



PROGRESS WITH PURPOSE

Communication on Progress Report
January to December 2025

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Overview

This section provides an overview of NRS Relief, outlining our vision, mission, and organisational foundations. It covers our reporting approach, governance framework, strategic milestones, certifications, and product innovation, setting the context for our sustainability performance and long-term impact.



Acronym	Expansion
AidEx	Aid Expo - The world's leading humanitarian aid and disaster relief exhibition and conference
BS1	Bilqees Sarwar 1
BS3	Bilqees Sarwar 3
CoP	Communication on Progress
CO ₂ e	Carbon Dioxide Equivalent
COP28	28th Conference of the Parties (UN Climate Change Conference)
DIHAD	Dubai International Humanitarian Aid and Development Conference & Exhibition
EAHS	East African Humanitarian Summit
EMS	Environmental Management System
ESG	Environmental, Social and Governance
GHG	Greenhouse Gas
GRI	Global Reporting Initiative
GRS	Global Recycled Standard
HDPE	High-Density Polyethylene
HPT	High Performance Tent
HSNDS	Haji Sheikh Noor-ud-Din & Sons
ISO	International Organization for Standardization
kWh	Kilowatt-hour
LCA	Life Cycle Assessment
LDPE	Low-Density Polyethylene
MSU	Mobile Storage Unit
MW	Megawatt
NGO	Non-Governmental Organisation
OHSMS	Occupational Health and Safety Management System
QMS	Quality Management System
SA	Social Accountability
SDG	Sustainable Development Goal (used collectively as SDGs where applicable)
tCO ₂ e	Tonnes of Carbon Dioxide Equivalent
UAE	United Arab Emirates
UN	United Nations
UNGC	United Nations Global Compact



About This Report

This is NRS Relief's seventh Communication on Progress (CoP) to the United Nations Global Compact, covering activities from 1st January to 31st December 2025.

The report is structured around 7 sections: Overview, Governance, People (Social), Product (Sustainable Products and Circularity), Planet (Environmental), Prosperity (Economic), and an Executive Summary. It outlines our organisational structure and global presence; policies on human rights, labour standards, and anti-corruption; progress in eco-design and sustainable product innovation; and environmental performance across operations.

Scope of Reporting

This report covers NRS Relief's operations for the reporting period. Environmental data presented in the Planet section is reported jointly with our manufacturing partner, H. Sheikh Noor-ud-Din & Sons (HSNDS), reflecting our shared environmental footprint. While the remaining sections primarily relate to NRS Relief, references to HSNDS are included where relevant to provide context on manufacturing operations, sustainability initiatives, and performance.

Reporting Framework

The report has been prepared with reference to the Global Reporting Initiative (GRI) Standards (2016 and 2021 frameworks). It demonstrates alignment with the Ten Principles of the UN Global Compact and maps contributions to the UN Sustainable Development Goals (SDGs).



Certifications and Standards

NRS Relief holds ISO 9001:2015 certification for its Quality Management System. H. Sheikh Noor-ud-Din & Sons (HSNDS) is certified to ISO 14001:2015 (Environmental Management System), ISO 45001:2018 (Occupational Health and Safety Management System), ISO 50001:2018 (Energy Management System), ISO 14064:2018 (Greenhouse Gas Reporting), and the Global Recycled Standard (GRS). HSNDS also aligns with the principles of ISO 26000:2010 (Guidance on Social Responsibility), integrating its recommendations into business practices. In addition, HSNDS undergoes annual Sedex audits, providing independent verification of labour standards, health and safety, environmental management, and business ethics.



Our company is committed to upholding the Ten Principles of the United Nations Global Compact. Please refer to our Communication on Progress.



Sedex Affiliate Audit Company



To create a world where individuals impacted by crises are sheltered with dignity, protected by quality, and empowered by reliable aid.

Vision



Mission

To design, develop, and deliver value-engineered solutions through responsible business practices and innovation, ultimately improving the lives of impacted communities worldwide.



Letter from the Director

Dear Valued Stakeholders,

I am pleased to open NRS Relief's 2025 Communication on Progress with a reflection on the progress we have made over the past year, and to express my sincere appreciation to our colleagues, customers, and partners for their continued trust and support.

2025 was a year of significant change for the humanitarian sector. Growing needs coincided with severe reductions in funding, placing increasing pressure on aid organisations to deliver timely and efficient assistance. Throughout the year, NRS Relief remained committed to providing essential relief items that protected and assisted communities facing some of the world's most urgent crises — from earthquake responses in Afghanistan and Myanmar to conflict-affected communities in Sudan, Gaza, Ukraine, South Sudan, Mali, and Burkina Faso, as well as other emergencies around the world. Despite the challenges, we maintained production capacity at scale through resilient supply chains, reinforcing the confidence placed in us by our partners.

As humanitarian needs continued to evolve alongside climate pressures, resource constraints, and rising expectations for transparency and accountability, we remained focused on integrating environmental considerations across our operations by increasing production of our eco-friendly range of core relief items and shelters and co-developing more sustainable packaging solutions with customers.

Advancing more sustainable relief supplies requires collaboration and knowledge sharing across the wider community. To this end, we contributed to discussions on sustainable innovation in humanitarian action at the *Sustainable Innovative Solutions in the Humanitarian Field* conference, organised by Dubai Humanitarian during *DIHAD*. We also showcased our next-generation relief tents and sustainable shelter solutions at *AidEx Geneva and the East Africa Humanitarian Summit*, engaging with global stakeholders and sharing practical approaches to strengthening emergency response.

Investing in our people is central to achieving our mission. Over the course of the year, we supported learning, development and professional growth for our colleagues through our participation in the UN Global



Francesca Coccozza - Director, NRS Relief

Compact SDG Ambition Accelerator Programme and trainings. We also engaged with the next generation of professionals through the *Middlesex University Dubai Career Fair and the Scientific Platform on Sustainable Packaging* at Heriot-Watt University Dubai, connecting with students, researchers, and industry experts, to encourage knowledge sharing and collaboration across disciplines.

Looking ahead, we remain committed to the principles of the UN Global Compact and to strengthening the environmental, social, and governance practices that guide our company. Together with our colleagues, customers, suppliers, humanitarian organisations, and academic partners, we will continue to develop fit-for-purpose solutions that enable effective emergency response and contribute to a more sustainable future.

If you wish to explore opportunities for collaboration, or simply to learn more about us, please do not hesitate to contact me at francesca.coccozza@nrsrelief.com.

Yours sincerely,
Francesca Coccozza
Director, NRS Relief

Company Profile



NRS Relief, Dubai, United Arab Emirates

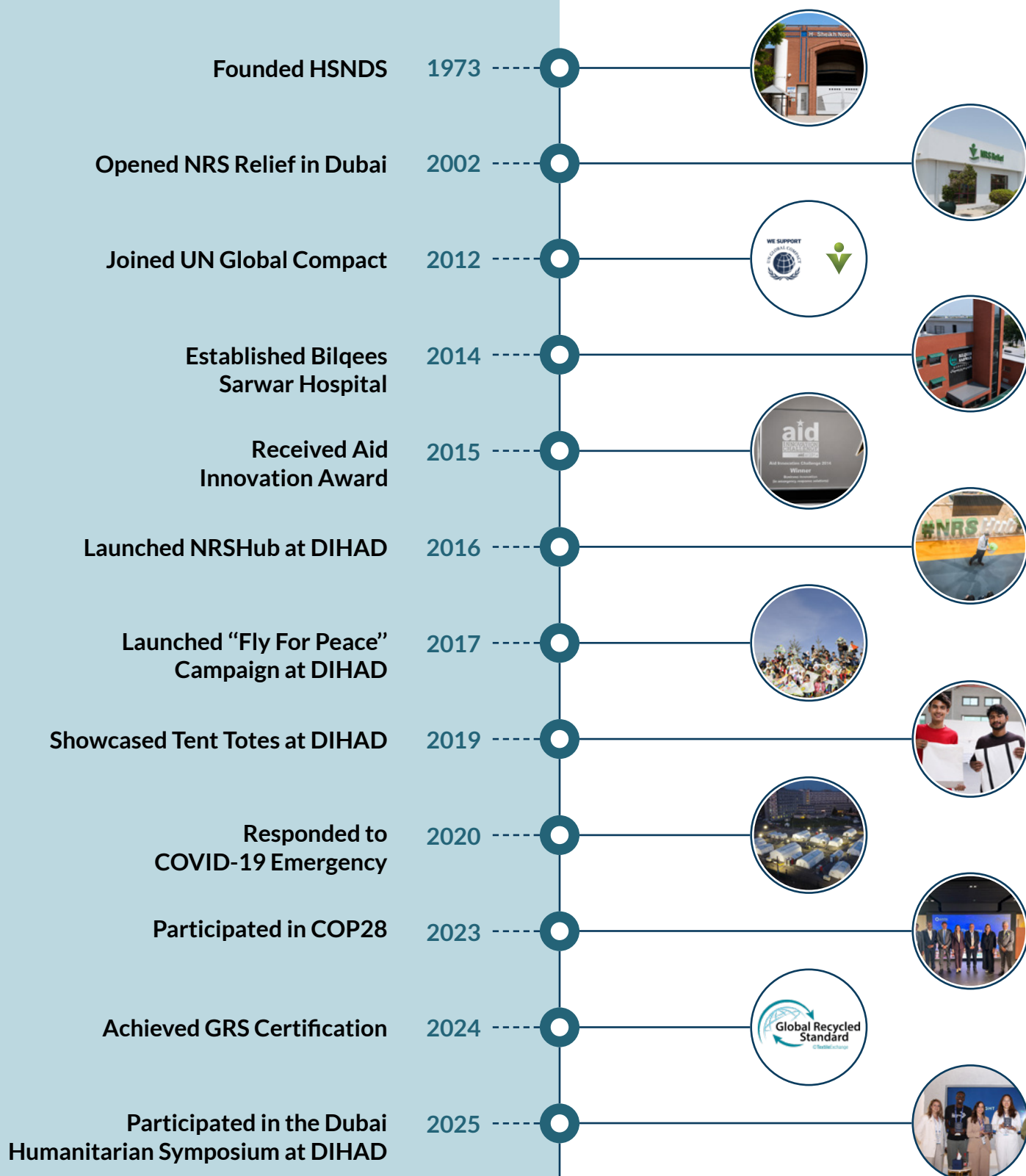
NRS Relief is a purpose-driven manufacturer and global supplier of high-quality shelter solutions and core relief items for the humanitarian sector. With over 40 years of experience, NRS Relief is trusted by UN agencies, intergovernmental organisations, and NGOs to manufacture solutions that support their efforts to protect and assist people affected by crises. NRS Relief's headquarters is based in Dubai, United Arab Emirates, from which it manages all commercial operations, including sales, marketing, logistics, and finance.

