

# SANIPEXGROUP

BYSTRO | BAGNODESIGN | GYMKHANA

## ESG Report 2025/2026

ENVIRONMENTAL, SOCIAL AND GOVERNANCE



# Content Page

## *Introduction*

- 05** About this Report
- 06** CEO's Message
- 07** ESG Highlights
- 08** About Us

## *Sustainability Framework*

- 10** Sustainability Strategy
- 12** Impact SDGs
- 13** Materiality Assessment

## *Product Sustainability*

- 15** Product Sustainability
- 17** Quality Assurance & Certifications

## *Minimising Environmental Impact*

- 19** Minimising Environmental Footprint
- 20** Green Procurement
- 21** Water Efficiency
- 22** Reduction From Source

## *Social Sustainability*

- 24** Statement of Philosophy
- 25** Great Place To Work
- 26** Engaging Events
- 27** Learning & Development
- 29** Safety & Wellbeing

## *Governance & Ethics*

- 31** Governance & Structure
- 32** Ethics & Integrity
- 33** Data Security

## *Future Initiatives*

- 35** Future Initiatives

## *Appendix*

- 37** GRI Content Index
- 40** Glossary of Terms

# Introduction

BYSTRO

# About This **Report**

*At SANIPEX GROUP, we are taking steps to create a sustainable impact across our entire value chain.*

Through our own brand portfolio and collaboration with 100+ industry-leading brands, we offer sustainably made products across our Bathroom, Kitchen, Tiles & Slabs, Outdoor Living, Lighting, Hardware & Hospitality categories. With a commitment to public disclosure, we outline our achievements, progress and targets for our sustainability strategy. We share our strategy and performance on key social, environmental and economic impacts. This report focusses primarily on the operational details within the UAE, which constitute a large part of our entire business.

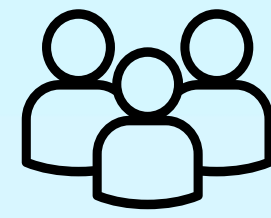
**Our sustainability performance is aligned with the following ESG pillars:**



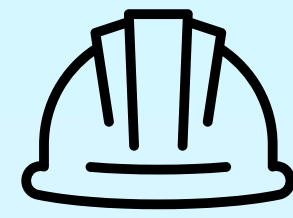
Climate, Emissions  
& Energy



Economic & Social  
Contribution



Employee Diversity  
& Inclusion



Health & Safety



Business  
Sustainability

To provide a comprehensive overview of our ESG performance, this report is created in accordance with the Global Reporting Initiative (GRI) Standards for the period from 1st February 2025, to 31st January 2026. We are further enhancing our transparency and sustainability initiatives by aligning our targets and initiatives with the United Nations Sustainable Development Goals (UN SDGs) 2030 Agenda and the green initiatives led by the UAE Government.

For further information:

Please get in touch with our Sustainability Lead at [adil@sanipexgroup.com](mailto:adil@sanipexgroup.com) for any questions regarding this report or its contents.



# CEO's Message

**Dear Readers,**

On behalf of the whole team, I am delighted to share our second ESG report, which highlights our actions and commitment to a sustainable future.

Our approach is grounded in a commitment to operate in a way that is mindful of our economic and social impact, with a passion for creating innovative products that our customers trust. We aim to promote investment in the training and wellbeing of our colleagues, actively engage in our communities, and act responsibly to protect our environment. These principles have underpinned our consistent growth into the successful, market-leading business we are today, and I am confident they will help accelerate our momentum in the future.

Our ESG report aims to bring to life our efforts across the entire business—from the development of new products, investments in talent management, and strategies to drive a greener supply chain, to how we nurture the diversity and engagement of our teams. It also highlights the professionalism and integrity we demonstrate towards our customers, supplier partners and colleagues.

We are also fully embracing UAE Government initiatives to address climate change, achieve Net-Zero by 2050, and support the Environment Vision 2030. While we are an international business, the UAE is our home and where we can make the greatest contribution.

I hope you enjoy reading this report, which details our accomplishments, plans, and targets for 2025/2026. I look forward to updating you on the significant progress we will make next year.

**Daryl Barker**

*Chief Executive Officer*



# ESG Highlights

*Celebrating our Achievements*

## Environmental

### ESG Label

SANIPEX GROUP has been awarded the Dubai Chamber of Commerce ESG Label, with 90% score out of 100. This achievement reflects our team's dedication to sustainability and responsible practices.

### Water Recycling

Water recycling plant with a capacity of 123,000 m<sup>3</sup> installed in our Manufacturing Facility.

### Biofuel

44 tonnes of carbon emissions avoided by switching to sustainable biofuel.

### Paperless Logistics

5 tonnes of paper avoided by switching to digital solutions.

## Social

### Great Place to Work

We are certified Great Place to Work<sup>®</sup> 2025/26 in the UAE based on direct employee feedback for three consecutive years.

### Diversity & Inclusion

With more than 47 nationalities represented, we celebrate diversity and culture, with no recorded instances of discrimination in the past year.

### HSE Software

We have introduced HSE-centralised software where all employees can submit their HSE observations through a QR code system. This gives us better visibility and prevent incidents before they happen.

## Governance

### Aliph Acquisition

AliphGroup acquired a 25% stake in the company, strengthening our management team with specialist expertise and supporting our goal of reaching one billion dirhams in turnover within four years.

### New Manufacturing Facility

We have now opened the doors to our new Manufacturing facility. This investment strengthens our in-house production capabilities and ensures we meet market demands without delay. We have also installed new water recycling plant that can re-use water with minimum energy consumption.

### Made in the Emirates

We're proud to have received the Made in the Emirates Mark for our key product lines across our BAGNODESIGN and GYMKHANA brands. This recognition reflects our commitment to high manufacturing standards and our contribution to supporting growth of the UAE's industrial sector.



# About Us

*As the market-leading luxury indoor and outdoor lifestyle brand, we specialise in creating and supplying expertly crafted products.*

**For over 30 years, we have built our prestigious product portfolio, extended our client base and propelled our business to service the MEA, Europe, and Africa through our Retail, Trade, Project and digital channels.**

From humble beginnings in a small office in Dubai specialising in plumbing products, we have since expanded globally to become the leading provider of quality, design-led solutions for indoor and outdoor spaces.

Combining the highest quality bathroom, kitchen, surfaces, lifestyle, lighting and outdoor living solutions with exceptional customer service, SANIPEX GROUP offers a one-stop-shop for architects, interior designers, developers, retailers and private clients.

Established in Dubai, UAE in 1995, SANIPEX GROUP is ready to deliver your next project. With showrooms in key locations including Dubai, Abu Dhabi and London, alongside an established presence with partner retailers in over 30 countries, at SANIPEX GROUP, the customer always comes first.

## **Our Purpose**

To offer our prestigious product portfolio to serve the Middle East, Africa, Europe and Asia through our Retail, Trade, Project & digital channels. Combining high-quality living solutions with exceptional customer service to deliver excellence.

## **Our Vision**

To continually provide a dedicated and committed team to service our global customer base with high-quality, trend-led products for designing beautiful spaces.

## **Our Values**

**Quality** – Our commitment is present in everything we do, ensuring we always meet and exceed expectations.

**Innovation** – Using the latest technologies and earth-friendly materials, we aim to develop and source innovative and long-lasting products across all categories.

**Safety & Wellbeing** – We put safety and wellbeing of our employees above all else.

**Sustainability** – We endeavor to input sustainable practices across our entire value chain where possible.



# Sustainability Framework

# Sustainability Strategy

*Meeting the needs of the present without compromising the ability of future generations to meet their own needs.* by United Nations Brundtland Commission 1987

**Our sustainability strategy is based on three core pillars: people, planet and profit. Because they are interconnected, we address these pillars equally for long-term sustainable growth across the entire value chain.**

Within our organisation, we are cultivating a culture of sustainability by raising awareness through social events, regular training and workshops. We also work closely with clients and suppliers to embrace a transformational approach aimed at benefiting all stakeholders. In the long run, this empowers growth, builds sustainable competitive advantage and drives a positive societal impact.

We also have robust environmental, health and safety and quality management policies in place to uphold these commitments and continue to operate according to international best standards.

We have aligned our sustainability strategy with the United Nations Sustainable Development Goals (UN SDGs). Three goals are most relevant to our business operations:

***SDG 6 Clean Water and Sanitation***  
***SDG 8 Decent Work and Economic Growth***  
***SDG 12 Responsible Consumption and Production***

We also align our strategy with the UAE Sustainability goals:

***Net-zero by 2050***  
***National Climate Change Plan of the UAE 2017-2050***  
***Environment Vision 2030 led by the Government of the United Arab Emirates.***



# Sustainability Strategy

*At SANIPEX GROUP, our sustainability strategy comprises nine modules, categorised into three pillars:*

## Social

### **Diversity and Inclusion**

We give equal opportunity regardless of gender, age, nationality or religion. With over 800 employees from over 47 nationalities, we deepen the level of diversity by welcoming individuals with different mindsets.

### **Health & Safety**

In our production and warehouse facilities we have robust health and safety guidelines in accordance with Jebel Ali Free Zone regulations and provide continuous training for our staff to ensure minimal risks and hazards. This year we have introduced HSE Management Software to better track our progress on safety.

### **Talent Management**

We foster an inclusive and supportive workplace culture and encourage innovation, collaboration, and fresh thinking from every team member. Certified as a Great Place to Work® in the UAE for 2025-2026 based on direct employee feedback, we value and support our employees while enabling them to achieve their full potential.

## Environmental

### **Resource Optimisation & Circularity**

We follow the waste management hierarchy of reduce, reuse and recycle in our operations. Most of our products and packaging are made from recycled or recyclable materials and by offering durable, high-quality products, we actively support the circular economy. We reuse 96% of our pallets and recycle majority of waste generated in the warehouses through a certified third party.

### **Water Efficiency**

We place great importance on water efficiency both during production and throughout the life-cycle of our products, offering water-efficient technology such as flow regulators to ensure compliance with national and international standards. We recycle water used at our Slab Fabrication facility, saving 123,000 m<sup>3</sup> litres per year.

### **Energy & Emissions**

We acknowledge our responsibility in conserving energy and combating climate change. We can improve our energy efficiency by using energy management systems, enhanced commissioning and more efficient appliances.

## Economic

### **Governance & Compliance**

We follow all laws, directives, norms, and standards set by the UAE government.

### **Supply Chain Sustainability**

All our suppliers are required to follow the health, safety and quality standards specified by our quality team. 67% of our suppliers are ISO 9001\* certified and have their own environmental policies. Furthermore, we are improving our audit questionnaire to include environmental compliance measures for a more thorough assessment.

### **Green Operations**

We are dedicated to improving efficiency in our warehouse, production and distribution operations, for instance, the use of biofuels for all our trucks reduces our emissions within the UAE by 5%. In addition, we are optimising transportation routes thanks to dedicated route-planning software. Recently, we conducted our first pilot electric vehicle and aim to transition to electric trucks in the future.

