

EHS 2025 Sustainability Report

We don't just consult, we drive the real change





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Introduction

01

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About this report

Welcome to EHS Consultants 2025 Sustainability Report. EHS recognises businesses play a crucial role in building social cohesion and protecting our planet. We are dedicated to transparency in how we fulfil our responsibilities through our sustainability initiatives. We aim to build stakeholder trust and clearly demonstrate our commitment to sustainability. Our annual sustainability report provides a comprehensive account of our ongoing efforts in this domain.

Scope of reporting

This report has been prepared in reference to the Global Reporting Initiative (GRI) Standards. The reporting period of this report is January 1st, 2025, to December 31st, 2025. EHS's sustainability reporting cycle is conducted annually.

Topics in this report

Our report covers the three aspects of sustainability vital to meeting the expectations of our stakeholders and ensuring a sustainable business: safeguarding the environment, social responsibility, and good governance (referred to as ESG).



MANAGING DIRECTOR'S STATEMENT

“Environmental, Health, Safety, and Sustainability excellence is fundamental to responsible business growth. As regulatory and sustainability requirements continue to evolve, the need for competent and practical EHS advisory services is increasing.”



At EHS Management Consultants, we believe that strong Environmental, Health, Safety, and Sustainability practices are fundamental to responsible business growth and long-term resilience. As regulatory expectations rise and organizations face increasing environmental and social challenges, the role of competent, practical, and ethical EHS advisory services has never been more critical. The demand for professional EHS, sustainability, and compliance support across the UAE and the wider region continues to grow. Through our technical expertise, regulatory knowledge, and commitment to continual improvement, EHS Management Consultants has earned the trust of clients across diverse sectors, including manufacturing, construction, logistics, energy, food, and real estate.

Our strength lies in combining regulatory compliance with practical, business-focused solutions. By integrating health and safety, environmental management, energy efficiency, and sustainability into everyday operations, we help our clients reduce risk, enhance performance, and create lasting value.

Growth, Innovation, and Capability Building

Our growth strategy focuses on strengthening our technical capabilities, expanding sustainability and climate-related services, and leveraging digital tools to improve data accuracy and reporting efficiency. During the past year, we enhanced our service offerings in greenhouse gas accounting, energy and carbon management, waste management design, indoor air quality assessments, and regulatory approvals across multiple UAE authorities.

Sustainability, Compliance, and Digital Transparency

EHS Management Consultants is committed to supporting the UAE's Net Zero 2050 ambition and broader national sustainability strategies. We assist organizations in identifying emissions sources, implementing mitigation measures, and establishing transparent monitoring, reporting, and verification systems. By improving data tracking, documentation control, and reporting accuracy, we help clients strengthen governance, demonstrate compliance, and drive continuous improvement.

Giving back

I extend my sincere appreciation to our clients, employees, partners, and stakeholders for their continued trust and collaboration. Your confidence motivates us to uphold the highest standards of professionalism, integrity, and technical excellence. Together, we will continue to build safer workplaces, environmentally responsible operations, and resilient organizations—today and for the future.

Santhosh Balachandran
Technical Director

CHIEF EXECUTIVE OFFICERS STATEMENT



At EHS Management Consultants, safety and responsibility are central to everything we do. As an EHS advisory firm, we recognise that our guidance directly influences workplace safety, environmental protection, and regulatory compliance. This responsibility drives our commitment to technical excellence, ethical conduct, and continuous improvement. Our progress depends on the professionalism and dedication of our people. We remain focused on attracting, developing, and retaining competent EHS professionals through continuous training, certification, and knowledge development. Diversity, inclusion, and capability building strengthen our organisation and enhance the value we bring to our clients. Environmental stewardship is a key focus of our work. During the year, we strengthened our capabilities in environmental compliance, sustainability, and climate-related advisory services, supporting organisations in reducing environmental impacts and aligning with the UAE's Net Zero 2050 ambitions. Strong partnerships, transparency, and good governance underpin our operations. By working closely with clients, regulators, and industry partners, we deliver practical, compliant, and reliable EHS solutions. During 202, we continued to expand and strengthen our service portfolio across environmental compliance, occupational health and safety, sustainability, and climate-related

advisory services. This included enhanced capabilities in greenhouse gas accounting, waste management design, indoor air quality assessments, risk assessments, regulatory approvals, and ESG-aligned reporting.

Environmental responsibility remains a key focus of our work. We support organisations in understanding and reducing their environmental impacts, improving resource efficiency, and aligning with national and international sustainability objectives, including the UAE Net Zero 2050 initiative. By integrating digital tools, structured methodologies, and internationally recognised standards, we help clients improve transparency, governance, and environmental performance.

I extend my sincere appreciation to our clients, employees, and partners for their continued trust. Together, we remain committed to advancing safer workplaces, responsible environmental management, and sustainable business performance.

Shimjith Chiriyath
Chief Executive Officer

OUR OPERATIONS HEAD'S STATEMENT



At EHS Management Consultants, our operations are guided by a strong commitment to people, ethics, and sustainability. As an EHS advisory organisation, we recognise that the quality of our services is directly shaped by the well-being, competence, and integrity of our employees. Creating a safe, inclusive, and supportive work environment is therefore a top operational priority. We place high importance on employee health, welfare, and work-life balance, ensuring that our teams are empowered to perform effectively while maintaining their physical and mental well-being.

Diversity, inclusion, and equal opportunity

Diversity, inclusion, and equal opportunity are integral to our organisational culture. We believe that a diverse workforce brings broader perspectives, stronger problem-solving capabilities, and greater value to our clients. Our operations actively promote respect, fairness, and collaboration across all levels of the organisation, fostering a positive work culture where individuals are encouraged to grow, contribute, and succeed.

Ethical conduct and professional integrity

Ethical conduct and professional integrity form the foundation of our operational practices. We adhere to a robust code of ethics that governs our interactions with employees, clients, regulators, and partners. Transparency, independence, and accountability guide our decision-making processes, ensuring that our advisory services remain credible, compliant, and aligned with regulatory and professional standards.

Sustainability is embedded within our operational approach. Beyond supporting clients in achieving their environmental and safety objectives, we continuously work to improve our own practices by promoting responsible resource use, digitalisation of processes, and continuous improvement initiatives. Through structured training, certification, and knowledge development, we strengthen our internal capabilities to deliver high-quality, future-ready EHS and sustainability services.

I would like to acknowledge the dedication and professionalism of our employees, whose commitment enables us to deliver reliable and responsible EHS solutions. By prioritising employee wellbeing, inclusive culture, ethical practices, and sustainability, we remain focused on building a resilient organisation that supports safer workplaces, environmental stewardship, and long-term sustainable growth.

Deepthi Nikesh
Operations Head

2025 Sustainability Key Metrics

2000 + Training

Trainings delivered across HSE, Environmental Management & Sustainability services
Covering construction, manufacturing, logistics, real estate, food, and industrial sectors

1st EHS consultancy in the UAE

to support clients in establishing GHG Monitoring, Reporting & Verification (MRV) systems
Aligned with GHG Protocol and UAE Net Zero 2050 initiatives

Project Delivery Excellence

250 + Projects completed

Including regulatory approvals, audits, assessments, and sustainability advisory services across the UAE

Inclusive, local employment

78%

Supervisory and management roles held by women

6 %

Employees are Philippine nationals, reflecting our diverse and multicultural workforce

6%

UAE Nationals represented across our workforce

Safety

8000+ employees

trained on Health & Safety Training

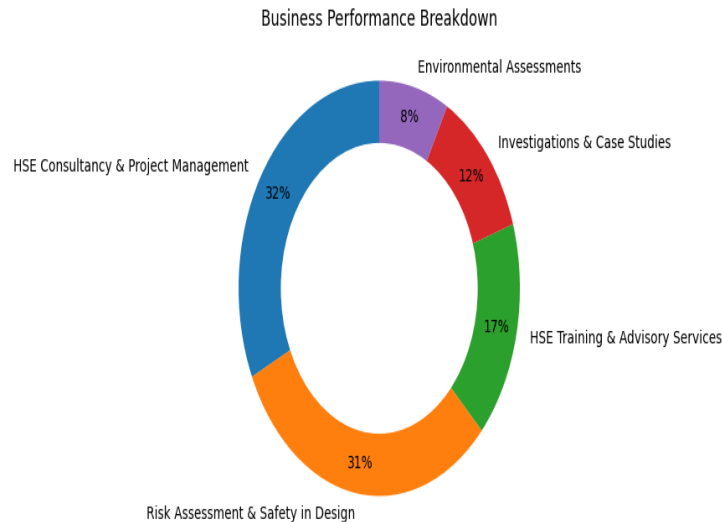
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 fatality

ABOUT EHS CONSULTANTS

Established in 2010, EHS Management Consultants brings over 15 years of experience in Health & Safety, Environmental Services, and Risk Assessment across multiple industries. EHS Management Consultants is the professional management team, experts in the arena of Environmental Consulting, Impact assessments, Health & Safety Management, Facilities Inspections, Project Development, Project Management, etc. We offer a wide range of independent consulting services, from Commercial / Residential Property Inspections, Environmental Impact Assessments, Health & Safety Consulting, and Customized Training. We have rich experience in the field of Environmental Consulting, Health & Safety Consulting, Safety management, and facilities inspections. Through our endeavours, we strive to provide all kinds of environmental and bioscientific investigation services to various business fraternities. Our team of highly experienced, dedicated, and committed personnel operates to ensure that the requirements of our clients are met in an effective, excellent, expeditious, and cost-efficient way.

