

SUSTAINABILITY REPORT 2025
GULF STEEL INDUSTRIES CO. LTD. LLC. SPC.

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Sustainable Development and Our Commitment to Sustainability

Sustainable development is an approach to economic growth and human development that seeks to meet the needs of the present without compromising the ability of future generations to meet their own needs. It aims to create a society in which living conditions and resources support human well-being while preserving the integrity of the planet. Achieving sustainable development requires a balanced approach that integrates economic prosperity, environmental protection, and social well-being.

At **Gulf Steel Industries**, we recognize that sustainability extends beyond corporate responsibility; it represents a fundamental commitment to protecting the environment, supporting society, and creating long-term value for future generations. Our commitment to sustainable business practices is embedded throughout our operations, from the sourcing of raw materials to the manufacturing and delivery of our products to customers.

In line with our commitment to responsible business practices, continuous improvement, and transparency, Gulf Steel Industries has prepared this **Sustainability Report for 2025** to communicate its key sustainability performance, initiatives, and progress during the reporting period. Through this report, we aim to provide stakeholders with a clear overview of our approach to integrating sustainability into our business operations and our ongoing efforts to contribute to a more sustainable future.

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1 Sustainability Framework

A sustainability framework provides **Gulf Steel Industries** a structured approach for integrating environmental, social, and governance (ESG) considerations into an organization's business strategy, operational activities, risk management, and decision-making processes. It establishes the principles, priorities, objectives, and performance indicators that guide an organization toward responsible business practices and long-term sustainable growth.

For Gulf Steel Industries, the Sustainability Framework has been designed to align sustainability objectives with the company's business strategy, steel manufacturing operations, stakeholder expectations, and applicable regulatory requirements. The framework aims to improve resource efficiency, reduce environmental impacts, promote employee health and safety, strengthen corporate governance, and support long-term business resilience.



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Our value to our stakeholders can be summarized as follows:

1.1 Vision ZERO

At Gulf Steel Industries, our Vision ZERO reflects our commitment to continuously improving our systems, processes, and operational practices to prevent incidents, eliminate workplace injuries, and minimize our environmental footprint. We strive to foster a strong culture of safety, environmental responsibility, and continuous improvement across all our operations, with the goal of achieving zero harm to people and the environment.

1.2 Our Environment

We are committed to protecting the environment and continuously improving our environmental performance by reducing greenhouse gas emissions, energy consumption, water use, and material intensity across our operations. Through efficient resource utilization, pollution prevention, waste minimization, and the adoption of sustainable practices, we strive to minimize our environmental footprint and contribute to a more sustainable, resource-efficient, and low-carbon future.

1.3 Compliance and Integrity

We are committed to conducting our business with integrity, transparency, and accountability, in full compliance with applicable laws, regulations, international standards, and internal policies. We promote ethical business practices, responsible decision-making, and a culture of trust across all levels of our organization. Through effective governance, regular monitoring, and continuous improvement, we strive to uphold the highest standards of compliance and integrity while maintaining the confidence of our stakeholders and supporting sustainable business growth.

1.4 Our People

We are committed to developing our people by fostering continuous learning, professional growth, and skills development. We strive to provide a safe, healthy, and inclusive workplace that protects employees' health, safety, and well-being. Through employee engagement, open communication, and active participation, we encourage collaboration, empower our workforce, and build a culture of respect, accountability, and continuous improvement.

1.5 Value of Society

We are committed to creating lasting value for society by engaging with the communities in which we operate and contributing to their sustainable development. Through responsible business practices, stakeholder engagement, and community initiatives, we strive to generate positive social and economic impacts, support local development, and build long-term relationships based on trust, respect, and shared value.

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1.6 To Our Employee

We are committed to providing our employees with fair and equitable remuneration, safe and healthy working conditions, and opportunities for continuous learning and professional development. Through structured training, career progression, skills enhancement, and recognition of performance, we strive to empower our people to reach their full potential. We foster an inclusive and supportive work environment that promotes employee well-being, engagement, equal opportunities, and rewarding long-term careers.

1.7 To Our Customer

We are committed to delivering high-quality products and reliable services that consistently meet customer requirements, applicable standards, and regulatory expectations. Through continuous improvement, innovation, effective quality management, and responsive customer support, we strive to enhance customer satisfaction, build long-term relationships, and create sustainable value for our customers.

1.8 To Our Supplier and Business Partner

We are committed to building fair, transparent, and mutually beneficial relationships with our suppliers and business partners. Through responsible procurement, ethical business practices, collaboration, and knowledge sharing, we strive to support sustainable economic growth, create employment opportunities, and promote shared value. We encourage our suppliers and business partners to adopt responsible environmental and social practices and work collaboratively to reduce greenhouse gas emissions, improve resource efficiency, minimize waste, and reduce our collective environmental footprint across the value chain.

1.9 To Society and Local Community

We are committed to contributing positively to society and the sustainable development of the local communities in which we operate. Through active community engagement, employee volunteering, charitable donations, and social responsibility initiatives, we strive to address community needs, support local development, and improve quality of life. We aim to build meaningful relationships with local stakeholders, promote social well-being, and create lasting positive impacts through responsible and inclusive business practices.

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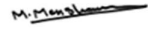
2 Management System

We are committed to continuously maintaining and improving our management systems to enhance operational performance, ensure regulatory compliance, and support our sustainability objectives. In 2024, we achieved ISO 14001:2015, ISO 45001:2018 and ISO 50001 certification for our Environmental, Occupational Health & Safety and Energy Management System. We continue to strengthen our management systems by applying lessons learned, leveraging organizational knowledge and experience, and implementing best practices to drive continual improvement, environmental responsibility, and a safe and healthy workplace.

