

CORPORATE SOCIAL RESPONSIBILITY (CSR) POLICY

Statement of Intent

United MakGroup Technologies LLC is committed to being seen as a company that embraces best practice in corporate social responsibility and makes a positive contribution to the community and environment in which it is situated.

We will demonstrate our commitment to this policy by adhering to the following principles:

- **Compliance** - We will strive to comply with UAE's best practices related to CSR.
- **Impact and Risk Reduction** - We will continually seek to reduce the negative impact and risk of our operations on the community and the environment.
- **Continuous Improvement** - We will establish annual objectives and targets against which we measure improvements in our performance. We will continuously monitor our progress through regular measurement, review and audit.
- **Stakeholder Engagement** - We will invite our colleagues, customers, suppliers, business owners and partners, and the local community to participate in our efforts to improve our performance and impact.
- **Community Engagement** – We commit to engaging and interacting with the local community to enhance our relationships with, and contribute to the well-being of, those who live and work in our vicinity. We will demonstrate this commitment by:
 - Optimising engagement in Community events such as the UAE National Day, Eid, UAE Flag Day, etc
 - Supporting and participating in community cultural, sporting and recreational activities whenever possible.
 - Developing and maintaining a volunteering team and conduct regular activities on a half yearly basis. Also, we will encourage our colleagues and management to volunteer for the UAE's recognised charities.
 - Behaving at all times as a responsible member of the community and to instill in our colleagues the process of going out into the community always as representatives of the company
- **Visitor engagement** – We will employ various methods of ensuring our guests and visiting principles understand local laws and regulations about respectable behavior and are encouraged to abide by them. The basis for this information is drawn from the "Rules of Conduct in Dubai", which were prepared by the Executive Council.

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- **Employee Training** – The company is committed to ensuring all colleagues receive regular training regarding their role in the management of environmental, sociocultural, health, and safety practices. We will do this by:
 - Ensuring all training materials, manuals and staff policies related to sustainability issues are available.
 - Organizing an internal health awareness event once a year to provide full health checks for all employees.
 - Sending out health awareness emails in line with global thinking days such as Breast Cancer Awareness, Autism Awareness, and World Down's Syndrome Day.

- **Good Employment Practices** – we are fully committed to be an organization with good employment practices that complies with all aspects of UAE Federal Law no 8, for 1980 on the Regulation of Labor relations, and also our own Business Code of Conduct. We will strive to ensure that:
 - Commercial exploitation of children, adolescents, women and minorities is not allowed within the company or in any of its business activities.
 - All colleagues are fully informed about the Business Conduct Policy and sign to state that they agree to abide by all of the rules and guidelines within the document.
 - All colleagues who join the company are specifically taught that they must treat fellow colleagues with respect and integrity and not discriminate against anyone for any reason.
 - All decisions relating to recruitment, hiring, development, compensation, promotion, transfer and workforce reduction are made solely on the basis of a person's ability, qualifications and potential in relation to the needs of the particular job. No social, gender or racial discrimination of any kind is practiced or supported.
 - All working environments are safe and are in compliance with laws relating to working hours, benefits, child labour and other applicable laws, regulations and/or relevant professional standard