycled and environmentally responsible materials wherever practical. Recyclable cartons, paper products, and packaging materials are preferred to reduce virgin resource consumption. Procurement decisions consider environmental performance, supplier sustainability practices, product quality, and compliance with applicable environmental standards to support circular economy principles.

Reclaimed Products and Packaging (GRI 301-3)

GHFST encourages responsible management of packaging materials through reuse and recycling initiatives. Cardboard boxes, wooden pallets, plastic containers, and other reusable packaging materials are recovered where feasible to minimize waste generation, improve resource efficiency, reduce disposal costs, and support sustainable supply chain management practices.

Energy Consumption Within the Organization (GRI 302-1)

GHFST consumes electricity and fuel to operate warehouses, cold storage facilities, office buildings, refrigeration systems, lighting, logistics operations, and transportation activities. Energy consumption is monitored regularly to identify efficiency opportunities, reduce operational costs, improve environmental performance, and support the organization's energy management objectives.



Energy Consumption Outside the Organization (GRI 302-2)

Indirect energy consumption occurs through outsourced transportation, supplier operations, third-party logistics providers, and purchased goods and services. GHFST collaborates with suppliers and logistics partners to encourage energy-efficient operations, reduce indirect environmental impacts, and improve sustainability performance across the value chain.

Energy Consumption Outside the Organization (GRI 302-3)

GHFST monitors energy intensity by evaluating energy consumption relative to operational activities such as warehouse capacity, product distribution, and business growth. Tracking energy intensity supports performance benchmarking, identifies improvement opportunities, enhances operational efficiency, and contributes to long-term greenhouse gas reduction objectives.

Reduction of Energy Consumption (GRI 302-4)

GHFST continuously implements energy conservation initiatives including LED lighting, preventive maintenance, efficient refrigeration systems, equipment upgrades, employee awareness programs, and optimized warehouse operations. These initiatives reduce electricity consumption, lower greenhouse gas emissions, improve operational efficiency, and support the organization's environmental sustainability strategy.

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

GHFST continually improves operational processes and logistics planning to reduce energy requirements associated with product handling, storage, and distribution. Efficient warehouse management, optimized transportation routes, preventive equipment maintenance, and digital technologies contribute to reduced energy demand while maintaining high standards of product quality and customer service.

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

GHFST recognizes water as a valuable shared resource essential for business operations and community wellbeing. Water conservation practices, efficient facility management, employee awareness, leak prevention, and responsible consumption support sustainable water use while minimizing environmental impacts and contributing to long-term resource stewardship.

Water Discharge Management (GRI 303-2)

GHFST manages wastewater responsibly in accordance with applicable environmental regulations. Routine inspections, maintenance activities, and operational controls help prevent pollution and ensure proper discharge practices. The company continuously seeks opportunities to improve water management while protecting local water resources and surrounding ecosystems.

Water Withdrawal (GRI 303-3)

Water is primarily withdrawn from municipal supplies for office operations, employee welfare facilities, sanitation, and cleaning activities. GHFST regularly monitors water consumption, encourages conservation practices, identifies improvement opportunities, and promotes responsible water use to reduce overall environmental impacts and operational resource consumption.

Water Discharge by Destination (GRI 303-4)

Wastewater generated from GHFST operations is discharged through approved municipal wastewater systems in accordance with applicable legal requirements. The organization monitors operational practices to minimize contamination risks, support responsible wastewater management, and maintain compliance with environmental regulations protecting public health and water resources.

Water Consumption (GRI 303-5)

GHFST measures water consumption to improve operational efficiency and support sustainable resource management. Employee awareness campaigns, preventive maintenance, leak detection, water-saving fixtures, and continuous monitoring contribute to reducing water consumption while supporting environmental protection and efficient business operations.

Operational Sites Owned, Leased, Managed in or Adjacent to Protected Areas and Areas of High Biodiversity Value(GRI 304-1)

GHFST operates warehouses, offices, and distribution facilities in designated industrial areas within the UAE and does not operate in or adjacent to protected biodiversity areas. The company remains committed to preventing environmental impacts through responsible land use, regulatory compliance, pollution prevention, and environmentally responsible operational practices.

Significant Impacts of Activities, Products and Services on Biodiversity (GRI 304-2)

GHFST's operations have limited direct impacts on biodiversity due to its trading and distribution business model. Nevertheless, the company promotes responsible sourcing, efficient transportation, waste reduction, pollution prevention, and environmental awareness to minimize indirect impacts throughout its supply chain and support long-term biodiversity conservation.

