



GINCO CONTRACTING CO. LLC

5th Floor, Tower 400 P.O. Box 1809, Al Soor Sharjah, United Arab Emirates.

CORPORATE SUSTAINABILITY REPORT

(01st January 2025 to 31st December 2025)

MANAGING DIRECTOR MESSAGE ON CORPORATE SUSTAINABILITY REPORT



Dear Stakeholders,

As the Managing Director of GCC, I am pleased to share our Sustainability Report, which reflects our commitment to integrating Environmental, Social, and Governance (ESG) principles into every aspect of our business operations.

At GCC, we recognize the vital role that the construction and contracting industry plays in shaping the world around us, and we are determined to lead by example in driving sustainable practices across all our projects.

Sustainability at the Core of Our Operations

Sustainability has always been a cornerstone of our business philosophy. With a diversified portfolio in building contracting, electrical and mechanical fitting, sanitary contracting, and interior decoration, we have an opportunity

and a responsibility to reduce our environmental impact, create value for our communities, and operate with transparency and integrity. This report outlines the steps we have taken to ensure that our operations contribute positively to the environment, society, and the economy, while addressing the growing global challenges of climate change, resource depletion, and social inequality.

Environmental Stewardship

At GCC, we are committed to minimizing the environmental footprint of our operations. We are continuously exploring innovative solutions to reduce waste, lower energy consumption, and promote the use of sustainable materials. Our projects are designed to meet the highest environmental standards, incorporating energy-efficient systems, green building practices, and renewable energy technologies. We are also working closely with our partners and suppliers to ensure that sustainability is embedded across our entire value chain, from the sourcing of materials to the execution of the project.

Our commitment to environmental sustainability is not just a regulatory compliance requirement but a core principle that aligns with our vision for a cleaner, greener future. Through sustainable building designs and technologies, we strive to create spaces that are energy-efficient, eco-friendly, and comfortable for those who use them.

Social Responsibility:

Our people are the heart of GCC. We understand that a successful business must also create positive social impact by fostering a healthy, safe, and inclusive work environment. We prioritize the well-being of our employees by providing training and development opportunities, fair wages, and promoting diversity and equality within our workforce. Health and safety are non-negotiable priorities on all our job sites, and we continuously invest in initiatives that enhance the safety and quality of life for our team.

Beyond our employees, we are also committed to contributing to the communities where we operate. Our projects are designed to provide long-term value by improving infrastructure, supporting local economies, and promoting the welfare of the wider community. We work to strengthen our relationships with local suppliers, and we aim to make a meaningful difference through philanthropic initiatives and partnerships that support sustainable development.

Strong governance is key to our sustainability journey. We uphold the highest standards of corporate governance, transparency, and accountability. Our leadership team is committed to ensuring that our business decisions are aligned with ethical practices, legal requirements, and industry best standards. We regularly assess our policies and operations to ensure that we are not only complying with regulations but actively driving best-in-class governance practices in every aspect of our work.

Looking Ahead

As we continue to grow and evolve as a business, our commitment to sustainability will only strengthen. The challenges we face—whether environmental, social, or economic—require collective action, and GCC is proud to be part of the solution. We are focused on integrating sustainability into our core strategy and working with all our stakeholders to make a lasting positive impact.

I would like to thank our employees, partners, and stakeholders for their continued support and dedication to sustainability. Together, we can build a brighter, more sustainable future for all.

Sincerely
Managing
Director
GCC, UAE



ABOUT US

GCC is a dynamic and progressive engineering contracting company with over 40 years of proven experience in the construction industry. With a workforce of more than 2,500 skilled employees, GCC has established itself as a trusted partner in delivering high-quality construction, maintenance, and rehabilitation projects across the United Arab Emirates. The company specializes in commercial, industrial, and institutional developments, offering comprehensive services that include contract documentation, engineering, project planning, project management, construction supervision, execution, testing, commissioning, and handover. Supported by experienced professionals, advanced technologies, and robust management systems, GCC consistently delivers projects that meet the highest standards of quality, safety, and operational excellence. The company is committed to innovation, sustainability, and customer satisfaction, ensuring every project is completed efficiently, on schedule, and in compliance with applicable legal, regulatory, and industry requirements. GCC continues to strengthen its reputation as a reliable leader in the UAE construction sector.



INTRODUCTION TO SUSTAINABILITY REPORT



At GCC, sustainability is not just a commitment; it is the foundation of our operations and growth strategy. As a leading provider of building contracting, electrical fitting contracting, electrical, mechanical, and sanitary contracting, as well as interior decoration services in the UAE, we recognize our responsibility to create lasting value for our stakeholders while safeguarding the environment and enriching the communities we serve.

This Sustainability Report reflects our journey, achievements, and aspirations in integrating Environmental, Social, and Governance (ESG) principles into every aspect of our business. We understand that our industry plays a pivotal role in shaping the urban landscape and infrastructure, and with this comes the obligation to mitigate environmental impacts, uphold ethical practices, and foster social progress.

Environmental Stewardship : We are deeply committed to minimizing our ecological footprint by adopting innovative and sustainable practices. From the use of eco-friendly materials in construction and interior decoration to implementing energy-efficient technologies in electrical and mechanical systems, GCC strives to lead by example. Our focus extends beyond compliance with environmental regulations, as we actively pursue initiatives that conserve resources, reduce emissions, and promote circular economy principles.

Social Responsibility ;Our workforce is the backbone of our success, and we prioritize their safety, well-being, and professional development. At GCC, we maintain a strong commitment to fostering a diverse and inclusive workplace where every employee is valued and empowered to thrive. Beyond our internal stakeholders, we actively engage with local communities, supporting initiatives that enhance education, skill development, and social equity.

Governance Excellence Robust governance is integral to our sustainability agenda. At GCC, we adhere to stringent ethical standards and transparent practices to ensure accountability in all our operations. Our governance framework is designed to align with the highest international standards, safeguarding stakeholder interests and reinforcing trust. By fostering a culture of integrity and compliance, we aim to be a benchmark for ethical business practices in the contracting industry.

Innovation and Collaboration: In a rapidly evolving world, we believe that innovation and collaboration are key to achieving sustainability goals. By partnering with like-minded organizations, suppliers, and clients, GCC leverages cutting-edge technologies and expertise to deliver sustainable solutions that address today's challenges while anticipating future needs.

Our Sustainability Vision: This report outlines our progress toward a more sustainable future, detailing our strategies, initiatives, and performance metrics. It serves as a testament to GCC's unwavering dedication to integrating ESG principles across our operations and contributing to the UAE's vision for sustainable development.

We view this report not just as a record of our actions but as an invitation to our stakeholders to join us on this journey. Together, we can build a resilient and sustainable future, creating spaces that inspire, innovate, and endure for generations to come.

At GCC, sustainability is more than a goal; it is our purpose. Through this report, we reaffirm our commitment to advancing sustainability and look forward to sharing our continued progress with you.



STATEMENT OF USE (GRI 1—5)

This report is prepared in accordance with GRI standards (2021) for the reporting Period
01st January 2025 to 31st December 2025



ISO CERTIFICATIONS



ISO 9001:2015

GCC Contracting is ISO 9000:2015 Quality Management System certified, which ensures as an Organization we deliver a consistent level of quality to our customer by having well defined and regularly reviewed processes and procedures. It demonstrate the ability to consistently provide products and services that meet customer and regulatory requirements.

ISO 45001:2018

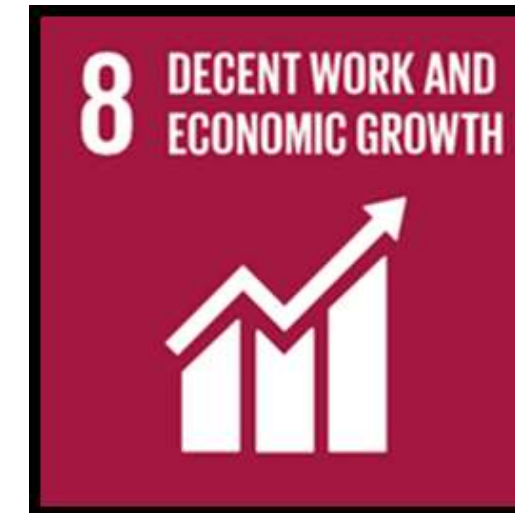
GCC Contracting is ISO 45001:2018 Occupational Health and Safety Management System (OHSMS) certified, which demonstrates that our Organization systematically assess hazards and implement risk control measures, leading to reduced workplace injuries, illnesses and incidents and we are committed to worker’s health, safety and wellbeing.

ISO 14001:2015

GCC Contracting is ISO 14001:2015 Environmental Management System (EMS) certified, which means that the environmental management system performance actually delivers ongoing, substantial and sustainable improvement. By implementing the requirements across our projects we ensure reduction in waste production, resource consumption, and pollutant emissions, ultimately resulting in a minimized environmental footprint leading to sustainability of ecosystem.



SUSTAINABLE DEVELOPMENT GOAL



OUR COMPETENCIES IN PROVIDING DIVERSIFIED SERVICES FOR MULTIPLE MARKET SECTORS





Complex Institutional and Functional Project

We have extensive experience delivering projects for a wide range of clients, and we appreciate the sensitive and competing demands that projects face – both in the public and private sectors.



Malls

Whether commercial offices, retail, mixed-use, property or corporate real estate, our team strive to save costs while also delivering effective and efficient property assets.



Hospitality

This diverse market requires innovative delivery, a clear vision and often sensitive community engagement while also finding new ways to define style and luxury. We help to create vibrant urban destinations that showcase the best of any city for residents or guests.



Entertainment

The planning, procurement, delivery and operation of modern world class leisure and entertainment facilities requires an integrated approach to respond to market trends and standards.