HSNDS is NRS Relief's manufacturing partner and the industrial engine behind its product portfolio. Established in 1973 in Lahore, Pakistan, HSNDS operates a state-of-the-art manufacturing facility producing tents, tarpaulins, blankets, water containers, and other core relief items at scale. HSNDS maintains rigorous standards across manufacturing, quality control and assurance, environmental management, and product development, reflecting a deep and independently verified commitment to quality, safety, and environmental stewardship.



HSNDS, Lahore, Pakistan

Corporate Milestones



Product Timeline



Governance

This section outlines our governance framework, leadership structure, policies, and decision-making processes — how we are led, how decisions are made, and how we maintain ethical conduct and oversight across our operations.

Mapping the Standards and SDGs

UNGC Questionnaire	GRI / Reporting Standards
G1 – Board/senior management engagement	GRI 2-12, 2-14, 2-22 (2021)
G2 – Code of conduct	GRI 2-23 (2021)
G3 – Individual/group responsible	GRI 2-12, 2-13 (2021)
G3.1 – Formal governance structure	GRI 2-9, 2-12, 2-13 (2021)
G4 – Risk identification, assessment & mitigation process	GRI 205-1 (2016)
G4.1 – Risk process (details)	GRI Disclosure 3 (referenced)
G5 – Due diligence process	GRI 2-23 (2021)
G5.1 – Due diligence process (details)	GRI 2-23 (2021)
G6 – Raising concerns about company conduct	GRI 2-26 (2021)
G6.1 – Raising concerns about company conduct (details)	GRI 2-26 (2021)
G7 – Tracking action effectiveness	GRI 3-3-e (2021)
G8 – Executive pay linked to sustainability performance	GRI 2-19 (2021)
G9 – Board/highest governance body composition	GRI 2-9 (2021), 405-1 (2016)
G10 – Women in managerial positions	(none listed)
G11 – Gender composition in leadership positions	GRI 405-1 (2016)
G12 – Sustainable financing and investment strategies	(none listed)
G13 – Sustainability Reporting	(none listed)
G14 – Third-party assurance	GRI 2-5 (2021)



UNGC Principles	SDGs
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Global Initiatives and Partnerships

NRS Relief is a member of the UN Global Compact (UNGC) UAE Network and actively collaborates with leading humanitarian organisations to advance product innovation and sustainable humanitarian response. These partnerships strengthen our ability to develop solutions that meet evolving humanitarian needs while aligning our business with internationally recognised standards and the UN Sustainable Development Goals.

As part of our commitment to the UNGC, we issue the following annual statements, reflecting on our progress and priorities across sustainability, social and environmental impact, and governance.

Statement 1

Sustainable Development

Sustainable development remains central to NRS Relief's strategy, guiding responsible and resilient growth. In 2025, we advanced on two fronts: our people, through well-being and development initiatives, and the environment, by progressing our sustainability roadmap with a focus on reducing emissions and improving material circularity. Through lower-carbon products and waste-to-value initiatives, NRS Relief continues to deliver measurable progress toward a more sustainable future.

Statement 2

Impacts on People and the Environment

People remain at the heart of our sustainability journey. Anchored in the UN SDGs and Global Compact principles, we advance gender equality, decent work, and responsible consumption and production (SDG 5, 8, 12), while forging partnerships that amplify our impact (SDG 17). Rigorous standards govern our approach to ethics, health, and environmental care, ensuring our growth never comes at the expense of the people or planet we serve. Through innovation and transparency, we manufacture the solutions that empower humanitarian organisations on the ground, turning commitment into lasting, measurable change.

Statement 3

Zero Tolerance for Corruption

Strong governance is the foundation of trust at NRS Relief. We uphold a zero-tolerance stance on corruption, underpinned by internal transparency, and accountability across every level of our operations. This governance discipline extends into measurable social and environmental performance: advancing equality and inclusive economic opportunity across our workforce, embedding resource efficiency and sustainable practices into our manufacturing, and reducing our environmental footprint through climate-conscious operations. We are equally committed to strengthening cross-sector partnerships that translate shared commitments into lasting impact.

Leadership Composition

NRS Relief operates under a single-tier governance model, with no separate Board of Directors. The organisation's highest governing body is the CEO and Directors, who are collectively responsible for strategic direction, operational oversight, risk management, and stakeholder accountability.

The executive team brings together diverse expertise across key business functions, providing the leadership needed to support responsible growth, operational excellence, and long-term organisational resilience. Working collaboratively, the team oversees the implementation of corporate strategy while ensuring that governance, risk management, performance, and sustainability remain integrated into decision-making across the organisation.

The first chart presents the gender distribution across NRS Relief's workforce. The second chart illustrates the composition of the leadership team by gender and age, providing transparency on the diversity and demographic profile of senior leadership.

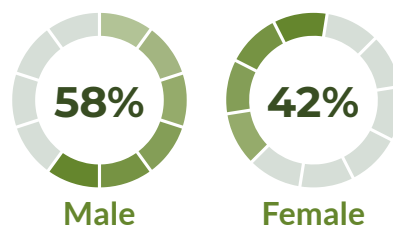
“ In today's humanitarian landscape, crises are increasing in both scale and complexity. Over the past year alone, we have supported responses to more than six emergencies—from Sudan and Syria to Ukraine, Afghanistan, Gaza, and the Democratic Republic of the Congo. As needs continue to evolve, the demand for dependable, high-quality solutions remains constant.

I am proud of the long-standing relationships we have built with our partners—many spanning decades—grounded in trust and a shared commitment to impact.

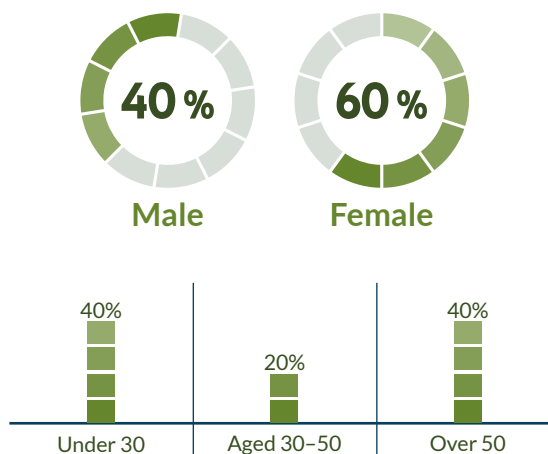
Over the past three years, we have strengthened our product offering, with a clear focus on integrating sustainability into both our manufacturing processes and material selection. In 2025, we accelerated the transition to solar energy across our production facilities, further advancing our sustainability commitments and aligning with responsible procurement priorities.

Above all, we remain focused on maintaining the right balance—meeting the needs of beneficiaries and partners while upholding our own standards—to ensure consistent, effective delivery to serve the humanitarian organisations and our end-beneficiaries and impact their lives in a positive way. ”

NRS Relief Gender Distribution



Top Management Gender Distribution



Esther Giger
Sales Director, NRS Relief

Governance Through Policy

Our governance framework is built on internationally recognised standards and a comprehensive suite of internal policies that promote ethical conduct, accountability, quality, and sustainability across the organisation.



Our company is committed to upholding the Ten Principles of the United Nations Global Compact. Please refer to our Communication on Progress.

United Nations Global Compact

NRS Relief aligns its business practices with the Ten Principles of the United Nations Global Compact, integrating internationally recognised standards for human rights, labour, environmental responsibility, and anti-corruption.



Sustainable Development Goals

The organisation considers the Sustainable Development Goals when developing its strategies and initiatives, ensuring responsible business practices support positive social and environmental outcomes.



ISO Management Systems

NRS Relief maintains ISO 9001:2015 certification for quality management, HSNDs operates additional ISO-certified systems covering environmental performance, energy management, life cycle assessment and greenhouse gas management.



Internal Policies

A comprehensive policy framework guides employees and business partners in maintaining high standards of governance, ethics, compliance, and responsible business conduct.



Code of Conduct

Defines the ethical standards expected of employees, suppliers, and business partners, promoting integrity, respect, and responsible business behaviour.



Anti-Corruption Policy

Prohibits bribery, corruption, and unethical business practices while promoting integrity, transparency, and accountability across all operations.



