

CORPORATE SOCIAL RESPONSIBILITY POLICY STATEMENT

At TECHNOMETER MIDDLE EAST WORK MEASUREMENT AND SPACE L.L.C. (the Company), we aim to conduct our business in a manner that contributes positively to society, the environment, and the business community. Our vision is one of prosperity that extends beyond financial gains, encompassing social and environmental responsibilities.

We recognize the importance of respecting and upholding human rights, fostering diversity and equality, ensuring fair recruitment, maintaining adequate working conditions, prioritizing health, safety, and environmental protection, respecting local communities, safeguarding personal information and data, and maintaining a strict position against corruption.

Our principles are based on the laws and regulations of the United Arab Emirates, and also include best practices from the UN Sustainable Development Goals and UN Agenda.

Our Corporate Social Responsibility (CSR) policy outlines our commitment to the following **principles**:

- **improved work environment (looking after employees and wider workforce),**
- **better environment (water, energy, materials, waste),**
- **higher standards of business ethics (customers, suppliers).**

We achieve our vision by:

<p>Protecting and promoting of human rights</p>	<ul style="list-style-type: none"> • Dignity, Freedom, and Equality - We respect the inherent dignity of every individual and ensure freedom and equality in all aspects of employment. • Non-Discrimination - We do not discriminate against individuals on the basis of race, gender, religion, nationality, age, disability, or any other characteristic protected by applicable laws. • No Harassment or Abuse - We maintain a zero-tolerance policy for harassment or abuse of any kind within our workplace. • No Forced Labor – We use voluntary labour only. We strictly prohibit forced labor, including debt bondage, human trafficking, and any form of involuntary servitude. Any employee is free to leave the Company after the agreed upon notice period. • No Child Labor - We do not employ individuals under the age of 18, and we adhere to all child labor laws. • Freedom of Association - We respect employees' rights to associate freely. • Freedom to Raise Concerns - We encourage employees to raise concerns, and we provide appropriate channels for them to do so without fear of retaliation.
<p>Supporting Diversity and Equality</p>	<ul style="list-style-type: none"> • We ensure equal opportunities for all employees, regardless of their background, and provide a discrimination-free work environment. • We encourage diversity in our workforce in order to bring various perspectives, experiences, skills and ideas to the table.
<p>Fair Recruitment</p>	<ul style="list-style-type: none"> • We commit to fair and transparent recruitment practices that are based on qualifications, experience, and abilities, without any bias or prejudice. • We ensure employment and work practices are fully compliant with all applicable labour laws. • Employees don't pay any fees for recruitment and/or employment. • We communicate clearly and transparent the terms and conditions of the

	<p>employment, and include the same in the letter of employment and/or contract.</p> <ul style="list-style-type: none"> • We provide adequate awareness of the labour law during the recruitment process. • We ensure legal access for our employees to the country where they are employed, by abiding by all rules and regulations of immigration and visas, and as per the local labour requirements. • We don't retain employees' identity documents or any other valuable items.
Adequate Working Conditions	<ul style="list-style-type: none"> • We apply reasonable working hours, fair compensation, and opportunities for personal and professional development. • We pay full monthly wages and benefits electronically, accurately, on time and in line with employees' contract. • We encourage employees to speak up and communicate their grievance without fear of retaliation. • We encourage employees to report, even anonymously, any substantial violation or breach of our principles by any means, to any of their superiors, management team or colleagues, granting no retaliation or consequence. • We respect employees' legal rights and provide training on their rights. Employees are free to exercise their legal rights without fear for retaliation. • We don't apply employment bans.
Local Communities Rights	<ul style="list-style-type: none"> • We respect and support the rights and well-being of the communities in which we operate. • We support local communities by searching to employ local people where possible.
Protecting Health, Safety, and Environment	<ul style="list-style-type: none"> • We comply with all relevant health and safety regulations and prioritize the health and safety of our employees. • We use natural resources with care. • We strive for waste reduction, re-use and recycling where possible, and to minimise our impact on the environment. • We work towards the conservation of energy, water and resources in all our operations. • We encourage our employees to use greener transport.
Looking after Customers	<ul style="list-style-type: none"> • We strive for customer satisfaction and retention, ensuring safety and quality of our services. • We commit to clear communication with our customers.
Suppliers' standards	<ul style="list-style-type: none"> • We require the same standards from our partners and suppliers, to conduct their business in compliance with all related local laws and regulations. • We commit to clear communication with our partners and suppliers.
Information and Data Protection	<ul style="list-style-type: none"> • We are committed to safeguarding the privacy and data of our employees, customers, and partners, adhering to all relevant data protection laws and regulations.
No Tolerance for Corruption	<ul style="list-style-type: none"> • We maintain a zero-tolerance position against corruption, bribery, and unethical practices, and demand the same standards from our partners and suppliers. • We remain clear and straightforward, truthful, and accurate in all conduct practices and communications.

The management team of TECHNOMETER MIDDLE EAST WORK MEASUREMENT AND SPACE L.L.C., led by its General Manager, is responsible for ensuring that our commitment as detailed in this statement is reviewed and revised on a regular basis to reflect current social responsibility requirements and expectations. The management team will monitor Company's operations, identify any non-conformity, and apply, where necessary, effective corrective actions.

Progress in our CSR initiatives will be reported and can be available upon request to ensure transparency and accountability.

The management team of the Company, led by its General Manager, commits to lead by example, ensuring that our Company operates in line with these principles, making a positive impact on society, the environment, and the business community while upholding human rights, fair practices, and integrity in all our activities.

While the General Manager of the Company is responsible for implementing and monitoring this Policy, all employees and persons working on Company's behalf must share these commitments and are encouraged to speak up and act to ensure that these commitments are met.



Matteo Colombo
General Manager

