

## IMS & Energy Management Policy

To build IMDAAD as a trusted regional leader in providing sustainable, professional Integrated Facilities Management services and its commitment to excellence, Imdaad is committed to:

- Achieve leading position in Integrated Facilities Management that is secured through outstanding levels of employee and customer satisfaction.
- Protect the health and safety of everyone involved in the execution of our services.
- Preserve the natural resources of environments where we work and manage in terms of any environmental impact resulting from our processes.
- Implement the most efficient energy management solutions for usage of energy resulting in the protection of environment and implement action plans derived from energy planning & review to achieve the highest level of energy performance.

We strive to deliver sustainable, scalable, innovative and customer-oriented products and services to ensure the business decisions that are good for our people, stakeholders, communities, and the environment.

In our quest to achieve world-class EHSQ and Energy Efficiency excellence and the above objectives, our management team is committed to:

- Meet or exceed the regulatory and statutory requirements of the UAE - EHSQ and Energy Efficiency laws and regulations of the communities in which we manage and work. In locations where applicable laws and regulations do not exist, we will apply sound EHSQ and Energy efficiency practices such as engineering controls, safe work practices, best management practices and personal protective equipment to protect our people, stakeholders, communities, and the environment.
- Provide safe and healthy working conditions for the prevention of work-related injury and ill health, continuously protect the environment and improve Energy performance by creating acceptable EHSQ and Energy Efficiency standards and hold all of our operations accountable to these standards.
- Continue with our EHSQ and Energy efficiency auditing programs to assure compliance with not only regulatory requirements and internal standards, but also contractual requirements.
- Set aggressive EHSQ and Energy efficiency goals to eliminate or control hazards, reduce occupational health and safety risks and Environmental impacts. Leaders throughout our organization will be held accountable and progress will be measured towards EHSQ and Energy efficiency excellence.
- Strive to build positive community relations in the locations where we manage and operate.
- Monitor emerging issues with respect to environment, health, safety and energy efficiency aspects as well as keeping information available and up to date on regulatory changes and technological innovations.
- Ensure the consultation and participation of employees or employee representatives.
- Ensure the availability of information and necessary resources to achieve the energy objectives and targets as well as support procurement of energy efficient products and services.
- Utilize innovative solutions, best practices and lessons learned as means to continuously improve.

All of our businesses are responsible for implementing this policy, assuring that the proper human and monetary resources are allocated to create and implement the necessary programs to build the culture that will allow us to achieve world-class EHSQ and Energy efficiency excellence.

This Policy applies to all sites and communities where we work and manage and will be communicated to all Imdaad Staff and will be distributed to interested parties and to members of the public on request.

We will regularly review this policy, performance and management systems to ensure they remain relevant and continually improved.



**Abdullatif Almulla**  
**Group Chief Executive Officer**  
**June 2024**