<p>CERTIFICATE OF APPROVAL</p> <p>Quality Management System Certification Page 1 of 2</p> <p>This is to certify that Gulf Steel Industries at its establishment at Mussafah Industrial Area, Mussafah, Abu Dhabi, P.O. Box 9054, United Arab Emirates has been approved by the Authority to the following management system standard using the processes and procedures registered with the Authority: BS EN ISO 9001: 2015 Scope of certification: Quality Management System Certification as stated on the attached appendix</p> <p>This certificate remains the property of the Authority and is issued subject to the Regulations of the Authority. This certificate is uncontrolled when printed. To check the validity of this certificate please scan the above Static QR Code with the CARES Cloud App or contact us on +44 1732 450000.</p> <table border="1"> <tr> <td>CERTIFICATE NUMBER</td> <td>FIRST APPROVAL</td> <td>ISSUE DATE</td> <td>EXPIRY DATE</td> </tr> <tr> <td>1256</td> <td>08 October 2010</td> <td>18 March 2024</td> <td>17 March 2027</td> </tr> </table> <p>SIGNED FOR UK CERTIFICATION AUTHORITY FOR REINFORCING STEEL</p> <p><i>Lee Bradley</i> Lee Bradley, Chief Executive Officer</p> <p><small>The use of the Accreditation Mark indicates accreditation in respect of those activities covered by the accreditation certificate number 0002. UK Certification Authority for Reinforcing Steel, Pendlebury House, 21 Pendlebury Road, Sarnborough, Lancashire, BB13 1SE, UK. A Company Limited by Guarantee. Registered in England No. 1702688. Car. Ref. 06112293 0400 91004</small></p>	CERTIFICATE NUMBER	FIRST APPROVAL	ISSUE DATE	EXPIRY DATE	1256	08 October 2010	18 March 2024	17 March 2027	<p>APPENDIX TO CARES CERTIFICATE NO. 1256</p> <p>GULF STEEL INDUSTRIES MUSSAFAH INDUSTRIAL AREA, MUSSAFAH ABU DHABI, P.O. BOX 9054, UNITED ARAB EMIRATES</p> <p>Quality Management System Certification Page 2 of 2</p> <p>CPAS - ISO 9001:2015 QMS only</p> <p>Scope of certification: Production of hot rolled steel bar for the reinforcement of concrete</p> <p>This certificate remains the property of the Authority and is issued subject to the Regulations of the Authority. This certificate is uncontrolled when printed. To check the validity of this certificate please scan the above Static QR Code with the CARES Cloud App or contact us on +44 1732 450000.</p> <table border="1"> <tr> <td>CERTIFICATE NUMBER</td> <td>FIRST APPROVAL</td> <td>ISSUE DATE</td> <td>EXPIRY DATE</td> </tr> <tr> <td>1256</td> <td>08 October 2010</td> <td>18 March 2024</td> <td>17 March 2027</td> </tr> </table> <p>SIGNED FOR UK CERTIFICATION AUTHORITY FOR REINFORCING STEEL</p> <p><i>Lee Bradley</i> Lee Bradley, Chief Executive Officer</p> <p><small>The use of the Accreditation Mark indicates accreditation in respect of those activities covered by the accreditation certificate number 0002. UK Certification Authority for Reinforcing Steel, Pendlebury House, 21 Pendlebury Road, Sarnborough, Lancashire, BB13 1SE, UK. A Company Limited by Guarantee. Registered in England No. 1702688. Car. Ref. 06112293 0400 91004</small></p>	CERTIFICATE NUMBER	FIRST APPROVAL	ISSUE DATE	EXPIRY DATE	1256	08 October 2010	18 March 2024	17 March 2027
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<p>CERTIFICATE OF APPROVAL</p> <p>Product Conformity Certification - BS 4449 and/or related products Page 1 of 2</p> <p>This is to certify that Gulf Steel Industries at its establishment at Mussafah Industrial Area, Mussafah, Abu Dhabi, P.O. Box 9054, United Arab Emirates has satisfied the Authority that it operates a quality management system that complies with the requirements of BS EN ISO 9001 and the relevant CARES Quality and Operations Assessment Schedules. Where appropriate, and as listed below, it has further satisfied the Authority that it manufactures and/or supplies products that conform with the stated product standards and is entitled to use the CARES marks on its products using the processes and procedures registered with the Authority.</p> <p>Scope of certification: Production of steel reinforcement as stated on the attached appendix</p> <p>This certificate remains the property of the Authority and is issued subject to the Regulations of the Authority. This certificate is uncontrolled when printed. To check the validity of this certificate please scan the above Static QR Code with the CARES Cloud App or contact us on +44 1732 450000.</p> <table border="1"> <tr> <td>CERTIFICATE NUMBER</td> <td>FIRST APPROVAL</td> <td>ISSUE DATE</td> <td>EXPIRY DATE</td> </tr> <tr> <td>101002</td> <td>08 October 2010</td> <td>01 January 2026</td> <td>31 December 2026</td> </tr> </table> <p>SIGNED FOR UK CERTIFICATION AUTHORITY FOR REINFORCING STEEL</p> <p><i>Lee Bradley</i> Lee Bradley, Chief Executive Officer</p> <p><small>The use of the Accreditation Mark indicates accreditation in respect of those activities covered by the accreditation certificate number 0002. UK Certification Authority for Reinforcing Steel, Pendlebury House, 21 Pendlebury Road, Sarnborough, Lancashire, BB13 1SE, UK. A Company Limited by Guarantee. Registered in England No. 1702688. Car. Ref. 06112293 0400 91004</small></p>	CERTIFICATE NUMBER	FIRST APPROVAL	ISSUE DATE	EXPIRY DATE	101002	08 October 2010	01 January 2026	31 December 2026	<p>APPENDIX TO CARES CERTIFICATE NO. 101002</p> <p>GULF STEEL INDUSTRIES MUSSAFAH INDUSTRIAL AREA, MUSSAFAH ABU DHABI, P.O. BOX 9054, UNITED ARAB EMIRATES</p> <p>Product Conformity Certification - BS 4449 and/or related products Page 2 of 2</p> <p>SRC-Appendix 01 Carbon steel bars and coils</p> <p>Scope of certification: BS 4449 2005 Grade B500B Bar 8 to 32 mm</p> <p>This certificate remains the property of the Authority and is issued subject to the Regulations of the Authority. This certificate is uncontrolled when printed. To check the validity of this certificate please scan the above Static QR Code with the CARES Cloud App or contact us on +44 1732 450000.</p> <table border="1"> <tr> <td>CERTIFICATE NUMBER</td> <td>FIRST APPROVAL</td> <td>ISSUE DATE</td> <td>EXPIRY DATE</td> </tr> <tr> <td>101002</td> <td>08 October 2010</td> <td>01 January 2026</td> <td>31 December 2026</td> </tr> </table> <p>SIGNED FOR UK CERTIFICATION AUTHORITY FOR REINFORCING STEEL</p> <p><i>Lee Bradley</i> Lee Bradley, Chief Executive Officer</p> <p><small>The use of the Accreditation Mark indicates accreditation in respect of those activities covered by the accreditation certificate number 0002. UK Certification Authority for Reinforcing Steel, Pendlebury House, 21 Pendlebury Road, Sarnborough, Lancashire, BB13 1SE, UK. A Company Limited by Guarantee. Registered in England No. 1702688. Car. Ref. 06112293 0400 91004</small></p>	CERTIFICATE NUMBER	FIRST APPROVAL	ISSUE DATE	EXPIRY DATE	101002	08 October 2010	01 January 2026	31 December 2026
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Certificate	Fahss فحص Since 1986
Management System as per ISO 9001 : 2015	Management System as per ISO 14001 : 2015
<small>The Certification Body FAHSS hereby confirms as a result of the audit, and certification decision according to ISO/IEC 17021-1:2015, that the organization</small>	<small>The Certification Body FAHSS hereby confirms as a result of the audit, and certification decision according to ISO/IEC 17021-1:2015, that the organization</small>
Gulf Steel Industries Co. Ltd - L.L.C-S.P.C MW-4, Mussafah Industrial City Abu Dhabi, United Arab Emirates	Gulf Steel Industries Co. Ltd. L.L.C MW-4 (1, 2, 3, 4, 5, 6) Mussafah Industrial City Abu Dhabi, United Arab Emirates
	
<small>operates a management system in accordance with the requirements of ISO 9001 : 2015 and will be assessed through periodic surveillance audits for conformity within the validity of the certificate</small>	<small>operates a management system in accordance with the requirements of ISO 14001 : 2015 and will be assessed through periodic surveillance audits for conformity within the validity of the certificate</small>
IAF Code: 17, 29	IAF Code: 17, 29
Manufacturing and Supply of Hot Rolled Deformed Bars, Plain Steel Bars, Square Bars, Cold Ribbed Steel Bars in Cut to Length and in Coils, and Cut and Bend Steel.	Manufacturing and Supply of Hot Rolled Deformed Bars, Plain Steel Bars, Square Bars, Cold Ribbed Steel Bars in Cut to Length and in Coils, and Cut and Bend Steel.
<small>Certificate Registration No. IAS 01 2100224 Audit ID 8000 4118</small>	<small>Certificate Registration No. IAS 02 2100224 Audit ID 8000 4603</small>
<small>Valid From: 12-02-2026 Valid Until: 31-01-2029 Initial Certification: 2007 Previous certificate validity: 31-01-2026 Recertification audit date: 25-11-2025</small>	<small>Valid From: 15-05-2026 Valid Until: 05-05-2027 Initial Certification: 2024</small>
	
<small>Certification Body FAHSS</small>	<small>Certification Body FAHSS</small>
<small>Abu Dhabi, 12-02-2026</small>	<small>Abu Dhabi, 15-05-2026</small>
<small>FAHSS, Mezzanine Floor, Denat Tower A, Airport Road, P.O. Box 46030, Abu Dhabi, UAE</small>	<small>FAHSS, Mezzanine Floor, Denat Tower A, Airport Road, P.O. Box 46030, Abu Dhabi, UAE</small>
<small>www.fahss.com</small>	<small>www.fahss.com</small>
  	  
<small>For certificate verification: www.abudhabi.ae</small>	

Certificate	Fahss فحص Since 1986
Management System as per ISO 45001 : 2018	Management System as per ISO 50001 : 2018
<small>The Certification Body FAHSS hereby confirms as a result of the audit, and certification decision according to ISO/IEC 17021-1:2015, that the organization</small>	<small>The Certification Body FAHSS hereby confirms as a result of the audit, and certification decision according to ISO/IEC 17021-1:2015, that the organization</small>
Gulf Steel Industries Co. Ltd. L.L.C MW-4 (1, 2, 3, 4, 5, 6) Mussafah Industrial City Abu Dhabi, United Arab Emirates	Gulf Steel Industries Co. Ltd. L.L.C MW-4 (1, 2, 3, 4, 5, 6) Mussafah Industrial City Abu Dhabi, United Arab Emirates
	
<small>operates a management system in accordance with the requirements of ISO 45001 : 2018 and will be assessed through periodic surveillance audits for conformity within the validity of the certificate</small>	<small>operates a management system in accordance with the requirements of ISO 50001 : 2018 and will be assessed through periodic surveillance audits for conformity within the validity of the certificate</small>
IAF Code: 17, 29	IAF Code: 17, 29
Manufacturing and Supply of Hot Rolled Deformed Bars, Plain Steel Bars, Square Bars, Cold Ribbed Steel Bars in Cut to Length and in Coils, and Cut and Bend Steel.	Manufacturing and Supply of Hot Rolled Deformed Bars, Plain Steel Bars, Square Bars, Cold Ribbed Steel Bars in Cut to Length and in Coils, and Cut and Bend Steel.
<small>Certificate Registration No. IAS 03 2100224 Audit ID 8000 4604</small>	<small>Certificate Registration No. IAS 06 2100224 Audit ID 8000 4605</small>
<small>Valid From: 15-05-2026 Valid Until: 08-05-2027 Initial Certification: 2024</small>	<small>Valid From: 15-05-2026 Valid Until: 08-05-2027 Initial Certification: 2024</small>
	
<small>Certification Body FAHSS</small>	<small>Certification Body FAHSS</small>
<small>Abu Dhabi, 15-05-2026</small>	<small>Abu Dhabi, 15-05-2026</small>
<small>FAHSS, Mezzanine Floor, Denat Tower A, Airport Road, P.O. Box 46030, Abu Dhabi, UAE</small>	<small>FAHSS, Mezzanine Floor, Denat Tower A, Airport Road, P.O. Box 46030, Abu Dhabi, UAE</small>
<small>www.fahss.com</small>	<small>www.fahss.com</small>
  	  
	

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3 Responsibility.