\*ISO 9001 is an international standard that sets out the requirements for a quality management system.

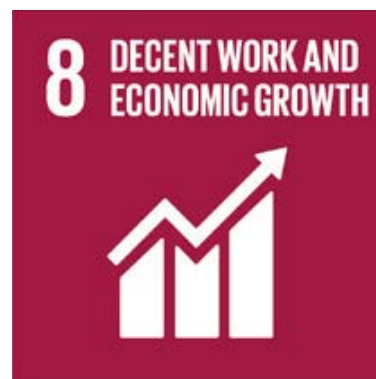
# Impact SDGs

*The Sustainable Development Goals (SDGs) outline 17 goals to be achieved globally between 2015 and 2030. Of the 17 goals, we identify three most relevant to our business operations.*



## **Clean Water & Sanitation**

Hygiene, sanitation and safe drinking water standards are met through our water-efficient fixtures and sanitary products, alongside water recycling at our Slab Fabrication facility. Being Estidama and LEED compliant, our water fixtures adhere to national and international green building standards and are tested in IAS\*-accredited labs with an 'A' rating in Water Efficiency. In addition, the AQUAECO Kitchen Filter mixer purifies tap water, to offer safe drinking water while reducing plastic bottle use.



## **Decent Work & Economic Growth**

We sustain decent work and economic growth by fostering a workplace culture that puts emphasis on the health, safety and well-being of all our employees. By the same token, we contribute to economic growth by the local assembly and fabrication of tiles, slabs and related products, which in turn supports the local community by creating job opportunities.



## **Responsible Consumption & Production**

Most of the product emissions come from the supply chain activities, product life-cycle and disposal. Our products are built to last and come with extended warranties, which encourages responsible consumption. We use sustainable materials like stainless steel and brass in our water fixtures. These materials are durable, resist corrosion and can be recycled endlessly. Our facilities in the UAE adhere to strict environmental standards and are accredited with ISO 14001 certification.



\*The International Accreditation Service laboratory is internationally recognized standard for competence and reliability in testing and calibration activities.

# Materiality Assessment

*As part of GRI Standards\*, materiality assessment is vital for an organisation to report information about its most significant impacts on the economy, environment and people.*

**Our annual materiality assessment shapes our sustainability strategy. We intensify efforts to acknowledge and measure our significant impacts on society, the environment and the economy.**

Our materiality assessment evaluates and prioritises material topics based on two dimensions: their significance to sustainability impacts (horizontal axis) and their importance to key stakeholders (vertical axis) – including customers, government, suppliers, employees, and top management (vertical axis). Based on our business operations and industry context, we have identified the most relevant sustainability topics for our organisation.

**With a Focus**

To identify and assess our most significant impacts, we have conducted quantitative and qualitative materiality analysis through GHG calculations, data collection, industry research as well as meetings with senior management. Their findings identify four material topics that represent the most significant impacts on society, the environment and the economy. These material topics are divided into 11 subtopics in the following assessment graph, evaluating their significance in line with GRI Standards.

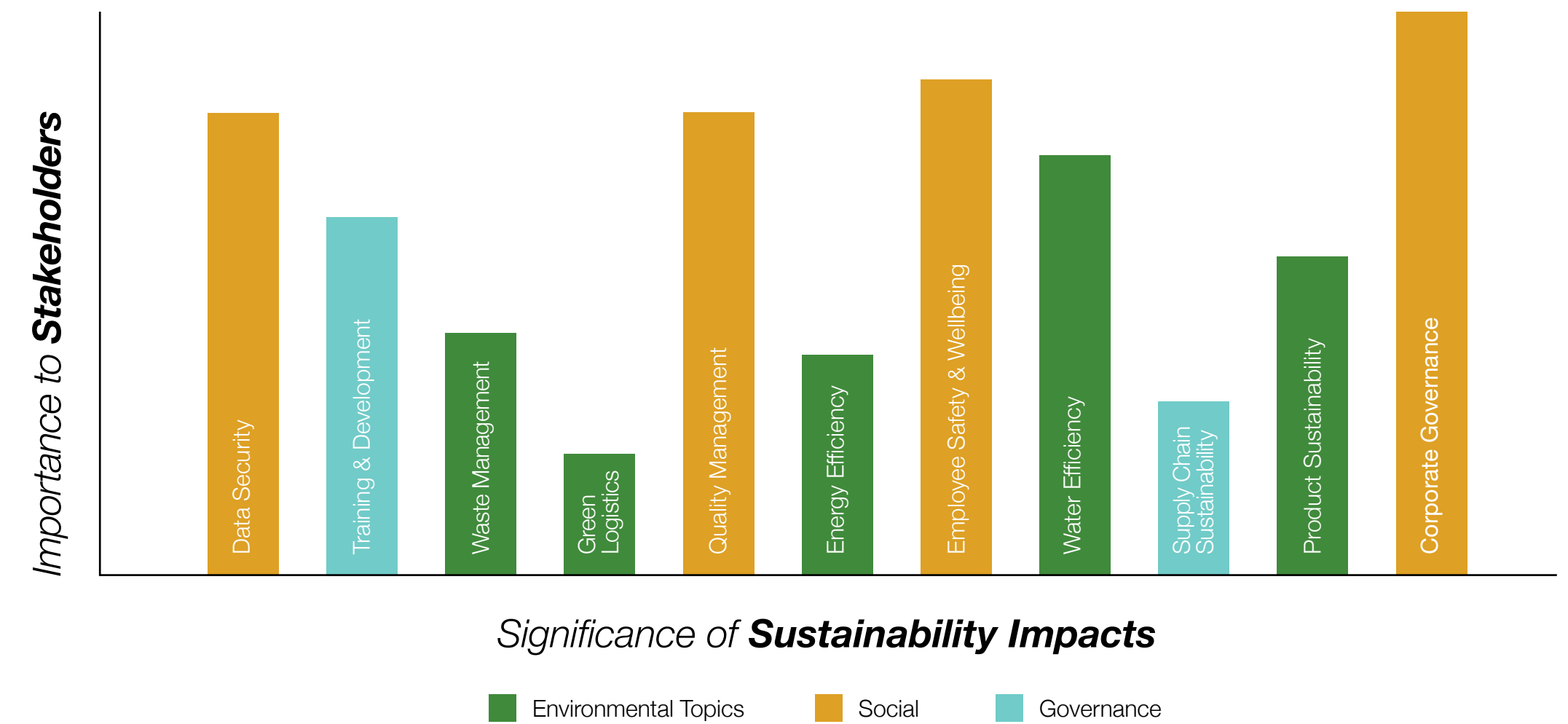
**Environmental impacts of products**

**Business ethics**

**Environmental and social impacts of our operations**

**Employee wellbeing and safety**

These material topics are divided into 11 subtopics in the following assessment graph, evaluating their significance in line with GRI Standards.



Corporate governance stands out as our top priority, as it directly influences our stakeholders and guides how sustainability decisions are made across the organisation. Health, safety and wellbeing are also key focus areas, reflecting our responsibility to protect our people and create a safe, supportive working environment.

Quality management is also a high priority for us because it matters to both our stakeholders and our customers. Regulations require us to meet recognised quality standards, and our customers expect products they can trust. At the same time, high-quality, long-lasting products are inherently more sustainable, as they reduce waste and the need for frequent replacement.

Product sustainability and supply chain sustainability have the potential to create some of our greatest sustainability impacts. However, these topics are currently less emphasised by customers and are not yet driven by regulatory requirements.

Water usage, especially in products, has a high environmental impact and high-priority issue for our stakeholders, particularly due to regulatory expectations and growing customer demand for water efficient products to comply with green building regulations. As a result, we are actively taking steps to improve water efficiency in our products and operations.

Waste management, energy efficiency and green logistics rank lower in both sustainability impact and stakeholder priority compared to other material topics. At present, these areas are not significantly influenced by regulatory requirements or customer expectations. Even so, they remain part of our sustainability scope, and we continue to track performance and make improvements where applicable.

\*Global Reporting Initiative Standards are widely accepted and used by companies that publish ESG Reporting, allowing organisations to publicly report the impacts of their activities in a structure that is transparent to stakeholders and interested parties.

# Product Sustainability



# Product Sustainability

*We make a conscious effort on-site, during manufacturing and with the products we offer, to maintain our duty to the environment.*

From manufacturing to disposal, we improve the circularity of our products throughout their entire life cycle. To do this, we use durable, recyclable materials, practice responsible manufacturing and implement water-saving technologies. Our product portfolio helps our clients to choose high-quality, luxury products that have a minimal environmental impact while following strict national and international guidelines.

## **BAGNODESIGN**

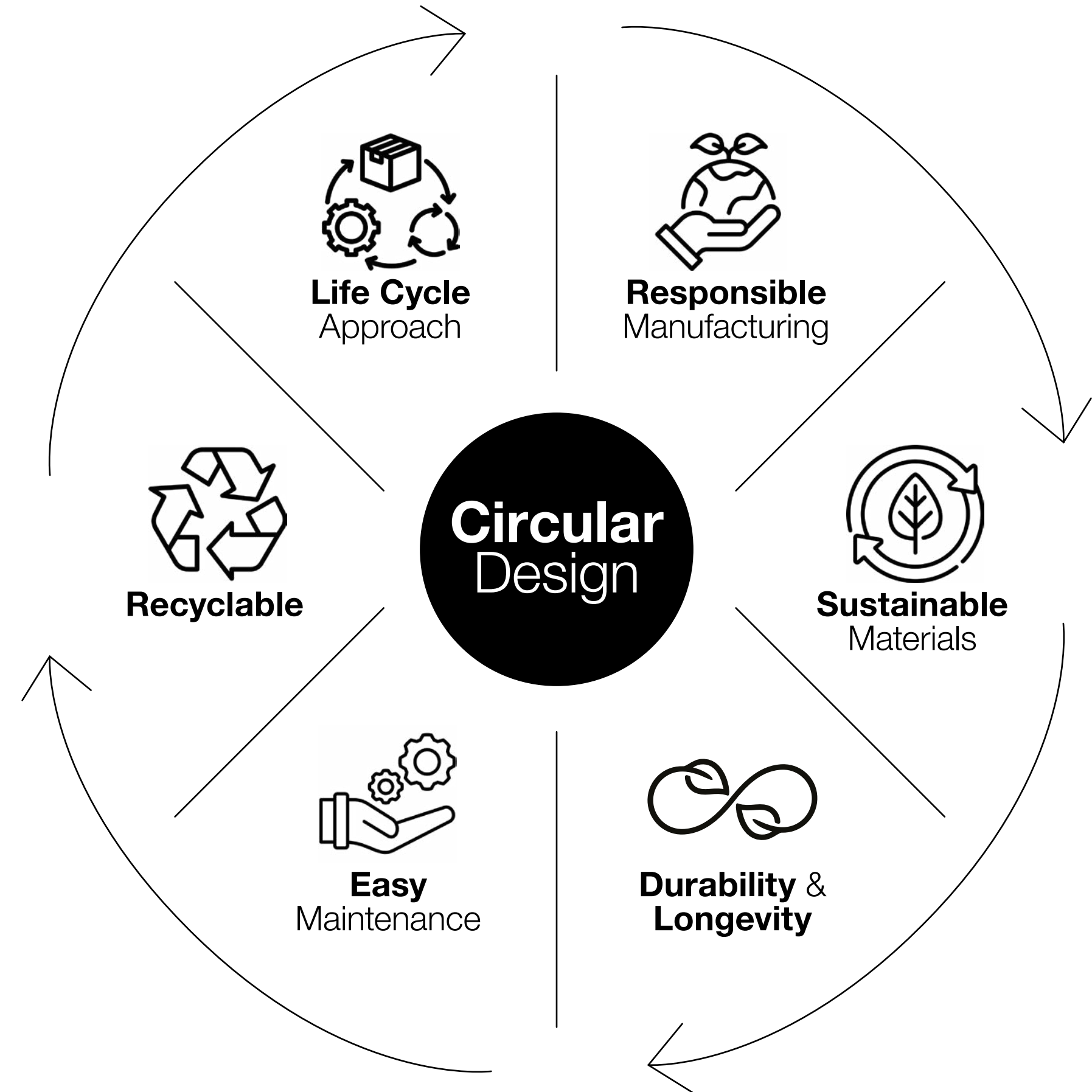
Brass and stainless steel are key components in many BAGNODESIGN brassware products. They are highly recyclable and possess antimicrobial properties for increased hygiene. 28.6% of our BAGNODESIGN mixers are manufactured using clean energy sources. The brand offers 19 brassware finishes, most of which come with a 5 to 10-year guarantee for peace of mind while reducing the need for frequent replacements.

