

ENVIRONMENTAL & SOCIAL POLICY STATEMENT

We are engaged in the design, fabrication, installation of piping, structural, heaters, stacks, heat exchangers, process skids, modules, pressure vessels, repair, servicing of structures, and a wide range of mechanical works including scaffoldings, painting, and anticorrosion services; supply & installation of electrical & instrument works, design and construction of heating, ventilation and air conditioning (HVAC), metal prefabricated buildings manufacturing; management of valve services including sourcing of valves and associated equipment, testing, overhauling, and refurbishment of valves including design, manufacturing, machining, weld overlay and sub-assembly services for valves components in ferrous and non-ferrous materials, for onshore/ offshore oil & gas facilities and marine repair works including refurbishment and conversion at Facilities in Abu Dhabi and at customer locations.

As an environmentally informed and socially responsible company, we are committed to run our business in a responsible, environmentally sound, and sustainable manner. We recognize that our supply chain, processes, and products may have both direct and indirect environmental and social impacts. We seek to identify these and find effective ways of eliminating or reducing them.

We are committed to our corporate culture that is founded on good business ethics, are essential to our success for ourselves and society, and for the protection of the environment, including the prevention of pollution of the environment during our activities by conducting activities in a way, which will provide maximum protection in safeguarding the Environment and in accordance with the applicable legal and regulatory requirements and the Environment Agency of Abu Dhabi (EAD) fulfilling our compliance obligation and permit conditions.

We are committed to an overall enhanced organizational performance, adding value, and contributing to environmental social sustainability and a sustainable business while ensuring the continual improvement of our integrated management system to enhance our environmental & social performance.

This policy has given set on the fact that Environment and social objectives shall be executed, treated, and given the top priority same as COMPANY business objectives.

ON GENERAL ASPECTS:

- The Management and Staff at all levels are responsible and accountable for Environmental and social issues.
- We believe in engaging and empowering our employees and subcontractors towards innovating new ways for developing and managing our activities in an environmentally and socially responsible manner.
- We ensure appropriate environmental and social training of our employees to have a level of knowledge and understanding appropriate to their environmental and social responsibilities and are aware of actions they can take to reduce their impacts.
- It is our management's responsibility to ensure that sub-contractors and service providers are complying with COMPANY, Client, and Local Regulatory Requirements to achieve the set Environmental and Social Objectives.
- Ensure to review this Policy based on the environmental and social performance against the identified Local regulations and international standards.
- Promote a non-blaming culture in which COMPANY employees and Subcontractors share their Environmental and social commitment.
- Support the conservation and protection of biodiversity and sustainably manage energy and water resources.

ON ENVIRONMENT ISSUES:

- Ensure to Prevent, reduce, or limit negative impact on the environment through:
Safe Handling, storage, and disposal of hazardous chemicals, Waste management awareness campaign; Avoid or reduce the emissions and discharges where practical; use energy and natural resources wisely and efficiently, eliminate; and minimize waste and to Reduce, Reuse & Recycling waste as applicable.
- To take significant environmental aspects and impacts into account throughout our operations, maintaining an effectively functioning integrated management system.
- Enhance and encourage to protect of the environment, especially that include natural inhabitant, and safeguard sites of historical importance, which may be affected by COMPANY'S activities.
- Undertake all COMPANY activities with proper regard to the environment and strive to reduce risks pertaining to environmental impact to a level ALARP.
- Maintain an employee engagement program to raise awareness and embed environmental responsibility into the way we work with a focus on reducing waste; reusing and recycling; reducing our carbon footprint; and using our skills for minimizing environmental impact.
- Collaborate with our people, clients, suppliers, landlords, and other stakeholders to promote improved environmental performance.
- Identify any impact of pollution arising from any of our activities and set objectives and targets to control the risks.
- Planning for a low carbon future through reductions in energy use and greenhouse gas emissions.

SOCIAL ASPECTS

- Respecting fundamental human rights of our employees, those in our value chain, and the communities in which we operate.
- Avoid negative impacts on the living conditions, livelihoods, and land tenure of communities.
- Prohibit forced labour and child labour, prohibit discrimination, prohibit, and combat sexual harassment and support the freedom of association as welfare committee, the right to collective bargaining of workers.
- Ensure reasonable working conditions and terms of employment, Protection for migrant, contract or temporary workers, Clean and appropriate accommodations.
- Non-discrimination in hiring, promotion and compensation practices, Training, tools, and opportunities for advancement
- Transparent process for receiving and resolving worker and contracted workers and Community complaints.
- Extension of labor policies to labor contractors, recruiting agencies and other third parties
- Develop clear and open communication channels between Management, employees, third party suppliers and communities in which we operate.
- Extension of policies and monitoring of supply chain with respect to child labor, forced labor and worker safety to supply chain.
- Establish and promote best practices in our operations to ensure continual improvement of our social performance.
- Ensure that anyone who works for and on behalf of us including among other employees, suppliers, service providers and contractors is responsible for demonstrating acceptable environmental behaviors and reporting potential environmental and social risks
- Responsible sourcing throughout our value chain, all of our suppliers are required to adhere to company values and sign up to our Suppliers 'Code of Conduct.'
- Giving the utmost respect to and positively engaging with the local communities in which we operate.