Whistleblowing Policy

Provides secure and confidential channels for employees and stakeholders to report suspected misconduct without fear of retaliation.



Sustainability and Environmental Policy

Supports environmental protection through responsible resource management, compliance, and continuous improvement.



Recruitment Policy

Promotes fair, transparent, and inclusive recruitment based on equal opportunity and merit.



Data and Information Security Policy

Safeguards the confidentiality, integrity, and availability of organisational information and digital assets.



Procurement Policy

Encourages ethical sourcing, supplier accountability, quality assurance, and responsible procurement practices.



Sexual Harassment Policy

Maintains a respectful and inclusive workplace with zero tolerance for harassment and discrimination.





Our Stance on Anti-Corruption

In 2025, NRS Relief reinforced its commitment to ethical governance by strengthening its anti-corruption framework in alignment with GRI 205: Anti-Corruption and the principles of the UN Global Compact. The organisation maintained a clear zero-tolerance stance towards bribery, corruption, and all forms of financial misconduct, embedding this commitment through its Code of Conduct, Anti-Corruption Policy, Whistleblowing Policy, internal controls, and decision-making processes.

This framework was further supported by whistleblower protections, a due diligence process for business partners and suppliers, and robust third-party oversight. Anti-corruption measures were fully integrated across operations, ensuring that integrity remained a foundational element of strategic direction and day-to-day activities.

A key focus during the year was on prevention through structured systems. NRS Relief continued to apply due diligence processes across its supply chain, reinforcing ethical sourcing and partner selection. Internal governance mechanisms, including conflict of interest protocols and approval procedures, were strengthened to minimise risk exposure.

Alongside this, efforts were made to build organisational awareness through communication and training initiatives, supporting a culture where employees understand their responsibilities and are equipped to act with integrity.



Scope and Coverage of the Anti-Corruption Policy



Zero Tolerance To Corruption



Comprehensive Internal Controls



Third-Party Due Diligence



Proactive Risk Management



Consequences for Violation



Training and Awareness



Whistleblower Protection



Cooperation with Authorities



Continuous Improvement



To support accountability, NRS Relief maintained reporting and whistleblowing mechanisms, enabling the identification and management of potential concerns.

While these systems provide a solid foundation, the organisation recognises the importance of advancing towards greater transparency and measurable reporting in the future. Overall, the 2025 approach reflects a maturing governance model—moving beyond policy adoption towards embedding ethical conduct across

operations, partnerships, and organisational culture. NRS Relief reports on its anti-corruption approach, governance practices, and related performance through its annual UNGC report, reflecting its commitment to integrity, accountability, and transparency. All governance topics — human rights, labour, environment, and anti-corruption — are overseen at the highest executive level, with direct influence from the Director and CEO.



People

This section provides an overview of NRS Relief's people strategy, workforce composition, and approach to creating a safe, inclusive, and supportive workplace. It highlights our commitment to employee wellbeing, learning and development, diversity, and human rights, along with the policies and practices that put these commitments into practice across our operations.

Mapping the Standards and SDGs

UNGC Questionnaire	GRI / Reporting Standards
HR/L1 – Material Topics	GRI 3-2 (2021)
HR/L1.1 – Material Topics (details)	Not Listed
HR/L2 – Policy commitment	GRI 2-23, 3-3-c (2021)
HR/L2.1 – Policy detail	GRI 2-23, 3-3-c (2021)
HR/L2.2 – Freedom of association & collective bargaining	GRI 2-23, 3-3-c (2021); GRI 407 (2016)
HR/L2.3 – Living wages	Not Listed
HR/L3 – Stakeholder engagement	GRI 3-3-f (2021)
HR/L4 – Prevention/mitigation	GRI 3-3-d (2021)
HR/L4.1 – Prevention/mitigation progress assessment	GRI 3-3-e (2021)
(Optional) HR/L4.1.1 – Goals and targets	GRI 3-3-e (2021)
HR/L5 – Remedy	GRI 3-3-d-ii (2021)
HR/L6 – Gender Pay Gap	GRI 405-2 (2016)
HR/L7 – Rate of recordable work-related accidents	Not Listed
(Optional) HR/L8 – Practical actions	GRI 3-3-c, 3-3-d (2021)
AC1.2 – Compliance monitoring	GRI 3-3-e (2021), for topic GRI 205 (2016)
AC2 – Conflict of interest policy	GRI 2-15 (2021)
AC3 – Collective action against corruption	GRI 3-3-d (2021), for topic GRI 205 (2016)
AC4 – Training	GRI 205-2 (2016)
AC4.1 – Training frequency	Not Listed
AC5 – Actions taken to detect incidents of corruption	GRI 3-3-d (2021), for topic GRI 205 (2016)
AC5.1 – Actions taken to address suspected incidents of corruption	GRI 3-3-d (2021), for topic GRI 205 (2016)
(Optional) AC6 – Practical actions	GRI 3-3-c, 3-3-d (2021), for topic GRI 205 (2016)



UNGC Principles	SDGs
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Our Values in Action

Respect for Human Rights

At NRS Relief, respect for human rights is a fundamental principle that guides how we operate. Every product we manufacture, every partnership we establish, and every community we support is rooted in the belief that dignity, safety, and respect must always be upheld.

Our responsibility extends beyond our workforce to the people who rely on our products. We protect the rights of customers and end-users by maintaining high standards of quality, transparency, and accountability across every stage of production. We also safeguard personal data and privacy through secure digital systems, recognising that trust is built through responsible data management.

Ultimately, our approach to human rights is comprehensive. From responsible recruitment and ethical sourcing to safe workplaces and inclusive cultures, every decision we make reflects our belief that business should create lasting value for people and society.

Fair Compensation

We begin with our people. Employees receive fair and competitive remuneration. We regularly review our compensation framework to promote equity, prevent discrimination, and uphold equal pay for equal work. These principles are integrated into our governance and day-to-day operations.





Child Labour

NRS Relief maintains a zero-tolerance approach to child labour and forced labour across our operations and supply chain, applying clear standards and due diligence processes. Our manufacturing partner, HSNDs, upholds internationally recognised labour rights throughout its operations, including respecting freedom of association, collective bargaining, fair working conditions, and equal access to opportunities.

Parental Leave

NRS Relief supports employees starting or growing their families. When a parent welcomes a new baby, fathers and mothers are eligible for 5 days of paid parental leave, and mother are eligible for 45 days of paid maternal leave.

Product Safety

Our responsibility extends beyond our workforce to the people who rely on our products. We protect the rights of customers and end-users by maintaining high standards of quality, transparency, and accountability across every stage of production.

Respect for the Environment

We recognise the close relationship between human rights and environmental stewardship. Clean air, clean water, and healthy ecosystems are essential to resilient communities. Through responsible sourcing and sustainable manufacturing practices, we work to reduce environmental impacts while contributing to long-term social and environmental value.

A Thriving Workforce

Health and Safety

Providing a safe workplace is equally essential. We pursue a zero-harm culture through proactive risk management, robust health and safety systems, and continuous improvement. From manufacturing facilities to corporate offices, we strive to provide working environments that protect the health, safety, and wellbeing of everyone.

In 2025, zero major work-related injuries and zero fatalities were recorded across NRS Relief.

At the Dubai office, four hospital referral cases related to general health issues were recorded; the company provided wellbeing support in each case.

As one of the ongoing social sustainability initiatives and success stories of our manufacturing partner, HSNDS conducted medical camps in 2025 for approximately 1,200 employees as part of the organisation’s proactive health management programme. Selected group employees were referred for specialist treatment; HSNDS covered the full costs of medical check-ups and examinations.

Diversity, Equity, and Inclusion

We believe inclusion strengthens organisational performance. By creating equal opportunities and ensuring recruitment and career progression are based on capability, performance, and potential, we foster a workplace where everyone feels valued, respected, and able to achieve their full potential.

In 2025, women represented 42% of the total workforce at NRS Relief and 60% of top management. This strong representation at the leadership level reflects a deliberate and sustained commitment to gender equality in decision-making.



Employee Retention

In 2025, NRS Relief employed 28 staff members. Retention rate stood at 79%, while turnover at 21%.

Training and Development

NRS Relief invests consistently in the professional development of its people through internal and external trainings. In 2025, the Dubai office delivered approximately 112 training hours to employees across four topic areas: IT security, vendor training, government tax compliance, and Sustainable Development Goals. The average training hours per employee stood at 8 hours.

Talent Attraction

Career fairs are one of the ways we connect with young talent. In 2025, we joined the Middlesex University Dubai Career Fair, meeting emerging professionals across Sustainability, AI, Science, Logistics, Finance, and Business. Through these conversations, we shared knowledge, heard from ideas, and identified individuals who could grow with NRS Relief. Engagements like this help us stay close to the next generation of talent entering our sector.



“People are at the heart of our sustainability agenda. NRS Relief creates positive social impact by protecting human rights, supporting employee wellbeing, promoting diversity and inclusion, strengthening labour practices, engaging communities, and building partnerships that create long-term value for people and society. ”



Meriem Hadjaj
HR & Administration Manager

Community and Customer Engagement

Community Engagement and Social Impact

NRS Relief’s community investment is delivered primarily through our manufacturing partner, HSNDs, which provides ongoing financial support to the Bilquees Sarwar Foundation (BSF) and the Bilquees Sarwar Hospital in Lahore. The hospital offers free-of-cost dialysis through designated quotas, alongside specialist eye care, physiotherapy, gynaecology, and neurology services provided on a subsidised, cost-recovery, non-profit basis to the local community.