BAGNODESIGN Touchless basin mixers feature a water-saving Eco Power sensor technology and lithium battery for 100'000 cycles without external power.

## **GYMKHANA**

GYMKHANA furniture is designed to be durable with a longer lifespan to minimise its environmental footprint throughout the product lifecycle. For instance, the Beach House range uses recycled materials and select components that can be recycled again at the end of their lifecycle. Such as the Beach House terrazzo tabletops, made using recycled aggregates. Many of the eco-friendly materials we use include FSC-certified teak and low-impact fabrics. Built to withstand even the harshest elements, our high quality teak furniture is resistant to wear over time, which means it can be enjoyed for years to come.

Our commitments are reflected in our decision to collaborate with partners who are SMETA certified (Sedex Members Ethical Trade Audit). This guarantees that our outdoor furniture is produced in environments which uphold fair working conditions and labour rights.



# Product **Sustainability**

*Durable materials that are built to last.*

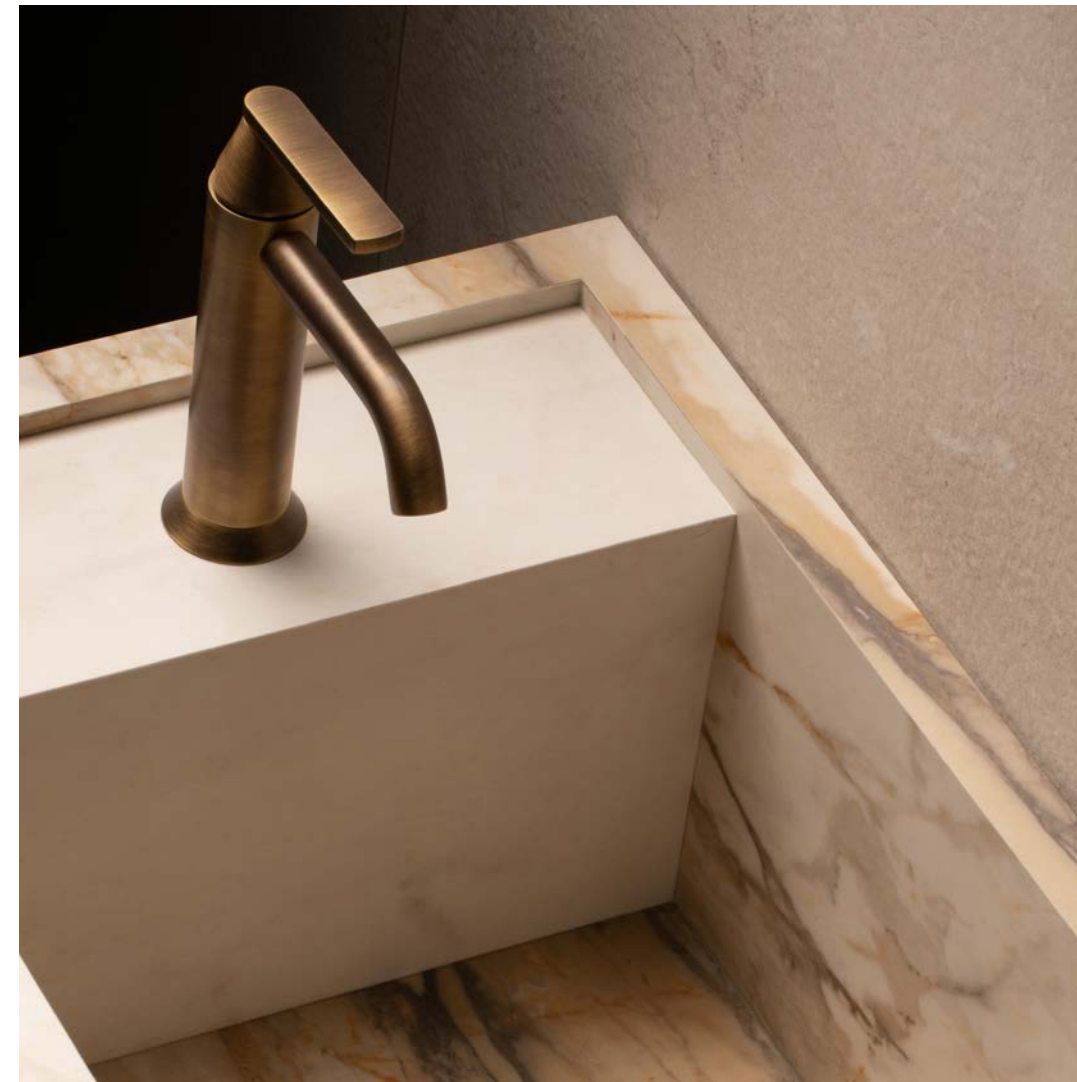
## **Tiles & Slabs**

All our custom solutions like washbasins, countertops and outdoor kitchens are made from European-produced porcelain slabs, which have a lower environmental impact throughout their entire life cycle. Our offering emits zero volatile organic compounds (VOCs) and is easy to maintain without harsh chemicals, promoting a healthier living environment.

Porcelain is long-lasting and durable, reducing the need for replacements. It uses natural abundant materials like clay compared to scarce resources like its marble competitor. Most of our tiles and slabs contain at least 20% recycled materials that come with Environmental Product Declarations (EPDs).

## **BYSTRO**

Many of our BYSTRO appliances are classified as Category 1 under Annex III of Directive 2012/19/EU and complies with the Waste Electrical and Electronic Equipment (WEEE) Directive. It is subject to selective treatment requirements outlined in Annex VII, ensuring responsible reuse, recycling, and recovery of materials at end of life. Currently most of the BYSTRO appliances are one star-rated by ECAS for energy efficiency, and we are currently working with our supplier to improve the energy efficiency of our appliances.



# Quality Assurance & Certifications

*Ensuring quality and durability is central to our pursuit of excellence. We uphold this pledge through rigorous product testing and quality assurance measures.*

Our in-house testing facilities replicate real-life conditions, providing accurate insights into product performance across a diverse range of environments. We prioritise regulatory adherence and ensure our products meet compliance certifications. As quality and sustainability are intuitive to our operations, we have the expertise to identify and address social and environmental risks early in the product design process. Our procedures help us analyse and manage risks that can affect the quality of our products and services.



**EQM/ECAS**

As one of the few in our industry, our BAGNODESIGN and AQUAECO products are certified with EQM (Emirates Quality Mark) for compliance within the UAE. All partner brands are ECAS compliant. Customers can be assured that our products are of high quality with effective water efficiency, manufactured by an organisation that implements a high-standard quality management system.



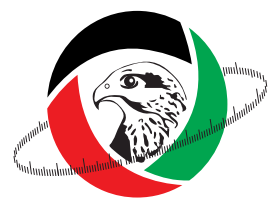
**ECAS**

Restriction of Hazardous Substances (RoHS) regulates the use of certain hazardous substances in electrical and electronic equipment. G-Mark (GSO) is for products compliant to be sold within GGC member states and is a mandatory requirement for low voltage electrical equipment (LVE), ensuring its safety for consumer use. SANIPEX GROUP categories under these certifications include appliances, washroom hand dryers and lighting.



**MoIAT**

We are MOIAT certified to comply with UAE and Gulf standards. MoIAT certifies compliance for electrical (ECAS) and mechanical (EQM/ECAS) products, ensuring safety and quality assurance as well as optimal water efficiency. Water output levels are tested and graded to economise water consumption in the UAE.



**SASO**

Saudi standards, Metrology and Quality Organisation SASO product certificate of Conformity (PCOC), verifies our mechanical and electrical products entering Saudi Arabia are free from defects that may affect the health and safety of consumers. All our water fixture products conform to the specifications of SASO 2655/2656 for Water Efficiency labels.



**Made in the Emirates**

The Made in the Emirates Mark highlights products that are manufactured in the UAE, supporting the nation's industrial growth and local economy. It also reflects compliance with national quality and safety standards, ensuring our products meet the highest benchmarks.

This certification applies to BAGNODESIGN Alpine basins, countertops and urinal partitions, as well as GYMKHANA fire tables and planters."



**G-Mark (GSO), IECEE, SQM**

Multiple certification systems ensure product safety and compliance in Saudi Arabia, including G-Mark (GSO). The international scheme for Mutual Recognition of Test Certificates for Electrical Equipment (IECEE) ensures the safety of electrical and electronic equipment, devices and components and recognised in over 50 countries, including Saudi Arabia. Products include coffee machines and dishwashers. The Saudi Quality Mark (SQM) ensures building materials and other relevant products comply with the technical regulations and specifications of Saudi Arabia. Categories covered include tiles, slabs and gas appliances.



**LEED & WELL**

With LEED and WELL v2 2018, our products contribute to points across various categories for approaches to water and energy consumption with our touchless sensor-operated ranges and flow-restricting aerators promoting utmost water efficiency.



**WRAS**

Many products are WRAS-approved for Europe & UK. To attain WRAS certification many of our whole products such as shower valves and basin mixers undergo mechanical and water quality testing for approval to demonstrate products are of an appropriate quality and standard.



**ISO**

As an ISO 9001:2015 (Quality Management System) accredited company, our primary focus is the customer. We aim to source and provide high-quality and long-lasting products while ensuring that the service provided during both pre- and post-sales activities is of a continually high standard. As a Group, we are dedicated to reducing our impact on the environment through preventing pollution from our products & services. We are committed to complying with all applicable legal, regulatory and statutory environmental requirements, including those of our interested parties in accordance with ISO 14001:2015 (Environmental Management System).