Our personnel who steer EHS are professionals who have decades of experience in this field and are capable of facing all kinds of challenges in the current scenario. EHS has a vested interest in our client's success and embraces the same passion in all the work we do. Our experienced team works with companies of all sizes, together we will examine your PROBLEMS through an environmental framework and develop measurable strategies and tactical action plans. We can help you to take advantage of opportunities in a rapid and cost-effective manner.



TRAINING

We are experts in health and safety training who deliver accredited qualifications to groups and individuals. We offer a comprehensive suite of health and safety training that reflects our passion, expertise, and leadership.

EHS Management Consultants delivers comprehensive sustainability and EHS training programmes covering hazard identification and risk assessment, environmental management, incident investigation, industrial hygiene, COSHH and HAZMAT, confined space entry, working at height, trenching and excavation, scaffolding erection and inspection, emergency first aid at work, defensive driving, safety leadership, health and safety practitioner courses, and train-the-trainer programmes. These trainings are designed to build workforce competence, enhance environmental and safety performance, support regulatory compliance, and promote a strong culture of sustainability and risk prevention across client operations.

PROPERTY SNAGGING

EHS Management Consultants supports digital snagging and inspection services to enhance quality, safety, and resource efficiency

2025 Property Snagging

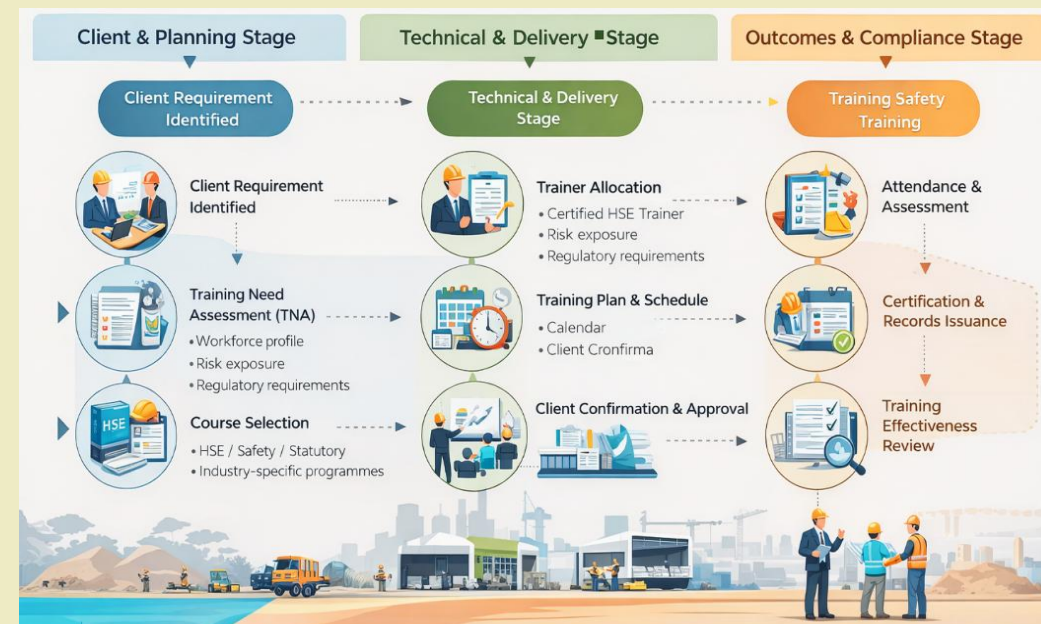
2,400+ properties inspected

34% faster inspection and snag closure timelines

100% paperless inspection documentation

Zero manual data entry errors through automated reporting

during property handover. This digital approach reduces paperwork, improves accuracy, minimizes rework, and supports faster closure of defects, contributing to more sustainable construction and property management practices.



Digital snagging supports **Environmental** goals through paper reduction, **Social** outcomes through improved safety and quality at handover, and **Governance** through transparent, traceable, and auditable inspection records.

Aeration & Mixing Solutions

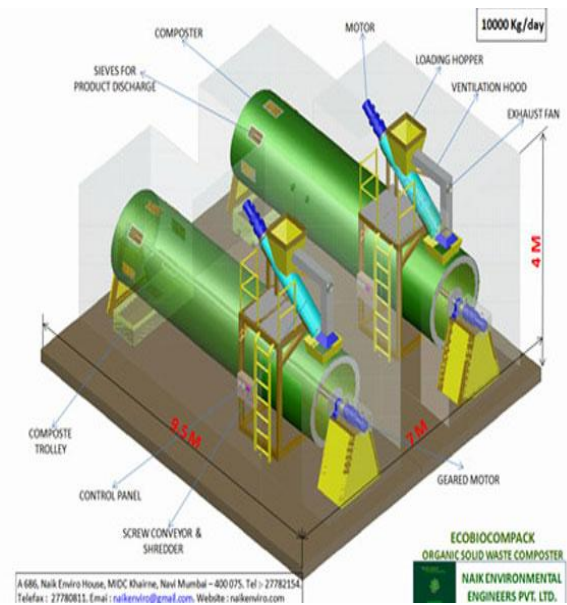
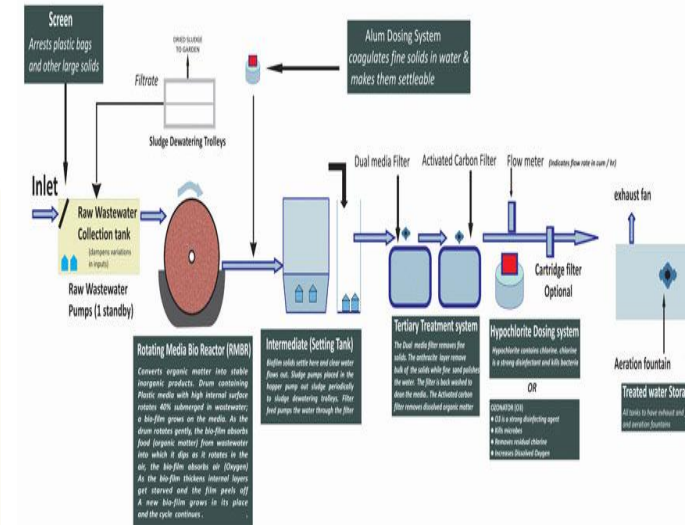
EHS Management Consultants offers advanced aeration and mixing solutions to support efficient wastewater treatment and biological nutrient removal (BNR). The Aire-O2 Aerator and Mixer provides dual functionality by combining fine bubble aeration and horizontal mixing in a single compact unit. Its engineered propeller and diffuser design enable high oxygen transfer efficiency and effective mixing at depths of up to 10 metres, while requiring minimal maintenance and offering a low total cost of ownership. The system can be easily integrated into existing treatment infrastructure, reducing installation complexity and overall project costs.

Waste Management Services

EHS Management Consultants provides comprehensive waste management advisory and implementation support, with strong expertise in wastewater treatment and solid waste management. Our services include strategic planning, design review, and turnkey solutions for wastewater treatment plants, pumping stations, air pollution control systems, environmental impact assessments, and hazardous waste management. In collaboration with experienced associates, we have successfully supported and executed numerous waste and environmental infrastructure projects globally, with a strong focus on recycling, reuse, and sustainable resource management.

Solid Waste Treatment & Organic Waste Management

As part of our solid waste management solutions, EHS Management Consultants has introduced ECOBIOCOMPACT, a compact aerobic composteur and organic waste converter. This system enables decentralised management of municipal and household organic waste by converting waste into usable compost with minimal electricity consumption. Designed for individual buildings, communities, and clusters, ECOBIOCOMPACT supports reduction of waste transportation, fuel consumption, and landfill dependency, while contributing to sustainable waste handling and circular economy practices.



OUR MISSION, VISION, AND VALUES

Our mission

Our mission is to provide a serene, safe, and sustainable environment for everyone. All our services are centred around zero harm policy, which motivates us to preserve the natural beauty and rhythm of Mother Earth.

Our vision

To create a serene, safe, people-friendly environment for adult learning and sustainable development, strategically focused on the well-being of human beings, whilst preserving the flora and fauna

Our strategies

We are focused on proactive, innovative, and customized services. We believe in quality and customer satisfaction



For the Environment

- Supporting environmental responsible operations across industries.
- Promoting pollution prevention, resource efficiency, and climate action.
- Integrating sustainability into every advisory and solution we deliver.



For Safety & Health

- Safety always comes first—for people, workplaces, and communities.
- Enabling compliance with local and international HSE regulations.
- Reducing risks through proactive assessments and practical controls.



For Our Communities

- Supporting sustainable economic development through safer operations.
- Raising awareness on environmental protection and occupational health.
- Contributing to resilient and responsible industrial growth.