Beyond healthcare, HSNDs conducted awareness campaigns for World Water Day and World Forest Day in 2025, focusing on water conservation and food security within the local community. HSNDs contributed to flood relief efforts through a Gold Sponsorship campaign in partnership with ISP Solutions.



6,000+
Dialysis Procedures



4,500+
Eye Surgeries



47,000+
Eye Section
(Total Patients Treated)



6,000+
General OPD Patients



2,400+
Physiotherapy Cases



1,300+
Gynaecology Cases



~150
Neurology Cases

Customer Satisfaction

Customer satisfaction in 2025 reached the highest level recorded in NRS Relief’s history. 90% of customers rated their overall experience of doing business with NRS Relief as Excellent, and 10% rated it as Very Good – yielding a 100% positive satisfaction rate. This represents a significant improvement on 2024, when 67% rated their experience as Excellent and 33% as Very Good.



This result reflects the continued enhancement of service quality, responsiveness, and product reliability. NRS Relief will continue to use customer feedback as a strategic driver for improvement across all points of the service experience.





Our Human Rights Framework guides our actions and decisions.

It reflects our values, strengthens our culture and drives positive impact.



Product

This section highlights how innovation, engineering, and responsible manufacturing come together to deliver humanitarian solutions for evolving humanitarian needs. It explores our approach to product design, material selection, quality, and sustainability, while showcasing advancements driven by continuous research, collaboration, and technical excellence.

Mapping the Standards and SDGs

UNGC Questionnaire	GRI / Reporting Standards
S1/S2 - Sustainable product development	GRI 301 (Materials); GRI 3-3 (Management of Material Topics)
S1/S2 -Plastic dependence & material substitution	GRI 301-1, 301-2 (Materials used/recycled input)
S1/S2 -Circular Core Relief Items portfolio & Life Cycle Assessments	GRI 301-2, 301-3 (Recycled materials, reclaimed products); GRI 306 (Waste)
S1/S2 -Shelter transformation (Eco Viva Tent, GeoHome)	GRI 301-2; GRI 305 (Emissions — CO ₂ footprint reduction)
S1/S2 -Packaging optimisation & logistics efficiency	GRI 301-2; GRI 306-2 (Waste diversion)
S1/S2 -Manufacturing/factory footprint reduction	GRI 302 (Energy)
Collaboration with suppliers, partners (TAQAT)	GRI 2-6 (Activities, value chain); GRI 308 (Supplier Environmental Assessment)



UNGC Principles	SDGs
8, 9	9 12
7, 8, 9	12
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8, 9	17



Frank Merks
Head of Design and Engineering

“Innovation is not a buzzword here at NRS Relief. We are constantly trying to improve the products we manufacture, and we must. Our products, including tents, tarpaulins, blankets, jerry cans, and buckets, need to perform at their best in ever-changing conditions. We look at our products from all angles: improving their performance while lowering their environmental impact by introducing more sustainable materials that are partially recycled, use less energy during production and in our manufacturing processes, and are preferably produced locally. The product weight and packing volume are also constantly under review. Less weight and volume mean more products fit in a container or aircraft, saving costs and reducing transport movements.

Safe and secure packing, shipping, and storing of the products is an important part of product design and engineering. Before reaching the field, products often make long and rough journeys under harsh conditions before reaching their destination. Warehousing and transportation conditions are not always optimal, yet the performance of the products must remain at its best when distributed and put to use. At the same time, we aim to keep the environmental impact of packing as low as possible, preferably without the use of single-use plastics. Our approach to product design is what we call “Value Engineering”: creating the best value in performance, the best value for environmental impact, the best value for our workers and end-users, and, last but not least, the best value for money. ”

NRS Relief designs and manufactures humanitarian shelters and core relief items that combine quality, durability, and operational performance. Every product is developed through a value-engineering approach that balances humanitarian needs, technical requirements, cost efficiency, and environmental considerations. From material selection to manufacturing, sustainability is integrated into product development to reduce environmental impact while delivering reliable solutions for crisis-affected communities.



Product Portfolio

NRS Relief’s product range covers five primary categories, each designed to respond to the immediate and sustained needs of displaced communities across humanitarian crises globally.

Product Category	Description
Family Tents	Family shelter for displacement and camp settings. Built for durability and ease of deployment.
Multipurpose Tents	Multi-use structures adaptable for schools, health clinics, and community spaces.
Core Relief Items	Tarpaulins and rolls, water containers, blankets and sleeping mats for immediate survival needs.
Mobile Storage Units (MSUs)	Large-scale warehouse and logistics solutions for humanitarian hubs.
Inflatable Tents	Fast-deployment shelters (set up in 10–20 minutes), including the newly launched Huggy Air.



NRS Relief Product Photoshoot, Lahore, Pakistan

Eco-Design and Product Innovation

Responding to Changing Procurement Expectations

Sustainability is becoming a defining factor in humanitarian procurement. Alongside cost, quality and speed, humanitarian agencies increasingly evaluate suppliers on measurable environmental performance, including lower product carbon footprints, increased recycled content, circular design principles and transparent environmental data.

As expectations evolve, manufacturers are redesigning products, optimising logistics and demonstrating environmental performance through Life Cycle Assessments (LCAs). More efficient packaging, reduced transport emissions and circular product design are rapidly becoming standard across humanitarian supply chains.

Responding to these expectations requires more than developing individual eco-products. At NRS Relief, sustainability is integrated throughout product design, manufacturing, sourcing and delivery — from the materials chosen for everyday relief items to the way finished products are measured, sourced, inspected and moved through the supply chain.

Eco-Design and Circular Product Development

Plastic remains widely used across humanitarian relief for its durability, cost-efficiency and reliable performance in harsh environments, making it difficult to replace where operational reliability is critical. Rather than eliminating plastic altogether, NRS Relief focuses on redefining how it is used — through responsible material selection, reduced material consumption, increased recycled content and smarter product design.

This shift is already visible across product design. Stronger, lighter materials reduce the amount of virgin polymer required, while redesigned packaging eliminates unnecessary components and incorporates recycled HDPE and LDPE where technically appropriate. Packaging is also treated as part of the product's environmental footprint: improved pallet efficiency has increased loadability by up to 20%, reducing both material use and transport-related emissions. Together, these changes mark a shift away from a traditional take-make-dispose model, towards products designed to use fewer resources, last longer and generate less waste throughout their lifecycle.





Eco GeoHome Family Tent

Meaningful environmental progress cannot be achieved through a separate 'green' product range — sustainability must become part of the standard specification of everyday humanitarian products.

Since 2023, this principle has guided the redesign of NRS Relief's Core Relief Items portfolio: rather than introducing parallel eco-products, environmental requirements have been integrated directly into existing items, including tarpaulins, blankets, sleeping mats, buckets and jerry cans, through responsible sourcing, recycled content, material optimisation and circular design.

A key example is the Eco Tarpaulin, which contains a

minimum of 15% post-consumer recycled HDPE while maintaining waterproofing, UV resistance and fire-retardant performance, and higher tensile strength. The material is fully recyclable, reducing reliance on virgin plastics and supporting a more circular approach to humanitarian shelter products. The same technology has been extended across the portfolio through the Eco Viva Tent, designed for rapid emergency deployment with recycled-material inner liners containing at least 30% recycled content and the Eco GeoHome, which applies the same circular material approach to longer-term displacement settings.

Extending Circular Design to Shelter Systems

Applying these principles to emergency shelters presents a far greater engineering challenge. Unlike most Core Relief Items, shelters are complex structural systems that undergo multi-year development alongside humanitarian organisations, and every design must satisfy demanding requirements for safety, structural integrity, weather resistance and standardisation, leaving limited room for rapid material substitution. As a result, progress focuses on continuous engineering improvement rather than wholesale material replacement: modular components simplify repair and replacement, longer service lives reduce replacement cycles, and improved packing efficiency lowers transport emissions throughout the shelter's operational lifetime.

The Eco Viva Tent and Eco GeoHome are the first products to reach this stage and currently lead the portfolio in circular design integration. Although only a small number of the current portfolio of 28 shelter solutions has reached this stage, they establish the engineering foundation for progressively expanding circular design across future shelter generations.