Minimising  
**Environmental** Impact

# Minimising Environmental Footprint

## Environmental Policy

We have recently updated our Environmental policy to reflect a more balanced and representative approach to sustainability within our business, while remaining true to the environment. As part of our ongoing journey, we want to be transparent about where we are today and how we are working to reduce our impact on the environment. Our key commitments include:



## Energy Efficiency

Energy efficiency remains an area with room for improvement. To enhance performance, we plan to install solar panels and carry out AC retrofitting initiatives in the next financial year.

## Greener Logistics

We optimise transportation routes using advanced planning software and GPS tracking to reduce fuel consumption and emissions. Our consolidation centre in Italy enables smaller supplier shipments to be combined into full container loads, improving load efficiency and reducing unnecessary transport. We currently use B5 biodiesel and aim to increase this to B10 within two years. To further lower our environmental impact, since 2019, our logistics operations have been fully paperless, eliminating 3.8 million sheets of paper (19 tonnes) over five years.

## Carbon Emissions

Measuring our GHG footprint helps us to identify the major sources of our emissions and build upon our action strategy.

## Scope 1 and Scope 2

Over the last two years, we have computed our emissions for both Scope 1 and Scope 2.\* Last year our emissions have increased 28% compared to the previous year. The increase in GHG emissions is attributed to our exponential growth, including a 21% expansion in our workforce and the addition of new showrooms and facilities in the UAE.

Scope (in tonnes of CO2e)	FY 2024	FY 2025
<b>Scope 1 Direct Emissions:</b> Emissions from company trucks	855.7	1140.7
<b>Scope 2 Indirect Emissions:</b> Electricity consumed in our facilities	1070	1322
<b>Total GHG Emissions</b>	<b>1925.7</b>	<b>2462.7</b>

## Scope 3 Emissions

At this stage, we are not calculating Scope 3 emissions because our current efforts are focussed on accurately measuring and reducing Scope 1 and Scope 2 emissions. These categories are directly under our operational control and represent the most immediate opportunities for emission reduction. Once we have established a robust framework for tracking and managing Scope 1 and 2 emissions, we plan to expand our assessment to include Scope 3 emissions.



We have been awarded the Dubai Chamber of Commerce ESG Label, with 90% score out of 100. This achievement reflects our team's dedication to sustainability and responsible practices.

\*The Greenhouse Gas (GHG) Calculations were calculated using the United Nations Framework Convention on Climate Change (UNFCCC) Greenhouse Gas Emissions Calculator.

# Green Procurement

*Proud of our partnerships, we collaborate with innovative and sustainable suppliers to guarantee the use of clean energy sources, eco-friendly materials and resource-efficient products.*

## **Supplier Assessment**

Close collaboration with our key suppliers is essential to achieving our sustainability goals. We source products from leading global brands, carefully chosen to suit our company and our client's needs.

We conduct surveys with all our suppliers and detailed assessments for top suppliers to ensure effective quality and environmental management systems. New supplier factories undergo audits to verify compliance with manufacturing standards and worker health and safety. For next year, we are developing a more detailed audit policy to establish stricter health and safety protocols, as well as environmental compliance for new suppliers.



## **Supplier Practices**

Most of our suppliers source from clean energy outlets. Amongst our top twenty suppliers, 34% of the energy used is sourced from renewable sources.

Notable examples include Italian brassware manufacturer Nobili, which has achieved net-zero carbon emissions by using 100% renewable energy, recycled materials and eco-friendly packaging. Its Suno production plant has a 1 MW photovoltaic system installed on its roofs which reduces energy consumption by 40%. Geberit makes durable, long-lasting sanitaryware that saves water. 79% of its electricity comes from renewable sources.

## **Durable Materials**

Our Outdoor Living brands such as Talenti feature quality, durable materials like FSC certified Accoya wood, teak and recyclable aluminium to withstand harsh climates, minimising the need for frequent replacements. Similarly, our Lighting brands incorporate recycled fabrics and locally sourced materials like Murano glass and brass. Leading by example is Olé Lighting, which removes over 4 tons of plastic from oceans every year by recycling and integrating it into its cord collections.

Many of our Tiles and Slab brands use eco-friendly technologies to produce products with carefully extracted raw materials and recycled materials. For example, FAP Ceramiche's positive environmental impact is outlined in its own certified Environmental Product Declaration (EPD) and clean manufacturing processes, while Del Conca recycles 100% of process water, dust and production waste.

## **Eco-Friendly Choices**

For our clients, we help to save both water and energy with our touchless items that offer pre-set flow rates and temperatures. Flow restrictors are also installed in many of our mixers, as well as from our partner brands to maximise efficiency. Thermostatic shower valves for our showers help customers to preset temperatures.

Increasing the energy efficiency of the hotelier, and their guests, **Aliseo** consistently develops processes that extend product life cycles. Meanwhile, **Dolphin** has a deep sense of responsibility to provide sustainable washroom products, notably its commercial sensor taps which help save of 70% water, and its low-energy hand dryers.



# Water Efficiency

*As we offer a wide range of water fixtures, water efficiency is a material topic for our business. Our sustainability strategy is driven by innovative product design and adherence to recognised standards, alongside a continued focus on water conservation across operations and end use.*

## **Water Efficiency of Products**

All our water fixture products comply with international green building rating standards, are tested in IAS-accredited laboratories and have received an A rating in water efficiency. Additionally, all our products meet the specifications of SASO 2655/2656\* for water efficiency labels and Technical Regulation M.A-156-16-03-06.

## **Emirates Quality Mark**

As one of the few in our industry, our BAGNODESIGN and AQUAECO products are certified with EQM for compliance within UAE Water Efficiency Standards.

## **WRAS**

Many products are WRAS approved for Europe & UK. To attain WRAS certification, many of our whole products such as shower valves and basin mixers undergo mechanical and water testing for approval to demonstrate products are of an appropriate quality and standard.

## **Water Recycling in Slab Fabrication Facility**

In our Slab Fabrication facility, we use water for cutting, profiling and grooving porcelain tiles to not only ensure a precise cut, but also to reduce dust inhalation. This operation consumes up to 340,000 litres per day. To manage this, we have partnered with a leading UAE water treatment and recycling specialist to install a custom water treatment and recycling plant on-site. Using techniques like gravitational separation, media filtration and chemical treatment, we treat and recycle the water and reduce our consumption significantly. Our water recycling plant has a capacity of 123,000 m<sup>3</sup> per year.



\*SASO 2655/2656 - Water efficiency labels for faucets, showers and toilets based on the Saudi Arabia Water Efficiency Regulation.

# Reduction From Source

*At SANIPEX GROUP we follow the waste management hierarchy, giving top priority to waste prevention from source, followed by re-use, recycling and finally disposal.*

## **In the last year alone, we diverted 161 tonnes of waste from landfill.**

In our Jebel Ali facilities, we manage waste by segregating recyclable materials into three main streams: paper, plastic and metals. These are processed through baling machines, which compress the waste for efficient storage and transportation, before being collected by a verified third-party recycling company.

Over the past year, 161 tons of waste were successfully diverted through certified recycling processes, including metal, paper, plastics and e-waste. Our e-waste recycling ensures the safe disposal of confidential data and responsible recycling by verified partners.

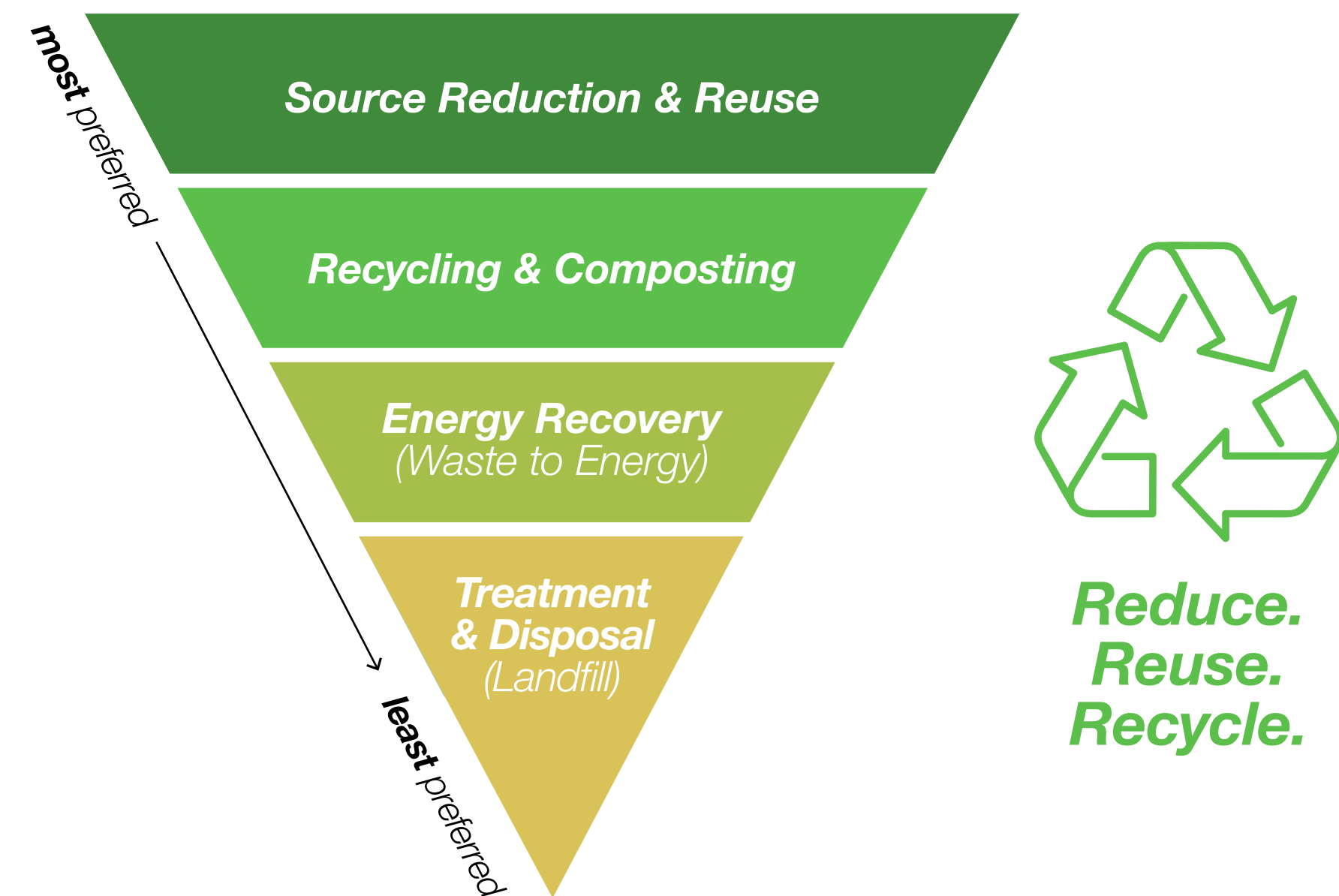
Materials that cannot be recycled, or for which no recycling facilities exist in the UAE, are safely disposed of by the municipality.

