

THIS STATEMENT SETS OUT KHIDMAH'S STRATEGIC COMMITMENT TO SUSTAINABILITY

Shaping a Better Future - we aim to create a business culture where the concept of sustainability informs the way we operate, collaborate, innovate and grow.

We are Khidmah, the leading facilities management company with customer centricity at the heart of everything we do. We provide our customers with sustainable solutions to maximize their asset's useful life while caring about our communities and the wider environment.

We aim at managing our business in a sustainable way by ensuring:

1. Full adherence to human rights and much beyond, our people are entitled to.
2. Awareness of the impact our operations on the environment and that we act to minimize it.
3. We are an exemplary entity to our nation's leadership strategic choices wherever we operate.
4. We will grow our business by achieving highest operational excellence standards while respectful of ethics, integrity and transparency.

This policy marks our strong commitment to deliver a sustainable business by implementing our 5-year sustainable Business Excellence Plan articulated around our four core sustainability pillars, as follows.

COMMUNITY:

We acknowledge Khidmah is a member of a wider community and its priorities remain embedded in our decisions .

As a good citizen, we will strive to make positive contribution by creating job opportunities to UAE nationals and charities.

Abdellatif Sfaxi

Chief Executive Officer

ENVIRONMENT:

We practice proactive and responsible environmental stewardship throughout the lifecycle of our assets. Operating in a climate sensitive region, carbon reduction is a key priority, and we aspire to be carbon neutral over the longer term.

ECONOMY:

Khidmah endeavours to contribute to a thriving economy through stable, responsible and diversified growth. This is enabled by applying the highest standards of governance, ethics and accountability - and supported by optimised, innovative operations and supply chain.

PEOPLE:

We work to attract and retain the best talent through a culture of performance, inclusion and empowerment. We are dedicated to offering safe, healthy and fair working conditions for all employees and contractors in line with the leading international best practices.

Khidmah business functions and units will implement plans and actions to ensure this policy is delivered across our business and operations.

POLICY REVIEW: This policy has immediate effect will be reviewed and amended as necessary.