3.1 Ethics and Compliance

At Gulf Steel Industries, our Code of Conduct policy establishes the ethical principles, standards, and behavioural expectations that guide our business activities and decision-making. It provides clear guidance to employees, managers, and leadership on conducting business with integrity, honesty, fairness, and accountability. We are committed to complying with applicable laws, regulations, and internal policies while promoting transparency, preventing unethical practices, and fostering a culture of ethical behaviour and responsible business conduct throughout the organization. Through continuous awareness, effective oversight, and individual accountability, we strive to maintain stakeholder trust and uphold the highest standards of corporate integrity.

3.2 Anti-Bribery and Anti-Corruption

Gulf Steel Industries is committed to conducting its business with the highest standards of integrity, transparency, fairness, and accountability. We maintain a zero-tolerance approach to bribery, corruption, and all forms of unethical business conduct. Our operations and business relationships are guided by ethical decision-making, compliance with applicable laws and regulations, and a commitment to honesty and responsible business practices. Through our integrated policies and Code of Conduct Policy cover Supplier Code of Conduct and we establish clear expectations for employees, suppliers, contractors, and business partners to prevent, identify, and address bribery and corruption risks. We strive to promote a culture of integrity, ensure fair business dealings, and maintain the trust of our stakeholders throughout our value chain.

3.3 Regulatory Compliance

Gulf Steel Industries is committed to maintaining regulatory compliance and upholding the highest standards of ethical conduct across all business activities and operations. We monitor compliance with applicable laws, regulations, permits, and other relevant requirements through regular inspections and assessments conducted by regulatory authorities, certification bodies, and customers.

Any findings or non-conformities identified during these inspections are systematically reviewed, addressed through appropriate corrective actions, and incorporated into management reviews to support continual improvement. Regular internal audits of key functions, including Environment, Health and Safety (EHS), Quality and Energy, provide effective oversight, strengthen governance, and help identify opportunities for improvement.

Our certified management systems, including ISO 9001:2015 for Quality Management, ISO 14001:2015 for Environmental Management, ISO 45001:2018 for Occupational

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Health and Safety Management and ISO 50001 for Energy Management, support the identification, monitoring, and evaluation of applicable compliance obligations. Through these systems, we strive to maintain operational excellence, manage compliance risks, and continuously improve our performance and accountability.

3.4 Responsible Sourcing

Gulf Steel Industries is committed to responsible sourcing practices that respect human rights, promote environmental sustainability, and uphold ethical business conduct throughout our supply chains. We strive to work with suppliers and business partners who share our commitment to integrity, fair labour practices, environmental protection, and responsible resource management.

Our responsible sourcing approach is aligned with the Organisation for Economic Co-operation and Development (OECD) Due Diligence Guidance for Responsible Business Conduct. Through supplier engagement, risk-based due diligence, and ongoing monitoring, we aim to identify, assess, prevent, and mitigate potential adverse impacts associated with our sourcing activities. We encourage transparency, accountability, and continual improvement across our supply chain to support responsible business practices and contribute to a more sustainable steel industry.

4 Environmental Stewardship

4.1 Energy

The adoption of lower-carbon energy sources to reduce our environmental footprint and support our climate-related objectives. In 2025, Approx 30% of the electricity consumed at our facilities was procured from renewable energy sources (National Grid Average), supporting our efforts to reduce emissions associated with purchased electricity.

We also continued to implement energy-efficiency initiatives across our facilities. Phase 1 of our LED lighting upgrade was undertaken in 2021, replacing existing high-intensity halogen lights with energy-efficient LED alternatives. Phase 2 was replacement to oversize motor with low Kw motor; Phase 3 was replaced of low efficiency pump and motor with higher efficiency pump and motor (2025). Phase 4 is planned for 2026 to further improve lighting efficiency and reduce electricity consumption. Helping minimize unnecessary energy use by ensuring that lights operate only when required.

A solar photovoltaic panel programme was also planned for 2026 as part of our efforts to explore on-site renewable energy generation and further reduce our dependence on conventional energy sources. Through these initiatives, we aim to improve energy performance, reduce GHG emissions, optimize resource utilization, and continuously enhance the environmental sustainability of our operations.

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4.2 Reduction Carbon Footprint

Gulf Steel Industries is committed to progressively reducing its carbon footprint across our own operations and throughout our value chain. We aim to establish robust processes, implement effective emissions-reduction initiatives, and strengthen our climate management practices to support our long-term target of achieving net-zero greenhouse gas (GHG) emissions by 2050.

We continue to explore opportunities to reduce emissions through energy efficiency, the use of renewable electricity, and collaboration with suppliers and business partners to support the procurement of fossil-free steel and other lower-carbon materials. We are also committed to procuring of our electricity requirements from renewable sources (As much as possible). Our GHG emissions extend beyond our direct operations and purchased electricity to include value-chain activities such as purchased goods and services, upstream and downstream transportation and distribution, waste generated in operations, business travel, and employee commuting. We recognize the importance of addressing these indirect emissions as part of our overall decarbonization strategy.

To support this objective, we plan to engage with suppliers that make the largest contributions to our GHG emissions footprint to understand their existing emissions-reduction initiatives, future decarbonization plans, and progress towards their climate objectives. This engagement will help identify opportunities for collaboration, improve emissions data collection, and support the development of more sustainable supply chains.

Our assessments have identified business travel, employee commuting, and downstream distribution as comparatively smaller contributors to our overall GHG emissions. Nevertheless, we will continue to monitor these emission sources and explore practical opportunities to improve efficiency and reduce their environmental impact. Through continuous improvement, responsible sourcing, stakeholder collaboration, and effective emissions management, Gulf Steel Industries aims to reduce its carbon footprint and contribute to the transition towards a low-carbon and sustainable steel industry.

4.3 Waste Management

Gulf Steel Industries is committed to minimizing waste generation and promoting responsible waste management practices across our operations. We strive to reduce waste at source, improve resource efficiency, encourage reuse and recycling, and ensure that all waste is handled, treated, transported, and disposed of in accordance with applicable local regulations and relevant international standards.

Our waste management system and operational performance are subject to regular inspections, audits, and monitoring to assess compliance, identify improvement opportunities, and support continual improvement in environmental performance.

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All waste generated at our facilities is managed by third-party waste management contractors approved by the relevant authorities and is transferred to authorized waste treatment and disposal facilities. We aim to maintain appropriate oversight of waste handling and disposal activities to ensure responsible management throughout the waste disposal process.

Waste generation and management performance for 2025 are presented in the accompanying Key Performance Indicator (KPI) analysis. We use this data to monitor waste streams, evaluate performance, identify opportunities for waste reduction and recycling, and strengthen our commitment to environmental sustainability.

4.4 Water Conservation and Management

Although Gulf Steel Industries is not a significant water user, we recognize the importance of responsible water management and the need to minimize water consumption across our operations. We are committed to using water efficiently, avoiding unnecessary consumption, and identifying opportunities to improve water-use efficiency wherever practicable.

We strive to manage our water resources responsibly and comply with all applicable laws, regulations, and requirements relating to water conservation and on-site water supply management. Through appropriate monitoring, operational controls, and continuous improvement, we aim to reduce water wastage, promote the efficient use of available resources, and minimize our environmental impact.

5 Social Responsibilities

Gulf Steel Industries is committed to creating a positive and lasting impact on society by integrating social responsibility into our business strategy, operations, and stakeholder relationships. We recognize that our success extends beyond financial performance and includes our contributions to employee well-being, community development, environmental sustainability, and the broader society.

