

SUSTAINABILITY POLICY

DECO GROUP OF COMPANIES

DUBAI ENGINEERING FACTORIES EQUIP. & MACHINERY SUPPLY TR. LLC DOLPHIN EURO ELECTROMECHANICAL CONTRACTING LLC

DECO Group is conscious of the increasing drive to improve the standards of sustainable development at all levels of the organization. This is stimulated by recent reports on global issues such as climate change, water scarcity, air quality and poverty. As part of our commitment to sustainability, DECO Group's mission is to protect people and the environment, partner with communities and society, and promote economic development. To achieve this DECO Group shall:

- Apply its proven processes, experience and innovation in project engineering, environmental safety and health, procurement, construction, and operations to develop, design, and execute projects with care for the environment, as well as for the safety and well-being of the people who can be affected by our projects.
- Be supportive to the communities that host our projects and offices and use inclusive, participatory engagement by which local cultures and values are respected, dialogue is promoted and mutual trust is built.
- Build and enhance the capacity of workers and businesses through local procurement and hiring and by stimulating long-term economic development beyond the projects we deliver.

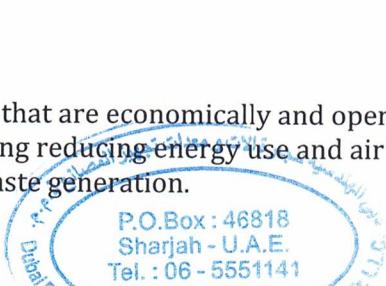
This policy applies to all DECO Group's employees, projects, and facilities:

Projects:

- Identify and assess sustainability issues that can affect projects during development, design, construction and operation. Identify and implement activities to manage these issues consistent with client goals and requirements, DECO Group policies and standards, and relevant external guidelines.
- Minimize carbon emissions during construction stage.
- Promote energy efficient proposals in design and material resources, while considering the whole life costs, to reduce environmental impacts from the use of energy, resources and hazardous substances protecting planet & people.
- Reuse and recycle resources on site, through sustainable management of materials to reduce and ultimately eliminate waste in construction
- Re-use existing built assets and construct new energy efficient and resilient infrastructure which are easy to maintain, operate, deconstruct and recycle.

Conservation:

- Implement activities that are economically and operationally practicable to protect the environment, including reducing energy use and air emissions, water and resource consumption, and waste generation.



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Stakeholders:

- Engage with key stakeholders to build understanding and maintain trust; implement programs that improve the quality of life – wherever deployed, or help address - broader societal issues.

Workplace:

- Create and maintain workplaces that promote DECO Group ethics, quality, and environmental, safety and health standards.
- Contribute to social and economic regeneration by employing and nurturing a local committed, skilled and adaptable workforce, working in an environment of zero accidents and incidents with appropriate arrangements for education and training, employment, health, safety and wellbeing.

Employees:

- Treat all employees with respect and dignity and promote diversity in the workplace consistent with DECO Group's Vision, Values, and Covenants.
- Respect local People and Places, by involving and engaging local communities in its tasks/works.
- Work to deliver a lasting impact.

Continuous Improvement:

- Strengthen DECO Group's sustainability through education, innovation, and the appropriate use of relevant industry standards and external guidelines, such as the International Finance Corporation Performance Standards on Environmental and Social Sustainability and the United Nations Guiding Principles on Business and Human Rights.

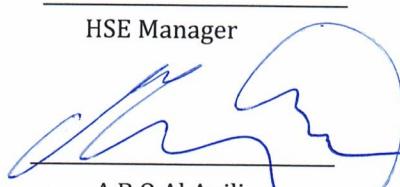
Natural Resources & Enhancing the Environment:

- Minimize and conserve natural resources such as energy and water.
- Proactively create, manage and enhance wildlife habitats and natural landscapes

This policy statement will be communicated to all persons working for and on-behalf of DECO Group and any other relevant stakeholders.



HSE Manager



A.B.O.Al Aqili
Managing Director & CEO



Admin & Operations Manager



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