Integrity & Compliance

- Acting with integrity, transparency, and professional ethics.
- Delivering independent, auditable, and regulator-aligned services.
- Building trust with clients, authorities, and stakeholders.



For Our People

- Prioritizing employee wellbeing, competence, and continuous learning.
- Building a safety-driven, knowledge-led consulting team.
- Encouraging collaboration, accountability, and ownership.



Innovation & Continuous Improvement

- Delivering value through innovative EHS and sustainability solutions.
- Supportingly improving our processes, tools, and expertise.
- Building long-term partnerships based on results and excellence.

Our contribution to the United Nations' Sustainable Development Goals

When the world becomes a juncture facing interlinked environmental, social, and economic challenges, we are committed to embedding sustainability as the core of operations and decision-making. Our sustainability strategy closely aligns with United Nations Sustainable Development Goals (UNSDGs), and GRI standards, a universal framework that provides an equitable, reliable, and sustainable future. The 2022 Sustainable Development Goals Report tracks the advancement towards achieving the 17 Goals, aiming to achieve decent lives for all on a healthy planet by 2030.

This collaborative endeavour involves the Department of Economic and Social Affairs and over 50 international and regional agencies, drawing from millions of data points contributed by over 200 countries and areas. We have undertaken an internal materiality assessment to identify the most relevant SDGs to our business activities, operations, and stakeholders. Our efforts reflect a proactive stance toward



global sustainability targets and reinforce our role as a responsible corporate citizen. Through continuous improvement and transparent reporting, EHS consultants strive to contribute meaningfully to a low-carbon, inclusive, and sustainable future.

Our strategy is anchored in three main pillars;

- **Environmental Responsibility:** Reducing environmental footprint through emission reduction, resource management, waste diversion, energy efficiency, and circular design principles in our modular system.
 - **Social Impact:** Fostering ethical labour practices, promoting a diverse and inclusive workplace, promoting work-life balance, community development initiatives, prioritizing health and safety, and employee well-being.
 - **Governance Excellence:** Embedding integrity, accountability, and transparency into every aspect of our operations, ensuring compliance with legal, ethical, and sustainability standards across our value chain. Our core business model prioritizes sustainability in all our operations.
- Procurement:** Engaging suppliers and vendors with a sustainability vision & preference for locally sourced, low-impact, and ethically produced materials.
- Operations:** Emission reduction plans, energy and water consumption, and environmental compliance at all facilities and project sites. We remain committed to continuously evaluating and enhancing our sustainability performance in alignment with the United Nations Sustainable Development Goals (UNSDGs), UAE Vision 2031, and GRI ESG reporting Standards.

Sustainability strategy and materiality

Placing sustainability at the core of our business operations is a natural path for us as a responsible and leading global entity and as a means of future-proofing our company. Our sustainability strategy is built on four major pillars – People, Service delivery, Planet, Responsibility & Governance. The aspects served as a base for our materiality assessment, and the highly material topics were identified based on stakeholder engagement and the impact of operations on various social and environmental factors. Our sustainability strategy is comprised of major priorities, which are of our business: regulatory compliance, climate change and GHG emissions, HSE risk assessment, environmental services and ensuring worker and client safety.

The strategy also establishes responsible business operations as the starting point, in line with what has quickly become expected of leading global businesses. It is a commitment that requires us to take steps such as limiting the impact of our activities on the natural environment, sourcing responsibly, and keeping our employees safe while they work for us. Our priorities by the materiality mapping we completed in 2025. Through research and stakeholder engagement, we determined the importance of a wide range of sustainability issues to stakeholders and EHS business success.



Actions to Combat Climate Change



- EHS has initiated and prepared an annual emission inventory and report to measure GHG emissions and set reduction targets to reduce its emissions by 2050.
- EHS has a goal to reach net-zero emissions by 2050. We are also on track to achieve a 10-15 per cent reduction in emissions intensity by 2030, compared to a 2024 baseline, including scopes 1 and 2, and including scope 3.
- The goal covers emissions from all areas of our organisation.
- In 2025, we provided training to our suppliers to reduce the scope 3 emission and we initiated reduction measures like energy efficiency and waste management techniques
- We provided training to our employees on emission reduction and climate action.
- From 2025 onwards, we are enhancing national efforts and our own processes by participating in the UAE's national digital Measurements, Reporting, and Verification (MRV) tracking system for GHG emissions.



Promote inclusive and sustainable economic growth, employment, and decent work for all



- EHS offers competitive salaries and benefits to attract and retain top talent.
- We retain talented employees by providing growth opportunities, training programmes, and a positive work environment.
- Strict enforcement of PPE usage and site safety rules ensures day-to-day operational safety.
- Tracked incidents and corrective actions
- Trained 100% employees on workplace safety, and 0 Man-hours lost due to work-related injuries
- 8,000 employees and workers have been trained through EHS-led Health & Safety training programmes, extending our safety impact beyond our direct workforce.
- EHS also upholds ethical business conduct through strict prevention of uncompetitive practices and maintains full compliance with ISO 45001 Occupational Health & Safety Management System requirements.
- Insurance coverage for all employees
- Women hold 78% of supervisory and management roles, reflecting our commitment to gender equality in leadership.



- Our workforce is diverse and multicultural, with 6% of employees being Philippine nationals and 6% UAE nationals represented across the organisation, contributing to a balanced blend of global expertise and local representation.



Employee Training on Health & Safety Career development

- Developing and maintaining an annual training matrix
- 45 hours of training per employee
- Trained 100% employees on HSE and sustainability
- Documented post-training evaluation
- Provided career development and skill training certificates for employees.
- Our training and development programmes help employees at all levels reach their full potential, from current leaders and high-potential talent to young people at the company.



Ethics

- Diversity, equity & inclusion policy published.
- Anti-corruption, anti-bribery policies were enforced
- We are pleased to report with 0 cases of harassment and discrimination last year.



Ensure healthy lives and promote well-being for all

- EHS supports employee well-being through periodic health check-ups and medical screenings to promote early detection and preventive care.
- We actively encourage social responsibility and community health through voluntary blood donation drives involving employees.
- EHS conducts breast cancer awareness and health education sessions for all employees, fostering awareness, early prevention, and a supportive workplace culture.
- These initiatives complement our strong occupational health and safety practices and reinforce our commitment to holistic employee wellbeing beyond compliance.



Our material topics

Sustainability encompasses a diversity of topics, which makes the selection and extent of content in a sustainability report a critical decision. Engaging with an organisation's stakeholders is essential to identify relevant disclosures, align with their interests and priorities, and enhance credibility.

Approach and scope.

At EHS, we follow the GRI guidance for materiality, which ensures that no single decision-maker or department determines the report's content. We engage a diverse group of internal and external stakeholders to identify the topics that matter most to them and our business. This Sustainability Report is based on the most recent assessment, conducted in 2025. In 2025, we identified 17 distinct sustainability topics, guided by the GRI Universal Standards and industry trends. Through stakeholder engagement, we gathered input to prioritise these topics. The purpose of this exercise is to identify topics from our business operations and value chain that have the most significant impact, as well as the topics that directly influence our decision-making. This included key internal decision-makers and influencers within EHS, as well as external stakeholders such as approved labs and third-party consultants, suppliers, service providers, and regulatory authorities.



Our Stakeholders

Top management



Employees / Consultants



Clients



Top management



Employees Consultants



Clients



Regulatory authorities

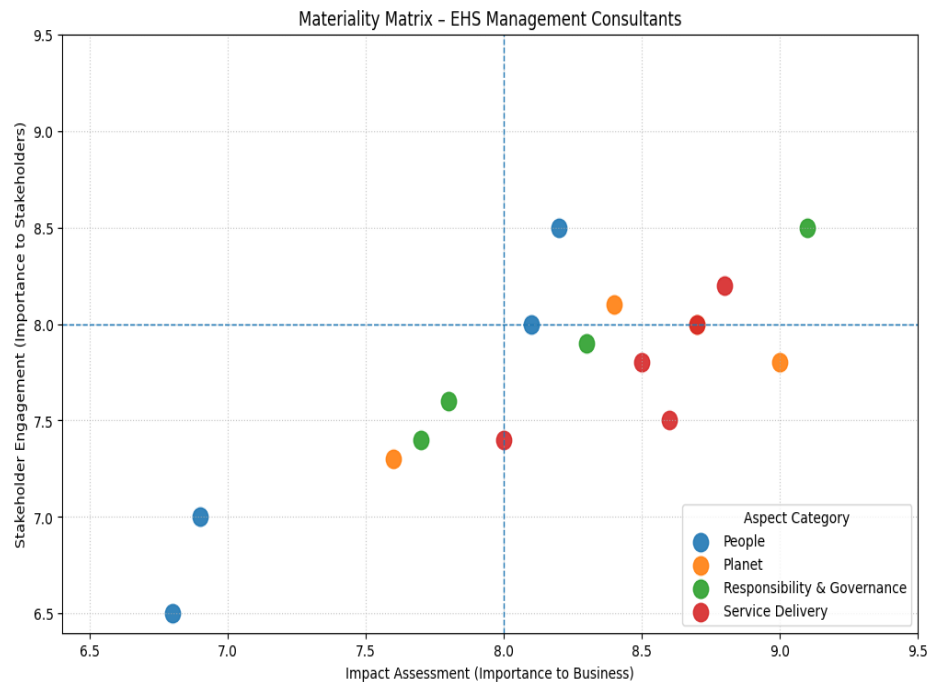
Suppliers & service providers

Approved labs & third-party consultants

Results of the materiality analysis

The scores of respondents for each of the 17 topics were averaged and plotted as a 'materiality matrix'. Stakeholder engagement results were plotted against the y-axis; impact assessment results were plotted against the x-axis. While the stakeholder engagement process allowed us to rank topics by perceived materiality, it was evident from stakeholder scoring that none of the 17 topics were considered irrelevant to EHS's operations. Therefore, we have disclosed information on all topics.