Automotive Industry

Core to our approach is client focus. Blending our construction expertise with our consultancy, we have helped our partners accomplish their goals faster and more efficiently. to market trends and standards.



Mosques

Having a track record of shaping major construction projects in the UAE, and proven experience in designing and constructing a variety of Mosques, and delivery of quality construction only.



Community & Living

Our development team are specialists in initiating and bringing forward new schemes, working in partnership with investors and stakeholders to create vibrant new communities.



VIP Villas

The Villa stands out for its contemporary design shape combined with the play of volumes and finishes (highlighting stone and wood), diverse ora elements become a key stone of design turning this villa into our most outstanding project.



Commercial/Offices

Our people and teams have a wealth of first hand experience throughout the property lifecycle, they understand how to maximise property assets, boost efficiency, rationalisation programmes and deliver the highest quality building.



MIX-USE

Our people and teams have a wealth of first hand experience throughout the property lifecycle, they understand how to maximise property assets, boost efficiency, rationalisation programmes and deliver the highest quality building.



Warehouses

Our development team are specialists in initiating and bringing forward new schemes, working in partnership with investors and stakeholders to create vibrant new communities.



Infrastructure for Energy & Utilities

Energy and utility companies operate in a complex and demanding environment and marketplace; having to balance service provision within rigorous regulatory regime all the while competing with each other for customers or development contracts.



Infrastructure for Transportation System

Our combined consultancy and construction knowledge gives us a different perspective on transport infrastructure. This has helped us to successfully deliver some of the world’s most complex and challenging schemes



Residential

We care about our living spaces and each of our varied projects in this sector help us to emphasise the importance of place, while also protecting these spaces for people to live, study and visit.

MISSION, VISION AND CORE VALUES



MISSION

To provide our customers the highest level of quality construction services with highest levels of professionalism, integrity, honesty and fairness in our relationship with the clients as well as other professional associates.

VISION

To be the leading provider of quality construction and engineering services.

INTEGRITY CANNOT BE COMPROMISED



We are honest, consistent and fair in all aspects and our communication is transparent and forthright.

CUSTOMER SATISFACTION IS THE CORNERSTONE OF OUR SUCCESS



We strive to exceed customer expectations and dedicate time and effort to deliver quality service to all our clients.

COMMITTED TO INNOVATION



We consider learning and development a continuous process; consequently, we adapt state – of – the – art technology and practices to enhance efficiency of our operations constantly.

SAFETY FIRST



Our employees are our most important assets, therefore, safety and their well – being is our primary priority.

GREAT TEAMS BUILD GREAT COMPANIES



In order to attract, develop and retain the best talent, we have created an environment where individual growth is the foundation of our company's growth.



AREA DEVELOPMENT EXPERTS FOR URBAN LIVING COMMUNITIES

We are an engineering contracting firm specialized in construction, maintenance and rehabilitation of various commercial, industrial and institutional establishments for over 40 years with more than 2500 employees. We are specialised in:

- Complex Institutional & Functional Project
- Malls
- Hospitality
- Entertainment
- Automotive Industry
- Mosques
- Community & Living
- VIP Villas
- Commercial / Offices
- Mix-Use
- Warehouses
- Infrastructure for Energy & Utilities
- Infrastructure for Transportation System
- Residential



FROM STRATEGIC AND CONCEPTUAL VISIONING THROUGH TO BRILLIANT CREATIVE DESIGN AND DETAILING, WE PROVIDE THE DIFFERENCE IN INTERIOR DESIGN.

Every project that we have undertaken thus far is the true embodiment of what we stand for as a company – unrivalled perfection, impeccable services and an unwavering commitment to quality:

- Hospitality
- Food & Beverage
- Malls – Front of House
- Healthcare
- Commercial
- Residential
- Social Infrastructure
- FF&E

Visit [GCC Interiors](#) website for more details.



LEADING ELECTRO-MECHANICAL CONTRACTING COMPANY IN THE UAE

GESCO is a full-fledged electromechanical company with 20 years of industry experience, employing more than 500 employees with SEWA and DEWA unlimited license. We provide complete electromechanical solutions:

- Air Conditioning Works
- Chilled Water System
- District Cooling
- VRF and DX Units
- Infrastructure for Lightning
- Electrical Systems
- Infrastructure for Drainage Systems
- Infrastructure for Storm Water
- Infrastructure for Green Systems
- Water Supply Works
- Pipelines Works
- Plumbing Works
- Mechanical Ventilation Works
- Low Voltage System Works
- Fire Alarm / Fire Fighting Systems

Visit [GESCO](#) website for more details.



BESPOKE JOINERY WORKSHOP. WE CATER FOR BOTH PRIVATE PROPERTY AND COMMERCIAL BUSINESS.

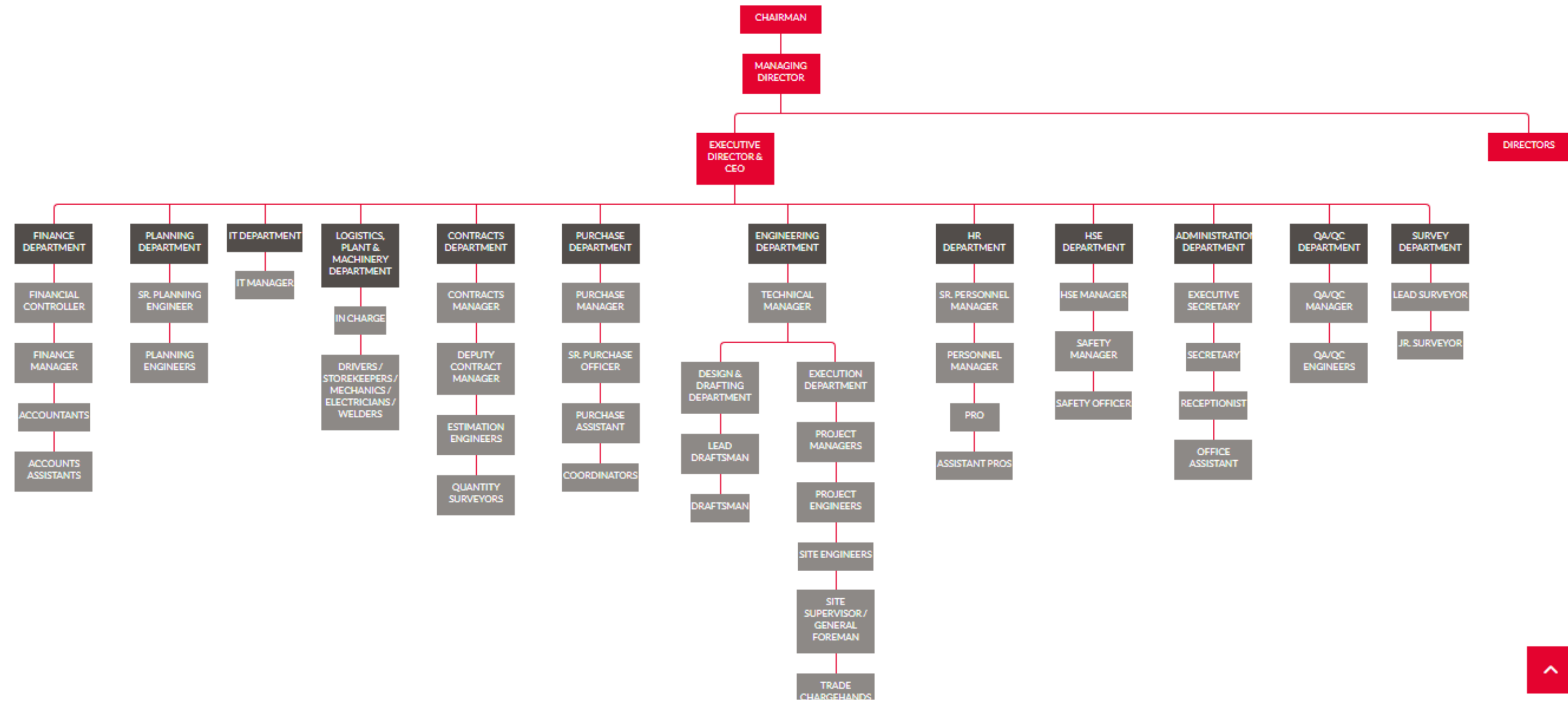
We are a multidisciplinary contractor with an established track record in delivering high quality wood fabrication projects across the UAE. Adopting a top-down approach, we invest heavily in our in-house apprenticeships and are proud to train and employ an exceptional team of local tradespeople who are skilled in a range of joinery practices.

Visit [JW Space](#) website for more details.

ORGANIZATION CHART



The driving force behind our success is our people who, with their collective expertise, push us to think differently and bravely lead the way.



OUR CLIENTS



Our Clients

A Business Built on Clients Relationship.

For over 40 years, we've been devoting our hearts and minds to our clients, achieving great successes and building lasting relationships.

A true partnership is a two-way street — ideas and information flow openly and regularly, based on a foundation of mutual trust and respect for one another's expertise — and our clients embrace this philosophy.

The best and most productive relationships are synergistic and goal-oriented, and a long-term relationship has the value add of deep-rooted industry and company knowledge and relationships.