Habitats Protected or Restored (GRI 304-3)

Although GHFST does not directly manage habitat restoration projects, the company supports environmental conservation through responsible resource management, waste reduction initiatives, sustainable procurement practices, and compliance with environmental regulations. These efforts contribute indirectly to ecosystem protection and the preservation of natural resources for future generations.

IUCN Red List Species and National Conservation List Species with Habitats in Areas Affected by Operations (GRI 304-4)

GHFST's facilities are located within developed industrial zones where no known operational impacts on IUCN Red List or nationally protected species have been identified. The company remains committed to environmental due diligence, legal compliance, responsible operational planning, and minimizing ecological impacts across all business activities.



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

GHFST reported **453.93 tCO₂e** of Scope 1 emissions during the reporting period. Direct emissions originated primarily from diesel consumption in company vehicles, emergency generator operations, and refrigerant leakage from HVAC and refrigeration systems. Preventive maintenance, fleet optimization, and refrigerant management support continual reduction of direct greenhouse gas emissions.

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

Scope 2 greenhouse gas emissions totaled **497.60 tCO₂e**, resulting from purchased electricity consumed across offices, warehouses, cold storage, lighting, and refrigeration facilities. Electricity consumption is monitored monthly through utility bills, while energy efficiency initiatives, including LED lighting and equipment optimization, contribute to reducing indirect emissions and operational energy intensity.

Other Indirect (Scope 3) GHG Emissions (GRI 305-2)

Greenhouse Foodstuff Trading L.L.C. reported **total Scope 3 greenhouse gas emissions of 3,470.76 tCO₂e** during the 2025 reporting period. These emissions include upstream and downstream value chain activities such as purchased goods and services, transportation, waste management, employee commuting, business travel, and end-of-life treatment of sold products, representing the largest share of the organization's carbon footprint.



(Upstream): Other Indirect GHG Emissions – Purchased Goods and Services (GRI 305-2)

GHFST recorded **2,376.14 tCO₂e** of upstream Scope 3 emissions during 2025. These emissions arise from purchased goods and services, capital goods, fuel and energy-related activities, upstream transportation and distribution, waste generated in operations, employee commuting, and business travel. The company works with suppliers to improve sustainability and reduce value chain emissions.

(Downstream): Other Indirect GHG Emissions – Distribution and Product Delivery (GRI 305-2)

GHFST recorded **1,094.62 tCO₂e** of downstream Scope 3 emissions during 2025. These emissions are associated with third-party transportation and distribution of products to customers and the end-of-life treatment of sold product packaging. The company promotes efficient logistics, responsible packaging, and collaboration with distribution partners to reduce downstream greenhouse gas emissions.

GHG Emissions Intensity(GRI 305-4)

GHFST monitors greenhouse gas emission intensity to evaluate environmental performance relative to business operations. During 2025, total emissions were **4,422.29 tCO₂e**, with an emission intensity of **21.06 tCO₂e per employee**. Intensity indicators support performance benchmarking, target setting, and continual improvement of greenhouse gas management across organizational activities.

Reduction of GHG Emissions (GRI 305-5)

GHFST reduces greenhouse gas emissions through energy-efficient lighting, preventive maintenance, optimized transportation routes, improved refrigeration systems, employee awareness programs, responsible procurement, and operational efficiency initiatives. These measures contribute to lowering carbon emissions, reducing energy consumption, and supporting the company's long-term climate action strategy.

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

GHFST responsibly manages refrigeration systems to minimize emissions of ozone-depleting substances. Regular preventive maintenance, refrigerant leak inspections, equipment servicing, and compliance with environmental regulations support responsible refrigerant management. The company promotes environmentally friendly technologies that reduce ozone depletion risks and improve environmental sustainability.

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

Air emissions generated from company vehicles and operational activities are minimized through regular vehicle maintenance, efficient fuel management, optimized logistics planning, and responsible operational practices. GHFST continuously seeks opportunities to reduce NOx, SOx, particulate matter, and other air pollutants while complying with applicable environmental regulations.

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

GHFST generates waste primarily from packaging materials, office activities, warehousing operations, and product handling. The company implements waste reduction initiatives, segregation practices, recycling programs, and responsible disposal methods to minimize environmental impacts while supporting circular economy principles and regulatory compliance.

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

Waste management procedures focus on waste segregation, recycling, responsible disposal, employee awareness, and continuous monitoring. GHFST collaborates with authorized waste management providers to ensure environmentally responsible treatment of waste streams while minimizing landfill disposal and promoting sustainable resource utilization throughout its operations.

Waste Generated (GRI 306-3)

GHFST generates both hazardous and non-hazardous waste, including cardboard, plastic packaging, paper, wooden pallets, food waste, electronic waste, batteries, lighting components, and chemical containers. Waste is segregated, recycled where possible, and disposed of through authorized service providers, ensuring regulatory compliance, environmental protection, resource efficiency, and responsible waste management practices.