For reviewing the material topics, please refer to our published 2025 materiality assessment report available at:



To ensure alignment with relevant standards, EHS's Sustainability Team oversees the materiality analysis and assurance process, with approval from EHS's Technical Director. The materiality assessment covered 100% of EHS operations, including all consultancy activities, training services, and project locations, with no business units, geographies, or operational functions excluded.



Safeguarding the Environment

02

- ISO 14001
- Our response to the environmental incidents
- Greenhouse Gas Emissions
- Conserving Energy
- Waste Management
- Water Management

At EHS, we take an active approach to environmental responsibility, with sustainability seen as a catalyst for innovation and long-term value creation. Our approach is applied consistently across our operations in the UAE to drive continuous improvement and operational excellence in environmental management

- 1st Company to participate in the UAE's national digital MRV (Measurements, Reporting, and Verification) tracking system for GHG emissions
- ISO 14001 EMS
- Energy Audits to reduce energy consumption
- Lake restoration & eco restoration projects
- GHG emission calculation to reduce emissions
- Trainings and campaigns on sustainability to corporates, clients, and employees of EHS





Our response to environmental incidents

Our environmental management plans establish clear protocols for the identification, communication, classification, remediation, and root-cause analysis of environmental incidents. When assigning a classification to environmental incidents, we consider the magnitude and potential for adverse impacts to environmental receptors

Our Environmental Management Plans include clear protocols for:

- Identification and Reporting – Employees are trained to recognise and report environmental incidents immediately through established communication channels.
- Incident Classification – Environmental incidents are assessed and classified based on severity, potential impact on environmental receptors, and likelihood of recurrence, ensuring appropriate response levels.
- Response and Remediation – EHS deploys timely and effective corrective actions to contain, mitigate, and remediate environmental incidents to prevent escalation and minimise impact.
- Documentation and Record Keeping – All incidents, investigations, and follow-up actions will be documented and maintained in our environmental management system to support transparency, audit readiness, and trend analysis.

Greenhouse Gas Emission

Emission inventory management at EHS involves systematically collecting, analysing, and reporting data on emissions released into the atmosphere from various sources within the organization or region. This process is crucial for tracking and controlling GHG emissions, ensuring regulatory compliance, and supporting environmental sustainability initiatives. Effective emission inventory management requires accurate data collection, for which we use advanced monitoring technologies, and thorough documentation to create comprehensive records of emissions. These records are then used to identify trends, assess the effectiveness of emission control measures, and develop strategies for reducing emissions. By maintaining a detailed emission inventory, we are able to understand our environmental impact and take informed actions to mitigate it.

Since 2024, EHS Management Consultants has adopted the IPCC Guidelines for National Greenhouse Gas Inventories and relevant international best practices to quantify and report its Scope 1, Scope 2, and Scope 3 emission ensuring consistency with UAE regulatory expectations and international reporting frameworks



Beach Clean-up Initiative by EHS at Raz Al Khaima

Emission Reduction Measures

EHS Management Consultants has implemented a comprehensive set of operational and strategic mitigation measures across its activities. Based on the 2024 emissions baseline, the organization is targeting a 10–15% reduction in total emissions in the short term by improving fuel efficiency through increased car-pooling practices, encouraging the use of public transportation, and optimizing operational controls within office environments.

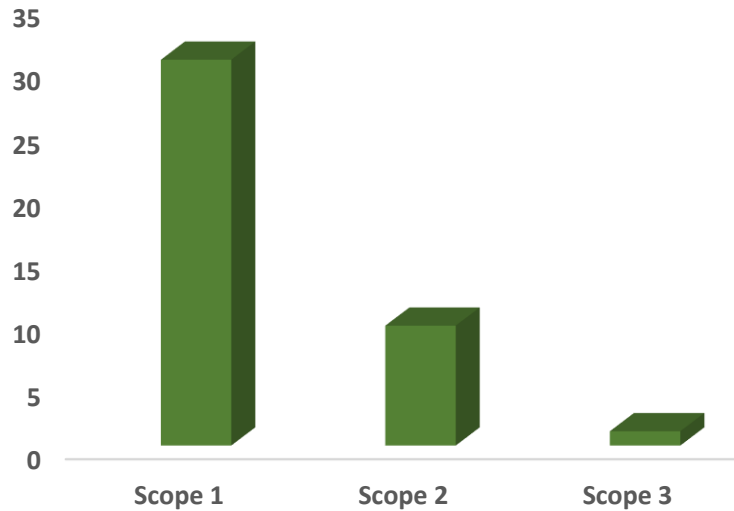
Energy efficiency measures such as air-conditioning optimization, temperature set-point control, transition to LED lighting, and strict switch-off practices for electrical equipment have been embedded into daily operations.

In parallel, EHS has strengthened employee engagement through structured training and awareness programs covering waste management, energy conservation, and climate change, ensuring that sustainability principles are integrated into routine work practices. As part of its social responsibility and eco-friendly initiatives, the company conducted a beach clean-up program in 2025, reinforcing environmental stewardship beyond operational boundaries. Waste reduction initiatives have been enhanced through improved waste segregation practices, reduced reliance on single-use plastic bottles, and promotion of reusable alternatives within the workplace. To ensure accuracy and transparency in emissions management, EHS has developed an internal GHG accounting tool to systematically quantify emissions across its processes, supported by the preparation of a GHG audit report that identifies key emission sources and outlines targeted mitigation measures. Collectively, these initiatives demonstrate EHS Management Consultants' commitment to continuous improvement, climate responsibility, and alignment with national and global decarbonization objectives.

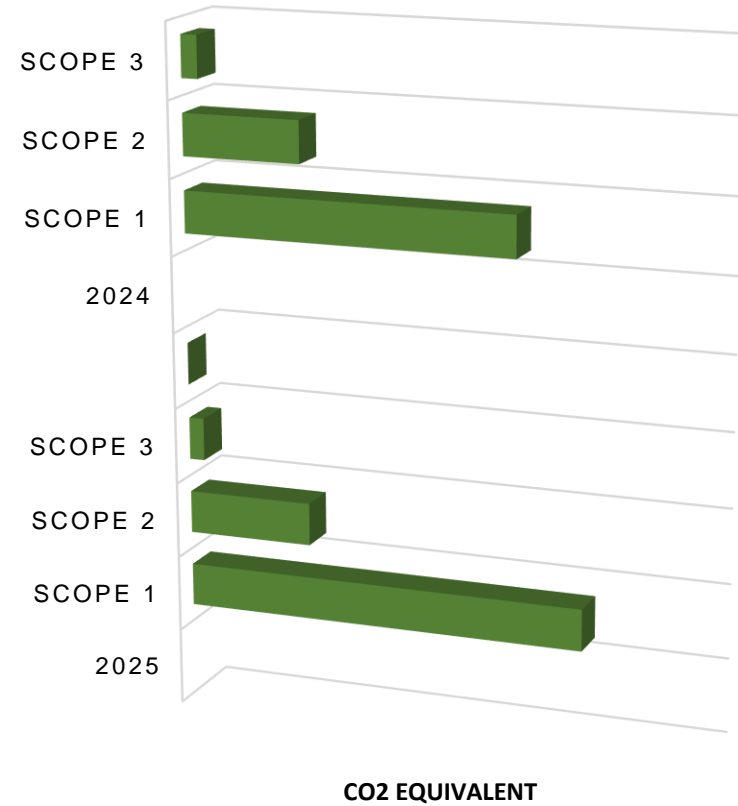
“ Aligned with the UAE's climate ambitions, EHS has established a digital MRV system to ensure accurate tracking of GHG and drive measurable progress in decarbonisation.”