Eco Viva Family Tent

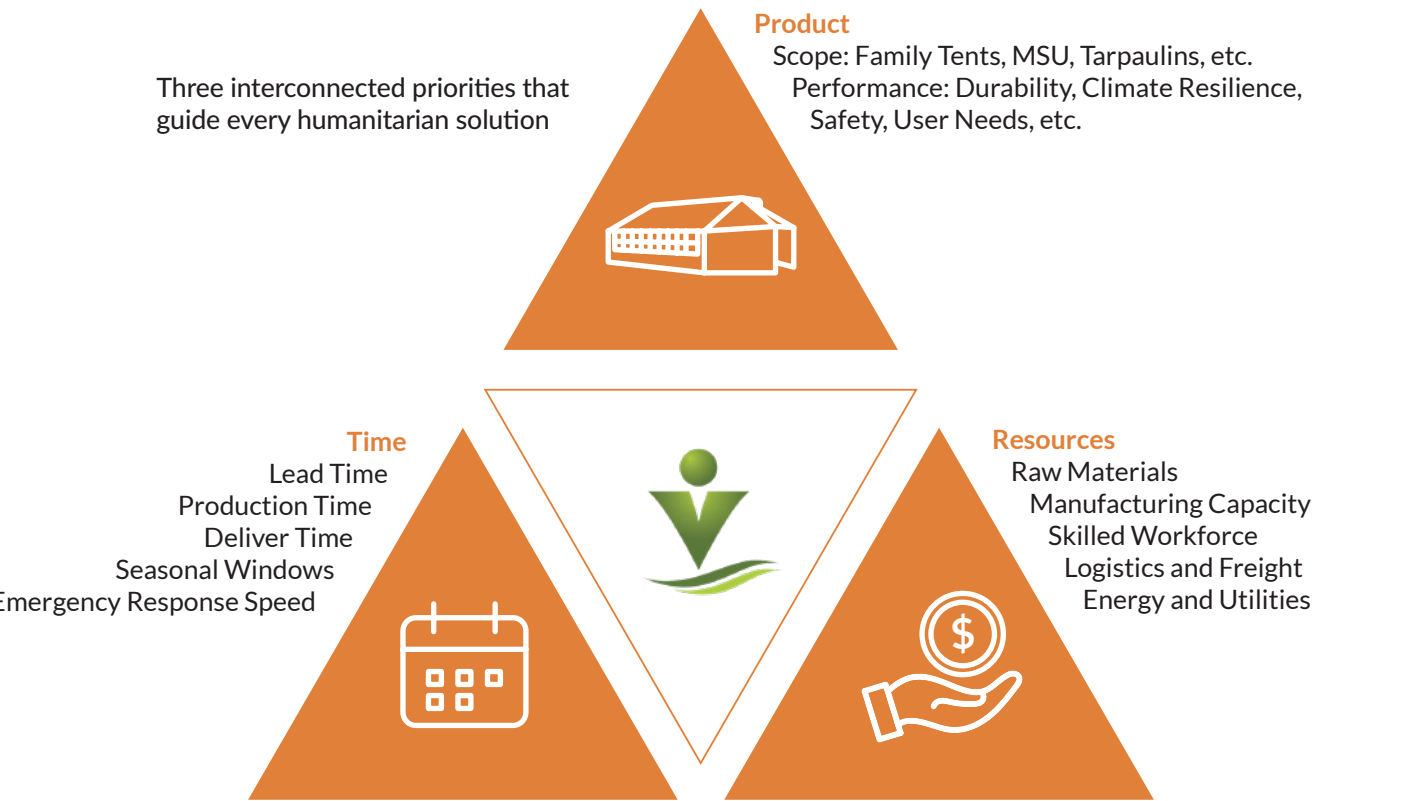
Measuring Environmental Performance

To quantify environmental performance, NRS Relief assesses products across their full life cycle, from raw material sourcing and manufacturing to transportation, use and end of life. These Life Cycle Assessments (LCAs) provide verified environmental data for customers while guiding continuous improvements in materials, product design and circularity.

Whenever materials, manufacturing processes, suppliers or logistics are modified, the product’s LCA is recalculated to ensure that environmental performance reflects the latest design. Rather than serving as a one-time certification exercise, LCAs have become a continuous engineering tool that supports product optimisation and provides transparent, up-to-date environmental data for evidence-based procurement.



The Humanitarian Value Triangle



Every decision begins with the product We design solutions that meet humanitarian requirements for protection, durability, safety, and usability while responding to the realities of each operation.	Resources are used responsibly. We optimise materials, manufacturing capacity, and operational resources to deliver maximum value for donors while maintaining quality, reliability, and long-term sustainability.	Delivery is planned with purpose. Production, logistics, and deployment are carefully coordinated to ensure the right products reach the right place at the right time, even in complex emergency environments.
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Mohammed Cherchali
Business Development & Account Manager (Middle Position)

Collaboration for Lower-Impact Manufacturing and Supply Chains

Reducing environmental impact requires collaboration across the humanitarian value chain. NRS Relief works closely with suppliers, logistics partners and humanitarian organisations to strengthen responsible sourcing, improve manufacturing practices and support the sustainable distribution of humanitarian products. Through these partnerships, we promote greater transparency, efficiency and shared responsibility across our supply chain.

Regional partnerships support localised production and the pre-positioning of relief items, reducing transport distances and associated emissions, improving supply chain resilience, and enabling faster emergency response. In 2025, this collaborative approach was further strengthened through a strategic partnership with TAQAT, reinforcing a shared commitment to sustainable manufacturing and regional preparedness.

Responsible Procurement

This same commitment to resource responsibility extends to how materials themselves are sourced. NRS Relief and HSNDs operate a balanced and sustainable procurement model that prioritises local sourcing and supplier accountability. In 2025, HSNDs maintained a sourcing ratio of 60% locally procured materials to 40% imported raw materials, continuing a multi-year transition towards greater local procurement that supports economic development within the communities in which the organisation operates.

All suppliers are evaluated through a comprehensive Supplier Assessment Form covering facility management, workforce capabilities, employment practices, certifications, environmental management systems and social responsibility policies. New suppliers must sign the NRS Relief Code of Conduct as a pre-condition of any business relationship, and supplier risk assessments — including human rights due diligence surveys — are conducted across the supply base, with particular focus on suppliers identified as higher risk.

Procurement Metric

2023

2024

2025

Import Ratio

66%

40%

40%

Local Procurement

34%

60%

60%

Supplier Evaluation Tool

Code of
ConductSupplier
Evaluation
FormSupplier
Assessment
Form



Quality Assurance and Standards Compliance

Every NRS Relief product is designed and manufactured in accordance with internationally recognised humanitarian standards and technical specifications, ensuring it meets the performance, safety and quality requirements of humanitarian organisations. Product quality is supported by rigorous quality assurance processes throughout manufacturing, including Acceptable Quality Limit (AQL) inspection methodology to verify production consistency and compliance.

At HSNDs, this approach is reinforced through capability development, with 12 internal and external training sessions delivered in 2025 to strengthen expertise in AQL procedures and quality inspection practices. Compliance is verified through regular internal audits and independent inspections conducted by UN agencies, the ICRC and accredited third-party inspectors.





Contributing to the Humanitarian Sector's Sustainability Goals

As humanitarian procurement continues to evolve, NRS Relief is embedding sustainability throughout the product lifecycle — from design and material selection to manufacturing, procurement and quality assurance. By integrating circular design principles, verified environmental data and responsible sourcing into everyday humanitarian products, we help humanitarian organisations make informed procurement decisions without compromising quality, durability or operational performance.

Our approach aligns the product portfolio with the sector's sustainability ambitions by:

- Advancing circular product design through increased recycled and recyclable materials.
- Providing transparent, verified environmental data through continuously updated Life Cycle Assessments.
- Strengthening responsible procurement through supplier assessment, local sourcing and human rights due diligence.
- Improving supply chain efficiency through localised manufacturing, pre-positioning and reduced transport emissions.
- Delivering humanitarian products that balance sustainability, durability, quality and rapid deployment.

Together, these initiatives contribute to lower-carbon, more resilient humanitarian supply chains, while supporting humanitarian organisations in achieving their own sustainability objectives.



Planet

This section demonstrates how environmental stewardship is embedded throughout our operations and manufacturing. It highlights the policies, management systems, and initiatives that guide our approach to climate action, resource efficiency, circularity, and biodiversity, while showcasing progress in reducing environmental impact and strengthening long-term sustainability.

Mapping the Standards and SDGs

UNGC Questionnaire	GRI / Reporting Standards
E1 – Policy commitment	GRI 3-3-c (2021), for topics GRI 101, 102, 103, 303, 305, 306
E1.1 – Policy detail	GRI 3-3-c (2021), for topics GRI 101, 102, 103, 303, 305, 306
E2 – Stakeholder engagement	GRI 3-3-f (2021), for topics GRI 101, 102, 103, 303, 305, 306
E3 – Prevention/mitigation	GRI 3-3-d (2021), for topics GRI 101, 102, 103, 303, 305, 306
E3.1 – Prevention/mitigation progress assessment	GRI 3-3-e (2021), for topics GRI 101, 102, 103, 303, 305, 306
(Optional) E3.1.1 – Goals and targets	GRI 3-3-e (2021);
E3.1.2 – Measuring progress against goals and targets	GRI 3-3-e (2021), for topics GRI 101, 102, 103, 303, 305, 306;
E4 – Remedy	GRI 3-3-d (2021), for topics GRI 101, 102, 103, 303, 305, 306
E5 – Greenhouse gas emissions (Scopes 1 & 2)	GRI 102-5, 102-6 (2025);
E6 – Greenhouse gas emissions (Scope 3)	GRI 102-7 (2025);
E6.1 – Scope 3 emissions – details	GRI 102-7 (2025);
E7 – GHG emissions reduction targets	GRI 102-4 (2025);
E7.1 – Net-zero targets	GRI 102-4, 102-5, 102-6, 102-7 (2025);
E8 – Climate change adaptation plan	GRI 102-2 (2025)
E9 – Fossil fuel consumption reduction	GRI 102 (2025), 103-5 (2025);
E10 – Transition plan	GRI 102-1 (2025);
E10 – Mitigation hierarchy alignment	GRI 102-1 (2025);
E11 – Additional topic-specific questions	GRI 3-2 (2021)
E12 – Water withdrawal and consumption	GRI 303-3, 303-5 (2018);
E13 – Water basin engagement	(none listed)
E14 – Active nature action plan	GRI 101 (2024), 103-1 (2025);
E15 – Air pollution	GRI 305-7 (2016);
E16 – Circular economy practices	GRI 301-2, 301-3 (2016); GRI 306-1, 306-2, 306-4, 306-5 (2020)
(Optional) E17 – Practical actions	GRI 3-3-c, 3-3-d (2021), for topics GRI 101, 102, 103, 303, 305, 306

UNGC Principles	SDGs
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Materiality Matrix

NRS Relief and H. Sheikh Noor-ud-Din & Sons (HSNDS) conducted a combined materiality assessment to identify the environmental, social and economic topics that are most significant to both organisations and their stakeholders. The assessment considered stakeholder expectations, business priorities, operational impacts, industry standards and relevant sustainability reporting frameworks.