Waste Diverted from Disposal (GRI 306-4)

GHFST diverts recyclable materials including cardboard, paper, plastic, wooden pallets, and electronic waste from landfill through recycling and recovery initiatives. These activities reduce environmental impacts, conserve natural resources, support circular economy objectives, and improve the company's overall environmental performance.

Waste Directed to Disposal (GRI 306-5)

Waste that cannot be reused or recycled is disposed of through licensed waste management contractors in accordance with UAE environmental regulations. GHFST continuously seeks to reduce disposal volumes by improving waste segregation, recycling rates, operational efficiency, and employee environmental awareness.



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

GHFST maintains full compliance with applicable environmental legislation, permits, and regulatory requirements. During the reporting period, no significant fines, penalties, or sanctions relating to environmental non-compliance were recorded. Continuous monitoring, internal audits, and management reviews support ongoing regulatory compliance and environmental responsibility.

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

GHFST evaluates new suppliers using environmental assessment criteria that include legal compliance, environmental management practices, responsible sourcing, waste management, energy efficiency, and ESG performance. Supplier evaluations promote sustainable procurement, reduce environmental risks, and strengthen responsible supply chain management.

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

GHFST monitors supplier environmental performance through assessments, ESG evaluations, supplier meetings, corrective action plans, and continuous engagement. Where environmental risks or non-conformities are identified, suppliers are encouraged to implement corrective actions, improve sustainability practices, and maintain compliance with GHFST's environmental and ethical expectations.



SOCIAL

New Employee Hires and Turnover(GRI 401-1)

GHFST promotes fair recruitment practices based on merit, competency, equal opportunity, and organizational requirements. Employee hiring and turnover data are monitored to understand workforce trends, improve retention strategies, strengthen workforce planning, and maintain a skilled and diverse team. Recruitment processes comply with UAE Labour Law and responsible employment practices.

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

GHFST provides employees with benefits including medical insurance, annual leave, end-of-service benefits, statutory entitlements, employee welfare programs, and workplace support initiatives. These benefits enhance employee wellbeing, improve retention, support work-life balance, and demonstrate the company's commitment to responsible employment practices and long-term workforce development.

Parental Leave Data (GRI 401-3)

GHFST complies with UAE Labour Law requirements regarding maternity and parental leave provisions. Eligible employees are supported through structured leave arrangements that promote work-life balance, employee wellbeing, and equal employment opportunities. The company maintains appropriate records and ensures employees can access their statutory rights without discrimination or disadvantage.

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

GHFST maintains transparent communication practices when operational changes may affect employees. The company provides appropriate notice, consultation, and communication in accordance with UAE Labour Law and internal procedures. Employees are informed about significant workplace changes through formal communication channels, supporting trust, engagement, and effective workforce management.

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

GHFST maintains an occupational health and safety management approach focused on hazard identification, risk assessment, preventive controls, employee training, emergency preparedness, and continuous improvement. Workplace safety practices support compliance with UAE regulations and international standards while protecting employees, contractors, visitors, and operational stakeholders.

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

GHFST implements procedures for identifying workplace hazards, assessing operational risks, investigating incidents, and implementing corrective actions. Safety inspections, toolbox meetings, employee reporting mechanisms, and preventive measures help reduce workplace risks. Lessons learned from incidents are reviewed to strengthen safety performance and prevent recurrence.

Occupational Health Services (GRI 403-3)

GHFST supports employee health through medical insurance coverage, health awareness initiatives, periodic medical check-ups, first aid facilities, and workplace health monitoring programs. These initiatives promote employee wellbeing, early identification of health concerns, reduced absenteeism, and a healthier working environment aligned with occupational health responsibilities.

Worker Participation, Consultation, and Communication on OH&S(GRI 403-4)

GHFST encourages employee participation in occupational health and safety matters through safety meetings, toolbox talks, feedback channels, training sessions, and reporting mechanisms. Employees are encouraged to communicate hazards, suggest improvements, and actively participate in maintaining a safe workplace culture.

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

GHFST provides occupational health and safety training covering workplace hazards, emergency response, personal protective equipment, fire safety, first aid, safe working practices, and operational procedures. Training records are maintained to ensure employees receive appropriate knowledge and skills required to perform their responsibilities safely and effectively.

Promotion of Worker Health (GRI 403-6)

GHFST promotes employee health through medical insurance coverage, wellness initiatives, health check-ups, awareness programs, workplace hygiene practices, and employee welfare activities. These programs support physical and mental wellbeing, improve employee satisfaction, enhance productivity, and demonstrate the company's commitment to responsible workplace practices.

