



Policy No.
IHCC-CP-001

Corporate Policy

Issued / Effective:

Version:

Title: **ESG Policy**

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Introduction:

IHCC is committed to sustainability and responsible business practices, recognizing the importance of Environmental, Social, and Governance (ESG) factors in our operations.

Objective:



ENVIRONMENT

IHCC aims to reduce its carbon footprint, energy consumption, and waste generation through initiatives such as energy-efficient practices and waste reduction programs.
We adhere to environmental certifications and standards, including ISO 14001, to ensure compliance and continuous improvement.
IHCC implements initiatives for resource conservation, pollution prevention, and sustainable sourcing throughout its operations.



SOCIAL

IHCC upholds fair labor practices, diversity, and inclusion, fostering a workplace culture that values equality and respects human rights.
We prioritize employee welfare through comprehensive health and safety measures, training programs, and opportunities for advancement.
IHCC engages with communities through philanthropic initiatives, volunteer programs, and partnerships to address local needs and promote social development.



GOVERNANCE

IHCC maintains transparent and accountable governance structures, with clearly defined roles and responsibilities.

We uphold ethical business practices, ensuring compliance with regulatory requirements and industry standards.

Risk management and compliance processes are integral to IHCC's governance framework, mitigating risks and ensuring operational resilience.

Strategy Implementation:

IHCC's ESG goals are developed and overseen by the **Strategy Committee**, which includes members responsible for:

- Developing long-term sustainability goals aligned with ESG objectives.
- Identifying emerging ESG trends and anticipating future challenges.
- Ensuring alignment of ESG strategy with overall business strategy.
- Monitoring regulatory developments related to ESG and adjusting strategy accordingly.

The **Execution Committee** is responsible for implementing ESG initiatives, focusing on:

- ESG-related training programs for employees to increase awareness and understanding.
- Establishing mechanisms for tracking and managing ESG-related risks.
- Collaborating with supply chain partners to improve ESG performance throughout the value chain.
- Exploring opportunities for innovation and differentiation through ESG initiatives.
- Monitoring and Reporting:

IHCC's **Ambassadors**, representing external stakeholders, are responsible for:

- Fostering partnerships with external stakeholders such as NGOs, community groups, and government agencies to address ESG issues collaboratively.
- Developing communication strategies to effectively convey the company's ESG efforts and achievements to external audiences.
- Integrating ESG considerations into product/service development and marketing strategies.
- Conducting regular reviews of ESG performance and practices to ensure ongoing alignment with stakeholder expectations.
- Supporting organizations, SMEs, employees and community in understanding and implementing ESG trends and make them aware of the areas on enhancements

Continuous Improvement:

IHCC is committed to ongoing improvement in ESG performance, learning from successes and challenges to drive continuous innovation and progress. Processes for evaluating and adapting ESG initiatives are implemented to enhance effectiveness and align with evolving stakeholder expectations.

By integrating these committees into the ESG Policy, IHCC ensures clear accountability and coordination in achieving its sustainability goals across different aspects of the business.

Approved by:

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