The materiality matrix illustrates the relative importance of each topic based on two dimensions: its significance to stakeholders and its potential economic, environmental and social impacts on the organisations. The assessment distinguishes between primary topics, which have the highest strategic importance, and secondary topics, which remain relevant for managing long-term sustainability performance.

As an integrated humanitarian manufacturing and supply organisation, the assessment reflects the combined value chain of NRS Relief and HSNDS—from responsible manufacturing and procurement to product delivery, environmental management and community impact. The results help ensure that sustainability efforts are focused on the areas where the organisations can create the greatest value while managing risks and opportunities.

Priority Material Topics

The assessment identified the following primary material topics:



Economic

Policies for Climate Action, Number of Items Supplied



Environmental

Circular Economy Practices, Recycling, and Energy Consumption and Sources.

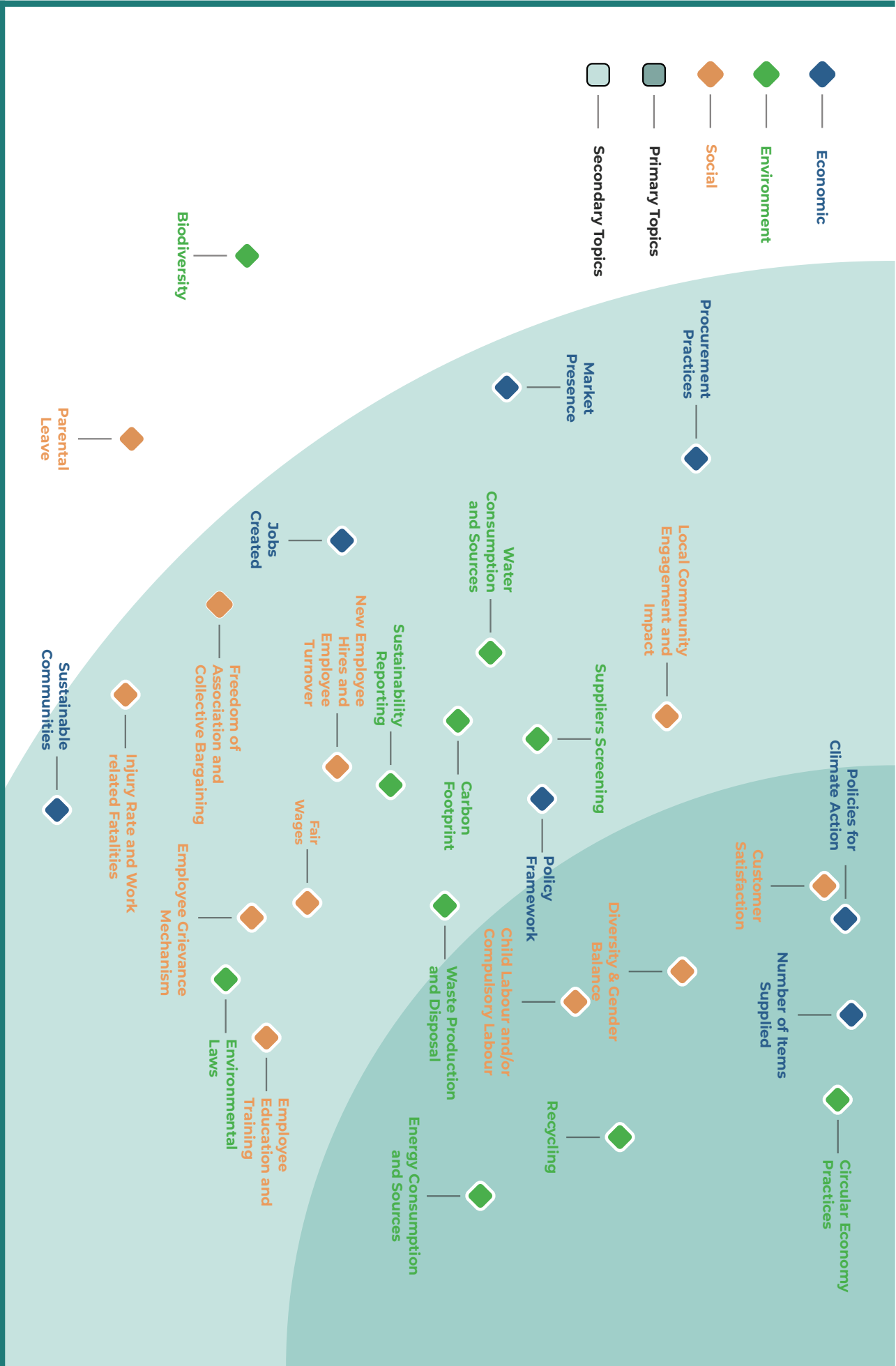


Social

Customer Satisfaction, Diversity and Gender Balance, and Child Labour and/or Compulsory Labour.



Influence on stakeholder assessments and decisions



Significance of economic, environmental and social impacts

NRS GREEN

NRS Green Team

At NRS Relief, the Green Team, a cross-functional group driving sustainability initiatives across the organisation, is responsible for collecting and monitoring sustainability data, with the chairmanship rotating annually on a gender-balanced basis. At HSNDs, the Sustainability Manager oversees environmental performance, data management, and implementation of sustainability initiatives to support continuous improvement and ESG reporting. Together, these two functions form the backbone of NRS Relief's approach to sustainability governance, spanning both corporate operations and manufacturing.

Building on this structure, in 2025 the Green Team's Chairwoman, Svitlana Voznyuk, Marketing and Communication Director, represented NRS Relief in the UN Global Compact UAE Network's SDG Ambition Accelerator Programme, a three-month executive programme delivered with PwC Middle East. The programme convened more than 30 UAE organisations to accelerate the integration of ESG into business strategy and governance, offering a structured platform for peer learning and practical, hands-on implementation.

Through the programme, the Green Team gained the methodologies to translate ambition into execution: assessing material business impacts, engaging stakeholders, and setting measurable, time-bound sustainability targets. The outcome is NRS Relief's own SDG Ambition framework, comprising defined strategic sustainability pathways, ESG indicators aligned to long-term targets, and a phased 3-, 6-, and 9-month roadmap

with clear ownership and milestones. This includes targeted support for the Sustainability Manager at HSNDs in identifying opportunities to advance energy efficiency, water stewardship, and waste reduction across manufacturing operations.

This framework has, in turn, further strengthened NRS Relief's Sustainability Roadmap, embedding internationally recognised methodologies and practical tools that accelerate the organisation's sustainability journey. It reinforces collaboration between engineering, manufacturing, procurement, and corporate functions, and positions the Green Team as a driving force behind NRS Relief's continued progress on ESG performance.



Certificate of Completion awarded to Svitlana Voznyuk on behalf of NRS Relief

“The SDG Ambition Accelerator provided more than knowledge—it gave us a practical management framework for embedding sustainability into the way we operate. Learning alongside organisations from across the UAE and working with experts from the UN Global Compact Network UAE and PwC Middle East helped us translate ambitious sustainability goals into measurable actions with clear ownership and accountability. The programme strengthened our approach to stakeholder engagement, impact measurement, governance and strategic planning, while reinforcing the importance of integrating sustainability into every stage of our business. These insights continue to guide the work of the NRS Green Team as we support collaboration across the organisation and contribute to NRS Relief’s long-term sustainability ambitions.”



Svitlana Voznyuk
*Marketing and Communication Director and
Chairwoman of the NRS Green Team (ESG Team)*

Management Systems & Certifications

HSNDS' internationally recognised certifications provide the framework for sustainable manufacturing, ensuring that environmental management, energy efficiency, greenhouse gas emissions, quality, occupational health and safety, and responsible sourcing are systematically managed and independently verified. These standards strengthen NRS Relief's ability to manufacture humanitarian products responsibly while contributing to the achievement of the Sustainable Development Goals, particularly SDGs 8, 9, 12 and 13.