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

GHFST implements preventive measures to minimize occupational health and safety risks arising from workplace activities. Risk assessments, equipment inspections, PPE management, emergency preparedness, and employee awareness programs help prevent injuries and protect workers. Continuous improvement initiatives strengthen safety performance across warehouse, logistics, and office operations.

Workers Covered by OH&S Management System (GRI 403-8)

GHFST applies occupational health and safety practices across its workforce, including employees involved in warehouse operations, logistics, administration, and support functions. Safety procedures, training programs, risk assessments, and monitoring activities ensure workers are covered by the organization's occupational health and safety management approach.

Work-Related Injuries (GRI 403-9)

GHFST actively monitors workplace incidents and implements preventive measures to reduce work-related injuries. Safety inspections, employee training, PPE requirements, emergency procedures, and incident investigations support injury prevention. Reported incidents are reviewed, corrective actions are implemented, and continuous improvements are introduced to enhance workplace safety performance.

Work-Related Ill Health (GRI 403-10)

GHFST promotes workplace health by identifying potential occupational health risks, implementing preventive controls, providing medical support, and maintaining safe working conditions. Employee health monitoring, awareness programs, ergonomic practices, and workplace hygiene measures help prevent work-related illnesses and support long-term employee wellbeing.

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

GHFST invests in employee development through structured training programs covering ESG awareness, food safety, occupational health and safety, technical skills, compliance, customer service, and professional development. Training hours are monitored to evaluate workforce capability, improve employee performance, strengthen skills, and support continuous organizational growth.

Programs for Upgrading Employee Skills (GRI 404-2)

GHFST provides skill development programs to enhance employee knowledge, technical capabilities, leadership skills, and operational efficiency. Training initiatives include onboarding, refresher courses, compliance awareness, food safety training, ESG programs, and job-specific development activities that support career progression and organizational resilience.

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

GHFST encourages employee performance evaluation through structured feedback, performance discussions, and development planning. Regular reviews help identify strengths, improvement opportunities, training requirements, and career aspirations. These processes promote employee engagement, recognize contributions, and support professional growth aligned with organizational objectives.

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

GHFST promotes diversity and inclusion by providing equal employment opportunities regardless of gender, nationality, background, or personal characteristics. The company maintains a multicultural workforce and encourages inclusive practices within recruitment, employee development, leadership opportunities, and workplace interactions to strengthen innovation and organizational performance.

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

GHFST follows fair compensation practices based on job responsibilities, qualifications, experience, and performance. The company promotes equal pay principles and ensures remuneration decisions are free from gender-based discrimination. Compensation structures are reviewed periodically to maintain fairness, competitiveness, and compliance with applicable employment regulations.

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

GHFST maintains zero tolerance toward discrimination, harassment, bullying, or unfair treatment in the workplace. Employees have access to reporting mechanisms and grievance channels. Any reported concerns are investigated confidentially, corrective actions are implemented where required, and preventive measures are strengthened to maintain a respectful and inclusive workplace culture.

Operations at Risk of Using Child Labor (GRI 408-1)

GHFST prohibits child labour throughout its operations and supply chain. Recruitment procedures include age verification requirements, employee documentation checks, and responsible hiring practices. Supplier expectations also address prevention of child labour through supplier codes of conduct, assessments, and compliance monitoring.

Operations at Risk of Forced Labor(GRI 409-1)

GHFST is committed to preventing forced labour, modern slavery, and unethical employment practices within its operations and supply chain. Employment contracts, supplier requirements, human rights policies, and compliance assessments support responsible labour practices. The company promotes freely chosen employment and respects employee rights.

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

GHFST integrates human rights considerations into its operational practices, supplier relationships, employee management, and business activities. Human rights risks are assessed through internal reviews, supplier evaluations, policy implementation, and compliance monitoring. These processes support ethical employment practices, prevent violations, and ensure alignment with UAE labour regulations and international human rights principles.

Human Rights Training (GRI 412-2)

GHFST provides employee awareness programs covering human rights principles, workplace respect, equal opportunity, non-discrimination, harassment prevention, ethical behaviour, and responsible business practices. Training sessions, induction programs, policy communication, and awareness initiatives ensure employees understand their responsibilities and contribute to maintaining a respectful, inclusive, and rights-based workplace culture.

Agreements Including Human Rights Clauses (GRI 412-3)

GHFST incorporates responsible business expectations into supplier relationships through supplier agreements, procurement terms, and supplier codes of conduct. These requirements address human rights, labour practices, ethical conduct, environmental responsibility, and compliance obligations. Supplier commitments support responsible sourcing and strengthen sustainability standards throughout the company's value chain.