Our employees are central to our success. We strive to provide opportunities for continuous learning, skills development, professional growth, and career progression. We are committed to maintaining safe and healthy working conditions, protecting employee well-being, and fostering an inclusive workplace culture built on respect, fairness, collaboration, and equal opportunities. We encourage employee engagement and participation to create a supportive environment in which everyone can contribute to our shared objectives.

We are committed to supporting the communities in which we operate and where our employees and their families live. Through community engagement, volunteering, charitable contributions, and other social initiatives, we aim to address local needs,

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strengthen community relationships, and contribute to social and economic development.

We believe that responsible business practices and meaningful stakeholder engagement are essential to creating long-term shared value. By building trusted relationships with employees, local communities, suppliers, customers, and other stakeholders, we strive to generate positive social impacts, promote well-being, and contribute to a more inclusive and sustainable society.

5.1 Employee Well-Being

Gulf Steel Industries is committed to promoting the health, safety, and overall well-being of our employees, customers, contractors, visitors, and other stakeholders who access our facilities. We recognize that a safe and healthy working environment is fundamental to sustainable business performance and employee satisfaction. We regularly monitor applicable health and safety legislation, industry standards, and recognized best practices to maintain compliance with relevant requirements. Through routine workplace inspections, internal and external audits, risk assessments, and continual monitoring, we strive to identify potential hazards, prevent work-related injuries and illnesses, and continuously improve our occupational health and safety performance.

We prioritize employee safety through comprehensive health and safety training programmes, clear operational procedures, and strict adherence to established safety protocols. In addition, we provide employee benefits and well-being initiatives designed to support workforce welfare and foster a positive working environment.

We are equally committed to supporting the personal and professional development of our employees. Through continuous learning, skills development, career progression, and mentorship opportunities, we empower our people to enhance their capabilities and achieve their full potential. We believe that investing in employee well-being and development strengthens engagement, improves productivity, supports employee retention, and contributes to a motivated, inclusive, and high-performing workforce.

5.2 Community Engagement

Gulf Steel Industries is committed to being a responsible corporate citizen and contributing positively to the communities in which we live, work, and operate. We aim to leverage our resources, expertise, and partnerships to create meaningful and lasting benefits for individuals and communities at both local and national levels.

Our community engagement initiatives are guided by the principles of sustainability, inclusivity, and social responsibility. Through collaboration with community organizations, charitable institutions, and other relevant stakeholders, we strive to support local development, promote social well-being, and address community needs. Our initiatives may include volunteering, charitable contributions, awareness programmes, and other activities that create positive social impact.

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We believe that meaningful engagement and strong community partnerships are essential to building trust, fostering mutual understanding, and creating shared value. By maintaining long-term relationships with our community partners and encouraging employee participation in social initiatives, we seek to contribute to a more inclusive, resilient, and sustainable society. We collaborate with community partners and organizations whose activities align with our commitment to social responsibility and sustainable development.

5.3 Diversity and Inclusion

Gulf Steel Industries is committed to fostering a diverse, equitable, and inclusive workplace where every individual is treated with dignity, fairness, and respect. We recognize that diversity of backgrounds, experiences, perspectives, and skills strengthens our organization, supports innovation, and contributes to sustainable business performance.

Our commitment to diversity and inclusion is embedded throughout our business activities, including recruitment, employee development, career progression, leadership, and stakeholder engagement. We strive to provide equal opportunities, promote a culture of mutual respect, and create an environment in which all employees feel valued, supported, and empowered to contribute to our shared success.

Our Code of Conduct Policy clearly establishes that discrimination, harassment, bullying, and any form of inappropriate or disrespectful behaviour are not tolerated. We are committed to upholding these principles across our operations and business relationships, extending our expectations to suppliers, contractors, and other direct and indirect business partners throughout our value chain.

Through awareness, responsible leadership, fair employment practices, and continuous improvement, Gulf Steel Industries aims to maintain a respectful and inclusive working environment that supports employee well-being, strengthens engagement, and promotes ethical and responsible business conduct.

5.4 Employee Recruitment, Retention and Development

Gulf Steel Industries is committed to attracting, developing, and retaining talented employees in alignment with our organizational values and business objectives. We strive to foster an inclusive, supportive, and engaging workplace that promotes continuous learning, professional growth, and equal opportunities for career advancement.

Through fair recruitment practices, structured training programmes, skills development, performance evaluation, and career progression opportunities, we aim to equip our employees with the knowledge, capabilities, and experience required to succeed in their roles. We encourage continuous learning, recognize employee contributions, and support individuals in achieving their professional aspirations.

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We recognize that employee engagement, well-being, and development are essential to long-term organizational success. By investing in our people and creating opportunities for growth, we aim to strengthen employee satisfaction, improve retention, build organizational capabilities, and develop a skilled and motivated workforce that contributes to the sustainable growth of Gulf Steel Industries.

6 Supply Chain Sustainability

Gulf Steel Industries is committed to developing a sustainable, responsible, and resilient supply chain that creates long-term value across environmental, social, and economic dimensions. We recognize that collaboration with suppliers and business partners is essential to reducing our environmental footprint, promoting ethical business practices, respecting human rights, and supporting sustainable economic development throughout our value chain.

Through responsible sourcing, supplier engagement, risk-based due diligence, and continuous performance monitoring, we strive to encourage our suppliers to adopt sustainable practices, improve resource efficiency, reduce greenhouse gas emissions, minimize waste, and uphold high standards of health and safety, labour practices, and business integrity.

We aim to build transparent, fair, and mutually beneficial relationships with our suppliers and business partners, encouraging shared accountability and continual improvement in sustainability performance. By integrating environmental, social, and governance considerations into our supply chain practices, Gulf Steel Industries seeks to strengthen supply chain resilience, manage sustainability-related risks, enhance operational efficiency, and contribute to the long-term success of our business and stakeholders.

6.1 Sustainable Sourcing

Gulf Steel Industries is committed to sustainable sourcing practices that promote responsible procurement, long-term supplier relationships, and shared economic, environmental, and social value. We aim to build strong partnerships with our suppliers based on fairness, transparency, mutual trust, and continuous improvement. This includes promoting fair commercial terms, timely payments, and appropriate engagement and support to help suppliers strengthen their sustainability performance.

We seek to improve supply chain efficiency through strategic sourcing, effective resource utilization, waste minimization, and optimized transportation and logistics. Our approach aims to balance cost-effectiveness and operational reliability with environmental protection, social responsibility, and ethical business conduct, while supporting the long-term competitiveness and profitability of our business.

Where feasible, we prioritize opportunities to engage qualified local suppliers and businesses that align with our sustainability objectives and responsible sourcing

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expectations. Supporting local procurement can contribute to economic development, strengthen supply chain resilience, and create opportunities for local businesses. It may also help reduce transportation-related emissions, depending on the origin of materials, delivery routes, and logistics arrangements.

6.2 Product Innovation

Gulf Steel Industries is committed to responsible product innovation, transparency, and continuous improvement throughout the product lifecycle. We strive to ensure traceability and transparency in the sourcing of raw materials by maintaining accurate information about material origins and relevant supplier documentation. This approach supports responsible sourcing practices, strengthens supply chain accountability, and enables our customers and stakeholders to make informed decisions.

We aim to improve our products and processes through innovation, quality enhancement, efficient resource utilization, and the adoption of sustainable practices. By considering environmental and social impacts alongside product quality, safety, and performance, we seek to develop solutions that meet customer expectations while supporting our broader sustainability objectives.

Through collaboration with suppliers, customers, and other stakeholders, Gulf Steel Industries continues to explore opportunities to enhance product sustainability, promote responsible material sourcing, and strengthen trust through transparent and ethical business practices.

7 Future Goals

Gulf Steel Industries remains committed to advancing its sustainability performance through continuous improvement, responsible business practices, and long-term value creation. We aim to strengthen our environmental management, enhance employee well-being, promote responsible sourcing, and contribute positively to the communities in which we operate. Our future objectives focus on improving operational efficiency, reducing our environmental footprint, and embedding sustainability across our business and supply chain.

Our key Sustainability Objectives Include:

A. Environmental Performance and Resource Efficiency

- Investment in operational improvements: Allocate appropriate resources to upgrade production equipment, facilities, and management processes to improve efficiency, productivity, and environmental performance.
- Energy efficiency: Complete Phase 5 Replace of low efficiency pump with higher efficiency pump alone with IE3/IE4 motor and Solar panel for office lighting.