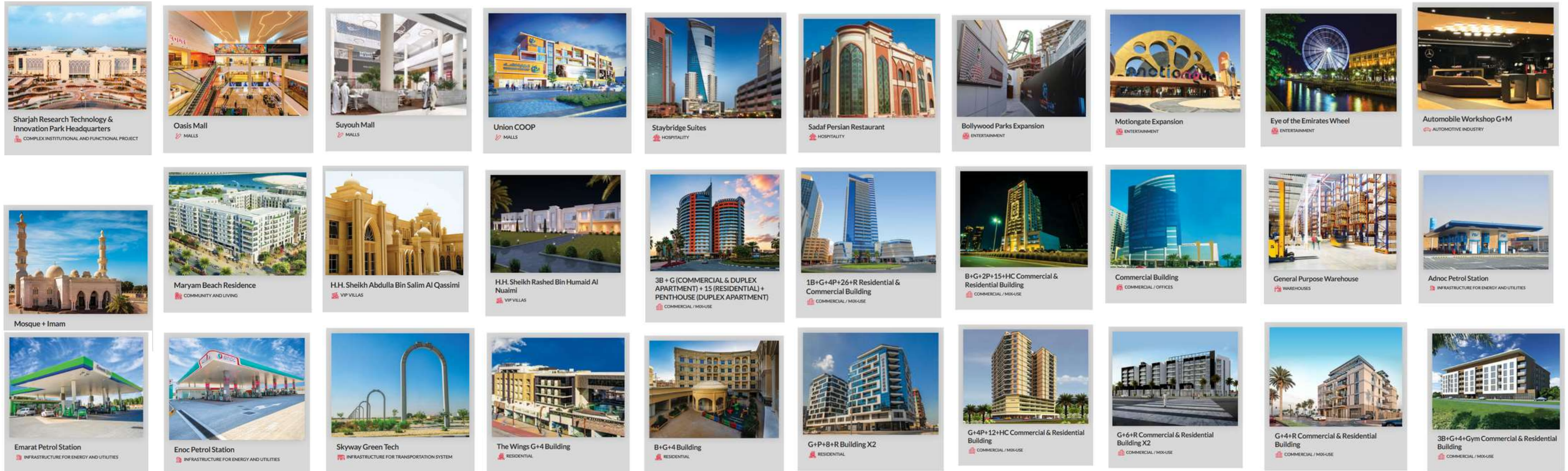
Our client list speaks for itself. Since our earliest days, we've covered most sectors. Every day, since 40 years ago, we've been devoting our hearts and minds to our clients, achieving great successes and building lasting relationships.



PORTFOLIO



Experience defines every aspect of our business. It has spurred our company's embrace of new ideas and emerging technologies in development.u.



TO THE FUTURE



3-D PRINTING

Concrete printing is a reality that is being utilized all over the world. While some are just learning of this disruptive technology, governments, universities, engineers and developers worldwide are already utilizing the undeniable benefits. This is not the future of construction, it is already here.



BE INSPIRED!

As you look around, you will find commercial buildings, homes, and a myriad of other industries utilizing the technology for more sustainable and superior products. Our concrete printing technology can be done at a fraction the cost, and a fraction the time, but the greatest benefit is the freedom of inspiring designs that are no longer cost prohibitive.

ORGANIZATIONAL DETAILS

GRI 2-1



Legal Name : GINCO Contracting Co. LLC

Nature of ownership and legal form : LLC

Location of its headquarters : 5th Floor, Tower 400 P.O. Box 1809, AI Soor Sharjah, United Arab Emirates.

Countries of operation : UAE

LOCATIONS COVERED	
HEAD OFFICE LOCATION GINCO CONTRACTING CO. L.L.C, SHARJAH 5th Floor, Tower 400, P.O.Box: 1809 Sharjah, UAE.	DUBAI GCC CONTRACTING (Branch of GINCO Sharjah L.L.C) Office 1301,1302, International Business Tower (IBT), Business Bay P.O. Box 115190, Dubai, UAE.
ABU DHABI GINCO CONT. LLC (Branch of GINCO Sharjah L.L.C) Office 306 Saeed Nasir Farhan Al Qubaisy Bldg. Abu Dhabi, UAE.	AJMAN GINCO CONT. CO. LLC (Branch of GINCO Sharjah L.L.C) Office 22, Rumaillah Bldg. Ajman, UAE.
 Area Development Experts for Urban Living Communities	 leading Electro-mechanical Contracting Company in the UAE
 From Strategic and Conceptual Visioning Through to Brilliant Creative Design and Detailing, We Provide the Difference in Interior Design.	 bespoke joinery workshop. We cater for both private property and commercial business.



GRI 2-1: Organizational Details

GCC is a UAE-based contracting company providing Building Contracting, Electrical Fitting Contracting, Mechanical & Sanitary Contracting, and Interior Decoration services. The company operates with a commitment to quality, safety, sustainability, and ethical business practices, delivering value to customers while supporting environmental stewardship, responsible governance, and social responsibility.

GRI 2-3: Reporting Period, Frequency and Contact Point

This report covers the reporting period from 1 January to 31 December 2025 and is published annually. It has been prepared in accordance with GRI Standards 2021. Stakeholders seeking additional information or clarification may contact GCC through its official corporate office or designated sustainability representative.

GRI 2-6: Activities, Value Chain and Other Business Relationship

GCC delivers building construction, electrical fitting, mechanical and sanitary contracting, and interior decoration services. Its value chain includes responsible procurement, subcontractors, suppliers, logistics providers, project execution, and customer support. Long-term business relationships are built on quality, compliance, ethical conduct, sustainability, and continuous operational improvement.

GRI 2-7: Employees

GCC employs a diverse workforce consisting of engineers, project managers, supervisors, technicians, skilled workers, and administrative personnel. Employees receive fair employment opportunities, professional development, occupational health and safety protection, and welfare benefits while contributing to operational excellence and sustainable business growth across all company operations.



GRI 2-9: Governance Structure

GCC operates under a structured governance framework led by senior management responsible for strategic planning, operational oversight, risk management, compliance, and sustainability. Clearly defined roles, accountability, transparent decision-making, and effective management systems support ethical business conduct, regulatory compliance, continuous improvement, and long-term organizational success.

GRI 2-23: Policy Commitment

GCC has established comprehensive policies covering quality management, environmental protection, occupational health and safety, human rights, ethics, anti-corruption, responsible procurement, information security, and sustainability. These policies guide daily operations, ensure legal compliance, promote responsible business practices, and demonstrate the company's commitment to continuous improvement and stakeholder trust.

GRI 2-27: Compliance with Laws and Regulations

GCC complies with all applicable UAE laws, regulations, contractual obligations, and industry requirements relating to construction, labour, health and safety, environmental protection, and corporate governance. Compliance is maintained through regular inspections, internal audits, legal reviews, employee awareness programs, corrective actions, and continuous monitoring of regulatory changes.

GRI 2-29: Stakeholder Engagement

GCC actively engages employees, customers, suppliers, subcontractors, government authorities, local communities, and business partners through meetings, consultations, surveys, project reviews, audits, and feedback mechanisms. Stakeholder input helps identify priorities, improve decision-making, manage risks, strengthen relationships, and enhance the company's sustainability performance and long-term business success.

GRI 3-1: Process to Determine Material Topics

GCC identifies material sustainability topics through stakeholder consultations, business risk assessments, legal and regulatory requirements, customer expectations, industry best practices, and organizational objectives. The materiality assessment process prioritizes significant environmental, social, and governance impacts, ensuring sustainability reporting addresses the issues most important to stakeholders and business performance.

GRI 3-2: List of Material Topics

GCC's material sustainability topics include Corporate Governance, Business Ethics, Occupational Health and Safety, Energy Management, Water Stewardship, Greenhouse Gas Emissions, Waste Management, Sustainable Procurement, Employee Development, Human Rights, Community Engagement, Customer Health and Safety, Quality Management, Climate Action, and Regulatory Compliance, reflecting key business priorities and stakeholder expectations.

GRI 3-3: Management of Material Topics

GCC manages its material topics through integrated management systems, corporate policies, measurable objectives, operational procedures, performance monitoring, internal audits, employee training, stakeholder engagement, management reviews, and corrective action processes. Continuous improvement initiatives ensure effective management of sustainability impacts while supporting business resilience, compliance, and long-term value creation.

MOST ENVIRONMENTAL TOPICS

- 1.Climate Change Mitigation
- 2.Air Quality Management
- 3.Energy Use in Operations
- 4.Green Construction Materials
- 5.Recycling and Circular Economy
- 6.Waste Reduction and Disposal
- 7.Soil and Groundwater Protection
- 8.Biodiversity Preservation
- 9.Water Management in Construction
- 10.Eco-friendly Transportation

MOST SOCIAL TOPICS

- 1.Social Impact on Local Communities
- 2.Employee Well-being and Mental Health
- 3.Work-life Balance
- 4.Child Labor and Forced Labor Prevention
- 5.Gender Equality in the Workforce
- 6.Talent Retention and Career Progression
- 7.Collaboration with NGOs and Charities
- 8.Employee Benefits and Compensation
- 9.Workplace Discrimination and Harassment Prevention
- 10.Customer Satisfaction and Feedback

MOST GOVERNANCE TOPICS

- 1.Corporate Ethics and Integrity
- 2.Diversity in Leadership and Governance
- 3.Whistleblower Protection Programs
- 4.Tax Transparency and Compliance
- 5.Internal Audit Processes
- 6.Performance-based Executive Compensation
- 7.Supplier Code of Conduct
- 8.Alignment with International ESG Standards
- 9.Succession Planning for Key Roles
- 10.Cyber security Governance



GOVERNANCE

GRI 201-1: Economic Value Generated and Distributed

GCC creates economic value through its construction, electrical, mechanical, sanitary, and interior decoration services across the UAE. Revenue is distributed through employee salaries, supplier payments, taxes, operational expenses, and sustainability investments. Efficient financial management supports business growth, stakeholder confidence, employee welfare, and long-term organizational resilience.

GRI 201-2: Financial Implications and Risks Due to Climate Change

GCC recognizes climate-related risks that may affect operations, project delivery, and regulatory compliance. The company reduces these risks through sustainable construction practices, waste reduction, efficient resource management, environmental monitoring, and responsible procurement. Climate resilience initiatives improve operational efficiency, reduce environmental impacts, and strengthen long-term business sustainability.