## **Hazardous Waste**

The only hazardous waste we generate is garnet abrasive from waterjet cutting, which is 100% recycled. This waste is responsibly managed by the supplier, who retrieves it and ensures it is properly recycled.

## **Tile Waste**

At present, our facilities generate 420 tons of ceramic waste, accounting for 72% of our total waste. Due to the limited availability of recycling facilities in the UAE, these materials are currently sent to landfill. As part of this, we are exploring the potential to incorporate porcelain waste from our fabrication process into an innovative range of recycled tiles.





# Social Sustainability

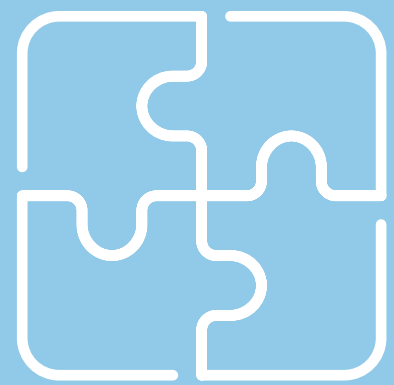
# Statement of **Philosophy**

*At SANIPEX GROUP our intentions are to maintain a work environment that cultivates personal and professional growth for all employees.*

## **Empowering Our Employees**

Collaboration fuels our growth at SANIPEX GROUP. We are a family; we are a team, and we work together to deliver the best possible service to our customers. We cultivate a thriving workplace culture that values and supports every employee while enabling them to achieve their full potential.

**Maintaining such an environment is the responsibility of every SANIPEX GROUP employee by:**



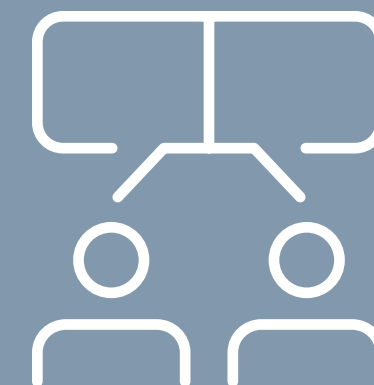
Fostering **cooperation**  
and communication amongst  
each other



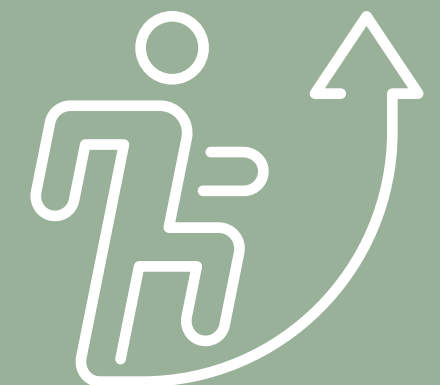
Treating each other fairly;  
with **dignity and respect**



Promoting **teamwork**  
collaboration in all relationships  
and ensuring performance  
standard expectations are met



Encouraging **open  
communication**  
with managers



Nurturing the **growth  
and development**  
of employees

# Great Place To Work

“Within SANIPEX GROUP, diversity is our strength. With over 800 staff members from 47 nationalities, we celebrate the tapestry of backgrounds that enrich our workplace - taking pride in the fact that a quarter of our employees have worked with us for over a decade. We are a family, we are a team and we work together to deliver the best possible service for our customers”.

**Daryl Barker CEO, SANIPEX GROUP**



## Empowering Our Employees

Collaboration fuels our growth at SANIPEX GROUP. We are a family; we are a team, and we work together to deliver the best possible service to our customers. We cultivate a thriving workplace culture that values and supports every employee while enabling them to achieve their full potential.

## Workforce Composition

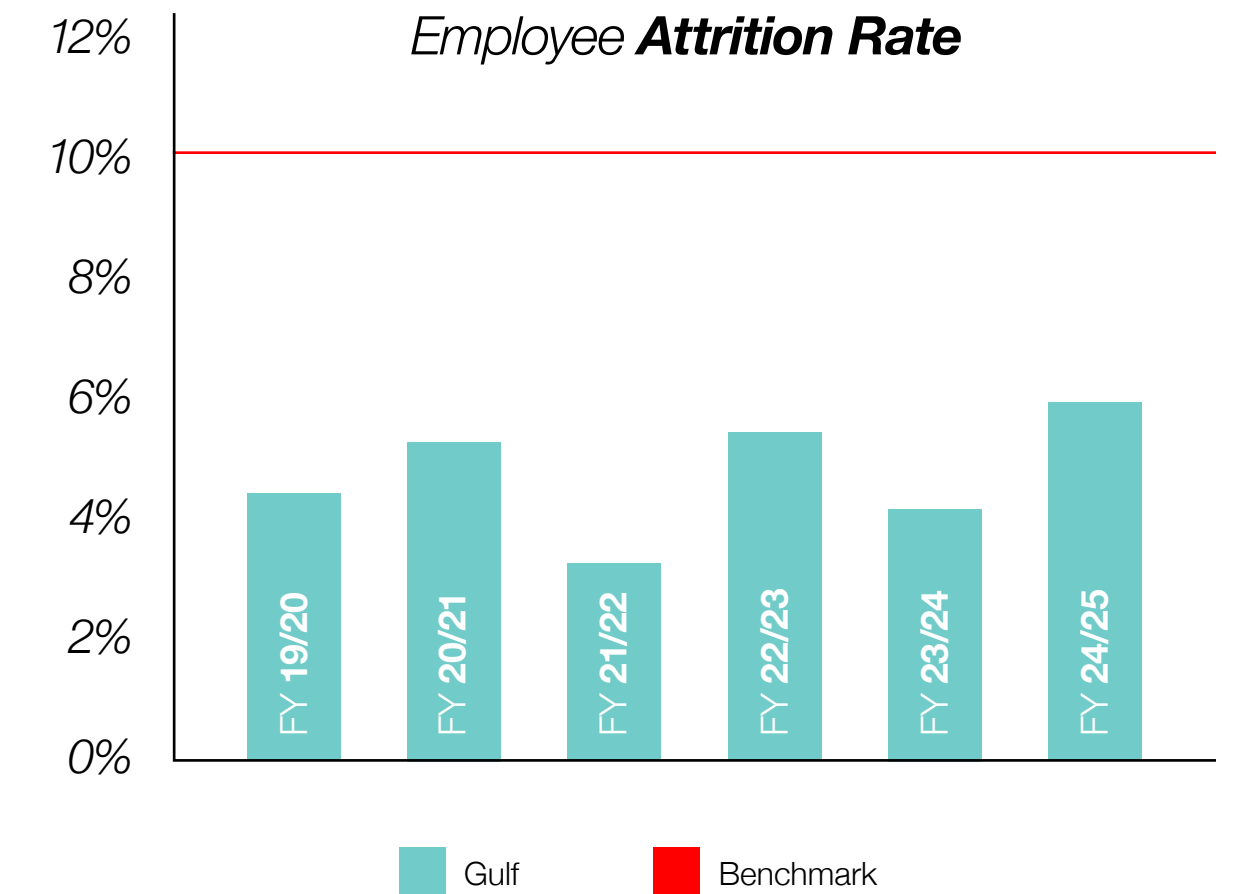
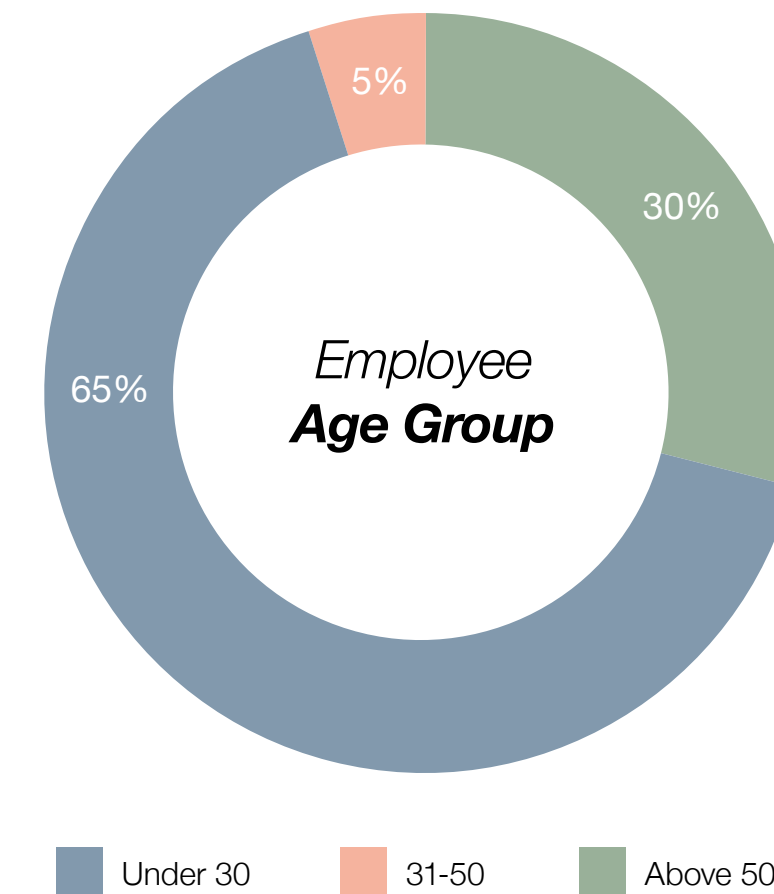
Our objective is to attract and retain top talent as an attractive employer with an open corporate culture and plenty of career growth opportunities. Our low employee turnover rate shows that our employees are staying with SANIPEX GROUP for a longer time. This success stems from how we manage talent, our engaging corporate culture, how we recognise talent, and our fair and equal treatment of our people.

## Diversity & Inclusion

With over 800 members of staff from 47 nationalities at SANIPEX GROUP, we are proud to acknowledge that 20% of our employees have contributed their expertise for over 10 fulfilling years. We cover a broad spectrum of talent, embrace ideas and perspectives from all sources, and strive to provide each individual with the opportunities they need to contribute to our success and to feel a sense of belonging and personal growth.

