

SUSTAINABILITY POLICY

NMDC Group is committed to generating sustainable value for its stakeholders by embedding sustainability into the core of its operations. This commitment aligns with global Sustainable Development Goals (SDG) and UAE's net zero ambitions, ensuring that the Group contributes positively to environmental, social, and economic well-being. NMDC Group aims to integrate sustainability into its business strategy, decision-making processes, and operations across all business units and project lifecycles.

ENVIRONMENTAL STEWARDSHIP

The Group actively addresses environmental challenges through:

- **Carbon Management:** Promoting renewable energy in projects to address climate change impacts. Determining the carbon footprint of all business units
- **Energy Efficiency:** Improving energy performance and reducing emissions across operations by adopting efficient technologies and best practices.
- **Biodiversity Conservation:** Implementing initiatives like habitat compensation and planting mangrove seedlings to protect coastal ecosystems.
- **Sustainable Waste Management:** Developing project-specific waste management plans and promoting circular economy principles to minimize environmental footprints.
- **Climate Adaptation:** Integrating climate resilience into project planning and infrastructure design to address the impacts of climate change.
- **Environmental Compliance:** Ensuring all operations comply with relevant environmental laws, standards, and client-specific requirements
- **Water Management:** Committing to efficient water management and pollution prevention.

SOCIAL RESPONSIBILITY

The Group prioritizes social well-being by:

- **Community Engagement:** Participating in environmental initiatives and fostering harmonious relationships between development and nature conservation.
- **Local Content:** Supporting local employment, sourcing, and community development programs to create shared value.
- **Health and Safety:** Ensuring the health and safety of employees and the public through implementation of HSE processes.
- **Workforce Welfare & Satisfaction:** Providing comprehensive benefits, promoting work-life balance, and fostering a culture of respect and inclusion to enhance employee well-being and satisfaction.
- **Diversity, Equity, and Inclusion (DEI):** Encouraging diversity at all levels of the organization and promoting equal opportunities.

GOVERNANCE AND TRANSPARENCY

The Group upholds strong governance practices by:

- **Ethical Conduct:** Adhering to a detailed Code of Business Conduct, Anti Bribery & Anti-Corruption, Whistle Blower and other related policies to maintain high ethical standards.
- **Transparency:** Committing to regular disclosures and compliance with legal and regulatory obligations to ensure accountability. Adhering to internationally recognized sustainability reporting standards
- **Stakeholder Engagement:** Engaging proactively with stakeholders, including clients, regulators, investors, and the community, to understand and respond to their expectations.
- **Sustainability Governance:** Establishing clear roles and responsibilities for sustainability oversight across executive leadership and operational teams.

CAPACITY BUILDING AND CONTINUOUS IMPROVEMENT

The Group is committed to continuous improvement by:

- **Innovation:** Investing in new technologies and solutions to accelerate decarbonization and support the energy transition.
- **Performance Monitoring:** Regularly assessing and reporting on sustainability performance to drive progress and transparency.
- **Capacity Building:** Offering extensive training and development programs, including the D&M Dredging Academy & HSE trainings, to enhance employee skills and competencies.
- **Benchmarking and Learning:** Leveraging internal and external benchmarks to identify improvement opportunities and adopt global best practices.