Mr. Santhosh Balachandran

GHG Emission 2025



GHG EMISSION 2024 VS 2025

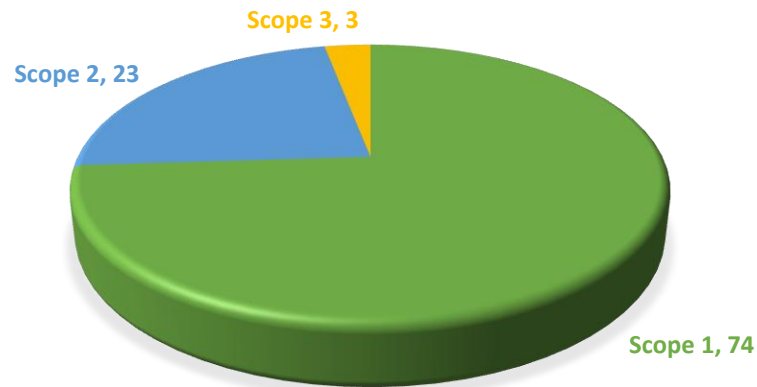


Emissions tracking

In 2025, we implemented a digital GHG emissions tracking system to enhance transparency, accelerate decarbonisation efforts, and comply with the UAE's National Measurements, Reporting, and Verification (MRV) Transparency System. This centralised platform covers scope 1, 2, and 3 reporting to relevant stakeholders, including governmental organisations, using a standardised dashboard.

GHG Emission

Total greenhouse gas emissions increased from 35.77 tCO₂e in 2024 (baseline year) to 41.188 tCO₂e in 2025, representing an absolute increase of 5.418 tCO₂e, equivalent to an increase of approximately 15.1% compared to the baseline year. This increase is primarily due to organizational and business growth during 2025, including the addition of two company-owned vehicles and the recruitment of additional employees to support our services. These changes resulted in higher fuel consumption for transportation activities and increased electricity usage due to greater occupancy and operational demand. A slight net increase in emissions was observed due to the scale of operational expansion relative to the baseline year.



Notably, overall waste generation has decreased in 2025 compared to the baseline year. This reduction is attributed to the implementation of effective waste segregation practices and training and awareness programs provided to employees, which improved waste handling behavior and reduced disposal volumes. Overall, the emissions trend reflects controlled and proportionate growth, demonstrating that while business expansion has led to increased activity levels, mitigation measures have successfully limited emissions growth, and waste management performance has improved.

The scope 3 emissions are limited to waste generation due to limited data availability. Reliable and verifiable data were available only for waste quantities sent to disposal facilities. Data for other Scope 3 categories (such as purchased goods and services, business travel, employee commuting, capital goods, and upstream transportation) were not sufficiently available or consistent to enable accurate quantification.

Additional Scope 3 categories will be progressively assessed and included in future reporting periods as data quality and availability improve.

EHS Management Consultants is committed to achieving Net Zero greenhouse gas emissions by 2050. Using 2024 as its baseline year, the company has established a structured decarbonization pathway focusing on reducing emissions from company vehicles, improving energy efficiency, and transitioning to more sustainable activities. Progress will be monitored annually and reported transparently in alignment with UAE climate policies and international best practices.

Waste Management

Through the implementation of efficient waste management programmes, including awareness programs, structured waste segregation plans, and the reduction of single-use plastic bottle consumption, EHS achieved a 9.52% reduction in total waste generation in 2025 compared to 2024.

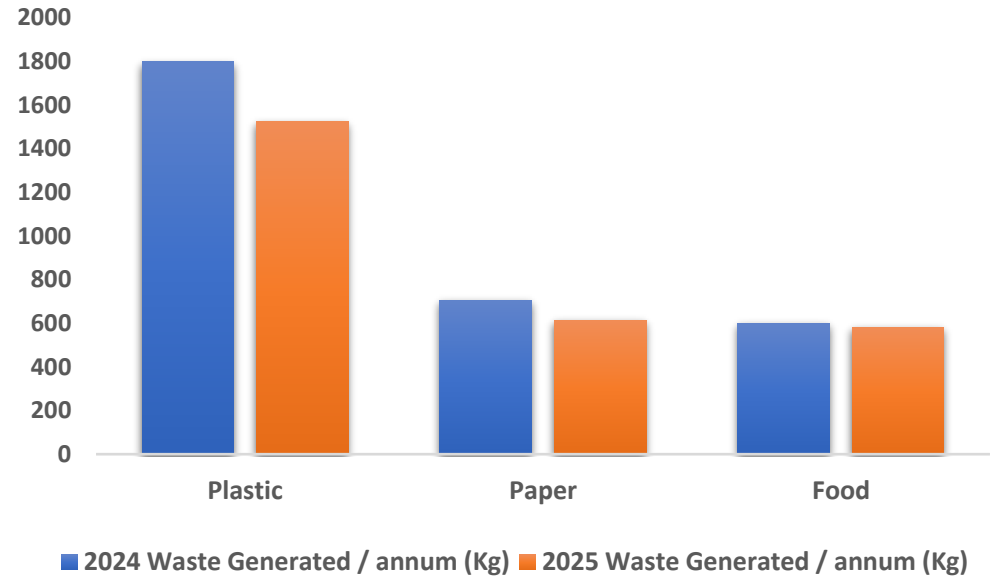
Total waste generated from plastic, food, and paper streams decreased from 3,102 kg in 2024 to 2,718 kg in 2025. This reduction reflects the effectiveness of improved segregation practices, increased employee awareness, and targeted actions to minimise plastic consumption across EHS operations. In addition, training on waste management and segregation of waste has been done for 100% of our employees.

Conserving Energy

Energy Management energy audits were conducted in the entire facility to optimise consumption, and energy saving opportunities were identified. We are in discussion for shifting our energy source to a sustainable and low-emission source. The energy audit revealed several points were corrective actions, and the identified points have been rectified. We are on a path to sustainability by planning several strategies, such as shifting towards energy-efficient systems with



Waste Generation EHS



environmentally friendly refrigerants, optimising office spaces with LED lighting, and energy conservation awareness sessions for all our employees.





Water Management

The detailed water data analysis is conducted every 6 months, and a water audit is also done. Efficient management strategies for water management is implemented through our water use reduction policy, and hence we are preserving a natural resource – water. 90% of our employees are provided with proper training and awareness to reduce water use and promote efficient resource management.

Lake restoration and Eco restoration

It involves systematic cleaning, targeted treatment, and continuous monitoring to enhance water quality, control algal growth, and support a healthier and more sustainable aquatic ecosystem. This initiative reflects our commitment to environmental protection and water management.



Sustainable Procurement & Sourcing

EHS conducted targeted training programmes for suppliers to strengthen awareness and compliance with the Supplier Code of Conduct. These sessions focused on communicating EHS's expectations related to ethical business practices, environmental responsibility, occupational health and safety, labour standards, and regulatory compliance. Through supplier training and engagement, EHS aims to promote responsible supply chain practices, reduce sustainability-related risks, and ensure that suppliers operate in alignment with EHS's values and sustainability commitments.

To mark World Environment Day, EHS supplied plant saplings, reinforcing our commitment to environmental protection and sustainability.



03

- Health and Safety Approach
- Emergency Procedure
- Keeping people healthy
- Engaging with communities
- Working at EHS
- Diversity, Equity, and Inclusion
- Employee career development
- ISO 45001:2018

EHS's approach to social responsibility is built on the principle that business success and human development go hand in hand. We foster a culture of care, inclusion, and empowerment, prioritising health and safety, and talent development. Including all services and locations, we aim to create environments where people can thrive and to ensure our impact extends beyond the workplace to the wider society.

- Zero fatality and occupational diseases across operations
- 70 % of the new employees we hire were women
- 100 % employees trained on safety
- 100 % employees trained on mental health





Health and safety approach

At EHS, the health and safety of our employees, contractors, and neighbouring communities is a top priority, and our commitment to our health and safety policy. The ultimate aim is to achieve zero harm. We also place significant emphasis on the mental health of all individuals and incorporate these well-being considerations into our management systems.

We take a proactive approach in identifying and managing these occupational hazards across our operations and project sites, as well as actively involving our employees and clients in this endeavour. We adopt a clear hierarchy of controls to prioritise the elimination of hazards, where feasible, and minimise the risks associated with hazards that cannot be fully eradicated. We carry out risk identification, control identification, and hazard elimination in accordance with regulations and internationally recognised standards and guidelines.

Our committed safety team consistently examines safety data from our operations to identify hazards, detect trends, flag potential concerns, uncover improvement opportunities, and assess areas that require greater attention.

Our occupational health and safety management systems and associated safety controls are extended to all EHS employees. Our employees follow strict safety rules and PPE while visiting industrial sites or for inspection.

Enhancing our safety culture

While robust safety systems, controls, and training are essential, we believe that these alone are not enough. We work hard to instil a safety-focused culture that engages everyone who works for or with our organisation. This culture is founded on the belief that safety is a shared responsibility, where everyone working on our premises is empowered to identify and recommend safety-enhancing methods and raise safety concerns without fear of retaliation.

“ Every time I engage with my colleagues in their workplace, I am pleased to see that safety is no longer viewed just as a priority, but truly as an important priority of our company. While priorities can shift depending on context or urgency, values remain constant. They are reflected in our daily actions, regardless of the circumstances. In my view, it is this deep integration of a safety culture that truly makes the difference.”

- **Mr. Senthil Kumar**
Manager- Technical

Our Employees, Our Responsibility

We ensure the safety, security, shelter, and food for all our employees. We have trained and efficient HSE engineers in our Health, Safety, and Environment department to ensure employee health and safety. They ensure a sustainable and accident-free working environment for our employees. Our goals for 2025 were zero incidents, zero injuries, and zero deaths. We encourage our employees to take necessary safety precautions and engage them in believing safety is a core value. We believe the mark of an effective HSE Program is that our employees return home in the same condition in which they arrived at the beginning of their shift, and that they remain safe while they are at home as well.