Community Engagement and Development Programs (GRI 413-1)

GHFST supports community wellbeing through responsible business practices, employee engagement activities, sustainability initiatives, and stakeholder collaboration. The company encourages social responsibility through employee welfare programs, ethical sourcing, community participation, and initiatives that contribute positively to society while strengthening relationships with customers, suppliers, employees, and local communities.

Operations with Significant Community Impacts (GRI 413-2)

GHFST evaluates potential social impacts associated with its operations, including logistics activities, supply chain operations, and resource consumption. Through compliance controls, responsible transportation practices, environmental initiatives, and stakeholder engagement, the company manages potential impacts while ensuring operations contribute positively to economic development and community wellbeing.

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

GHFST evaluates new suppliers using responsible sourcing criteria covering labour practices, ethical conduct, human rights, workplace safety, regulatory compliance, and sustainability expectations. Supplier assessments, onboarding reviews, and documentation verification ensure suppliers align with GHFST's social responsibility commitments and support a transparent and sustainable supply chain.

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

GHFST monitors supplier performance to identify potential social risks related to labour practices, human rights, workplace conditions, and ethical compliance. Supplier evaluations, corrective action processes, and continuous engagement are used to address concerns and improve supplier sustainability performance while maintaining responsible procurement practices across the value chain.

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

Food safety and customer health protection are key priorities at GHFST. The company evaluates product safety risks through supplier qualification, HACCP-based controls, product traceability systems, quality inspections, storage monitoring, and regulatory compliance checks. These measures ensure products supplied to customers meet safety, quality, and food handling requirements.



Incidents of Non-Compliance Concerning Product Health and Safety (GRI 416-2)

GHFST maintains strict food safety management systems to prevent product-related health and safety incidents. During the reporting period, no significant incidents of non-compliance related to product safety were recorded. Continuous monitoring, supplier controls, traceability procedures, customer feedback mechanisms, and corrective actions ensure product quality and consumer protection.

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

GHFST prioritizes information security and customer data protection through cybersecurity controls, access management, antivirus protection, data backup procedures, and confidentiality practices. The company maintains responsible information management processes to protect stakeholder information. During the reporting period, no substantiated complaints regarding customer data breaches or privacy violations were recorded.

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

GHFST operates in compliance with UAE labour laws, commercial regulations, food safety requirements, environmental obligations, and applicable socioeconomic regulations. The company maintains licenses, certifications, internal controls, audits, and compliance monitoring processes. During the reporting period, no significant cases of non-compliance related to socioeconomic laws or regulations were identified.

Sustainability Performance Data

1st January 2025 to 31st December 2025

S.No	Topic	Commitment	KPI	Unit	Measure
1	Employee Health & Safety	Ensure a safe and healthy workplace	Number of reportable incidents	Count	0
2	Biodiversity	Enhance green infrastructure	Percentage of green landscape	%	14
3	Anti-Money Laundering	Train employees on AML compliance	Employees trained on AML	%	100
4	Fraud Prevention	Prevent fraudulent documentation	Reduction in fraudulent document incidents	%	0
5	Air Pollution	Maintain good ambient air quality	Air Quality Index	AQI	26
6	Diversity, Equity & Inclusion	Promote DEI awareness	Employees trained on DEI	%	100
7	Waste Management	Minimize landfill disposal	Waste sent to landfill	Liters	16,324
8	Fair Employment	Ensure fair wages for employees	Employees receiving fair wages	%	100
9	Conflict of Interest	Prevent and manage conflicts	Identified conflicts managed	Count	0
10	Conflict Resolution	Resolve conflicts transparently	Conflict reports resolved	%	100
11	Customer Health & Safety	Deliver safe food products	Customer health & safety incidents	Count	0
12	Environmental Stewardship	Promote environmental initiatives	Environmental activities conducted	Count	9
13	Waste Reduction	Build waste reduction awareness	Employees trained on waste reduction	%	100
14	Supplier Code of Conduct	Ensure supplier ethical compliance	Suppliers signing Code of Conduct	%	100
15	Responsible Procurement	Include ESG clauses in contracts	Suppliers with ESG contract clauses	%	100
16	Confidential Reporting	Protect confidentiality	Cases handled confidentially	%	100
17	Supplier Sustainability	Assess supplier ESG performance	Suppliers covered by sustainability assessment	%	100
18	Environmental Nuisance	Prevent odor and noise complaints	Odor/noise complaints	Count	0
19	Data Privacy	Protect personal information	Records with verified consent	%	100
20	Supplier Audits	Conduct sustainability audits	Suppliers covered by on-site audit	%	100
21	Sustainable Procurement	Train procurement personnel	Buyers trained on sustainable procurement	%	100
22	Anti-Corruption	Build ethical awareness	Employees/partners trained on anti-corruption	%	100

