



SUSTAINABILITY POLICY

As a family and a business we are committed to creating practices that are more respectful to the environment, the well-being of all our employees and the prospects of future generations.

At ANGE we aspire to have excellence in everything we do, so we have adapted the triple bottom line to sustainability. We recognise that, as a large conglomerate with a diverse portfolio of business interests, our activities can have a wide impact on both those that we do business with, and on society as a whole.

ANGE is very proud of its Emirati heritage and appreciates that its future is intertwined with the future of the UAE. Balancing the company’s needs with those of society will be key for the success of the company itself, as well as society and the environment.

At ANGE we believe that sustainability and profitability go hand in hand for us to be able to have a bigger impact across all areas we operate in.

Our approach is guided by the following principles:

WORKING AS A FAMILY

Preserving Our Heritage:

To preserve our heritage and develop a sustainable UAE economy. We commit to not only meeting, but exceeding targets for Emiratisation set out by the UAE government. We commit to sourcing products from local suppliers wherever feasible.

Educating Our Stakeholders:

We will engage with the community where projects will be undertaken to raise awareness and identify ways to minimise any negative environmental impact. We aim to promote and improve road safety in the communities where we live and work, and actively engage with external and internal stakeholders on sustainability.

We will engage positively with projects and the local communities in which we work, both through specific project engagement and through company-wide initiatives.

Employee Welfare:

We commit to maintaining exceptional levels of employee learning and development and safety through rigorous HSE standards at an international level. Further to this, we will ensure the emotional wellness of our employees through community activities and engagement.

RESPONSIBLE CONSUMPTION

Managing Energy:

We will manage energy use and consumption efficiently and effectively, and promote energy efficiency and energy conservation, with an objective to apply best practices.

Reducing Waste:

We will practice ‘3R’ (reduce, recycle, reuse) strategy across all operations within the Group, and work towards turning our waste streams towards revenue streams.

Saving Water:

We will continue to identify innovative and cost-saving water initiatives such as water reducing devices to massively reduce our water consumption across all of our facilities and employee accommodation.

UNLOCKING POTENTIAL

Fair Opportunities For All:

We will actively encourage diversity and inclusion, and invest in our workforce by providing training and opportunity for professional development at all levels, with a strong focus on seeing women in leadership roles.

Innovation For A Better Future:

Encourage ideas and innovation, internally and with our supply chain that can create financial savings and benefit our customers, society and environment.

Customer Engagement:

We will constantly strive to improve the customer experience, gathering feedback through surveys and comprehensive analysis to ensure exceptional customer service, in line with the UAE government’s vision of creating a happier society for all.

GOVERNANCE

Ethical Practices:

Al Naboodah Group Enterprises, driven by its core values, has a reputation for integrity and excellence in its management practices. We believe that good ethics are the foundation of good business. Our corporate governance framework mandates the highest standards of integrity in the way we conduct business.

Sustainable:

We drive sustainability as a key strategic objective and deliver sustainable profitable growth while satisfying our ethical and legal obligations. To actively promote sustainability in our industry through the industry associations, partnerships and organisations, we integrate our sustainability goals throughout our operations. We believe that strong sustainability governance can improve our business performance and our economic growth and expansion. Therefore, we established a Sustainability Committee chaired by our Sustainability GM. Meeting every two months, its objective is to monitor progress against targets and ensure that sustainability is well integrated across ANGE.

VALUE CHAIN

Through our Sustainability Supply Chain Charter and Supply Chain Code of Practice, we will encourage sustainable best practice throughout our supply chain, leveraging our presence as a major conglomerate to ensure wider benefits for society and to create value for everyone involved. Al Naboodah Group Enterprises seeks to work with key stakeholders who share our principles and values, and will comply with our Supply Chain Code of Practice, and apply similar standards in their own business.