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- Waste awareness: Implement the waste awareness programme to encourage responsible waste management and employee participation in waste reduction initiatives.
- Waste segregation and recycling: Improve the segregation of bulky waste and mixed recyclables to identify suitable alternative waste streams, including organic waste and cardboard, where technically and operationally feasible.
- Carbon footprint reduction: Continue implementing energy-efficiency measures and exploring opportunities to reduce greenhouse gas emissions across our operations.

B. Responsible Sourcing and Supply Chain Sustainability

- Sustainability Certifications: Maintain CARES Sustainable Constructional Steel (SCS) certification and BES 6001 certification to strengthen responsible sourcing practices and demonstrate progress against relevant sustainability requirements.
- Supply chain transparency: Collaborate with suppliers to improve supply chain transparency, traceability, and sustainability performance.
- Supplier decarbonization: Engage with key suppliers to identify opportunities to reduce greenhouse gas emissions associated with purchased materials, products, and services.

C. Our People and Sustainability Awareness

- Employee sustainability training: Deliver sustainability awareness training to employees to strengthen understanding of environmental responsibilities, resource efficiency, waste management, and sustainable workplace practices.
- Diversity and inclusion: Enhance initiatives that promote equal opportunities, fairness, respect, and an inclusive workplace culture.

D. Community Engagement and Social Responsibility

- Community engagement: Strengthen our commitment to community engagement through volunteering, partnerships, charitable initiatives, and activities that support local communities and contribute to social well-being.

Through these objectives, Gulf Steel Industries seeks to build a more resource-efficient, environmentally responsible, socially inclusive, and resilient business. We will continue to review our priorities, monitor progress, and identify opportunities for improvement in line with our sustainability commitments and evolving stakeholder expectations.

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8 Conclusion

Gulf Steel Industries remains committed to integrating sustainability into every aspect of our business and embedding responsible practices throughout our operations and value chain. Our sustainability journey reflects our ongoing efforts to improve environmental performance, protect the health, safety, and well-being of our employees, strengthen responsible sourcing, and create lasting value for our customers, suppliers, and local communities.

Through initiatives focused on energy efficiency, greenhouse gas emissions reduction, waste management, water conservation, employee development, and supply chain sustainability, we continue to identify opportunities to improve our performance and minimize our environmental and social impacts. Our commitment to ethical business conduct, regulatory compliance, diversity and inclusion, and stakeholder engagement further supports our ambition to operate responsibly and sustainably.

We recognize that sustainability is an ongoing process that requires continuous improvement, accountability, innovation, and collaboration. While we acknowledge the progress made, we understand the importance of strengthening our efforts, addressing emerging challenges, and measuring our performance against clearly defined objectives. We will continue to pursue opportunities to reduce our carbon footprint, improve resource efficiency, promote responsible business practices, and contribute positively to the communities in which we operate.

Looking ahead, Gulf Steel Industries will focus on advancing its sustainability priorities, strengthening partnerships with employees, customers, suppliers, and other stakeholders, and exploring innovative solutions that support a more resource-efficient and lower-carbon steel industry. By integrating sustainability considerations into our strategic and operational decisions, we aim to enhance business resilience, create long-term value, and contribute to a more sustainable future for present and future generations.

We remain committed to progressing on this journey with transparency, integrity, and a shared sense of responsibility, recognizing that meaningful and lasting sustainability outcomes can only be achieved through collective effort and continuous action.

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9 Materiality Matrix

Gulf Steel Industries is committed to engaging with its stakeholders (interested parties) through a structured, systematic, and continuous process of planning, preparation, implementation, review, and improvement. Stakeholder engagement may involve internal or external individuals and groups, depending on their relationship with the organization and their relevance to its business activities and sustainability performance.

We recognize that stakeholder groups have different levels of influence, interests, expectations, and contributions to our business and sustainable development. Accordingly, the nature and frequency of engagement are determined based on stakeholder relevance, the significance of their concerns, and the potential impacts of our operations on them and the wider environment and society.

The outcomes of stakeholder engagement, including stakeholder expectations, concerns, feedback, and mutually agreed actions, are documented and maintained to support informed decision-making and continuous improvement. We periodically review these outcomes and prioritize sustainability issues based on their significance, with the aim of maximizing positive impacts, preventing or mitigating adverse impacts, and addressing relevant risks and opportunities.

Gulf Steel Industries also recognizes the importance of transparency in communicating its sustainability priorities. Our materiality matrix is made publicly available on the Gulf Steel Industries website (<https://gulfsteeluae.com/media/pdf/materiality-matrix.pdf>) to provide stakeholders with an overview of the sustainability matters identified as significant to the organization and its stakeholders.

10 Maturity Matrix

Gulf Steel establish and maintain criteria for assessing the maturity of Gulf Steel Industries sustainability management system. The maturity assessment has considered the following four key principles:

- **Inclusivity:** Stakeholder identification, engagement, consultation, and consideration of stakeholder expectations and concerns.
- **Integrity:** Leadership commitment, ethical business conduct, implementation of the Code of Conduct, accountability, and responsible decision-making.
- **Stewardship:** Development of a sustainability culture, responsible supply chain management, social and economic development, employee awareness, training, and the responsible use of resources.
- **Transparency:** Monitoring and evaluation of sustainability performance, documentation, reporting, disclosure, and public communication of relevant sustainability information.

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Under each of these four principles, Gulf steel in consultation with relevant functions, has identify and define appropriate subtopics and assessment criteria relevant to the organization's activities, sustainability objectives, and applicable requirements.

Each subtopic has been assessed individually using the following maturity levels:

- **Immature:** The relevant practice or process is not yet adequately established, implemented, or systematically documented.
- **Engaged:** The practice or process has been established and implemented, with evidence of participation, defined responsibilities, and ongoing activities.
- **Proactive:** The practice or process is systematically managed, periodically evaluated, and continuously improved, with proactive initiatives extending beyond basic requirements where appropriate.

Gulf Steel maintain documented information supporting each maturity assessment, including the criteria, current maturity status, relevant policies, procedures, records, and other supporting evidence. Additional subtopics shall be incorporated into the maturity matrix as necessary to reflect changes in business activities, stakeholder expectations, sustainability priorities, and applicable standards.

The maturity matrix present on Gulf steel Website (<https://gulfsteeluae.com/media/pdf/maturity-matrix.pdf>) which periodically reviewed and updated to reflect progress, identify gaps, and determine opportunities for improvement. Maturity assessment and its results during support informed decision-making, establish improvement priorities, and monitor the continued development of Gulf Steel Industries' sustainability management system.

11 Stakeholder Engagement

Gulf steel has identified and determine the relevant stakeholders (interested parties) of Gulf Steel Industries, considering their relationship with the organization and their potential influence on its activities, decisions, and sustainability performance.

Stakeholder identification has considered the following criteria:

- Individuals or groups that are directly or indirectly dependent on Gulf Steel's activities, products, or services.
- Individuals or groups on whom Gulf Steel depends on to conduct and sustain its business operations.
- Individuals or groups to whom Gulf Steel has legal, commercial, operational, ethical, or moral responsibilities.
- Individuals or groups whose financial, economic, social, or environmental concerns require timely attention from Gulf Steel.
- Individuals or groups whose perspectives and insights may provide a better understanding of relevant issues and help identify opportunities for improvement or action.

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- Individuals or groups that may influence Gulf Steel's strategic direction, operational decisions, or sustainability performance.

Gulf Steel Industries has established and maintain a systematic stakeholder engagement process that includes planning, preparation, implementation, review, and continuous improvement. Stakeholder engagement has been conducted with relevant internal and external individuals or groups, as appropriate to their relationship with the organization. The nature, frequency, and extent of engagement may vary according to the stakeholder's significance, level of influence, contribution to the organization, and potential impact on sustainable development.

Gulf Steel has documented and maintain records of stakeholder engagement outcomes, including relevant expectations, concerns, feedback, identified risks and opportunities, and mutually agreed actions, where applicable. Stakeholder feedback and engagement outcomes have been periodically reviewed to identify and prioritize material sustainability issues, maximize positive impacts, and prevent or minimize negative impacts. The results shall support sustainability planning, decision-making, objective setting, and the continual improvement of the sustainability management system.

Gulf Steel published its Stakeholder Engagement Report on gulf steel website (<https://gulfsteeluae.com/media/pdf/stakeholder-engagement.pdf>) for publicly availability and reviewed periodically, as appropriate, to reflect changes in stakeholder expectations, business activities, and sustainability priorities.