Our mission to zero accidents is supported by our HSE action plan which ensures all employees are provided with adequate personal protective equipment, and 100% safety training to all our employees. Our commitment to upholding safety protocols, embracing sustainable practices, and prioritizing employee well-being has been the bedrock of our success. It's not just about meeting standards; it's about exceeding them and setting a new benchmark for what's possible.

Training

We organise safety trainings to our employees both internally and externally, depending on the nature of their work. We ensure 100% training is provided for our employees on health and safety. Our HSE team conducts internal training and external safety training. This year, we have conducted 2000+ HSSE trainings for our customers and 100 % for our employees.

Residential Facilities

We operate residential facilities for employees with the goal of ensuring that our people feel at home even when they are away from home.



We have adopted proactive measures to collect feedback from residents. This approach helps us gain insights into areas where we can enhance our facilities and address any concerns raised by residents. In response to our residents' feedback, we have updated the air conditioning system at our accommodation facilities, provided free laundry services, continue to provide maintenance teams available, and free high-speed internet access for all residential areas.

Webinar On

**INDUSTRIAL HYGIENE ESSENTIALS:
Safeguarding Health
in the Workplace.**



MR. MAULIK SHAH
CERTIFIED INDUSTRIAL HYGIENIST (CIH), BCG, USA
MASTERS OF INDUSTRIAL HYGIENE AND SAFETY (MIHS)
B.SC FIRE & SAFETY, NEBOSH IGC.

DATE
30 TH AUGUST 2025.

TIME
6 PM TO 8 PM.

MICROSOFT TEAMS.

Register now

www.ehsconsultants.com



Conducted a safety at the workplace session for our employees



Breast Cancer Awareness Session for our employees



Mental Health Awareness Session for our employees

Safety Data

	Employees	Customers
Total number of attendees at safety courses	100 %	3000 +
Total recordable injuries (TRI)	0	0
2025 Leading Indicators		
Total number of safety campaigns implemented		10
Hazards reported		0
Behavioural safety interactions		6
Near misses reported		0

Working at EHS

The workforce is considered the base of EHS success and growth. We offer fair employment packages with better living conditions to our employees. Our employee recruitment is purely based on our recruitment policy and directly managed by the EHS talent acquisition team. We didn't make the employee pay a recruitment fee, making it easy to join us. Market trends are influencing the way in which management makes decisions favourable to employees when it comes to the formulation of equitable salary packages. We believe that the key to our sustainable development strategy is our employees' well-being. We offer intensive skill training and pave the way to the professional as well as financial growth of our workforce. Our recruitment policy ensures all this for our employees.

The recruitment policy's at EHS

- Selection, recruitment, and hiring are fair, non-discriminatory, based on merit, ethical, and transparent, which ensures equal opportunities for all candidates.
- We apply a zero tolerance to any form of exploitation (whether that be direct or indirect) in the recruitment process to ensure that our employees do not incur any cost during their employment with EHS
 - All costs associated with any element of recruitment, like agency fees, in-country medicals, and visa costs, are borne by the Company.

- Induction provided to the workers on key information about the Company, the leave policy, their employment contract, and their entitlement under the Labour Law at the time of employment.
- Equal pay for women employees
- Recruitment and selection of all workers must always be carried out in a timely and responsive manner and with a professional approach.
- The company prohibits the retention of employee identification documents, except where legally required, to protect employee privacy and ensure compliance with data protection regulations.
- The company ensures that all recruitment ads use gender neutral language, highlight commitment to diversity, and promote equal opportunities to foster gender equality in hiring practices.
- After three rounds of interview, the scores obtained by the candidate is analysed and recruitment is purely based on qualification and interview performance. The first round is the HR round, followed by the technical round and the management level round for recruitment. WE FILLED 10 POSITIONS IN 2025!!!
- Trainings to hiring managers and recruiters on unconscious bias and its impact on hiring decisions
- Solicit feedback from candidates about their recruitment experience to continuously improve the process

Our Work Culture

EHS provides a work culture where employee and employer can benefit mutually. We have a defined working conditions policy through which we are committed to maintaining a respectful, safe, and legally compliant work environment for all employees and customers.

The policy ensures;

- All employees should sign a contract with EHS that has clearly defined job roles, compensation, benefits, and working hours.
- The working time of the employees does not exceed 8 hrs a day and 48 hrs a week.
- Wages and benefits are provided on time. Employees are receiving all legally mandated benefits, including annual leave, sick leave, public holidays, medical insurance, and end-of-service gratuity.
- All employees shall be treated with dignity and respect, and employment decisions will be based on merit, without discrimination based on race, gender, religion, age, nationality, or disability.
- Employees are encouraged to communicate openly with management about working conditions without fear of reprisal. For that, a structured grievance procedure is followed and practiced.

“We prioritise the well-being and professional growth of our employees.”

-Deepthi Nikesh, Head of Operations

Keeping our people healthy

We place strong emphasis on safeguarding the health and well-being of our employees, both during site visits and within our office environment. As part of our preventive healthcare initiatives, we conducted a comprehensive eye-check campaign for all employees. In addition, we actively promote a healthy lifestyle by encouraging balanced nutrition and physical activity through initiatives such as a 40-day fitness challenge, fostering long-term wellness and a culture of health consciousness across the organization.

Our prescribed health insurance policy offers an emergency medical evacuation service for severe cases. The availability of efficient medical evacuation services is crucial, particularly in remote or difficult-to-reach locations, to ensure a timely and effective response to medical emergencies



We conducted a dedicated breast cancer awareness campaign for all employees, supported by a series of educational sessions focused on recognizing symptoms, prevention measures, and the importance of early detection. The campaign placed particular emphasis on encouraging men to take an active role in breast cancer prevention and in supporting women's health, fostering an inclusive and informed workplace culture.



Eye check-up for our employees by Al Hussam Optical

Culture and Values

In 2025, we focused on our recognition systems, psych safety, and continuing to build our values-based culture. We continued from 2024 with our Feedback is a Gift Programme, activities to embed our values in recruitment procedures and our promotions process.

Culture efforts are centred in three key areas:

Developing an agile mindset: a continued focus, aligned with broader digital transformation strategy, with various initiatives launched in 2025.

Enhanced employee recognition: reinforcing appreciation for employees at all levels by consolidating existing programmes, making them more transparent and accessible.

Promoting fairness and integrity: multiple internal awareness sessions to increase awareness of EHS's core integrity and fairness values, with educational and engagement efforts.

Structured Grievance & Escalation Framework

The employees at the time of onboarding will be provided with an orientation explaining the policies, procedures and formalities which need to be followed within the organisation. It also includes the grievance procedure and escalation matrix, which should be followed if a dispute arises. We ensure a fair decision is possible as per local labour laws. The first thing an employee should do in case of a dispute is to raise the concern verbally or in writing. Attempt informal resolution through dialogue; if the concern is unresolved within 5 working days, they should submit a formal complaint in writing to HR, who initiates a fair and confidential review. After this, within 7 working days, if the complaint remains unresolved, the employee can submit a formal complaint to the senior management. Our vision is a fair and healthy workplace.

Human Capital Approach:

If an employee has concerns to report outside of the usual feedback mechanisms, they can raise them confidentially and are protected by a whistleblowing process.

Fostering feedback:

We value our employees' viewpoints and actively encourage feedback through employee engagement initiatives.

Diversity, equity, and inclusion

At EHS, we proudly welcome employees from diverse corners of the globe. We are an organisation with a workforce comprised of different nationalities. 78% of our workforce, supervisory and management roles are held by women

We embrace and celebrate the wealth of perspectives, ideas, and cultures that such a diverse workforce brings. Our DEI strategic framework considers how to support equal opportunities for our workforce, communities, and supply chain.

Inclusion and gender balance

We recognise that every industry has historically been a male-dominated sector, capable of creating a non-inclusive work environment for female employees. We are seeking to challenge this archetype, with plans to create a more inclusive workplace and increase female representation among our workforce.

Our Code of Ethics expressly prohibits any form of discrimination, including discrimination based on gender. All hiring decisions are guided by a consistent, fair, and merit-based process that ensures equal opportunities for all candidates, irrespective of gender. Furthermore, our remuneration framework is standardized and transparent, guaranteeing equal pay for equal work and upholding gender equality in compensation across the organization.

78 % of our supervisory and management roles are held by women

6 % of our workforce consists of Filipino nationals

70 % new hires in our operations and sites are women



Local recruitment

We support the shared goals of the UAE to enhance the skills and employability of its citizens, thereby unlocking their full potential for contributing to the national economy. We have set local recruitment objectives aimed at increasing the representation of locals within our workforce. Our Emiratisation Programmes provide well-defined pathways for career progression through structured development and training programmes, designed to attract, develop, and retain UAE nationals. In 2025, 6 per cent of our workforce are UAE Nationals.