**Environmental
Management System**

✓ Certified - HSNDS



**Energy Management
Systems**

✓ Certified - HSNDS



**GHG Emissions
Reporting**

✓ Certified - HSNDS



**Occupational Health
and Safety Management
System**

✓ Certified - HSNDS



**Quality
Management System**

✓ Certified - HSNDS



**Guidance on Social
Responsibility**

✓ Implemented - HSNDS



**Recycled Material
Traceability**

✓ Certified - HSNDS



**Labour, H&S,
Environment and Ethics**

✓ Annual Audits



**Provincial Environmental
Quality Standards**

✓ Full Compliance

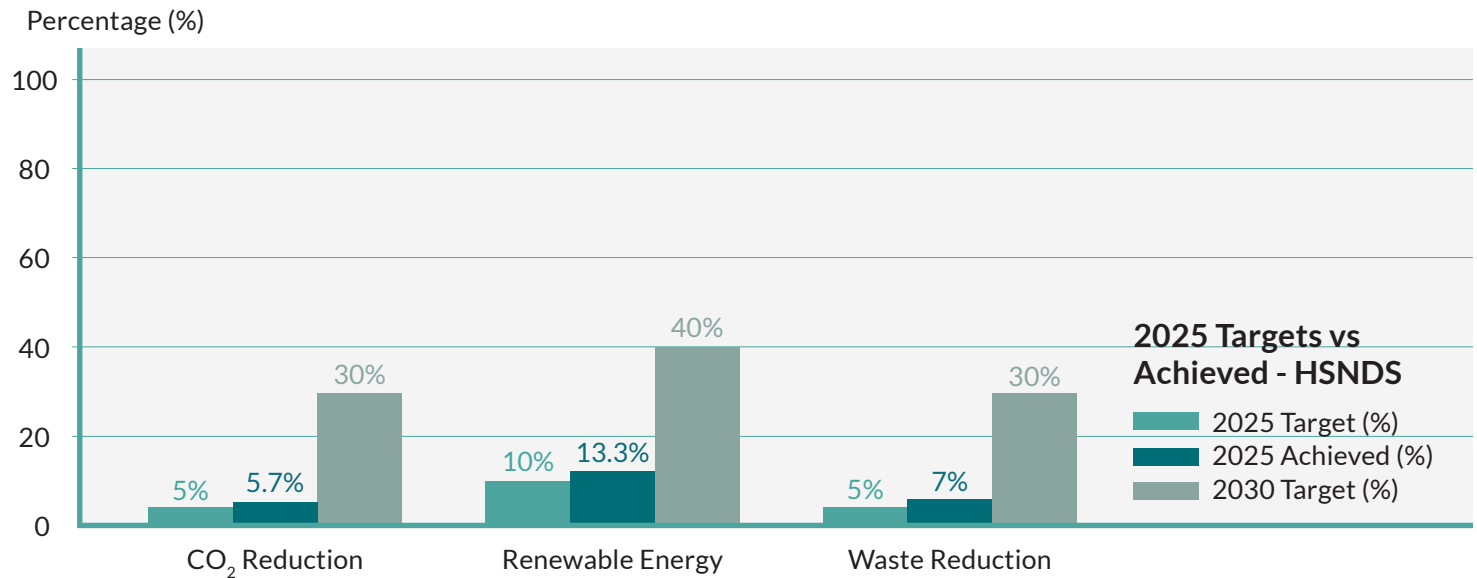
These certifications and standards reflect our commitment to environmental stewardship, ethical practices, quality and the well-being of our people.

Our Targets

HSNDS' Sustainability Roadmap 2030 sets long-term environmental objectives, with 2022 established as the baseline year for performance measurement across all targets, except for energy-related targets, which use 2023 as the baseline year. The 2025 targets presented below show annual milestones within this roadmap and provide a mid-term review of progress towards the organisation's 2030 ambitions. Led by the Sustainability Manager, performance is monitored through defined environmental indicators to ensure the roadmap remains aligned with operational priorities, regulatory requirements, and the organisation's broader sustainability strategy.

Environmental Topic	2025 Target	2030 Target	Performance Against Target	Status
Climate Change (GHG Emissions)	Reduce Scope 1 and Scope 2 GHG emissions by 5% compared with the previous year	Achieve a 30% reduction in Scope 1 and Scope 2 GHG emissions against the 2022 baseline	Scope 1 and Scope 2 GHG emissions were reduced by 5.7% during the reporting year	On track
Water Consumption	Reduce water consumption by 2% compared with the previous year	Reduce water consumption by 50% against the 2022 baseline	Water consumption was reduced by 2.8% during the reporting year	On track
Water Recycling	Increase the share of process water recycled and reused by 5% compared with the previous year	Increase the share of process water recycled and reused to 70%	5% of process water was recycled and reused during the reporting year	On track
Nature and Biodiversity	Plant 600 trees to support reforestation and carbon sequestration	Plant 20,000 trees to support reforestation and carbon sequestration	600 trees were planted during the reporting year	On track
Air Pollution	Maintain SOx, NOx and VOC emissions within applicable regulatory limits	Maintain 100% compliance with applicable regulatory limits annually	100% compliance with applicable regulatory limits was maintained during the reporting year	Achieved
Waste Management	Reduce general waste by 5% compared with the previous year	Reduce general waste by 30% against the 2022 baseline	General waste was reduced by 7% during the reporting year	On track
Circularity	Reintegrate 90% of production leftovers into manufacturing processes	Reintegrate 100% of production leftovers into manufacturing processes	100% of production leftovers were reintegrated into manufacturing processes during the reporting year	Achieved
Energy and Resource Use	Increase internally generated renewable energy by 10%	Increase the share of internally generated renewable energy to 40% against 2023 baseline	Internally generated renewable energy accounted for 13.3% of total electricity consumption during the reporting year	On Track

*Annual targets may vary according to the projects and initiatives undertaken during the reporting year.



Carbon emission reductions will be achieved progressively through the implementation of the HSNDs Sustainability Roadmap to 2030, with the continued expansion of on-site solar photovoltaic capacity serving as the organisation's primary decarbonisation initiative. In 2025, HSNDs exceeded its annual environmental milestones by achieving a

5.7% reduction in CO₂ emissions against a 5% target for 2025, increasing renewable energy utilisation to 13.3% against a 30% target for 2030, reducing general waste sent to landfill by 7%, and maintaining 100% recycling and reuse of production waste, demonstrating continued progress towards its 2030 sustainability ambitions.

Climate Change

NRS Relief and HSNDs operate with a climate change adaptation plan that incorporates physical climate risk assessments and is supported by a third-party verified greenhouse gas inventory covering Scopes 1, 2 and 3 (upstream), with 2022 established as the baseline year under ISO 14064:2018. HSNDs has commissioned a 1 MW on-site solar photovoltaic system and plans to expand capacity by a further 840 kW in 2026, supporting its transition from grid-supplied electricity towards increased renewable energy generation.



Scope 1 – HSND (Direct Emissions):

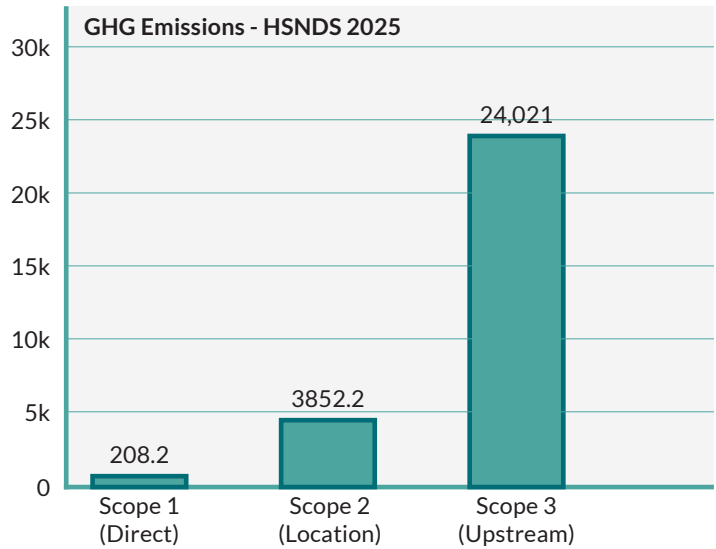
208.18 tCO₂e, representing direct emissions from owned and controlled sources including diesel and natural gas consumption.

Scope 2 – HSND (Location-based, Indirect Emissions):

3,852.22 tCO₂e, representing indirect emissions attributable to electricity consumed from the national grid.

Scope 3 – HSND (Upstream, Indirect Emissions):

24,021.42 tCO₂e, encompassing purchased goods and services, upstream transportation and distribution, and waste generated in operations.



Greenhouse Gas Emissions

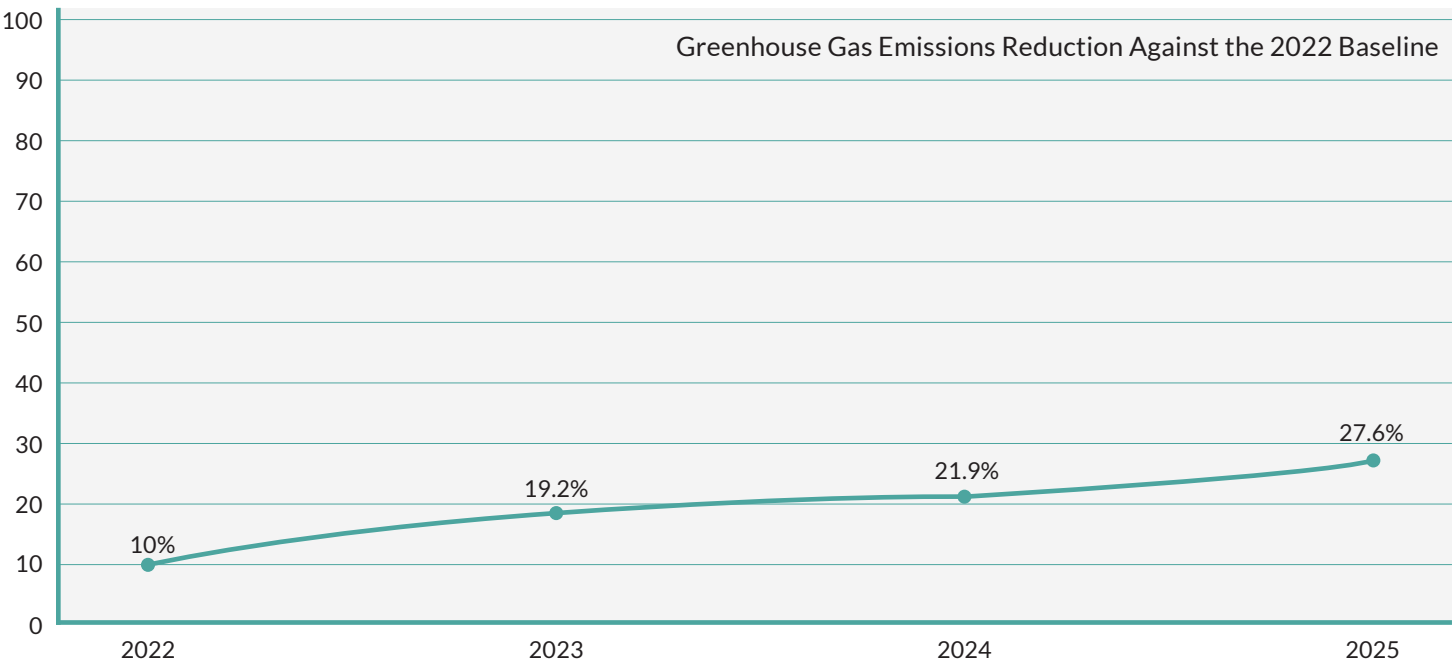
In 2025, HSND achieved a 5.7% reduction in greenhouse gas emissions, exceeding its annual target of 5%. This improvement was driven by reduced reliance on backup generators, lower vehicle movement and increased use of solar energy.