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12 Key Performance Indicator

12.1

Total number of ethical, environmental, social and economic incidents recorded and reported to an external Regulator in the data collection/reporting period.						
<div>Total number of ethical, environmental, social and economic incidents recorded and reported to an external Regulator in the data collection/reporting period</div> <div><div>1</div><div>1</div><div>1</div><div>0</div><div>0</div><div>0</div></div> <div><div>2022</div><div>2023</div><div>2024</div><div>2025</div></div>					Achievement 2025	
					0	
Target-2025 (Maintain at 0 Level)				Target-2026 (Maintain at 0 Level)		

12.2

Total number of ethical, environmental, social and economic incidents that resulted in the issuance of enforcement and/or prohibition notices by an external Regulator in the data collection/reporting period.			
<p>Total number of ethical, environmental, social and economic incidents that resulted in the issuance of enforcement and/or prohibition notices by an external Regulator in the data collection/reporting period.</p> <p>1 _____</p> <p>1 _____</p> <p>0 _____</p> <p>2022 2023 2024 2025</p>		<p>Achievement 2025</p> <p>0</p>	
Target-2025 (Maintain at 0 Level)		Target-2026 (Maintain at 0 Level)	

12.3

Total number of ethical, environmental, social and economic incidents that resulted in a successful prosecution by an external Regulator in the data collection/reporting period.					
<div>Total number of ethical, environmental, social and economic incidents that resulted in a successful prosecution by an external Regulator in the data collection/reporting period.</div> <div><div>1</div><div>1</div><div>1</div><div>0</div><div>0</div><div>0</div><div>2022202320242025</div></div>				<div>Achievement 2025</div> <div>0</div>	
Target-2025 (Maintain at 0 Level)			Target-2026 (Maintain at 0 Level)		

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12.4

Total number of ethical, environmental, social and economic complaints recorded and reported to an external Regulator in the data collection/reporting period.					Achievement 2025	
Total number of ethical, environmental, social and economic complaints recorded and reported to an external Regulator in the data collection/reporting period.					0	
1	_____					
1	_____					
1	_____					
0	_____					
0	_____					
0	_____					
	2022	2023	2024	2025		
Target-2025 (Maintain at 0 Level)					Target-2026 (Maintain at 0 Level)	

12.5

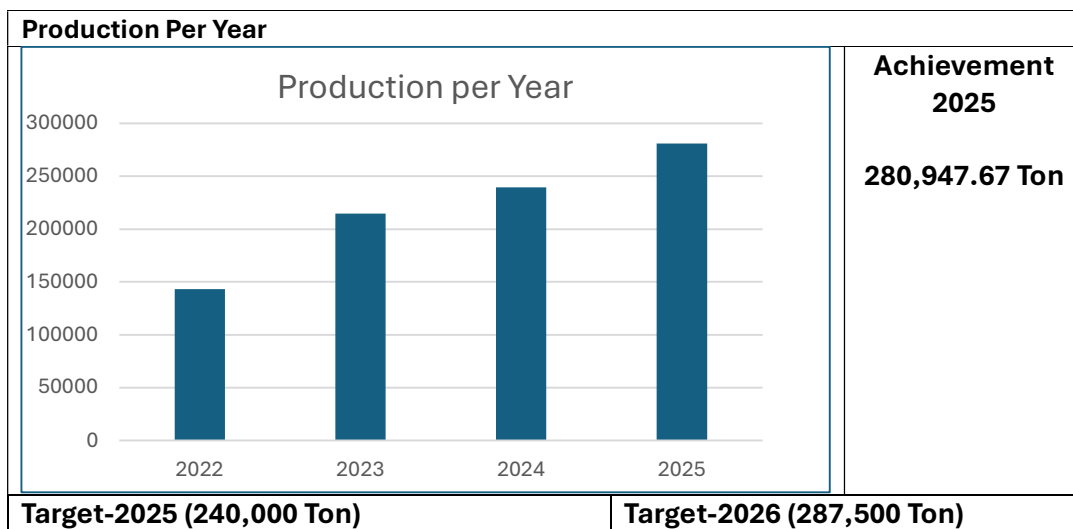
Total number of ethical, environmental, social and economic complaints that resulted in the issuance of enforcement and/or prohibition notices by an external Regulator in the data collection/reporting period.					Achievement 2025	
Total number of ethical, environmental, social and economic complaints that resulted in the issuance of enforcement and/or prohibition notices by an external Regulator in the data collection/reporting period.					0	
1	_____					
1	_____					
1	_____					
0	_____					
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	2022	2023	2024	2025		
Target-2025 (Maintain at 0 Level)					Target-2026 (Maintain at 0 Level)	

12.6

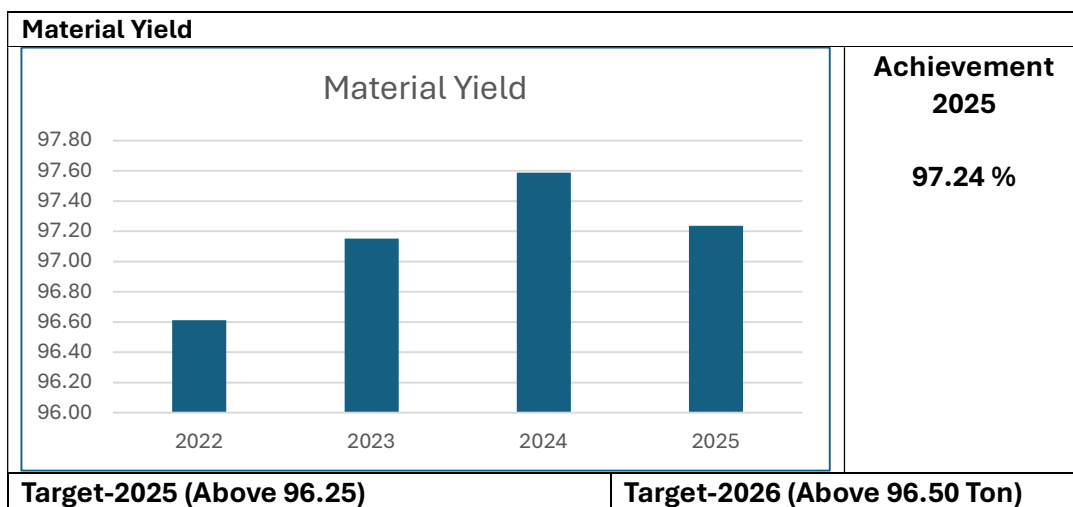
Total number of ethical, environmental, social and economic complaints that resulted in a successful prosecution by an external Regulator in the data collection/reporting period.					Achievement 2025	
Total number of ethical, environmental, social and economic complaints that resulted in a successful prosecution by an external Regulator in the data collection/reporting period.					0	
1	_____					
1	_____					
1	_____					
0	_____					
0	_____					
0	_____					
	2022	2023	2024	2025		
Target-2025 (Maintain at 0 Level)					Target-2026 (Maintain at 0 Level)	

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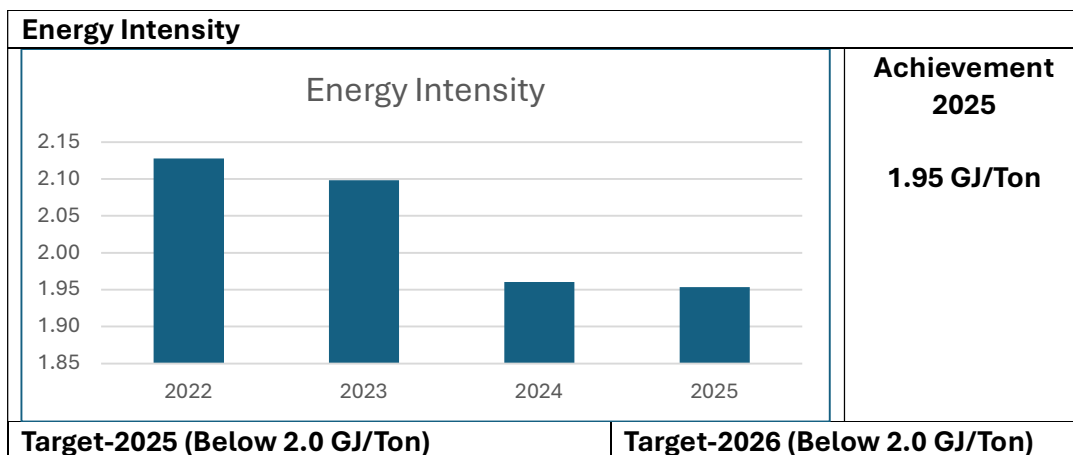
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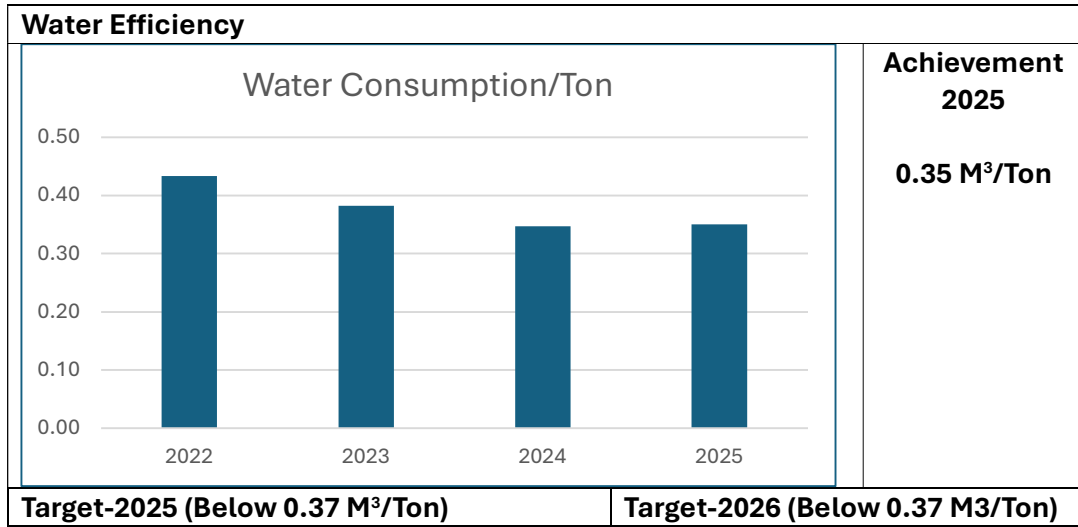