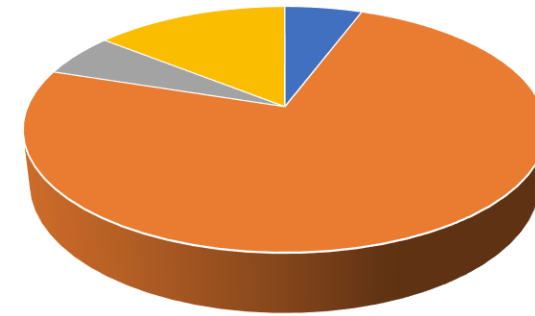
Total staff **32**

National employees	6 %
Women employees	78 %
Other nationals	6 %
Women in management level	15 %

Employee Development

We invest in the development of our people at all levels and in all areas so we can become a talent-driven organisation. We believe that our people and culture are at the heart of our success, creating a distinctive competitive advantage that drives improved business performance.

DEI



- National employees
- Women employees
- Other nationals
- Women in management level

Along with EHS's growth, we promote a vision of professional development for our employees. For that, we have a career management programme structured by our expert technical team. It has a critical role in promoting the organisation's vision and mission. We conduct an employee satisfaction survey every year to evaluate our practices. The survey questionnaire is comprehensive and covers all the major aspects of career progress analysis and skill set improvement.

Our knowledge sharing session covers key elements on employee health and safety, sustainability, and other relevant career development topics. Employee career development and skill development hold a supreme position in our organisational KPI's. It makes our employees competent in their profession and, in turn pave way for company development. This helps our workforce feel valued and satisfied with their roles, reducing them the thought of leaving the organisation due to insufficient professional growth.

The career and knowledge sharing session also enables them to grow personally and professionally by receiving technical exposure, trainings and continuous improvement evaluation happening at our workplace. Since there is a pipeline of skilled employees always available to replace their predecessors, minimum operational disturbance will be caused if there is a sudden departure of key personnel. The career development policy of EHS establishes an environment that supports and fosters employee growth, allowing them to attain their maximum professional potential and optimise their individual contributions to the firm.



Training session for our employees for professional development

Workplace culture and integrity

Our policies on anti-corruption and bribery, against workplace violence and harassment, and supporting gender equality demonstrate the dedicated efforts initiated by management to address major concerns related to ethics. Our workplace comprises workers, supervisors, executives, and management representatives, all working under one umbrella. This magnificent number of individuals with a multitude of faces – cultural, regional, educational, and even linguistic – increases our responsibility to bring a balanced and fair treatment for all employees. Training on ethical issues and workplace behaviour conducted at different levels has contributed greatly to achieving such a balance and understanding the possible deviations.

EHS's anti-bribery policy states that corruption is the abuse of a position, authority, or responsibility for gain or profit. Company funds are allowed to be spent only for lawful, ethical, and proper purposes. Any attempts at bribery and corruption will be reported to the relevant authorities, and our employment ties with such persons will be ceased upon receiving evidence.

The following indicators are used for evaluating our ethical performance based on the outcomes of our existing policies.

- Training on ethical issues
- Number of safety incidents
- Employee Satisfaction Survey Scores
- Community Support Programmes
- Due Diligence Programs Reports

Employees who are periodically evaluated for their performance and career development	85 %
Percentage of employees undergone professional skill trainings	85%
Target Percentage	90 %

Commitment to ethical practises

EHS considers forced/ child labour as a severe violation of human rights, where individuals are deprived of their freedom and dignity. It's our moral obligation to ensure that our operations and supply chains do not exploit workers or tolerate inhumane conditions. Since the UAE is a country where there is a strict enforcement of regulation can be observed in matters pertaining to working conditions, it is also our legal responsibility to comply with the local standards, and also with the International Labour Organization.

Apart from gaining a reputation among the customers, maintaining good labour practices can earn trust and loyalty among various stakeholders, fostering long-term relationships. Child labour can also be considered as a form of bonded labour, where violation of child rights can occur when children below working age are engaged in company operations such as manufacturing, or construction; support services, such as facility cleaning and management etc.

Our internal policy focuses on the elimination of child labour practices entirely within the organization and its supply chains. The key components of our child labour policy include the prohibition of child labour, verification of age at the time of recruitment, and education and awareness among employees about the ill effects of such undesirable labour practices.

Our workforce has undergone training on awareness against forced labour and child labour, with the following learning aspects covered:

- To fully understand the underlying causes of malpractices such as forced/child labour and the negative impact on business and society
- To strengthen knowledge of responsible recruitment, international and local standards, legal provisions, and brand requirements
- To learn best practices in efficient recruitment to prevent child labour and how to encourage these strategies amongst business partners (suppliers, agents, sub-contractors, sub-suppliers) to eradicate forced labour practices.

We also request and require our suppliers and contractors to adhere to child labour policies as well and ensure that they do not practice child labour in their functioning. The grievance mechanism associated with the child labour policy is also a powerful step by our organization towards responsible human resource management. The steps involved in the grievance mechanism are:

- Receiving and acknowledging the grievance claim – There will be a responsible staff member from the Human Resources team to investigate the claim, and provide the grievance raiser with a tentative timeline for resolution of the issue.
- Initial review and investigation - The evidence and information collected will help demonstrate the type of child labour grievance that is occurring.
- If there is any lack of data in proving the claim, or if there is confusion regarding the type of child labour involved, then the following procedure needs to be carried out:
 - a. Developing a time-bound action plan – An action plan will involve the creation of an investigation team, who can readily take assistance from expert organizations. All the data/information available is collected, and the root cause of the grievance is identified.
 - b. Talking actions based on the scenario – If child workers under the minimum age are involved, they should be immediately removed from the job and should be transitioned into alternatives.
- Monitoring/Reporting – Once the action plan is completed, the progress should be monitored and reported. If all parties accept that the initially agreed-upon outcomes were met, then the grievance can be considered closed.

CHILD LABOUR



A wide range of training and further education courses are offered based on demand. For this purpose, a flexible training budget is available.

- **Shimjith Chiriyath**

Good Governance

03

- Corporate governance
- Embedding ethical practices
- Business integrity
- Meeting international quality standards
- Customer feedback
- A responsible supply chain
- Continuous improvement and centre of excellence

We see governance as the foundation of responsible growth. At EHS, we embed integrity, transparency, and accountability into every level of our organisation. Our approach is participatory and evolving, shaped by active stakeholder engagement and a commitment to meeting the highest ethical and regulatory standards. By continuously strengthening our governance practices, we aim to build trust, manage risks effectively, and support our long-term sustainability goals

- Zero fatality and occupational diseases across operations
- 70 % of the new employees we hire were women
- 100 % employees trained on safety
- 100 % employees trained on mental health



Our Board

The EHS Board is responsible to shareholders for the company's success, strategic direction, values, and governance.

Composition and skills

EHS continues to have a strong mix of talented individuals on the Board with a depth of commercial experience from a range of industries. This diversity helps create an effective and entrepreneurial Board, which offers an external perspective on the business and constructively challenges the executive management, particularly when developing the company's strategy and performance.

At EHS, we see governance as the cornerstone of our long-term success. It's not just about policies and procedures; it's about fostering transparency, accountability, and making decisions that align with our values. By keeping governance at the heart of every aspect of our operations, we not only meet the challenges of today but also position ourselves for the opportunities of tomorrow. As we continue to evolve, our governance practices remain central to building resilience, agility, and sustainable growth, driving us to create lasting value for our stakeholders

Oversight of corporate governance

The Board periodically reviews and updates its corporate governance framework to ensure it remains appropriate for the company's size and strategies. The guiding principles of EHS's corporate governance framework follow EHS's core values.

The Board's goal is to ensure EHS adopts the highest governance standards to support our planned corporate growth strategy, our increased focus on environmental and social awareness, and our ambitions for the future.

Conflicts of interest

At the beginning of every board meeting, members are asked to declare any potential conflicts of interest, including both personal and business matters. For decisions needing the approval of members not present at a meeting, we require those absent to declare any conflicts of interest before their approval is considered valid. All declared conflicts of interest, whether submitted before or during the meeting, are formally recorded in the minutes

Executive management and committees

- Member of the EHS Board
- The most senior executive at EHS
- Responsible for meeting the Board's strategic objectives and aligning the Executive Management's work with the Board's overall vision for EHS's business
- Chief Executive Officer
- Managing Director
- Responsible for managing EHS's ongoing operations and business
- Leads the Executive Management team and develops Group strategy, in conjunction with the Managing Director and EHS Board

Management committees that report to the CEO

- Support the CEO.
- Each committee has a strong track record of operational success and business leadership.
- Present to the Board and its committees regularly, upholding transparency throughout the business.

ESG Committee

- Oversees and makes decisions on actions required to achieve ESG goals.
- Sets policies, procedures, and strategic direction for EHS and its subsidiaries.
- Focuses on aligning EHS operations and decision-making processes with ESG objectives and principles

Board oversight and communication

The board convened to discuss critical topics shaping EHS's direction.

This included topics such as:

- Strategy
- Business performance
- Governance
- Environmental health and safety (EHS)
- Finance
- Risk
- Sustainability
- Human capital

Chain of responsibility for reporting on sustainability

To truly embed sustainability within our organisation and achieve our aspirations, it requires involvement from all aspects of our business and for the entire executive leadership team to take an active role in EHS's sustainability agenda.