GRI 201-3: Defined Benefit Plan Obligations

GCC provides employee benefits in accordance with UAE Labour Law, including health insurance, end-of-service benefits, paid leave, and welfare facilities. Employee wellbeing programs, professional development, workplace safety, and healthcare support improve workforce satisfaction, retention, productivity, and contribute to sustainable organizational growth.

GRI 202-1: Ratios of Standard Entry Level Wag

GCC maintains fair and transparent remuneration practices based on qualifications, experience, responsibilities, and applicable labour regulations. Competitive salaries, periodic reviews, equal opportunity, and performance-based recognition attract and retain skilled employees while supporting workforce motivation, operational excellence, and sustainable business success.

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

GCC promotes local employment by recruiting qualified professionals within the UAE whenever possible. Leadership appointments are based on competence, experience, and integrity. Internal promotions, succession planning, and leadership development programs strengthen organizational capability while supporting national workforce development and long-term business continuity.

GRI 203-1: Infrastructure Investments and Services Supported

GCC contributes to economic development by delivering quality construction and engineering services that support infrastructure growth. Investments in employee training, digital systems, preventive maintenance, sustainable construction, and responsible procurement improve operational efficiency while creating long-term value for customers, suppliers, employees, and local communities.

GRI 203-2: Significant Indirect Economic Impacts

GCC generates positive economic impacts through employment creation, local supplier engagement, skills development, and sustainable construction practices. Efficient project management, responsible procurement, and ESG initiatives strengthen local supply chains, reduce operational risks, and contribute to national economic growth and community development.

GRI 204-1: Proportion of Spending on Local Supplier

GCC prioritizes responsible procurement by engaging qualified local suppliers and subcontractors that meet quality, safety, environmental, and ethical standards. Supplier selection considers technical capability, legal compliance, delivery performance, and sustainability practices, strengthening local economic development while improving supply chain resilience and operational efficiency.

GRI 205-1: Operations Assessed for Risks Related to Corruption

GCC regularly assesses corruption risks across procurement, finance, project management, and commercial operations. Internal controls, risk assessments, approval procedures, and management oversight identify and mitigate potential risks, protecting organizational integrity, strengthening corporate governance, and maintaining stakeholder confidence.



GRI 205-2: Communication and Training About Anti-Corruption Policies

GCC communicates its Anti-Corruption Policy through employee induction, awareness programs, management meetings, and supplier engagement. Employees receive guidance on ethical conduct, bribery prevention, conflicts of interest, and confidential reporting, promoting transparency, accountability, and compliance throughout all business operations.

GRI 205-3: Confirmed Incidents of Corruption and Actions Taken

GCC maintains zero tolerance for corruption, bribery, fraud, and unethical conduct. Reported concerns are investigated confidentially, with appropriate corrective actions and disciplinary measures implemented where necessary. Regular monitoring, audits, and management reviews reinforce ethical behaviour and support compliance with corporate governance requirements.



GRI 206-1: Legal Actions for Anti-Competitive Behavior

GCC is committed to fair competition, transparent procurement, and ethical business conduct. The company prohibits anti-competitive practices, bid manipulation, market allocation, and unfair commercial behaviour. Internal controls, employee awareness, and management oversight ensure compliance with competition laws and maintain stakeholder trust.

GRI 207-1: Approach to Tax

GCC complies with all applicable UAE tax laws and financial reporting requirements. Tax obligations are managed through accurate recordkeeping, internal controls, qualified finance personnel, and timely statutory filings. Transparent tax practices support regulatory compliance, responsible governance, and long-term stakeholder confidence while contributing to national economic development.





ENVIRONMENT

GRI 301-1: Materials Used by Weight or Volume

GCC uses construction materials such as cement, steel, concrete, aggregates, bricks, timber, glass, cables, plumbing materials, paints, insulation, and packaging. Material consumption is monitored through procurement and inventory systems to reduce waste, improve resource efficiency, optimize project planning, and support sustainable construction and circular economy principles.

GRI 301-2: Recycled Input Materials Used

GCC encourages the use of recycled and environmentally responsible materials wherever practical. Recycled steel, aggregates, timber, paper, and reusable packaging are incorporated into projects when feasible. Sustainable procurement practices reduce dependence on virgin resources, lower environmental impacts, support circular economy objectives, and improve responsible resource management across operations.



GRI 301-3: Reclaimed Products and Packaging Materials

GCC promotes the reuse of pallets, cable drums, packaging materials, timber, metal components, and other reusable construction materials. Recovery and recycling practices reduce landfill waste, conserve natural resources, improve operational efficiency, and encourage employees and subcontractors to actively support responsible material management throughout project execution.

GRI 302-1: Energy Consumption within the Organization

GCC monitors electricity, diesel, and fuel consumption across offices, construction sites, workshops, warehouses, and equipment yards. Energy-saving initiatives including LED lighting, preventive maintenance, efficient machinery, and regular monitoring reduce energy consumption, operating costs, and greenhouse gas emissions while improving operational efficiency.

GRI 302-2: Energy Consumption Outside the Organization

Indirect energy consumption arises from suppliers, subcontractors, transportation, purchased materials, and outsourced logistics. GCC encourages suppliers to adopt energy-efficient practices and considers environmental performance during procurement. Responsible supply chain management reduces indirect energy consumption and supports sustainable project delivery and long-term environmental performance.

GRI 302-3: Energy Intensity

GCC measures energy intensity using operational indicators such as project value, construction area, equipment operating hours, and workforce size. Performance monitoring identifies improvement opportunities, supports benchmarking between projects, enhances operational efficiency, and guides investment in energy-efficient technologies to reduce environmental impacts.



GRI 302-4: Reduction of Energy Consumption

Energy reduction initiatives include LED lighting, efficient HVAC systems, preventive equipment maintenance, automatic controls, optimized project scheduling, and employee awareness programs. Regular monitoring identifies abnormal energy usage, enabling corrective actions that reduce electricity and fuel consumption, lower emissions, and improve operational efficiency.

GRI 302-5: Reduction in Energy Requirements of Products and Services

GCC incorporates energy-efficient building systems, LED lighting, insulation, optimized electrical designs, and high-efficiency HVAC solutions into construction projects. These sustainable engineering practices reduce energy demand, lower operational costs, improve building performance, and contribute to environmentally responsible infrastructure development for customers.



GRI 303-1: Interactions with Water as a Shared Resource

Water is used for construction activities, cleaning, dust suppression, landscaping, sanitation, and employee welfare. GCC promotes responsible water use through leak inspections, water-efficient fixtures, employee awareness, and operational controls that reduce unnecessary consumption while protecting local water resources and improving resource efficiency.

GRI 303-2: Management of Water Discharge

GCC manages wastewater in accordance with UAE environmental regulations using approved drainage systems, spill prevention measures, sediment controls, and regular inspections. Continuous monitoring helps prevent environmental contamination, protects surrounding ecosystems, and ensures responsible wastewater management throughout construction and office operations.



GRI 303-3: Water Withdrawal

Water is primarily sourced from municipal supplies for construction, cleaning, sanitation, landscaping, and employee welfare. GCC monitors water consumption, repairs leaks promptly, encourages efficient usage, and promotes conservation initiatives that improve water efficiency and support sustainable resource management across all operations.

GRI 303-4: Water Discharge by Destination

Wastewater generated from GCC operations is discharged through approved municipal sewerage systems or authorized treatment facilities. Environmental monitoring, housekeeping, preventive maintenance, and operational controls minimize pollution risks while ensuring compliance with environmental regulations and responsible wastewater disposal practices.



GRI 303-5: Water Consumption

GCC regularly reviews water consumption to identify conservation opportunities and improve operational efficiency. Water-saving fixtures, employee awareness campaigns, preventive maintenance, and efficient site management reduce unnecessary consumption while supporting responsible water stewardship and continual environmental improvement across construction activities.

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

GCC primarily operates in urban and industrial locations within the UAE. Before commencing projects, environmental assessments identify nearby protected areas or sensitive ecosystems. Project planning incorporates mitigation measures to avoid environmental disturbance, protect biodiversity, comply with legal requirements, and minimize impacts on ecologically significant habitats.

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

GCC recognizes that construction activities may affect local biodiversity through land disturbance, dust, noise, waste generation, and resource consumption. To minimize these impacts, the company implements environmental impact assessments, erosion control, pollution prevention, vegetation protection, responsible waste management, and regular environmental monitoring, ensuring compliance with environmental regulations and sustainable construction practices.

GRI 304-3: Habitats Protected or Restored

Where practical, GCC protects existing vegetation and restores disturbed areas after project completion. Landscaping activities prioritize native plant species and environmentally suitable vegetation. Site rehabilitation, soil stabilization, and erosion control measures contribute to habitat restoration, improve environmental quality, and support long-term ecosystem sustainability.

GRI 304-4: IUCN Red List and National Conservation Species

GCC evaluates project locations to identify potential impacts on protected species listed by the IUCN or UAE conservation authorities. Environmental assessments and mitigation measures help prevent disturbance to sensitive habitats. The company supports compliance with biodiversity regulations and responsible environmental stewardship throughout project activities.





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

GCC monitors direct greenhouse gas emissions from construction equipment, generators, company vehicles, and refrigerants using ISO 14064-1 and the GHG Protocol. Scope 1 emissions totaled 2,161.0 tCO₂e in 2025. Fuel efficiency, preventive maintenance, fleet modernization, and eco-driving initiatives support the company's target of reducing emissions by 42% by 2030.

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

Scope 2 emissions arise from purchased electricity consumed across offices, workshops, warehouses, and project sites. GCC recorded 1,721.5 tCO₂e of Scope 2 emissions in 2025. LED lighting, smart energy monitoring, efficient equipment, and planned solar energy projects help reduce electricity consumption and support long-term carbon reduction commitments.