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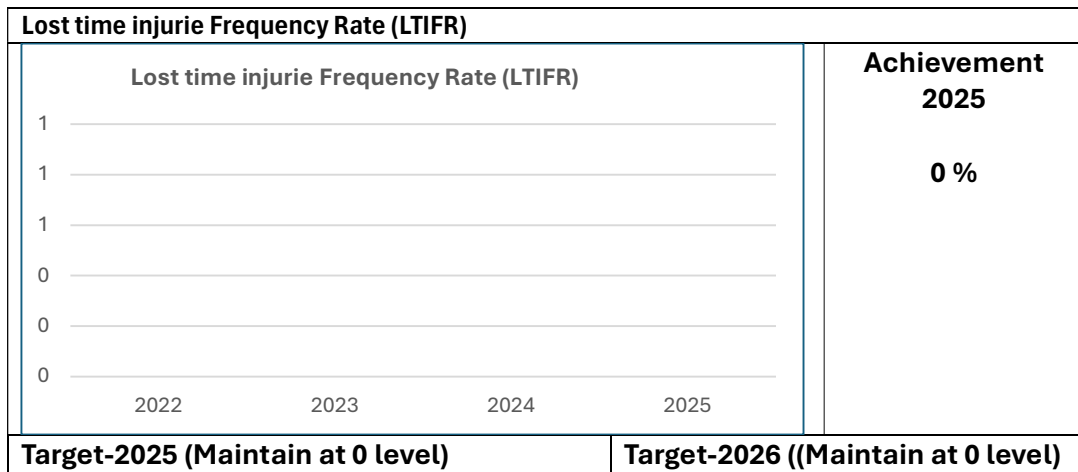


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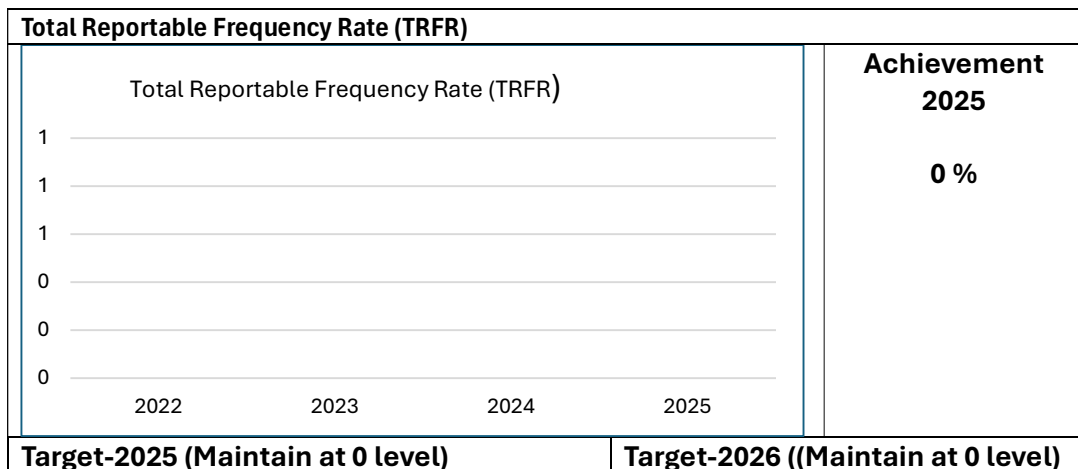
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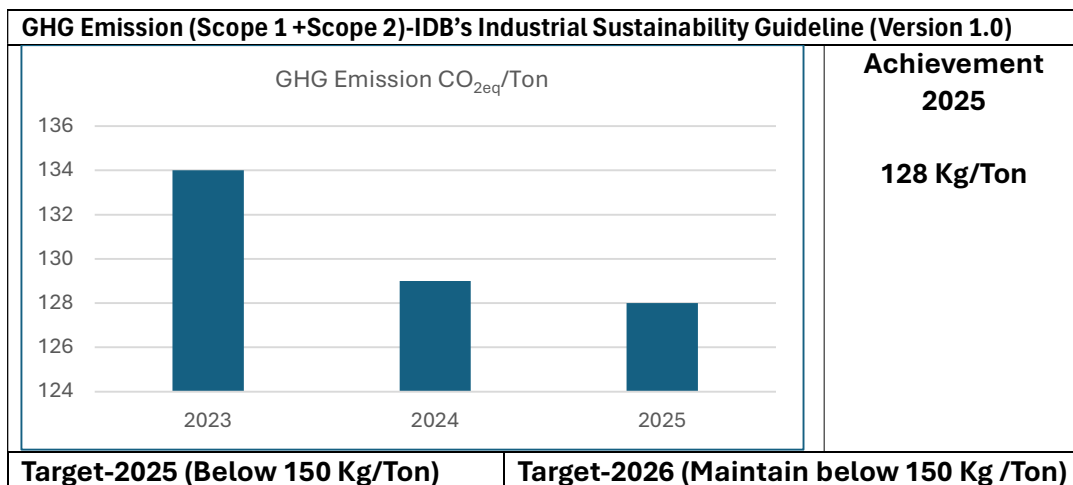


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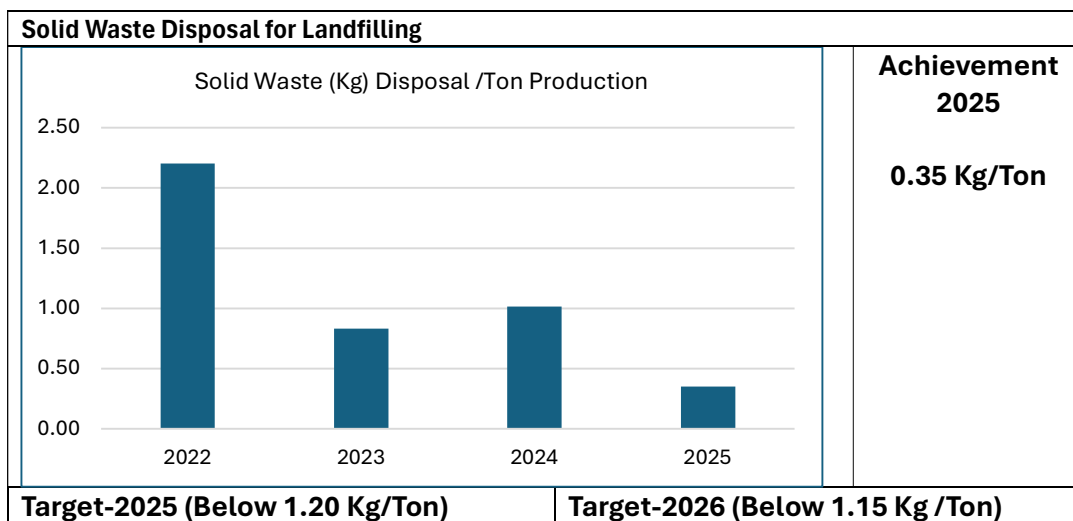


