



## Gulf Gate Real Estate Company (GRC) Sustainability Policy Statement

Dear Colleagues,

Gulf Gate Real Estate (GRC) continues to recognize our responsibility towards our employees, customers, business partners, community, and future generations. As CEO of GRC, I can say on behalf of the GRC family, we are absolutely committed to:

- Upholding the laws applicable to the industry sector in which we operate.
- The integration of sustainability considerations wherever possible into all our business decisions.
- Continuously improving our sustainability performance.
- Operating with minimal environmental impact while maximizing economic and social benefit on our Projects and in our offices.
- Creating a safe and comfortable workplace for all employees.
- Respecting human rights and ensuring that our Projects do not contribute to or support any form of human rights violations.

For GRC sustainability is not a new concept – it is something that GRC's Founders over twenty years ago recognized and encouraged. GRC is and has always been committed to promoting sustainability.

We do this through our ongoing commitment to carry out Projects (i) to the highest Environmental standards, (ii) recognizing the social impacts we can make on the communities we work in, and (iii) by continuously improving our corporate Governance.

In a little more detail what we are trying to achieve across our business portfolio:

### Environment

- Consider how our working methods impact on the communities around our Project worksites.
- Reduce environmental impact wherever possible, using the best practice methods and standards.
- Minimize waste, especially hazardous waste, and implement recycling initiatives wherever practical.
- Optimize resource usage, including water, materials, and energy, by implementing efficient processes and investing in technologies that significantly reduce embodied carbon in our projects.
- Repurposing of materials to reduce waste generation and extend the lifespan of resources, thereby contributing to a circular economy model.
- Reduce carbon footprint by adopting energy-efficient practices, promoting renewable energy resources and setting targets to decrease greenhouse gas emissions from our operations.
- Prioritize the use of low-carbon and sustainable materials and select suppliers and vendors who demonstrate strong commitments to sustainability and offer products and services with low environmental impact.
- Ensure that the protection of biodiversity (local wildlife and plants) within and around construction sites is considered throughout the planning and management of projects.

### Social

- Make a positive and meaningful difference to the health and well-being of the community through stakeholder engagement, social support, and investment.
- Meet our clients' requirements, and endeavor to exceed their expectations by delivering quality projects on time, safely, and with due regards to the environment.
- Commit to conduct business ethically and maintain a zero-tolerance policy towards corruption.
- Promote diversity, equal opportunities, and ensure the well-being, safe and inspiring environment of all employees, enabling them to contribute to the growth of the company business.
- Promote and take actions to achieve an absolute non-discrimination policy by rejecting any kind of discrimination regarding race, color, sex, creed, gender, religion, disability or handicap, language, and national origin. Retaliation is also prohibited.
- Enhance the prospects of our workforce through skills and professional training development.

### Innovation

- Promote continuous positive innovation in how we manage and construct our Projects and run our business.
- Build and maintain a robust and enduring business with integrity, transparency, and fairness, upholding high ethical standards in all our interactions and transactions.
- Use local resources (subcontractors, employees, materials,) on the site of work where applicable and aid local economies.
- Promote innovative thinking and practices to achieve sustainability solutions that balance economic, environmental, and social interests.

Gulf Gate Real Estate Company is constantly striving to improve the sustainability of its operations.

We **all** need to recognize that the success of this Sustainability Policy depends on the combined efforts of all employees and stakeholders.

**Tamer Mohamad**  
Chairman & Chief Executive Officer  
Gulf Gate Real Estate Company (GRC)