Sustainability Performance Data

1st January 2025 to 31st December 2025

S.No	Topic	Commitment	KPI	Unit	Measure
23	Employee Welfare	Provide health insurance	Employees covered by health insurance	%	100
24	Supplier Capacity Building	Improve supplier ESG performance	Suppliers engaged in corrective actions	%	100
25	Occupational Health	Eliminate lost-time injuries	Lost days due to injuries/ill health	Count	0
26	Regulatory Compliance	Maintain full compliance	Compliance with national/international standards	%	100
27	Workplace Safety	Prevent accidents	Work-related accidents	Count	0
28	Fall Prevention	Prevent fall incidents	Fall incidents	Count	0
29	Safety Training	Improve safety competence	Employees trained on safety	%	100
30	Equal Remuneration	Maintain equitable compensation	Highest-to-median compensation ratio	Ratio	0.80
31	Hazard Control	Eliminate workplace hazards	Chemical/temperature/physical hazard incidents	Count	0
32	Equipment Safety	Maintain equipment integrity	Equipment inspected quarterly	%	100
33	Learning & Development	Enhance employee capability	Average training hours	Hours	27
34	Food Safety Compliance	Maintain food safety standards	Regulatory compliance on food safety	%	100
35	Food Loss Prevention	Reduce spoilage	Spoilage reduction	%	0
36	Workforce Diversity	Increase women representation	Women in workforce	%	0
37	Climate Change	Monitor GHG emissions	GHG emissions tracked	%	100
38	Sustainability Training	Improve ESG awareness	Employees trained on sustainability	%	100
39	Leadership Diversity	Increase women in management	Women in top management	%	0
40	Board Diversity	Promote inclusive governance	Women on Board	%	0
41	Supplier Labour Standards	Promote ethical sourcing	Suppliers adhering to labour standards	%	100
42	Gender Equality	Eliminate gender pay gap	Average gender pay gap	%	0
43	Workforce Inclusion	Improve workforce diversity	Minority/vulnerable employees	%	27
44	Water Stewardship	Treat wastewater responsibly	Wastewater treated	%	100

Sustainability Performance Data

1st January 2025 to 31st December 2025

S.No	Topic	Commitment	KPI	Unit	Measure
45	Sustainable Packaging	Promote eco-friendly packaging	Sustainable bags used	%	100
46	Social Dialogue	Strengthen employee participation	Employees participating in social dialogue	Count	11
47	Leadership Inclusion	Increase minority representation	Minority employees in management	%	13
48	Workplace Ethics	Prevent retaliation	Retaliation cases	Count	0
49	Pay Equity	Address identified pay gaps	Pay gaps addressed	%	100
50	Non-Discrimination	Maintain respectful workplace	Discrimination/harassment incidents	Count	0
51	Anti-Harassment	Promote respectful behaviour	Employees trained on anti-harassment	%	100
52	Fair Recruitment	Eliminate recruitment bias	Job advertisements reviewed for bias	%	100
53	Climate Action	Reduce Scope 1 emissions	Total Scope 1 GHG emissions	MT CO ₂ e	453.93
54	Energy Conservation	Improve energy awareness	Employees trained on energy conservation	%	100
55	Climate Action	Monitor location-based emissions	Location-based Scope 2 emissions	MT CO ₂ e	497.60
56	Climate Action	Monitor market-based emissions	Market-based Scope 2 emissions	MT CO ₂ e	0
57	Climate Action	Reduce Scope 3 emissions	Total Scope 3 GHG emissions	MT CO ₂ e	3,470.76
58	Downstream Emissions	Reduce downstream emissions	Scope 3 Downstream emissions	MT CO ₂ e	1,094.62
59	Upstream Emissions	Reduce upstream emissions	Scope 3 Upstream emissions	MT CO ₂ e	2,376.14
60	Energy Management	Improve energy efficiency	Total energy consumption	kWh	1,163,489
61	Renewable Energy	Increase renewable energy use	Renewable energy consumption	kWh	351,651
62	Career Development	Support employee growth	Employees in career development	%	100
63	Hazardous Waste	Reduce hazardous waste	Hazardous waste generated	kg	129
64	Non-Hazardous Waste	Reduce non-hazardous waste	Non-hazardous waste generated	kg	26,349
65	Circular Economy	Increase waste recovery	Waste recovered	kg	6,432