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

Scope 3 emissions include purchased materials, transportation, logistics, business travel, employee commuting, suppliers, and waste management. GCC recorded 7,371.4 tCO₂e in Scope 3 emissions during 2025. Sustainable procurement, supplier carbon reporting, local sourcing, and logistics optimization reduce value-chain emissions and strengthen climate performance.

GRI 305-3: (Upstream): Other Indirect GHG Emissions – Purchased Goods and Services

GCC recorded 5,289.8 tCO₂e of Upstream Scope 3 emissions in 2025 from purchased goods and services, capital goods, fuel- and energy-related activities, upstream transportation and distribution, business travel, employee commuting, waste generated in operations, and leased assets. Supplier engagement, sustainable procurement, and local sourcing help reduce upstream emissions.

GRI 305-3: (Downstream): Other Indirect GHG Emissions – Distribution and Product Delivery

GCC recorded 2,081.6 tCO₂e of Downstream Scope 3 emissions in 2025 from downstream transportation and distribution, end-of-life treatment of construction materials, waste recovery, and other downstream value chain activities where applicable. Collaboration with customers, contractors, and recycling partners supports circular economy practices and reduces downstream greenhouse gas emissions.

GRI 305-4: GHG Emissions Intensity

GCC measures GHG emissions intensity against operational indicators such as project value, equipment utilization, and revenue. The company achieved a 2025 emissions intensity of 13.2 tCO₂e per AED million revenue. Continuous monitoring supports benchmarking, operational efficiency, informed decision-making, and progress toward climate and sustainability objectives.

GRI 305-5: Reduction of GHG Emission

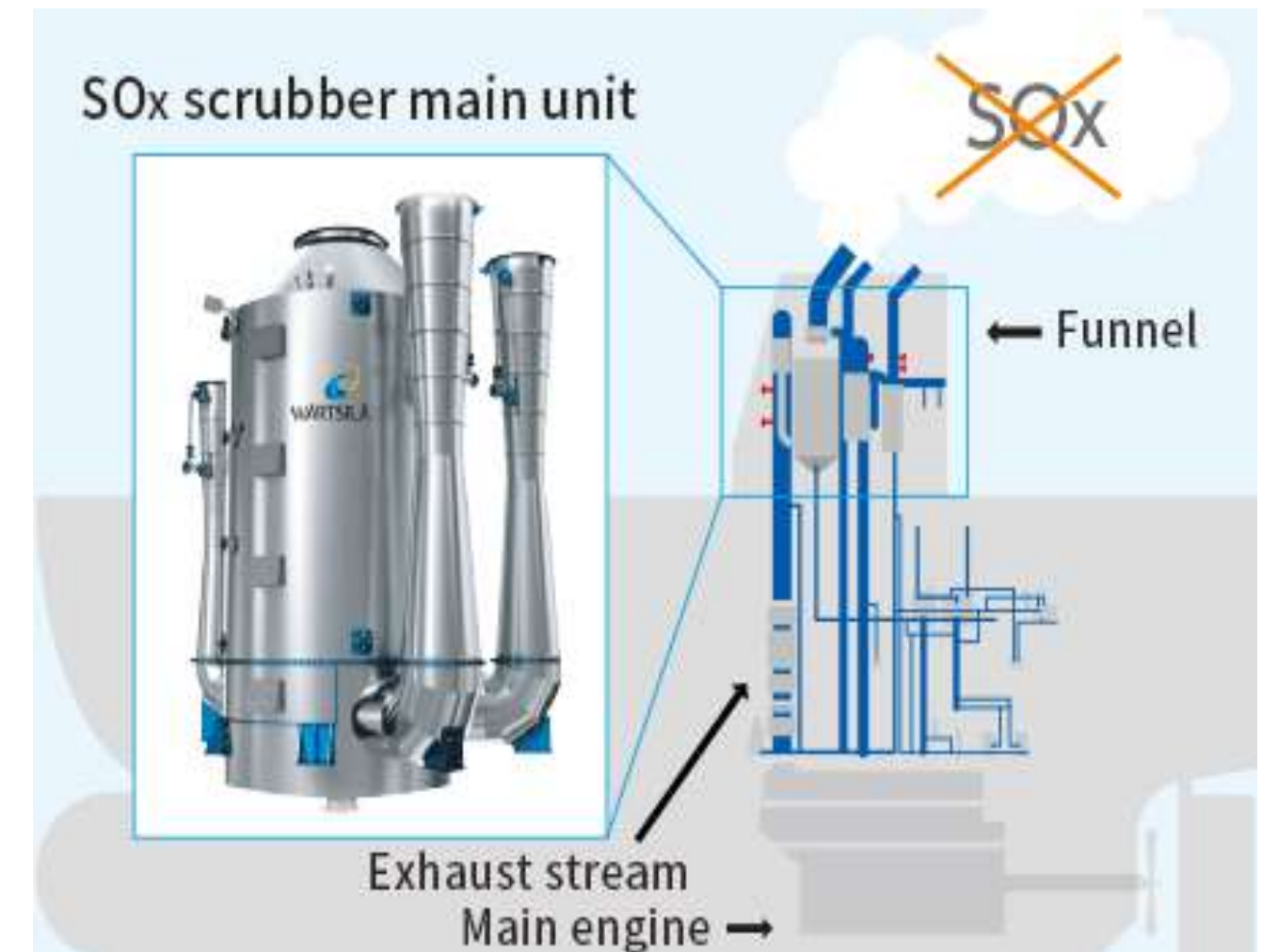
GCC reduces greenhouse gas emissions through LED lighting, fleet modernization, preventive maintenance, smart energy monitoring, sustainable procurement, construction waste recycling, supplier engagement, and renewable energy initiatives. These actions support Science Based Targets initiative (SBTi) commitments, aiming for a 42% reduction in Scope 1 and Scope 2 emissions by 2030.

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

GCC minimizes ozone-depleting substance emissions by maintaining refrigeration and air-conditioning equipment, detecting refrigerant leaks, and replacing high global warming potential refrigerants with environmentally preferable alternatives. Preventive maintenance, qualified technicians, and refrigerant recovery procedures ensure regulatory compliance while reducing environmental impacts and supporting responsible asset management.

GRI 305-7: NO_x, SO_x and Other Significant Air Emission

GCC manages air emissions from construction equipment, generators, and vehicles through preventive maintenance, efficient fuel use, equipment modernization, and dust suppression. Regular inspections reduce NO_x, SO_x, particulate matter, and other pollutants, improving local air quality, protecting workers and communities, and supporting environmental compliance and pollution prevention.



GRI 306-1: Waste Generation and Significant Waste-related Impacts

GCC generates construction debris, scrap metal, timber, packaging, plastics, hazardous waste, and office waste. Waste generation is monitored to reduce environmental impacts through waste minimization, segregation, reuse, recycling, and responsible disposal, supporting circular economy principles and sustainable construction practices.

GRI 306-2: Management of Significant Waste-related Impacts

GCC manages waste through segregation at source, licensed waste contractors, recycling programs, hazardous waste controls, employee training, and regular inspections. Waste management procedures minimize pollution, improve resource efficiency, ensure legal compliance, and reduce environmental impacts associated with project activities.

GRI 306-3: Waste Generated

Waste generated from construction, maintenance, offices, and warehouses is monitored using waste registers and disposal records. Regular performance reviews identify opportunities for waste reduction, improved recycling, responsible resource management, and continual environmental improvement across all operational activities.

GRI 306-4: Waste Diverted from Disposal

GCC diverts recyclable materials including metals, timber, cardboard, plastics, paper, and packaging from landfill through reuse and recycling programs. Collaboration with licensed recycling contractors conserves natural resources, reduces disposal costs, improves environmental performance, and supports circular economy initiatives.

GRI 306-5: Waste Directed to Disposal

Non-recyclable and hazardous waste is transported by licensed waste contractors to approved treatment and disposal facilities in accordance with UAE regulations. Waste tracking records, inspections, and environmental controls ensure safe disposal while protecting human health and the environment.



GRI 307-1: Non-compliance with Environmental Laws and Regulation

GCC strives to maintain zero significant environmental violations by complying with UAE environmental legislation, permits, and contractual obligations. Regular compliance audits, inspections, employee training, corrective actions, and management reviews ensure adherence to regulatory requirements and continual improvement of environmental performance.



GRI 308-1: New Suppliers Screened Using Environmental Criteria

GCC evaluates new suppliers based on environmental compliance, legal requirements, sustainability performance, environmental certifications, waste management, pollution prevention, and resource efficiency. Supplier assessments support responsible procurement, reduce environmental risks, and strengthen sustainable supply chain management.

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

GCC monitors suppliers for environmental non-compliance through audits, documentation reviews, performance evaluations, and corrective action plans. Suppliers are encouraged to improve environmental practices, reduce pollution, manage waste responsibly, and comply with legal requirements, strengthening sustainability across the supply chain.





SOCIAL



GRI 401-1: New Employee Hires and Employee Turnover

GCC recruits qualified employees through fair, transparent, and non-discriminatory hiring practices. Recruitment is based on competence, experience, and organizational needs. Employee turnover, retention, and recruitment trends are monitored to improve workforce planning. Career development, competitive remuneration, and employee engagement programs support retention, job satisfaction, and sustainable workforce growth.

GRI 401-2: Benefits Provided to Full-Time Employees

GCC provides employees with medical insurance, annual leave, public holidays, end-of-service benefits, accommodation and transportation where applicable, personal protective equipment, welfare facilities, and professional development opportunities. Employee wellbeing initiatives, health programs, and periodic benefit reviews support workforce satisfaction, legal compliance, and long-term employee retention.



GRI 401-3: Parental Leave

GCC provides maternity, paternity, and parental leave in accordance with UAE Labour Law. Eligible employees receive statutory leave benefits and equal opportunities upon returning to work. Fair employment practices, confidentiality, and workplace support promote work-life balance, employee wellbeing, gender equality, and sustainable workforce development.