## Diversity at a Glance

- 47+ Nationalities
- 35% Female = 41% of which are in managerial positions
- 65% Male



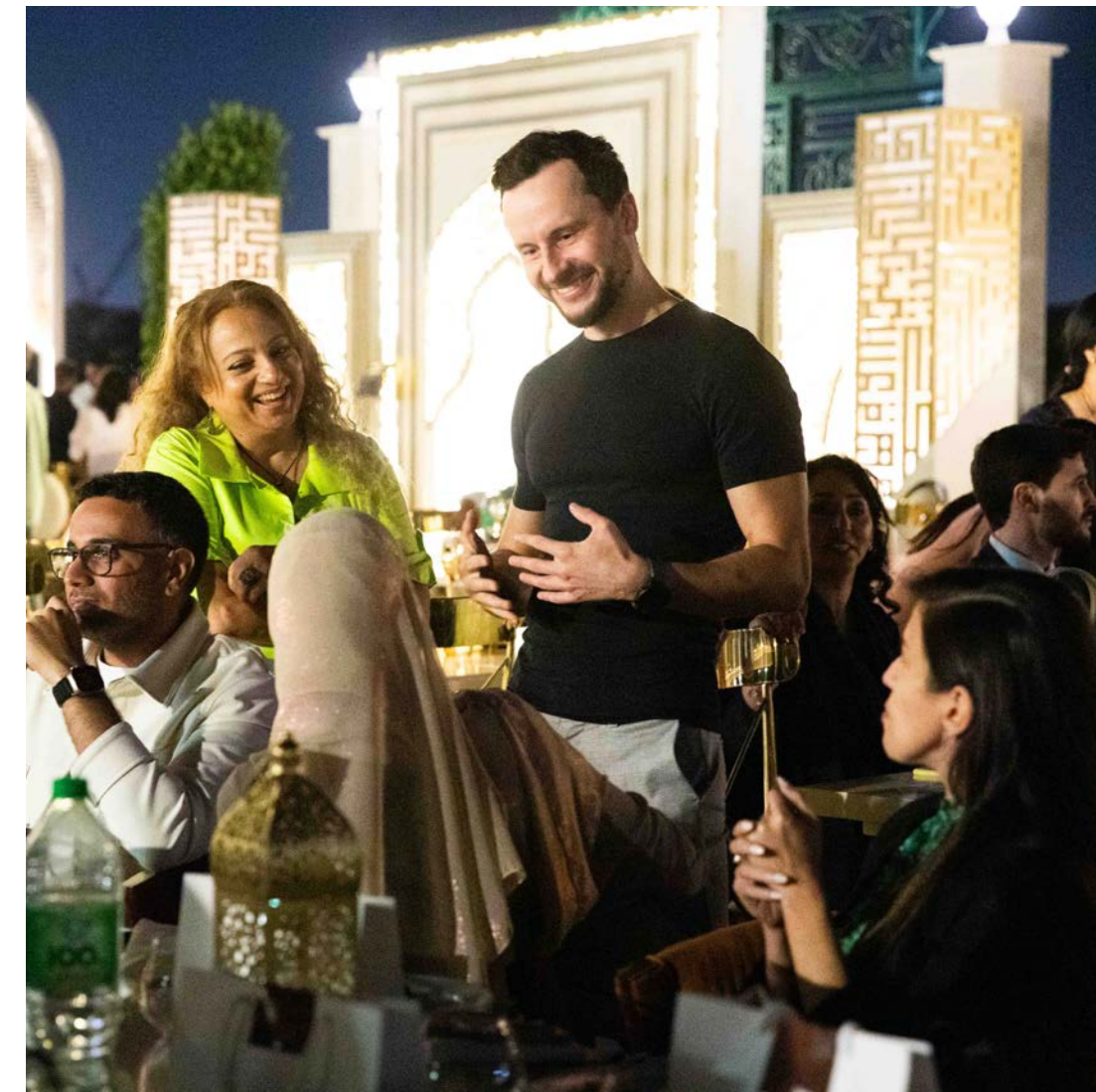
# Engaging Events

*At SANIPEX GROUP, we believe companies that play together stay together.*

Through engaging team-building activities and social events, we aim to strengthen bonds and boost morale, nurturing a positive culture where each member feels valued and connected. This is essential for our employee's personal growth and the success of the company as a whole.

While our annual staff parties in the UAE and Qatar celebrate success and recognise team contributions, we also participate in sporting events such as the Dubai Corporate Games 2025, along with padel and cricket tournaments, complemented by initiatives like Breast Cancer Awareness Month.

Cultural celebrations like Onam, Christmas Jumper Day and festive workshops in our UK offices, including wreath-making, also bring people together where spirits are high. Our family spirit and legacy are celebrated through reunions, such as a recent gathering that brought together our original SANIPEX team members. These events ensure their legacy continues to inspire younger family generations to follow in their footsteps.



# Learning & Development

*Our in-house academy ensures training and development is at the forefront of SANIPEX GROUP as we strive for excellence in everything we do.*

**With our dedicated Learning and Development team, we are fully invested in creating an environment in which our professionals can grow with us.**

We promote personal development by regularly supporting and encouraging employees to pursue both internal and external training courses. These courses aim to enhance their skill sets, which they can then apply in the workplace. We encourage internal advancement and regularly look to existing employees to fill positions within to boost motivation and morale.

## **Training Academy**

All new joiners to SANIPEX GROUP start their journey at our Training Academy in Dubai, where we conduct regular refresher and new product training sessions. In 2023, we expanded our training facilities to include a Kitchen training centre at our Jebel Ali Product Development facility. This ensures that all our teams are fully equipped to provide the best possible advice to our clients.

Our partner brands from around the world join us at our academies to provide comprehensive on-site training. This ensures they possess the knowledge to confidently address any questions from clients.



# Learning & Development

*Our in-house academy ensures training and development is at the forefront of SANIPEX GROUP as we strive for excellence in everything we do.*

## **Management Development Programme**

Our Management Development training programmes prepare employees for leadership roles with new skills and knowledge. Introduced in 2023, they offer tailored training opportunities and have subsequently strengthened careers within SANIPEX GROUP.

## **Emiratization**

At SANIPEX GROUP, we contribute to the UAE’s national agenda by creating meaningful career opportunities for Emirati talent.

We actively partner with local universities, career platforms, and government initiatives such as Nafis to attract Emirati candidates, while our Talent Acquisition team maintains a strong pipeline. Once onboarded, Emirati employees are supported through tailored mentoring and structured career development pathways designed to prepare them for future leadership roles.

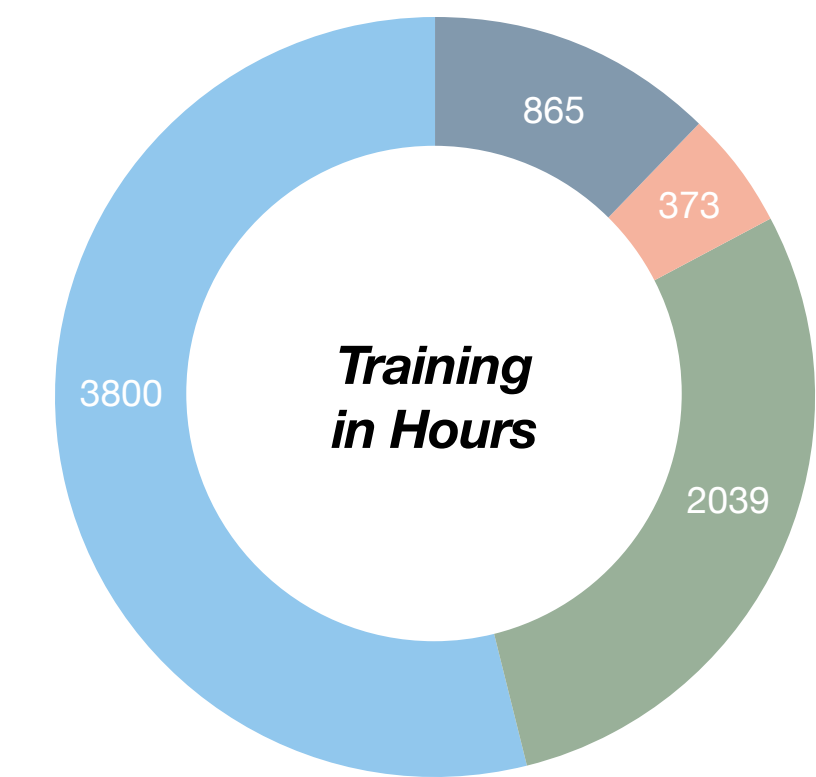
In 2025, we strengthened our Emiratization efforts by allocating additional resources within Talent Acquisition, resulting in faster interview turnaround times and an increase in Emirati hires. We are proud to be building a growing community of Emirati colleagues whose contributions align with our business objectives and support the UAE’s vision for a sustainable and inclusive workforce.

We hired eight Emiratis across Dubai and Abu Dhabi last year. Our target for 2025 is to reach a minimum of 14 Emirati employees across the UAE.

## **Graduate Trainee Programme**

We have established a structured Graduate Trainee Programme since 2020 designed to provide comprehensive, hands-on experience across multiple functions of the business.

Through guided rotations, mentorship, and skills-based learning, participants gain a thorough understanding of our operations and culture. Upon successful completion of the programme, graduates are well prepared to begin their careers with SANIPEX GROUP, supporting our continued growth while contributing to the development of the next generation of industry professionals.



■ Induction ■ Compliance ■ Development Training ■ Product Training (Including Suppliers)

# Safety & Wellbeing

*Keeping people safe is at the heart of what we do.*

**We believe safety is everyone's responsibility, and we encourage looking out for one another and speaking up whenever something does not feel right. By planning work carefully, managing risks and encouraging open communication, we aim to prevent incidents before they occur.**

## **Encouraging Open Communication**

To make safety reporting easier and more accessible to everyone, we have introduced an HSE management software system. Employees across our warehouses, manufacturing facilities, and offices can quickly scan a QR code to report any safety concerns or observations directly to the relevant manager. This simple process encourages early reporting and allows us to address potential hazards before they turn into serious incidents. We have also introduced monthly HSE meetings involving the Head of Manufacturing, warehouse leadership and departmental managers. These sessions provide an open forum to discuss safety observations, incidents, corrective actions and progress on improvement initiatives, helping us stay aligned and continuously strengthen our safety culture.

## **Adherence to Regulations**

Our health and safety practices are fully aligned with the requirements and guidelines issued by UAE and Free Zone authorities. We operate under a robust health and safety management system designed to identify hazards, assess risks and implement effective mitigation measures to ensure a safe working environment for employees, contractors and visitors.

## **Reported Injuries**

During the past year, we recorded one work-related injury. Immediate action was taken, and corrective and preventive measures were implemented without delay. Further controls are being strengthened to enhance contractor and visitor safety particularly in relation to site supervision and the work permit system.

## **Incident Reporting**

Employees across our facilities are encouraged to report incidents as soon as possible. Incident reports are documented for thorough investigation and to implement preventive measures system which identifies, assesses and mitigates risks.



## **Employee Wellbeing**

Placing a strong emphasis on supporting the mental health and emotional wellbeing of our employees, we recently rolled out new wellness initiatives aimed at encouraging self-care and personal development.

## **Health Initiatives**

Discounted flu vaccinations across the UAE  
Free voucher for breast cancer screening during Pinktober

## **Free Wellness & Development Webinars**

Healthy eating and gut health during Ramadan  
Investing and financial literacy  
Corporate social responsibility (CSR) webinars  
Legal wellness

These efforts aim to reduce sickness-related absences, boost productivity and improve employee engagement, satisfaction and motivation.