Embedding ethical practices

At EHS, we believe good ethics are the foundation of good business. Unethical behaviour can severely damage the trust stakeholders place in an organisation and compromise its ability to meet its objectives.

At EHS, everyone is responsible for fostering a culture of ethical behaviour across all departments. We are committed to embedding ethical practices throughout our business, and we seek to build mutual trust with our customers and suppliers by working honestly and ethically. This reflects the specific challenges encountered within our industry and in our countries of operation. We apply our standards in all areas and geographies, and continue to look for ways to improve how we detect, prevent, and respond to ethical issues.

Our Code of Ethics covers:

- Supporting diversity and inclusion
- Opposing harassment
- Opposing bribery and corruption
- Competing fairly
- Acting with integrity in all dealings with customers, suppliers, and governments.

Anti-Corruption and Anti-Bribery

Bribery not only undermines the rule of law and the principles of free and fair competition but also has a stifling effect on businesses and commerce. EHS maintains a zero-tolerance approach to bribery and corruption. We take compliance seriously and recognise the high levels of risk in some of the countries in which we operate.

All employees, directors, and anyone acting on behalf of EHS must adhere to our ethical standards and the applicable laws as outlined in the Anti-Bribery & Anti-Corruption Policy.

Each year, we incorporate scenario training into annual Code of Ethics training, as detailed in Communication and training, below.

Communication and training

EHS's Code of Ethics training is mandatory for all staff at induction for new joiners. Both types of training cover anti-bribery and anti-corruption measures.

Induction training introduces EHS's ethics and business integrity programme, addressing issues such as discrimination, harassment, corruption, and fraud. It explains the multiple ways to report ethical concerns and how concerns are investigated. We also provided risk-based targeted training in areas such as corruption and human rights.

Business integrity

[Our response to incidents of corruption](#)

[Our response to discrimination and harassment](#)

At the heart of our sustainability journey is an unwavering commitment to ethical conduct. I like to think that integrity guides every decision we make – from our supply chains to our staff – ensuring transparency, accountability, and fairness across our global operations. As we focus on our global growth strategy, we are committed to building a more inclusive and sustainable future. For us, ethics is not a policy – it is a foundation.

Fines, judgments, penalties, or sanctions

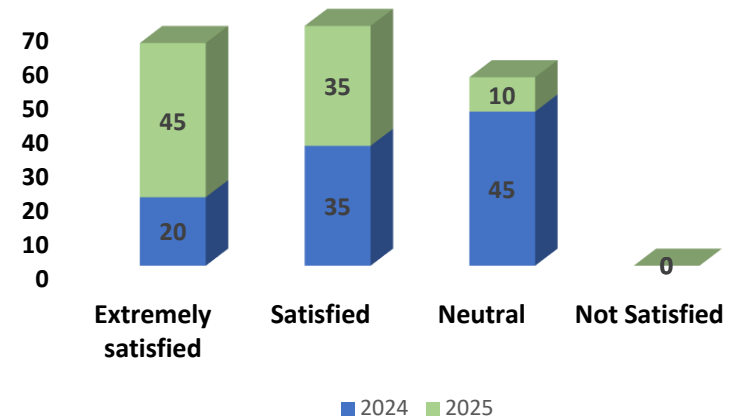
In 2025, EHS received no significant fines, judgments, penalties, or non-monetary sanctions for non-compliance with laws and/or regulations. We had no legal actions, threatened or ongoing, relating to anti-competitive behaviour or corruption, and no violation of anti-competitive behaviour or anti-trust and monopoly legislation.

Customer feedback

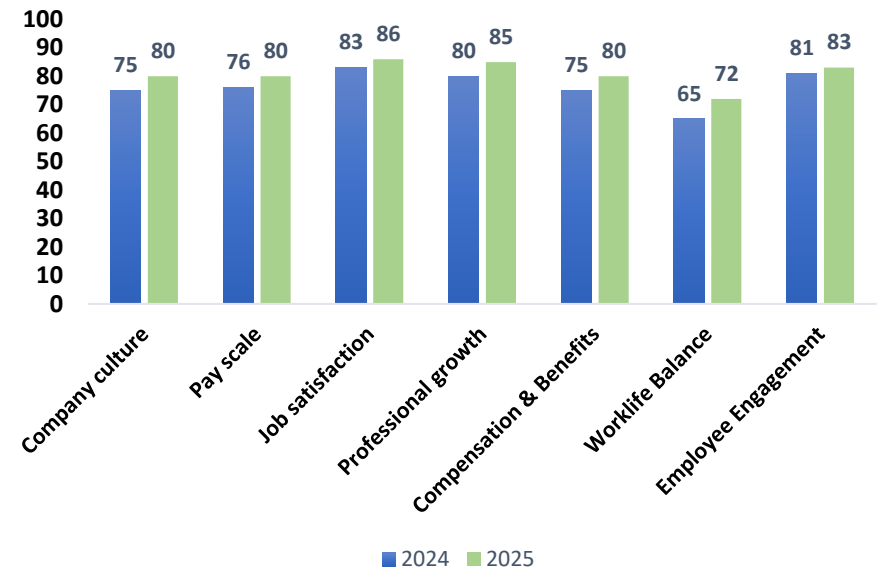
We value the feedback we receive from customers. Each year, EHS conducts a customer satisfaction survey, which is an important feedback tool enabling us to identify potential ways to further improve our services. We did a survey for the 2025 performance in March 2025. We received an overall response rate of 50 per cent from customers across the UAE. The survey identified that 35 per cent of respondents were either satisfied or extremely satisfied with the quality of EHS service. In total, 50 clients participated in the survey in 2025. We maintained a high satisfaction rate and take pride in this achievement.

For EHS, international management systems certifications such as ISO 9001, ISO 14001, and ISO 45001 form the foundation of sustainable, safe, and high-quality operations. These globally recognised standards support excellence in quality management, environmental responsibility, and occupational health and safety across all sectors we serve.

Customer Feedback



Employee Satisfaction Survey



A responsible supply chain

Our supply chain comprises more than 20 active suppliers of materials, goods, and services from around the world. The effective management of our supply chain is essential for maintaining the competitiveness of our business.

We also recognise that it is critical to consider and manage ESG factors across our supply chain. So we do provide a sustainable supplier assessment form for 2025. This form will assess suppliers' commitment towards sustainability practices. We identified that 30 % of our suppliers have potential negative impacts on social and environmental issues. Negative impacts related primarily to the quality of workers' accommodation, retention of personal documents, and issues with diversity. 3 suppliers have subsequently agreed on improvements or action plans to address the environmental impacts identified. We also provide training for our suppliers on sustainable procurement practices.

One of our supplier water testing is conducted by DM/EIAC-approved third-party laboratories as purchased services to support client deliverables; these laboratories are treated as upstream suppliers within our value chain (Scope 3 – purchased services), and are managed through supplier selection and compliance requirements.

Continuous improvement & Centre of Excellence

For decades, EHS has focused on continuous improvement as a foundation for developing and maintaining global competitiveness. We believe that the people closest to a work process are often in an ideal position to identify what improvements are required and to create the best solution. We have therefore put in place a system to encourage and reward innovative thinking at all levels of our organisation.

In 2025, we developed a suggestion scheme where our employees are encouraged to come up with innovative ideas that improve current systems and processes that promote productivity, safety, wellbeing, and costs.



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** Given that EHS is privately held, what is discussed by the Board and in their review of EHS's business matters is considered confidential

** EHS considers information linked to pay as confidential

ESG DATA TABLES

ENVIRONMENTAL DASHBOARD									
				2024	2025	2026	2027	2028	2029
SI no.	Description	Units	Reporting Frequency	Annual	Annual				
1	Annual Petrol Consumption	L	Yearly	10802.30	12999.25				
2	Annual Electricity Consumption	kW h	Yearly	22446.50	23516.00				
3	Potable Water Consumption	Imp G	Yearly	36080.00	41958.00				
4	Scope 1 Emission	tCO2e	Yearly	25.45	30.551				
5	Scope 2 Emission	tCO2e	Yearly	9.06	9.500				
6	Scope 3 Emission	tCO2e	Yearly	1.25	1.13				
7	Solid General Waste	Kg	Yearly	3102.50	2718.70				
8	Solid Recyclable Waste	Kg	Yearly	1798.00	1522.00				
9	Total Solid Waste Generated	Kg	Yearly	3102.50	2718.70				

WATER CONSUMPTION 2024	
Month (2025)	Water Consumption (IG)
January	3,080
February	3,520
March	1,100.00
April	1,980.00
May	2,640.00
June	3,300.00
July	3,520.00
August	3,300.00
September	3,300.00
October	3,300.00
November	3,740.00
December	3,300.00
Total	36,080

WATER CONSUMPTION 2025	
Month (2025)	Water Consumption (IG)
January	3,520
February	2,860
March	2,842
April	2,791.41
May	3,185.15
June	3,004.78
July	3,134.56
August	3,886.86
September	3,517.31
October	3,629.49
November	5,899.57
December	3,686.46
Total	41957.59