GRI 402-1: Minimum Notice Period Regarding Operational Changes

GCC communicates significant organizational or operational changes through management meetings, HR communications, supervisor briefings, and official notices. Employees receive appropriate notice in accordance with UAE Labour Law and employment contracts. Open communication encourages employee participation, strengthens workplace trust, and supports smooth implementation of organizational changes.

GRI 403-1: Occupational Health & Safety Management System

GCC maintains an Occupational Health and Safety Management System covering construction sites, offices, workshops, and warehouses. Risk assessments, safety inspections, toolbox talks, emergency preparedness, PPE management, and preventive controls protect employees, contractors, and visitors while ensuring compliance with legal requirements and continuous safety improvement.

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

GCC identifies workplace hazards through inspections, risk assessments, and employee reporting. All incidents and near misses are investigated to determine root causes and implement corrective actions. Preventive measures, continuous monitoring, and management reviews reduce workplace risks and improve overall occupational health and safety performance.

GRI 403-3: Occupational Health Services

GCC provides occupational health services including medical examinations, first aid facilities, emergency medical support, health awareness programs, and workplace health monitoring. Employees have access to appropriate healthcare assistance, promoting early intervention, illness prevention, employee wellbeing, and compliance with occupational health requirements.

GRI 403-4: Worker Participation, Consultation and Communication

Employees actively participate in safety committees, toolbox talks, hazard reporting, inspections, and consultation meetings. GCC encourages open communication and employee feedback to improve workplace safety. Worker participation strengthens safety awareness, promotes shared responsibility, and supports continual improvement of occupational health and safety performance.

GRI 403-5: Worker Training on Occupational Health and Safety

GCC provides regular occupational health and safety training covering hazard awareness, safe work practices, emergency response, personal protective equipment, fire safety, and incident reporting. Continuous training enhances employee competence, improves safety performance, reduces workplace risks, and supports a strong safety culture throughout the organization.

GRI 403-6: Promotion of Worker Health

GCC promotes employee health through wellness programs, health awareness campaigns, medical support, hygienic workplace facilities, mental wellbeing initiatives, and preventive healthcare measures. These programs encourage healthy lifestyles, reduce occupational health risks, improve employee wellbeing, and contribute to increased productivity and workforce engagement.

GRI 403-7: Prevention and Mitigation of Occupational Health & Safety Impacts

GCC minimizes occupational health and safety risks through engineering controls, safe work procedures, preventive maintenance, contractor management, emergency preparedness, and regular inspections. Continuous monitoring and corrective actions reduce workplace hazards while protecting employees, contractors, visitors, and surrounding communities from operational risks.

GRI 403-8: Workers Covered by an Occupational Health & Safety Management System

All GCC employees, contractors, and relevant subcontractors working under company control are covered by the Occupational Health and Safety Management System. Standard safety procedures, training, inspections, and compliance monitoring ensure consistent protection and effective implementation of workplace health and safety requirements across all operations.

GRI 403-9: Work-related Injuries

GCC monitors work-related injuries through incident reporting, investigations, corrective actions, and performance reviews. Safety awareness, hazard identification, preventive measures, and employee training reduce injury risks. The company strives to achieve zero lost-time injuries by continuously improving workplace safety and operational controls.

GRI 403-10: Work-related Ill Health

GCC implements preventive measures to minimize work-related illnesses through occupational health monitoring, exposure control, medical support, hygiene practices, health awareness programs, and regular workplace inspections. Continuous improvement initiatives protect employee health, reduce occupational illness risks, and promote a safe and healthy working environment.

GRI 404-1 – Average Hours of Training

GCC invests in continuous employee development through structured training programs covering technical competencies, occupational health and safety, environmental awareness, quality management, leadership, customer service, and sustainability. Training hours are monitored annually to evaluate workforce capability and identify future learning needs.

GRI 404-2 – Skills Development

Employees receive job-specific technical training, supervisory development, compliance awareness, digital skills, and professional certification opportunities. Learning initiatives improve operational efficiency, leadership capability, innovation, and long-term organizational resilience.

GRI 404-3 – Performance Reviews

Performance reviews are conducted periodically to evaluate employee achievements, competency development, career aspirations, and training needs. Managers provide constructive feedback and establish development objectives that support both organizational performance and employee career progression.

GRI 405-1 – Diversity of Governance Bodies and Employees

GCC values diversity and maintains an inclusive workplace comprising employees from different nationalities, cultures, and professional backgrounds. Recruitment, promotion, and leadership appointments are based solely on competence, qualifications, and performance. Diversity enhances innovation, teamwork, and organizational effectiveness while supporting equal employment opportunities.

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

Compensation practices are based on role, qualifications, experience, performance, and responsibilities without discrimination based on gender, nationality, or personal characteristics. Periodic salary reviews ensure equitable remuneration and compliance with employment legislation.

GRI 406-1 – Incidents of Discrimination

GCC maintains zero tolerance toward discrimination, harassment, bullying, retaliation, or unfair treatment. Employees have access to confidential grievance mechanisms and all complaints are investigated impartially. Appropriate corrective actions and disciplinary measures are implemented where necessary to maintain a respectful and inclusive workplace.

GRI 407-1 – Operations and Suppliers in Which the Right to Freedom of Association and Collective Bargaining May Be at Risk

GCC respects employees' rights to freedom of association and workplace representation in accordance with UAE labour laws. Employees can raise concerns through grievance mechanisms, consultations, meetings, and management discussions. The company promotes open communication, mutual respect, and constructive dialogue while protecting employees from discrimination or retaliation for legitimate workplace concerns.

GRI 408-1 – Operations at Risk for Child Labour

GCC maintains zero tolerance for child labour across its operations and supply chain. Recruitment procedures include age verification and legal compliance. Suppliers and subcontractors must meet labour standards prohibiting child labour, while periodic assessments, monitoring, and corrective actions ensure ongoing compliance with UAE legislation and responsible employment practices.

GRI 409-1 – Operations at Risk for Forced Labour

GCC prohibits forced labour, bonded labour, human trafficking, and modern slavery in all operations. Employment is voluntary, contracts are transparent, wages are paid promptly, and employees retain personal documents. Supplier assessments include labour rights checks, with corrective actions and continuous monitoring applied whenever potential violations are identified.

GRI 410-1 – Security Personnel Training

Security personnel receive training covering workplace conduct, human rights, emergency response, conflict management, visitor handling, confidentiality, and legal responsibilities. GCC expects all security operations to respect human dignity, apply proportional responses, and comply with company policies. Security contractors are required to meet equivalent standards and expectations.

GRI 411-1 – Incidents Involving Indigenous Rights

GCC respects local communities, cultural heritage, and applicable legal requirements throughout its operations in the UAE. No incidents involving violations of Indigenous Peoples' rights were identified during the reporting period. Environmental and social assessments support responsible project planning, regulatory compliance, and effective management of community-related risks and impacts.

GRI 412-1: Operations Subject to Human Rights Reviews

GCC integrates human rights considerations into employment practices, procurement, contractor management, and operational activities. Periodic assessments identify potential human rights risks, ensuring fair treatment, equal opportunity, ethical conduct, and compliance with legal requirements while strengthening responsible business practices throughout the organization.

GRI 412-2: Employee Training on Human Rights Policies

Employees receive training on human rights, workplace respect, anti-harassment, equal opportunity, ethical conduct, diversity, and grievance procedures. Awareness programs strengthen understanding of individual responsibilities, promote an inclusive workplace, prevent discrimination, and support compliance with company policies and international human rights principles.

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

GCC incorporates human rights, labour standards, ethical conduct, and legal compliance requirements into supplier agreements, contractor contracts, and procurement processes. Business partners are expected to uphold responsible employment practices, comply with applicable regulations, and support the company's commitment to ethical and sustainable business operations.

GRI 413-1: Operations with Local Community Engagement

GCC engages local communities through stakeholder consultations, responsible construction practices, employment opportunities, environmental initiatives, and community awareness programs. Project planning considers local concerns, minimizes construction impacts, and promotes positive social and economic contributions while maintaining transparent communication with affected stakeholders.

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

GCC identifies and manages potential impacts such as dust, noise, traffic disruption, waste generation, and construction activities through environmental controls, stakeholder consultation, monitoring, and mitigation measures. These actions minimize community disturbance, protect public health, and strengthen positive relationships with neighbouring communities.

GRI 414-1: New Suppliers Screened Using Social Criteria

GCC evaluates new suppliers based on labour practices, occupational health and safety, human rights, ethical conduct, regulatory compliance, and responsible employment practices. Social assessments support responsible procurement, strengthen supplier performance, reduce business risks, and encourage continuous improvement throughout the supply chain.

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

Supplier performance is monitored through audits, documentation reviews, performance evaluations, and corrective action plans. Where social non-conformities are identified, suppliers are required to implement timely improvements. Continuous engagement strengthens labour practices, human rights compliance, and responsible supply chain management.

GRI 415-1: Political Contributions

GCC conducts business with integrity and complies with all applicable laws governing political activities. The company does not make unlawful political contributions or support activities that create conflicts of interest. Public policy engagement is transparent, lawful, and consistent with corporate governance and ethical business principles.

GRI 416-1: Assessment of Health and Safety Impacts of Products and Service

GCC ensures construction projects comply with applicable building codes, engineering standards, quality requirements, and contractual specifications. Risk assessments, inspections, quality assurance, testing, and project supervision verify that services meet health and safety requirements while protecting customers and end users.

GRI 416-2: Incidents of Non-compliance Concerning Health and Safety Impacts

GCC maintains strict quality and safety controls throughout project execution. Compliance monitoring, inspections, and corrective actions minimize risks associated with construction activities. During the reporting period, no significant incidents of non-compliance related to customer health and safety requirements were recorded.