# Governance & Ethics

# Governance & Structure

*Effective governance and structured organisational frameworks are essential for fostering sustainable growth at SANIPEX GROUP.*

**Through strong governance, we can effectively manage human, environmental, economic and financial resources, upholding our accountability, transparency and efficiency while following all regulations.**

SANIPEX GROUP is operated by a main board of directors: Chief Executive Officer, Chief Operating Officer, Group Finance Director, Managing Director of Trade & Projects, Group Commercial Director and Group Marketing Director. Group board meetings are held monthly and chaired by the Chief Executive Officer (CEO).

The Group Board is responsible for all aspects of executive management, strategic planning, and legal and accounting compliance across the business. It sets priorities and targets for all areas of the organisation, along with the required standards of performance. In addition, Environmental and People policies also fall under the responsibility of the Group Board.

EY conducts an annual financial audit of all our business entities. This audit assures EY and our shareholders that our financial statements fairly represent SANIPEX GROUP's financial position. It also adds credibility to our financial statements, giving shareholders confidence that the accounts are accurate and reliable.

## **Aliph Capital**

Aliph Capital, an ADGM-based private equity firm, acquired a 25% minority stake in SANIPEX GROUP this year. The investment supports SANIPEX GROUP's long-term growth strategy and strengthens our governance through an experienced strategic partner.

This partnership will support regional expansion, including new showrooms and a flagship Design Centre in the UAE. Aliph's Founder & CEO and Managing Director have both joined the Board, enhancing oversight and strategic direction. The investment reflects confidence in SANIPEX GROUP's management, market leadership, and sustainable growth trajectory.



**Daryl Barker**  
CEO



**Guy Wilson**  
Group Managing Director  
Trade & Projects



**Paul Raynor**  
Chief Operating Officer



**Vipul Amin**  
Group Finance Director



**Kerrie Black**  
Group Merchandising &  
Marketing Director



**James Brazier**  
Group Commercial Director



**Huda Al-Lawati**  
Investor, Founder & CEO,  
Aliph Capital



**Gaurav Wadhwa**  
Investor, Managing Director,  
Aliph Capital

# Ethics & Integrity

*Our organisational culture is shaped by equal treatment and respect for one another.*

## **Regulation Compliance**

We are operating in accordance with all applicable laws and regulations set by the UAE government and JAFZA freezone.

## **Standards of Conduct**

All of our employees are expected to comply with the offer letter, adhere to the intent of all relevant laws, and refrain from any illegal, dishonest, or unethical conduct. Our code of conduct outlines all the guidelines to be followed by our employees to uphold our company's ethics and integrity.

### **All employees are expected to:**

- Perform duties with care, diligence, professionalism, loyalty and integrity.
- Treat colleagues with courtesy and be sensitive to their rights, duties and aspirations.
- Not to take, or seek to take, improper advantages of any official information acquired during official duties; and behave in a manner that maintains or enhances SANIPEX GROUP's reputation and professional standing.
- Maintain confidentiality of all information received during employment at all times.
- Prohibit the offering, giving, soliciting, or receiving of any form of bribe.

## **Discrimination**

SANIPEX GROUP prohibits any acts which may directly or indirectly be construed as discrimination or harassment based on (including without limitation):

- Age
- Race, ethnic origin, nationality or skin colour
- Gender
- Religious or political convictions
- Membership or non-membership of a trade union
- Disabilities, illness, sensor impairments or learning difficulties

## **Disciplinary and Grievance Procedure**

Disciplinary action at SANIPEX GROUP follows a structured escalation path: verbal warning, followed by three written warnings with possible dismissal on the third warning. Any grievance is mandated to be addressed to the immediate supervisor with notification to HR. Further escalations are arbitrated by the relevant Director and HR.



# Data Security

*Confidentiality and the protection of customer information is important to us. We secure all personal data we receive with the latest technology and cyber security.*

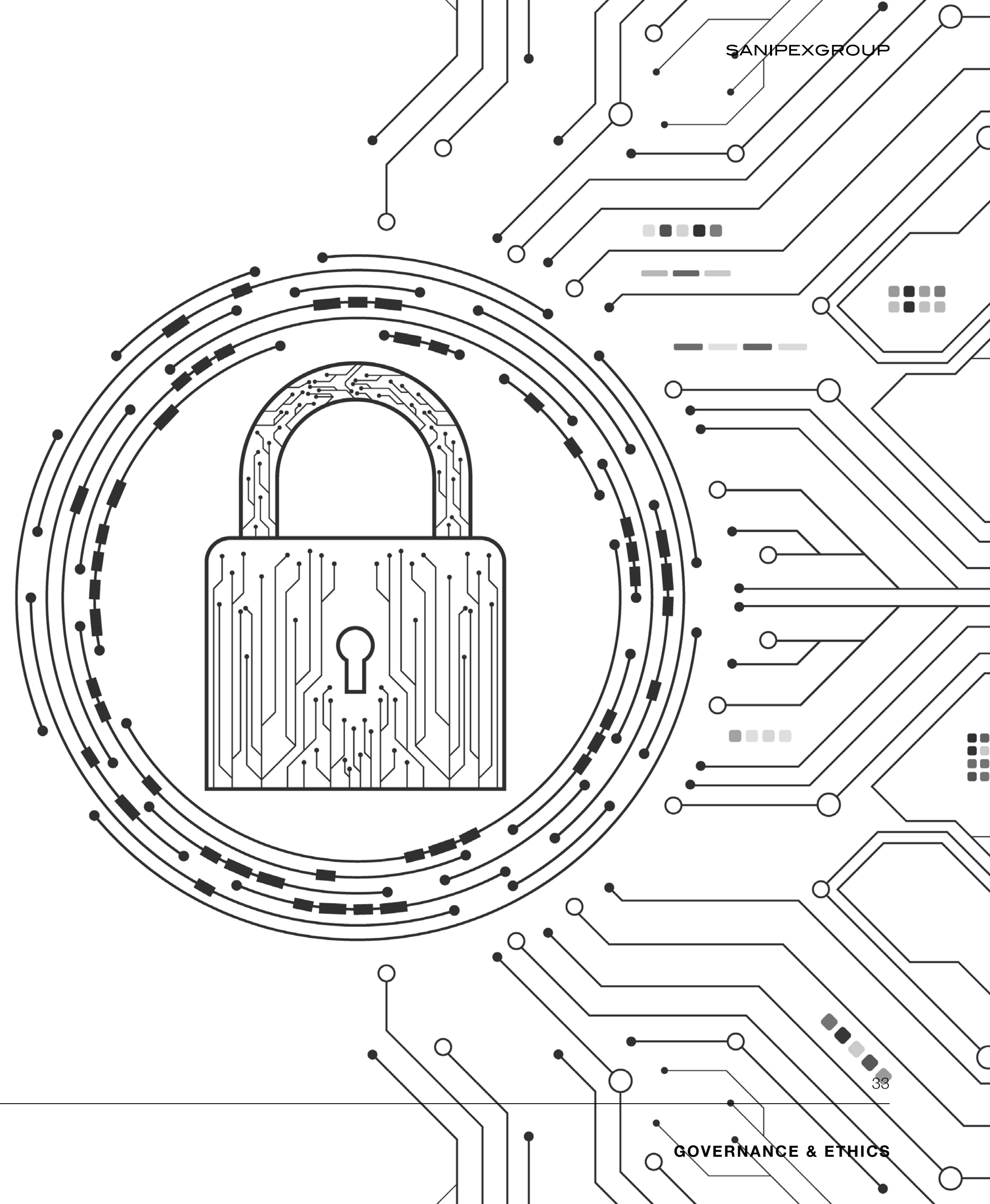
Sanipex Data, ERP System and Enterprise web applications are protected by Role Based Access Control (RBAC) permissions. These permissions are centrally managed and assigned to staff upon onboarding or at the line manager's request. Encryption is a crucial layer for our data protection strategy, and it is applied to the ERP System, Enterprise Web applications and Sanipex Data Centre.

We are implementing a Cyber Security Awareness programme for all employees, detailing best practices and protocols to protect against online threats and safeguard sensitive data.

Each year, we run a data destruction and asset disposal programme with local partners in the UAE, Qatar and the UK. This ensures that all data is recycled and decommissioned assets are properly destroyed according to industry standards, making sensitive information unrecoverable.

Our ERP System and Enterprise web applications are equipped with DigiCert SSL Security certificates, ensuring all data communication occurs over HTTPS protocol and is encrypted with 256-bit symmetric encryption.

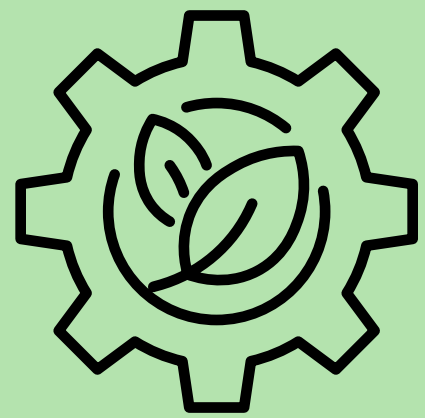
We stay updated on the latest security developments and trends as well as emerging risks, threats and vulnerabilities.



# Future Initiatives

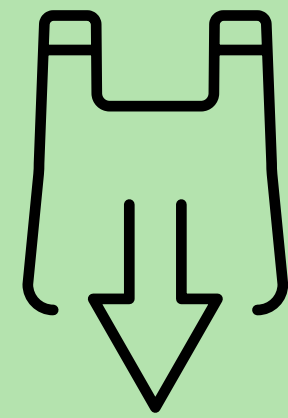
# Future Initiatives

*This year, we celebrate our achievements and look forward to expanding our sustainability efforts next year to reduce our environmental impact and create a positive impact on society.*



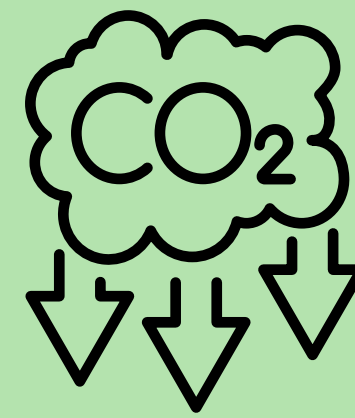
## **Product Sustainability**

- We are deepening our commitment to sourcing durable, high-quality materials that extend product lifecycles and reduce environmental impact through longevity.
- To better support sustainable projects, we are currently mapping out Environmental Product Declarations (EPDs) for our core sanitaryware and brassware lines.