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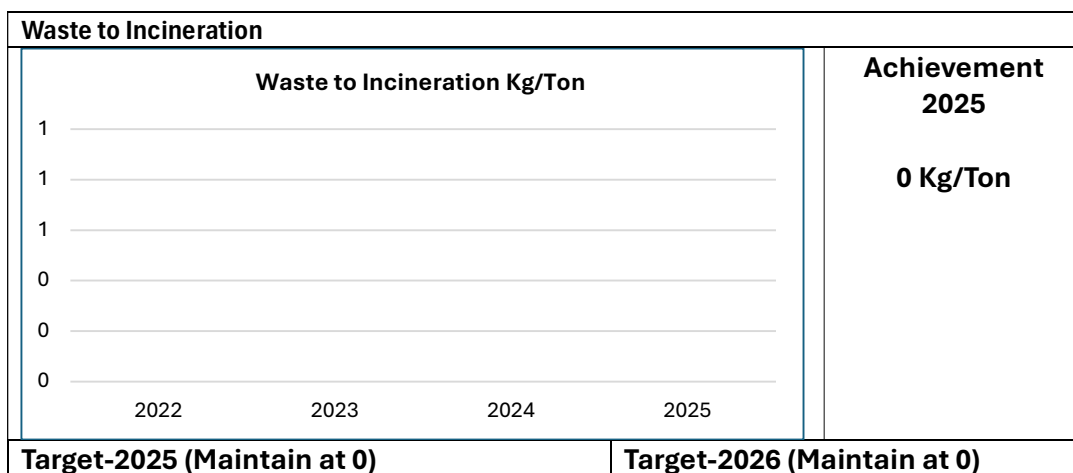
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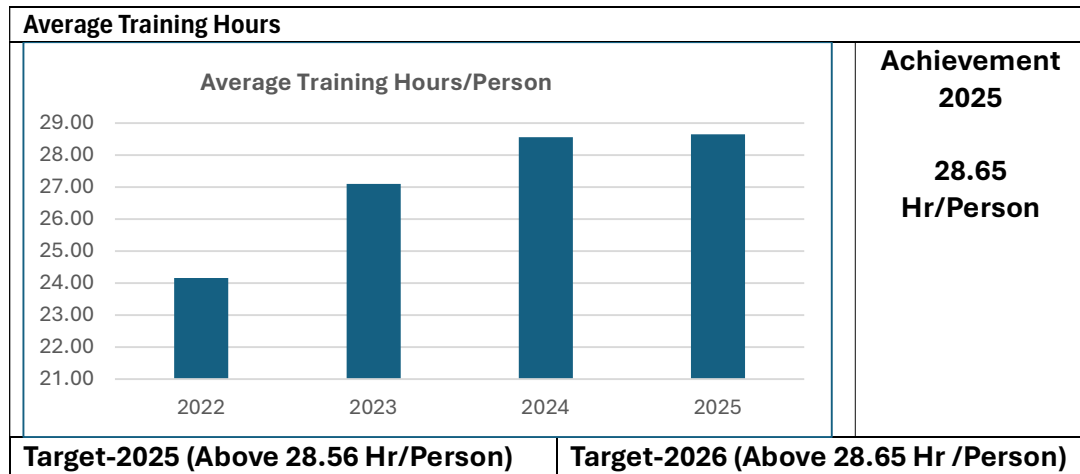


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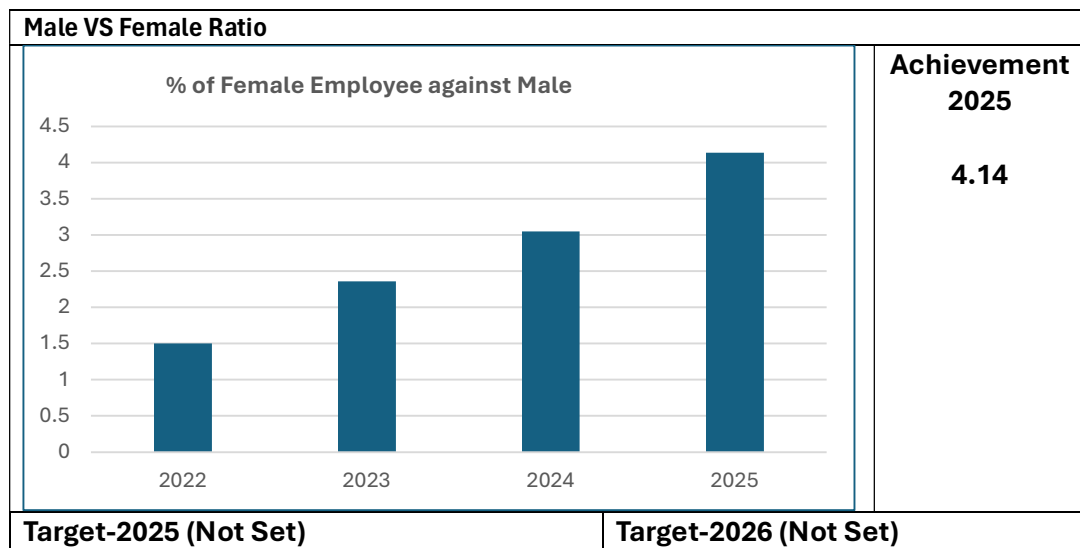


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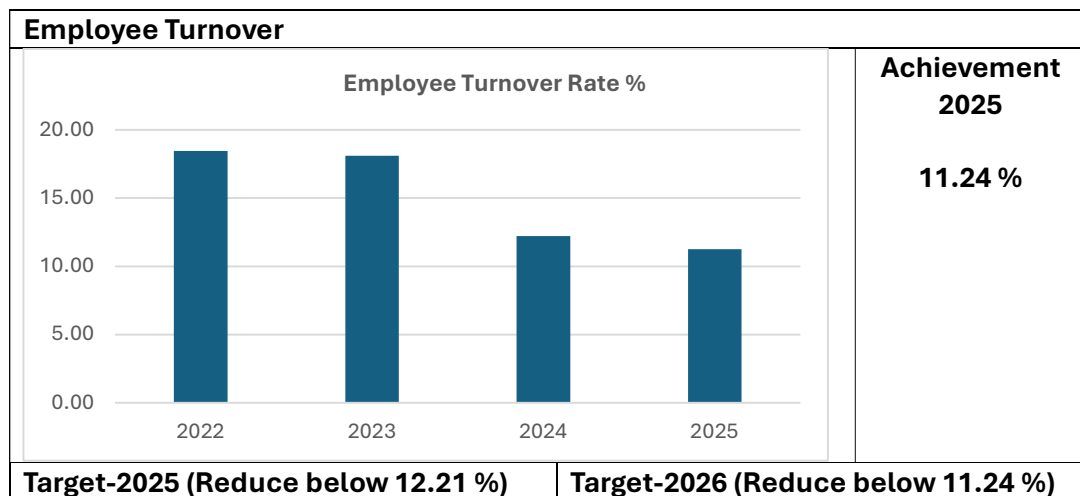
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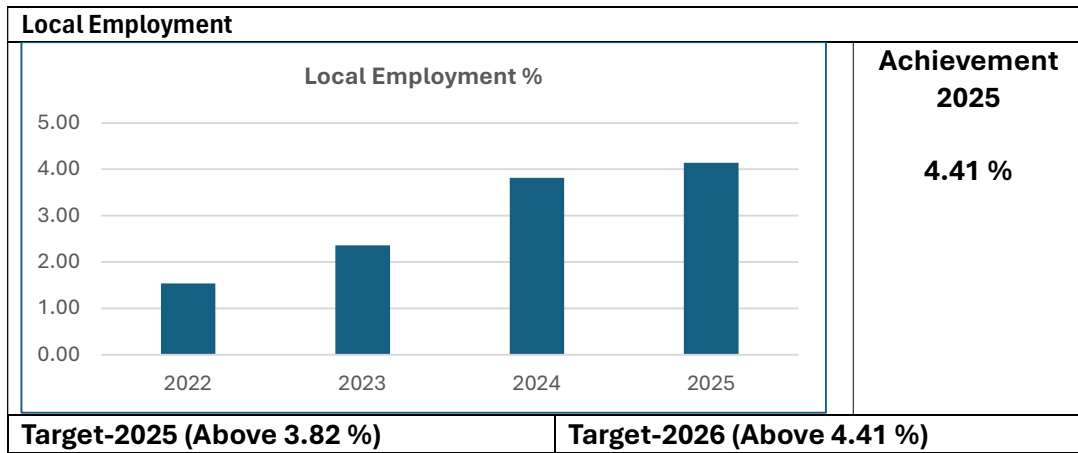


12.18



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12.19



12.20