GRI 417-1: Requirements for Product and Service Information

GCC provides accurate and transparent information regarding its construction services, technical capabilities, certifications, and project performance. Marketing materials and proposals comply with contractual, legal, and regulatory requirements, enabling customers to make informed decisions based on reliable and factual information.

GRI 417-2: Incidents of Non-compliance Concerning Product and Service Information

GCC reviews all marketing and technical documentation to ensure compliance with applicable legal, contractual, and quality requirements. Internal approval processes reduce the risk of inaccurate information. During the reporting period, no significant incidents of non-compliance relating to product or service information were identified.

GRI 417-3: Incidents of Non-compliance Concerning Marketing Communications

GCC follows ethical marketing practices by ensuring advertisements, corporate communications, and promotional materials are truthful, transparent, and supported by verifiable information. The company avoids misleading claims and complies with applicable legal requirements. No significant marketing communication violations were reported during the reporting period.

GRI 418-1: Substantiated Complaints Concerning Customer Privacy

GCC protects customer information through secure information systems, controlled access, cybersecurity measures, confidentiality agreements, regular data backups, and employee awareness training. Customer data is handled in accordance with legal and contractual requirements. During the reporting period, no substantiated customer privacy breaches or data loss incidents were recorded.

Sustainability Performance Data

01st January 2025 to 31st December 2025

S. No	Topic	Commitment	KPI	Unit	Measure
1	Human Rights	Eliminate Child & Forced Labour	Labour/Human Rights Incidents	Count	0
2	Age Verification	100% Age Verification	Employees Verified	%	100
3	Human Rights Assessment	Conduct Human Rights Assessments	Assessments Conducted	Count	3
4	Human Rights Training	Employee Rights Awareness	Employees Trained	%	100
5	Air Quality	Improve Air Quality	Air Quality Index	AQI	18
6	Air Emissions	Reduce Air Pollutants	Air Pollutants Emitted	Metric Tons	1,297
7	Anti-Corruption	Zero Corruption	Confirmed Corruption Incidents	Count	0
8	Business Ethics	Ethics Training	Employees Trained	%	100
9	Gifts & Hospitality	Zero Violations	Gifts & Hospitality Violations	Count	0
10	Employee Welfare	Health Insurance Coverage	Employees Covered	%	100
11	Fair Compensation	Leadership Compensation Ratio	Compensation Ratio	Ratio	5.8
12	Waste Reduction	Reduce Waste to Landfill	Waste to Landfill	Litres	4,731
13	Circular Economy	Increase Recycling	Materials Recycled/Reused	%	73
14	Due Diligence	Responsible Trading Partners	Partners Assessed	%	100
15	Anti-Money Laundering	Zero Money Laundering	Money Laundering Cases	Count	0
16	AML Training	Employee Awareness	Employees Trained	%	100
17	Sustainable Procurement	ESG Clauses in Supplier Contracts	Suppliers Covered	%	100
18	Supplier Sustainability	Supplier ESG Assessments	Suppliers Assessed	%	100
19	Supplier ESG Audits	On-site Supplier Audits	Suppliers Audited	%	100
20	Supplier Improvement	Corrective Action Engagement	Suppliers Improved	%	100
21	Green Procurement	Supplier Environmental Reviews	Suppliers Reviewed	%	100
22	Employee Skills	Skills Development	Employees Trained	%	100
23	Performance Management	Career Reviews	Employees Reviewed	%	100
24	Training	Average Training Hours	Hours per Employee	Hours	10
25	Career Development	Learning Participation	Employees Participating	%	100
26	Product Use	Responsible Product Use	Product Consumption	kg	31,154

Sustainability Performance Data

01st January 2025 to 31st December 2025

S. No	Topic	Commitment	KPI	Unit	Measure
27	Sustainable Products	Eco-friendly Procurement	Eco-friendly Products	%	100
28	Data Privacy	Internal Ethics Audits	Sites Audited	%	100
29	Conflict of Interest	Zero Unresolved Cases	Unresolved Conflicts	Count	0
30	Financial Disclosure	Disclosure Compliance	Disclosures Completed	%	100
31	External Human Rights	Protect Stakeholders	Human Rights Incidents	Count	0
32	Human Rights Due Diligence	Operational Assessments	Sites Assessed	%	100
33	Human Rights Review	Human Rights Assessments	Assessments Conducted	Count	2
34	Stakeholder Awareness	Human Rights Training	Stakeholders Trained	%	100
35	Waste Diversion	Divert Waste from Landfill	Waste Diverted	%	100
36	Waste Recovery	Increase Recovery	Waste Recovered	kg	5,103
37	Hazardous Waste	Reduce Hazardous Waste	Hazardous Waste Generated	kg	921
38	Non-Hazardous Waste	Reduce General Waste	Non-Hazardous Waste Generated	kg	15,467
39	Hazardous Materials	Safe Handling	Materials Safely Managed	%	100
40	Social Dialogue	Employee Consultation	Employees Participated	Count	18
41	Employee Representation	Collective Representation	Employees Covered	%	100
42	Energy	Reduce Energy Consumption	Total Energy Consumption	kWh	36,478
43	Renewable Energy	Increase Renewable Energy	Renewable Energy Share	%	31
44	Renewable Energy	Renewable Energy Consumption	Renewable Energy Used	kWh	0
45	Information Security	Zero Security Incidents	Confirmed Incidents	Count	0
46	Ethics Certification	Certification Coverage	Certified Sites	%	100
47	Security Risk Assessment	Assess Information Security Risks	Assessments Conducted	Count	3
48	Third-Party Security	Supplier Security Reviews	Third Parties Assessed	%	100
49	Records Management	Records Retention Compliance	Records Managed	%	100
50	Procurement Training	Sustainable Procurement Training	Buyers Trained	%	100
51	Supplier Incentives	Supplier Engagement	Incentive Programmes	Count	3
52	Supplier Social Assessment	Social Compliance	Suppliers Assessed	%	100

Sustainability Performance Data

01st January 2025 to 31st December 2025

S. No	Topic	Commitment	KPI	Unit	Measure
53	Water Quality	Reduce Water Pollution	Water Pollution	m ³	3,854
54	Water Stewardship	Reduce Water Consumption	Water Consumption	Litres	27,346
55	Water Recycling	Increase Water Reuse	Water Recycled	Litres	23,479
56	Surface Water	Zero Pollution	Pollution Incidents	Count	0
57	Groundwater	Zero Contamination	Contamination Cases	Count	0
58	Fraud Risk	Fraud Risk Assessments	Assessments Conducted	Count	3
59	Fraud Prevention	Fraud Controls	Controls Implemented	%	100
60	Zero Fraud	Fraud Violations	Violations	Count	0
61	Occupational Health & Safety	H&S Risk Assessments	Sites Assessed	%	100
62	Occupational Health & Safety	Reduce Lost Time	Lost Days	Days	12.46
63	Occupational Health & Safety	Reduce Accidents	Work-related Accidents	Count	1
64	Occupational Health & Safety	Zero Fatalities	Fatalities	Count	0
65	OH&S Management System	Reduce Reportable Incidents	Reportable Incidents	Count	0
66	Labour Certification	Certification Coverage	Certified Sites	%	100
67	Climate Change	Scope 1 GHG Emissions	Scope 1 Emissions	tCO ₂ e	2161
68	Climate Change	Scope 2 GHG Emissions	Scope 2 Emissions	tCO ₂ e	1721.5
69	Climate Change	Scope 3 GHG Emissions	Scope 3 Emissions	tCO ₂ e	7371.4
70	Downstream Emissions	Reduce Downstream Emissions	Scope 3 Downstream	tCO ₂ e	2081.6
71	Upstream Emissions	Reduce Upstream Emissions	Scope 3 Upstream	tCO ₂ e	5289.8
72	Climate Performance	Reduce Emission Intensity	GHG Intensity	tCO ₂ e/AED Million Revenue	13.2
73	Workplace Equality	Equality Training	Employees Trained	%	100
74	Non-discrimination	Zero Harassment	Incidents	Count	0
75	Equal Opportunity	Zero Discrimination	Reported Cases	Count	0
76	Disability Inclusion	Inclusive Employment	Employees with Disabilities	%	4
77	Living Wage	Wage Benchmarking	Employees Covered	%	100
73	Workplace Equality	Equality Training	Employees Trained	%	100

Sustainability Performance Data

01st January 2025 to 31st December 2025

S. No	Topic	Commitment	KPI	Unit	Measure
74	Non-discrimination	Zero Harassment	Incidents	Count	0
75	Equal Opportunity	Zero Discrimination	Reported Cases	Count	0
76	Disability Inclusion	Inclusive Employment	Employees with Disabilities	%	4
77	Living Wage	Wage Benchmarking	Employees Covered	%	100
78	Living Wage	Below Living Wage	Direct Employees	%	0
79	Living Wage	Below Living Wage	Total Workforce	%	0
80	Living Wage	Wage Gap	Average Wage Gap	%	0
81	Wage Equality	Close Wage Gap	Wage Gap Closed	%	100
82	Customer Safety	Zero Incidents	Customer Safety Incidents	Count	0
83	Customer Safety	Customer Compliance	Compliance Rate	%	100
84	Customer Awareness	Customer Safety Awareness	Customers Informed	%	100
85	Circular Economy	Product End-of-Life Training	Employees Trained	Count	81
86	Product Stewardship	Sustainable End-of-Life	Products Managed	%	100
87	Microplastics	Reduce Pollution	Microplastic Reduction	%	31
88	Whistleblower	Reporting Mechanism	Reports Received	Count	0
89	Confidentiality	Protect Whistleblowers	Cases Confidentially Managed	%	100
90	Environmental Awareness	Environmental Activities	Activities Conducted	Count	10
91	Environmental Training	Environmental Training	Employees Trained	%	100
92	Environmental Certification	ISO 14001 Coverage	Certified Sites	%	100
93	Environmental Compliance	Project Compliance	Projects Compliant	%	100
94	Stakeholder Engagement	Environmental Partnerships	Collaborations	Count	3
95	Biodiversity	Increase Green Areas	Green Landscape	%	37
96	Habitat Protection	Protect Habitats	Habitat Protected	Hectares	6
97	Flora & Fauna	Species Protection	Protection Actions	Count	4
98	Workforce Diversity	Women Employees	Female Workforce	%	11
99	Leadership Diversity	Women Leaders	Female Leadership	%	11