Sustainability Performance Data

1st January 2025 to 31st December 2025

S.No	Topic	Commitment	KPI	Unit	Measure
66	Business Ethics	Strengthen ethical culture	Employees trained on business ethics	%	100
67	Whistleblower Protection	Encourage reporting	Whistleblower reports	Count	0
68	Anti-Corruption	Eliminate corruption	Confirmed corruption incidents	Count	0
69	Information Security	Protect digital assets	Confirmed information security incidents	Count	0
70	Human Rights	Eliminate child & forced labour	Labour/human rights incidents	Count	0
71	Supplier Environmental Assessment	Evaluate supplier environmental impacts	Suppliers evaluated environmentally	%	100
72	Workplace Respect	Eliminate discrimination	Reported discrimination & harassment cases	Count	0
73	Human Rights	Protect external stakeholders	External stakeholder human rights incidents	Count	0
74	Whistleblower Awareness	Increase policy awareness	Employees aware of whistleblower policy	%	100
75	Cyber Security	Prevent cyber fraud	Cyber fraud incidents	Count	0
76	Energy & Climate	Monitor energy and GHG performance	Total Energy Consumption	kWh	1,163,489
77	Ethical Supply Chain	Strengthen supplier compliance	Suppliers compliant with ethical labour standards	%	100
78	Water Management	Conserve water resources	Total water consumption	m ³	16,533
79	Community Development	Promote supplier community engagement	Suppliers involved in community programs	%	100
80	Sustainable Sourcing	Source animal products responsibly	Sustainably sourced animal products	%	100
81	Human Rights	Protect external stakeholders	External stakeholder human rights incidents	Count	0

GRI INDEX

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

GRI No	Content	page No
GRI 1-5	Foundational Standards	
GRI 1-5	Statement of Use	7
GRI 2	General Disclosures	
GRI 2-1	Organizational Details	20
GRI 2-2	Entities Included in Sustainability Reporting	20
GRI 2-3	Reporting Period, Frequency and Contact Point	20
GRI 2-4	Restatements of Information	20
GRI 2-5	External Assurance	20
GRI 2-9	Governance Structure and Composition	20
GRI 2-23	Policy Commitments	20
GRI 2-29	Approach to Stakeholder Engagement	20
GRI 3	Material Topics	
GRI 3-1	Process to Determine Material Topics	20
GRI 3-2	List of Material Topics	20
GRI 3-3	Management of Material Topics	21
GRI 201	Economic Performance	
GRI 201-1	Direct Economic Value Generated and Distributed	23
GRI 201-2	Climate-Related Risks	23
GRI 201-3	Defined Benefit Plan Obligations and Coverage	23
GRI 201-4	Financial Assistance Received from Government	23

GRI No	Content	page No
GRI 202	Market Presence	
GRI 202-1	Ratios of Standard Entry-Level Wage to Local Minimum Wage	23
GRI 202-2	Proportion of Senior Management Hired from Local Communities	23
GRI 203	Indirect Economic Impacts	
GRI 203-1	Infrastructure Investments and Services Supported	23
GRI 203-2	Significant Indirect Economic Impacts and Their Outcomes	23
GRI 204	Procurement Practices	
GRI 204-1	Proportion of Spending on Local Suppliers	24
GRI 205	Anti-Corruption	
GRI 205-1	Operations Assessed for Risks Related to Corruption	24
GRI 205-2	Anti-Corruption Training Provided to Employees	24
GRI 205-3	Confirmed Incidents of Corruption and Actions Taken	24
GRI 206	Anti-Competitive Behaviors	24
GRI 206-1	Legal Actions for Anti-Competitive Behavior, Anti-Trust, and Monopoly Practices	24
GRI 207	Tax	
GRI 207-1	Approach to Tax	24
GRI 301	Materials	
GRI 301-1	Materials Used by Weight or Volume	26

GRI INDEX

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

GRI No	Content	page No
GRI 301-2	Recycled Input Materials Used	26
GRI 301-3	Reclaimed Products and Packaging	26
GRI 302-1	Energy Consumption within the Organization	26
GRI 302	Energy (Additional Energy Disclosures)	
GRI 302-1	Energy Consumption within the Organization	26
GRI 302-2	Energy Consumption Outside the Organization	26
GRI 302-3	Energy Intensity	26
GRI 302-4	Reductions in Energy Consumption	26
GRI 302-5	Reductions in Energy Requirements of Products and Services	26
GRI 303	Water and Effluents	
GRI 303-1	Interactions with Water as a Shared Resource	26
GRI 303-2	Water Discharge Management	26
GRI 303-3	Water Withdrawal	26
GRI 303-4	Water Discharge by Destination	27
GRI 303-5	Water Consumption	27
GRI 304	Biodiversity	
GRI 304-1	Operational Sites Owned, Leased, Managed in or Adjacent to Protected Areas and Areas of High Biodiversity Value	27
GRI 304-2	Significant Impacts of Activities, Products and Services on Biodiversity	27