## **Eco-Friendly Packaging**

- Transitioning to reusable options in warehouses wherever feasible
- Increasing the recycled content of our packaging
- Eliminate single-use plastic where possible



## **Reduce Emissions**

- Decreasing emissions intensity by 10%
- Conducting energy audits across all facilities and implementing efficiency measures
- Evaluating opportunities to install solar panels at our Jebel Ali facilities



## **Invest in Greener Logistics**

- Increase the use of biofuel in our delivery trucks by 10% by transitioning from B5 to B10
- Evaluating the possibility using electric trucks



## **Increase Awareness**

- Hosting quarterly trainings on sustainability topics
- Community engagement events
- Becoming members of various green building organisations
- Increasing supplier audit screening to enforce environmental compliance

# Appendix

# GRI Content Index

GRI Content Index	Disclosure	2025 Response (page number)
GRI 2 General Disclosures 2021	2-1 Organisational details	About Us (p.8)
	2-2 Entities included in the organisation's sustainability reporting	About This Report (p.8)
	2-3 Reporting period, frequency and contact point	About This Report (p.8)
	2-4 Restatements of Information	Minimising Environmental Impact (p.19)
	2-5 External assurance	No external assurance was obtained
	2-6 Activities, value chain and other business relationships	About Us (p.8)
	2-7 Employees	Great Place to Work (p.25)
	2-9 Governance structure and composition	Governance & Structure (p.31)
	2-10 Nomination and selection of the highest governance body	Governance & Structure (p.31)
	2-12 Role of the highest governance body in overseeing the management of impacts	Governance & Structure (p.31)
	2-13 Delegation of responsibility of managing impacts	Materiality Assessment (p.13)
	2-14 Role of the highest governance body in sustainability reporting	This report has been reviewed and approved by the Board of Directors
	2-22 Statement on sustainable development strategy	Sustainability Strategy (p.10)
	2-23 Policy commitments	Sustainability Strategy (p.10)
	2-24 Embedding policy commitments	Sustainability Strategy (p.10-13)
	2-25 Processes to remediate negative impacts	Sustainability Strategy (p.10)
	2-27 Compliance with laws and regulations	Ethics & Integrity (p.32)
2-28 Membership associations	Sanipex Group is not member of any associations	
2-29 Approach to stakeholder engagement Our Stakeholders	Ethics & Integrity (p.32)	

# GRI Content Index

GRI Content Index	Disclosure	2025 Response (page number)
GRI 3 Material Topics 2021	3-1 Process to determine material topics	Materiality Assessment (p.13)
	3-2 List of material topics	Materiality Assessment (p.13)
	3-3 Management of material topics	Materiality Assessment (p.13)
GRI 302: Energy 2016	302-1 Energy Consumption within the organisation	Minimising Environmental Impact (p.19)
	302-4 Reduction of energy consumption	Minimising Environmental Impact (p.19)
GRI 303: Water and Effluents 2018	GRI 3-3 Management of material topics	Water Efficiency (p.21)
	303-2 Management of water discharge related impacts	Water Efficiency (p.21)
	303-5 Water consumption	Water Efficiency (p.21)
GRI 305: Emissions 2016	GRI 3-3 Management of material topics	Minimising Environmental Impact (p.19)
	305-1 Direct (Scope 1) GHG emissions	Minimising Environmental Impact (p.19)
	305-2 Energy indirect (Scope 2) GHG emissions	Minimising Environmental Impact (p.19)
	305-3 Other indirect (Scope 3) GHG emissions	Currently we do not calculate Scope 3 emissions
	305-4 GHG emissions intensity	Minimising Environmental Impact (p.19)
	305-4 Reduction of GHG emissions	Minimising Environmental Impact (p.19)
	305-6 Emissions of ozone depleting substances (ODS)	Currently we do not calculate the emissions of Ozone Depleting Substances (ODS)
GRI 306: Waste 2020	GRI 3-3 Management of material topics	Reduction from Source (p.22)
	306-1 Waste generation and significant waste-related impacts	Reduction from Source (p.22)
	306-2 Management of significant waste-related impacts	Reduction from Source (p.22)
	306-3 Waste generated	Reduction from Source (p.22)
	306-4 Waste diverted from disposal	Reduction from Source (p.22)
	306-5 Waste directed to disposal	Reduction from Source (p.22)

# GRI Content Index

GRI Content Index	Disclosure	2025 Response (page number)
GRI 401: Employment 2016	GRI 3-3 Management of material topics	Ethics & Integrity (p.32)
	401-1 New employee hires and employee turnover	Workforce Composition (p.25)
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Each employee is given a monthly salary consisting of basic salary & other allowances as per contract (e.g. housing allowance, transport allowance, bonus)
GRI 403: Occupational Health and Safety 2018	GRI 3-3 Management of material topics	Safety & Wellbeing (p.29)
	403-1 Occupational health and safety management system	Safety & Wellbeing (p.29)
	403-2 Hazard identification, risk assessment and incident investigation	Safety & Wellbeing (p.29)
	403-3 Occupational health services	Safety & Wellbeing (p.29)
	403-5 Worker training on occupational health and safety	Safety & Wellbeing (p.29)
	403-6 Promotion of worker health	Safety & Wellbeing (p.29)
	403-9 Work-related injuries	Safety & Wellbeing (p.29)
	401-3 Parental leave	New fathers and mothers are given 5 working days of parental leave, in addition to 60 calendar days of maternity leave for mothers
GRI 404: Training and Education 2016	GRI 3-3 Management of material topics	Learning & Development (p.27-28)
	404-2 Average hours of training per year per employee	Learning & Development (p.27-28)
	404-3 Programmes for updating employee skills and transition assistance programmes	Learning & Development (p.27-28)
GRI 405: Diversity and Equal Opportunity 2016	GRI 3-3 Management of material topics	Ethics & Integrity (p.32)
	405-1 Diversity of governance bodies and employees	Ethics & Integrity (p.32)
GRI 414: Supplier Social Assessment 2016	GRI 3-3 Management of material topics	Green Procurement (p.20)
	414-1 New suppliers screened using social criteria	Green Procurement (p.20)

# Glossary of Terms

**Biodiesel** - is a renewable source of fuel derived from plant, algal or animal biomass.

**B10 Diesel** - is a blend of 10% biodiesel and 90% conventional diesel fuel.

**B5 Diesel** - is a blend of 5% biodiesel and 95% conventional diesel fuel.

**DigiCert SSL Security Certificate** - is a digital certificate that authenticates a website's identity and enables an encrypted connection.

**ECAS** - UAE Emirates Conformity Assessment Scheme prescribes requirements for quality and safety for regulated products. The ECAS certificate is proof that the product has been approved by the UAE Federal Government through Ministry of Industry and Advanced Technology (MOIAT).

**Employee Attrition Rate** - measures how many employees leave a company over a period. It is calculated by dividing the total number of employee departures by average employee headcount and multiplying that by 100.

**Environment Vision 2030** - was developed to ensure integration amongst the three pillars of sustainability: environmental, economic and social vision, aiming to preserve and enhance Abu Dhabi's natural heritage in the efficient use of resources and enhancing the overall quality of life for everyone.

**EPD** - Environmental Product Declarations are standardised, verified documents that transparently present credible information about a product's impact on the environment over its lifetime.

**EQM** - Emirates Quality Mark is a mark of conformity granted to products that demonstrate compliance with the relevant UAE national, regional and/or international standards and are manufactured by an organisation that implemented an effective quality management system to ensure continuous compliance.

**ESTIDAMA** - is a sustainability initiative in Abu Dhabi, UAE, promoting resource-efficient building practices through the Pearl Rating System, which evaluates the sustainability of buildings and communities.

**FSC Certified** - Forest Management certification ensures that products come from responsibly managed forests.

**GHG Emissions** - Green House Gas Emissions are gases in the earth's atmosphere that trap heat. Carbon dioxide, methane, and water vapour are the major sources of greenhouse gases.

**Great Place to Work Certification** - is an esteemed recognition awarded to organisations that demonstrate a high level of employee trust and satisfaction through a rigorous assessment of workplace culture and practices.

**GRI Standards** - Global Reporting Initiative Standards are widely accepted and used by companies that publish ESG Reporting. GRI Standards allow organisations to publicly report the impacts of their activities in a structured way that is transparent to stakeholders and other interested parties

**HTTPS** - Hypertext Transfer Protocol Secure (HTTP) is widely used encryption for secure communication over a computer network.

**IAS Accredited Laboratory** - The International Accreditation Service laboratory is internationally recognised standard for competence and reliability in testing and calibration activities.

**ISO 4001** - is an internationally recognised standard for environmental management systems (EMS), providing a framework for organisations to design and implement an EMS, and continually improve their environmental performance.

**ISO 9001** - a widely accepted standard for quality management, it helps organisations of all sizes and industries in enhancing their performance, fulfilling customer expectations, and showcasing their dedication to quality.

**LEED** - Leadership in Energy and Environmental Design is globally recognised and most widely used green building rating system globally. LEED certification provides a framework for healthy, highly efficient, and cost-saving green buildings, which offer environmental, social and governance benefits.

**Materiality Assessment** - is a process of identifying, refining and assessing the social and environmental topics that matters most to the organisation and its stakeholders.

**National Climate Change Plan of the UAE 2017 - 2050** - is the UAE's comprehensive framework to address the causes and impacts of climate change, plan the transition into a climate resilient green economy and improve quality of life.

**PE Wicker** - a synthetic material that is made from high-density polyethylene fibres, which are woven together to create a durable and weather-resistant material.

**RBAC** - Role Based Access Control grant permissions to users based on their role within an organisation.

**SASO 2655/2656** - Water efficiency labels for faucets, showers and toilets based on the Saudi Arabia Water Efficiency Regulation and their water efficiency consumption rates.

**SaSO** - Saudi standards, Metrology and Quality Organisation SASO product certificate of Conformity (PCOC), verifies mechanical and electrical products entering Saudi Arabi are free from defects that may affect the health and safety of consumers.

**Scope 1 Emissions** - GHG emissions that occur operated by the organisation (e.g., fuel usage on site, company vehicles)

**Scope 2 Emissions** - indirect GHG emissions associated with the purchase of electricity, steam or cooling.

**Scope 3 Emissions** - indirect GHG emissions that occur in an organisation's value chain activities.

**UAE Net Zero 2050 Strategy** - outlines the UAE's ambitious journey towards net zero, mainly focusses on enhancing efficiency, expanding the utilisation of renewable energy sources, implementing sustainable transportation and green building practices, incorporating nature-based solutions.

**UN SDGs** - United Nations Sustainable Development Goals, adopted by all UN Member States in 2015, outlines a blueprint for global peace and prosperity centred on the 17 SDGs. These goals urges all countries to work together to end poverty, improve health and education, and address climate change while protecting oceans and forests.

**UV** - Ultraviolet light.

**VOC** - Volatile organic compounds are emitted as gases from certain solids or liquids, they include a variety of toxic chemicals, which can cause short- and long-term adverse health effects. VOCs are emitted by a wide range of products numbering in the thousands. Examples include: paints, building materials, cleaning supplies.

**WELL** - established by International WELL Building Institute, it is an international building certification that focusses exclusively on human health and wellness.

**WRAS** - The Water Regulations Approval Scheme is an independent UK certification body for plumbing products and materials, helping businesses and consumers choose compliant products that maintain safe water quality.



 bagnodesign\_official  
sanipexgroup\_official

 bagnodesignofficial  
sanipexgroupofficial

 company/sanipexgroup

 sanipexgroup-bagnodesign

 sanipexgroup

# Thank You

[www.sanipexgroup.com](http://www.sanipexgroup.com)  
[info@sanipexgroup.com](mailto:info@sanipexgroup.com)

D O N O T P R I N T T H I S D O C U M E N T I F N O T R E Q U I R E D