Sustainability Performance Data

01st January 2025 to 31st December 2025

S. No	Topic	Commitment	KPI	Unit	Measure
100	Board Diversity	Women Board Members	Female Board Representation	%	11
101	Diversity	Minority Representation	Minority Workforce	%	27
102	Leadership Diversity	Minority Leadership	Minority Leaders	%	14
103	Equal Pay	Gender Pay Gap	Gender Pay Gap	%	0
104	Sustainable Materials	Recycled Wood	Recycled Wood Used	%	21
105	Responsible Wood	Certified Wood	Certified Wood Used	%	100
106	Sustainable Sourcing	Certified Wood Sources	Sustainably Sourced Wood	%	100
107	Environmental Risk	Environmental Risk Assessment	Sites Assessed	%	100
108	Climate Risk	Climate Risk Identification	Risks Identified	%	100
109	Climate Resilience	Physical Climate Assessments	Assessments Conducted	Count	3
110	Asset Protection	Asset Maintenance	Assets Protected	%	100
111	Responsible Supply Chain	Supplier Code of Conduct	Suppliers Signed	%	100
112	Environmental Responsibility	Environmental Compliance	Operations Compliant	%	100

GRI INDEX



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

GRI No	Content	Page No
GRI 1-5	Foundational Standards	5
GRI 1-5	Statement of Use	5
GRI 2	General Disclosures	14
GRI 2-1	Organizational Details	14
GRI 2-3	Reporting Period, Frequency and Contact Point	15
GRI 2-6	Activities, Value Chain and Other Business Relationship	15
GRI 2-7	Employees	15
GRI 2-9	Governance Structure	16
GRI 2-23	Policy Commitment	16
GRI 2-27	Compliance with Laws and Regulations	16
GRI 2-29	Stakeholder Engagement	16
GRI 3	Materials Topics	16
GRI 3-1	Process to Determine Material Topics	16
GRI 3-2	List of Material Topics	16
GRI 3-3	Management of Material Topics	17
GRI 201	Economic Performance	19
GRI 201-2	Financial Implications and Risks Due to Climate Change	19
GRI 201-3	Defined Benefit Plan Obligations	19
GRI 202	Market Presence	19
GRI 202-1	Ratios of Standard Entry Level Wage	19
GRI 202-2	Proportion of Senior Management Hired from the Local Community	20
GRI 203	Indirect Economic Impacts	20

GRI No	Content	Page No
GRI 203-1	Infrastructure Investments and Services Supported	20
GRI 203-2	Significant Indirect Economic Impacts	20
GRI 204	Procurement Practices	20
GRI 204-1	Proportion of Spending on Local Supplier	20
GRI 205	Anti-Corruption	20
GRI 205-1	Operations Assessed for Risks Related to Corruption	20
GRI 205-2	Communication and Training about Anti-Corruption Policies and Procedures	21
GRI 205-3	Confirmed Incidents of Corruption and Actions Taken	21
GRI 206	Anti-Competitive Behavior	21
GRI 206-1	Legal Actions for Anti-Competitive Behavior	21
GRI 207	Tax	21
GRI 207-1	Approach to Tax	21
GRI 301	Materials	23
GRI 301-1	Materials Used by Weight or Volume	23
GRI 301-2	Recycled Input Materials Used	23
GRI 301-3	Reclaimed Products and Packaging Materials	23
GRI 302	Energy	23
GRI 302-1	Energy Consumption within the Organization	23
GRI 302-2	Energy Consumption Outside the Organization	23
GRI 302-3	Energy Intensity	24
GRI 302-4	Reduction of Energy Consumption	24
GRI 302-5	Reduction in Energy Requirements of Products and Services	24

GRI INDEX



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

GRI No	Content	Page No
GRI 303	Water and Effluents	25
GRI 303-1	Interactions with Water as a Shared Resource	25
GRI 303-2	Management of Water Discharge	25
GRI 303-3	Water Withdrawal	25
GRI 303-4	Water Discharge by Destination	25
GRI 303-5	Water Consumption	26
GRI 304	Biodiversity	26
GRI 304-1	Operational Sites in or Adjacent to Protected Areas	26
GRI 304-2	Significant Impacts of Activities, Products and Services on Biodiversity	26
GRI 304-3	Habitats Protected or Restored	26
GRI 304-4	IUCN Red List and National Conservation Species	26
GRI 305	Emissions	27
GRI 305-1	Direct (Scope 1) GHG Emissions	27
GRI 305-2	Energy Indirect (Scope 2) GHG Emissions	27
GRI 305-3	Other Indirect (Scope 3) GHG Emissions	27
GRI 305-3	(Upstream): Other Indirect GHG Emissions – Purchased Goods and Services	27
GRI 305-3	(Downstream): Other Indirect GHG Emissions – Distribution and Product Delivery	27
GRI 305-4	GHG Emissions Intensity	28
GRI 305-5	Reduction of GHG Emissions	28
GRI 305-6	Emissions of Ozone-Depleting Substances (ODS)	28
GRI 305-7	NO _x , SO _x and Other Significant Air Emissions	28
GRI 306	Waste	29

GRI No	Content	Page No
GRI 306-1	Waste Generation and Significant Waste-related Impacts	29
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 306-5	Waste Directed to Disposal	29
GRI 307	Environmental Compliance	30
GRI 307-1	Non-compliance with Environmental Laws and Regulation	30
GRI 308	Supplier Environmental Assessment	30
GRI 308-1	New Suppliers Screened Using Environmental Criteria	30
GRI 308-2	Negative Environmental Impacts in the Supply Chain and Actions Taken	30
GRI 401	Employment	32
GRI 401-1	New Employee Hires and Employee Turnover	32
GRI 401-2	Benefits Provided to Full-Time Employees	32
GRI 401-3	Parental Leave	32
GRI 402	Labour/Management Relations	32
GRI 402-1	Minimum Notice Period Regarding Operational Changes	32
GRI 403	Occupational Health & Safety	32
GRI 403-1	Occupational Health & Safety Management System	32
GRI 403-2	Hazard Identification, Risk Assessment and Incident Investigation	33
GRI 403-3	Occupational Health Services	33
GRI 403-4	Worker Participation, Consultation and Communication	33
GRI 403-5	Worker Training on Occupational Health and Safety	33

GRI INDEX

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



GRI No	Content	Page No
GRI 403-6	Promotion of Worker Health	33
GRI 403-7	Prevention and Mitigation of Occupational Health & Safety Impacts	33
GRI 403-8	Workers Covered by an Occupational Health & Safety Management System	34
GRI 403-9	Work-related Injuries	34
GRI 403-10	Work-related Ill Health	34
GRI 404	Training and Education	34
GRI 404-1	Average Hours of Training	34
GRI 404-2	Skills Development	34
GRI 404-3	Performance Reviews	34
GRI 405	Diversity and Equal Opportunity	35
GRI 405-1	Diversity of Governance Bodies and Employees	35
GRI 405-2	Ratio of Basic Salary and Remuneration of Women to Men	35
GRI 406	Non-discrimination	35
GRI 406-1	Incidents of Discrimination and Corrective Actions Taken	35
GRI 407	Freedom of Association and Collective Bargaining	35
GRI 407-1	Operations and Suppliers in Which the Right to Freedom of Association and Collective Bargaining May Be at Risk	35
GRI 408 & GRI 409	Child Labor and Forced Labor	35
GRI 408-1	Operations at Risk for Child Labour	35
GRI 409-1	Operations at Risk for Forced Labour	35
GRI 410	Security Practices	36
GRI 410-1	Security Personnel Training	36
GRI 411	Rights of Indigenous Peoples	36

GRI No	Content	Page No
GRI 411-1	Incidents Involving Indigenous Rights	36
GRI 412	Human Rights Assessment	36
GRI 412-1	Operations Subject to Human Rights Reviews	36
GRI 412-2	Employee Training on Human Rights Policies	36
GRI 412-3	Significant Investment Agreements and Contracts Including Human Rights Clauses	36
GRI 413	Local Communities	36
GRI 413-1	Operations with Local Community Engagement	36
GRI 413-2	Operations with Significant Actual and Potential Negative Impacts on Local Communities	37
GRI 414	Supplier Social Assessment	37
GRI 414-1	New Suppliers Screened Using Social Criteria	37
GRI 414-2	Negative Social Impacts in the Supply Chain and Actions Taken	37
GRI 415	Public Policy	37
GRI 415-1	Political Contributions	37
GRI 416	Customer Health & Safety	37
GRI 416-1	Assessment of Health and Safety Impacts of Products and Service	37
GRI 416-2	Incidents of Non-compliance Concerning Health and Safety Impacts	37
GRI 417	Marketing & Labelling	37
GRI 417-1	Requirements for Product and Service Information	38
GRI 417-2	Incidents of Non-compliance Concerning Product and Service Information	38
GRI 417-3	Incidents of Non-compliance Concerning Marketing Communications	38
GRI 418	Customer Privacy	38
GRI 418-1	Substantiated Complaints Concerning Customer Privacy	38

INDEPENDENT ASSURANCE STATEMENT

This CSR report has been independently verified by BMQR, a third-party assurance provider, in accordance 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 : AA1000AS v3, 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 : 