GRI No	Content	page No
GRI 304-3	Habitats Protected or Restored	27
GRI 304-4	IUCN Red List Species and National Conservation List Species with Habitats in Areas Affected by Operations	27
GRI 305	Emissions	
GRI 305-1	Direct (Scope 1) GHG Emissions	28
GRI 305-2	Energy Indirect (Scope 2) GHG Emissions	28
GRI 305-3	Other Indirect GHG Emissions (Scope 3)	28
GRI 305-3	(Upstream): Other Indirect GHG Emissions – Purchased Goods and Services	28
GRI 305-3	(Downstream): Other Indirect GHG Emissions – Distribution and Product Delivery	28
GRI 305-4	GHG Emissions Intensity	28
GRI 305-5	Reduction of GHG Emissions	
GRI 305-6	Emissions of Ozone-Depleting Substances	28
GRI 305-7	Nitrogen Oxides (NOx), Sulphur Oxides (SOx), and Other Significant Air Emissions	28
GRI 306	Waste	
GRI 306-1	Waste Generation and Significant Waste-Related Impacts	28
GRI 306-2	Management of Significant Waste-Related Impacts	29
GRI 306-3	Waste Generated	29
GRI 306-4	Waste Diverted from Disposal	29

GRI INDEX

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

GRI No	Content	page No
GRI 306-5	Waste Directed to Disposal	29
GRI 307	Environmental Compliance	
GRI 307-1	Non-compliance with Environmental Laws and Regulations	29
GRI 308	Supplier Environmental Assessment	
GRI 308-1	New Suppliers Screened Using Environmental Criteria	29
GRI 308-2	Negative Environmental Impacts in the Supply Chain and Actions Taken	29
GRI 401	Employment	
GRI 401-1	New Employee Hires and Employee Turnover	31
GRI 401-2	Benefits Provided to Full-Time Employees	31
GRI 401-3	Parental Leave Data	31
GRI 402	Labor/Management Relations	
GRI 402-1	Minimum Notice Periods Regarding Operational Changes	31
GRI 403	Occupational Health & Safety	
GRI 403-1	Occupational Health and Safety Management System	31
GRI 403-2	Hazard Identification, Risk Assessment, and Incident Investigation	31
GRI 403-3	Occupational Health Services	31
GRI 403-4	Worker Participation, Consultation, and Communication on OH&S	31

GRI No	Content	page No
GRI 403-5	Worker Training on Occupational Health and Safety	31
GRI 403-6	Promotion of Worker Health	31
GRI 403-7	Prevention and Mitigation of Occupational Health and Safety Impacts	32
GRI 403-8	Workers Covered by OH&S Management System	32
GRI 403-9	Work-Related Injuries	32
GRI 403-10	Work-Related Ill Health	32
GRI 404	Training and Education	
GRI 404-1	Average Hours of Training per Employee	32
GRI 404-2	Programs for Upgrading Employee Skills and Transition Assistance Programs	32
GRI 404-3	Percentage of Employees Receiving Performance and Career Reviews	32
GRI 405	Diversity and Equal Opportunity	
GRI 405-1	Diversity of Governance Bodies and Employees	32
GRI 405-2	Ratio of Basic Salary and Remuneration by Gender	32
GRI 406	Diversity, Equity and Inclusion	
GRI 406-1	Incidents of Discrimination and Corrective Actions Taken	32
GRI 408 & GRI 409	Child Labor and Forced Labor	
GRI 408-1	Operations at Risk of Using Child Labor	32

GRI INDEX

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

GRI No	Content	page No
GRI 409-1	Operations at Risk of Forced Labor	32
GRI 412	Human Rights Assessment	
GRI 412-1	Employee Training on Human Rights Policies or Procedures	33
GRI 412-2	Human Rights Training	33
GRI 412-3	Agreements Including Human Rights Clauses	33
GRI 413	Local Communities	
GRI 413-1	Operations with Local Community Engagement, Impact Assessments, and Development Programs	33
GRI 413-2	Operations with Significant Community Impacts	33
GRI 414	Supplier Social Assessment	
GRI 414-1	New Suppliers Screened Using Social Criteria	33
GRI 414-2	Negative Social Impacts in the Supply Chain	33
GRI 416	Customer Health and Safety	
GRI 416-1	Assessment of Health and Safety Impacts of Products	33
GRI 416-2	Incidents of Non-Compliance Concerning Product Health and Safety	33
GRI 418	Information Security	
GRI 418-1	Substantiated Complaints Concerning Breaches of Customer Privacy	33
GRI 419	Socioeconomic Compliance	
GRI 419-1	Non-Compliance with Socioeconomic Laws and Regulations	33

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 :