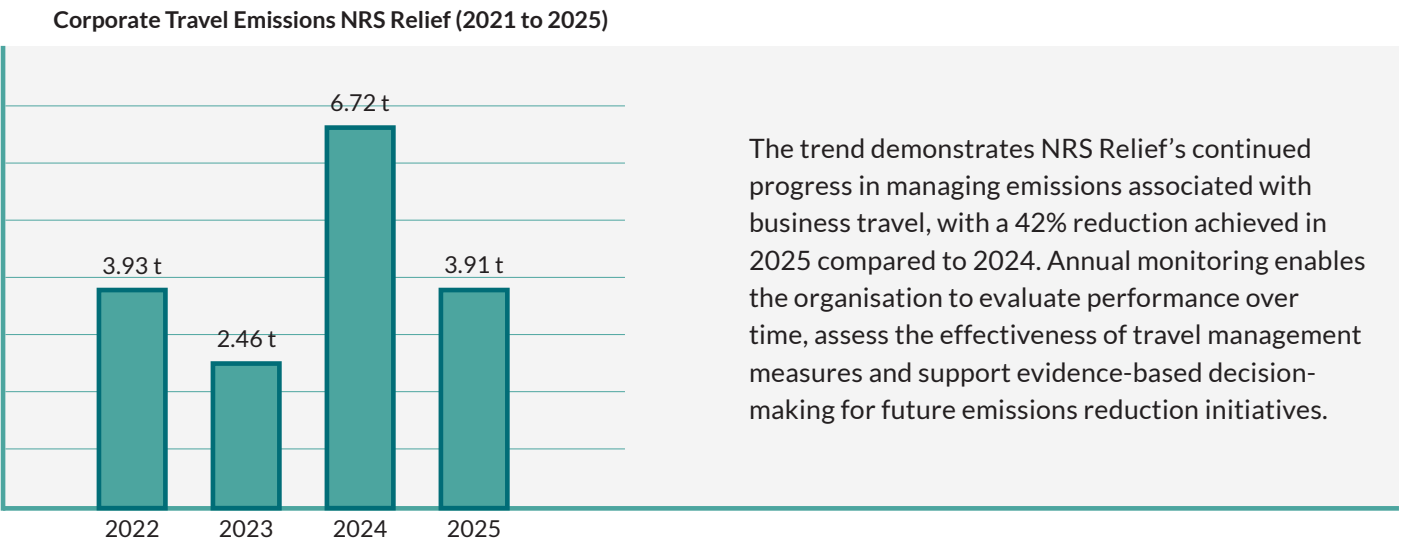
The largest share of emissions continued to originate from purchased electricity, followed by indirect emissions from operational activities. Other sources accounted for only a small proportion of total emissions.

Greenhouse gas data is measured, recorded and disclosed through ISO 14064:2018 certified processes, with independent third-party verification to support consistent year-on-year comparison and target setting.

Emissions Metric - 2025 (tCO ₂ e)	NRS Relief (Dubai)	HSND (Lahore)
Electricity (national grid)	100%	65.7%
Other Sources	-	3.5%
Other (Vehicles, waste and paper)	Not Reported	30.8%
Total	100%	100%

Annual GHG Emission Reduction (2022–2025)



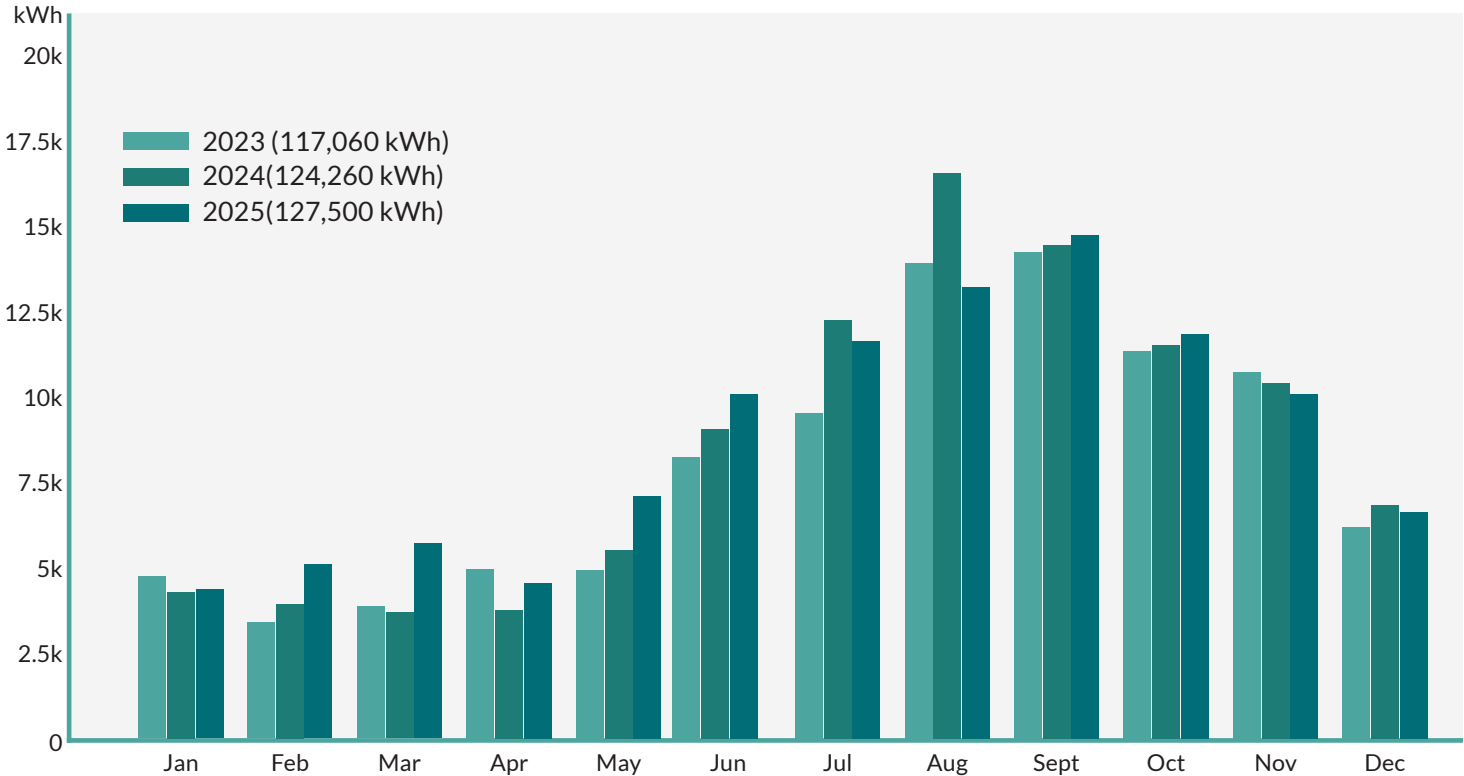


NRS Relief Energy Consumption 2025

Total electricity consumption at NRS Relief’s office for the 2025 reporting period was 127,500 kWh, representing an increase of 2.6% compared to 124,260 kWh consumed in 2024, and an increase of 8.9% compared to 117,060 kWh consumed in 2023. Consumption follows a clear seasonal pattern consistent with Dubai’s climatic conditions, remaining comparatively low during the period January to April, increasing sharply from May, and reaching its peak in August and September at the height of cooling demand before declining through the final quarter of the year as temperatures fall.



Monthly Electricity Consumption – NRS Relief Dubai (2023 to 2025)



**CO₂ Emissions Office Electricity 2025****51**
tCO₂e

calculated from 127,500 kWh at the applicable UAE national grid emission factor.

CO₂ Emissions Corporate Travel 2025**3.91**
tCO₂e

recorded across seven international journeys and calculated using established carbon conversion factors inclusive of radiative forcing.

During 2025, HSNDS's on-site solar power generation system delivered 1,327,741 kWh, representing 13.3% of total site electricity consumption. Further solar capacity expansion is planned for 2026, continuing the transition away from dependence on the national grid. The organisation's energy management approach is governed by its ISO 50001:2018 Energy Management System, which is subject to annual independent surveillance audit by a third-party certification body.

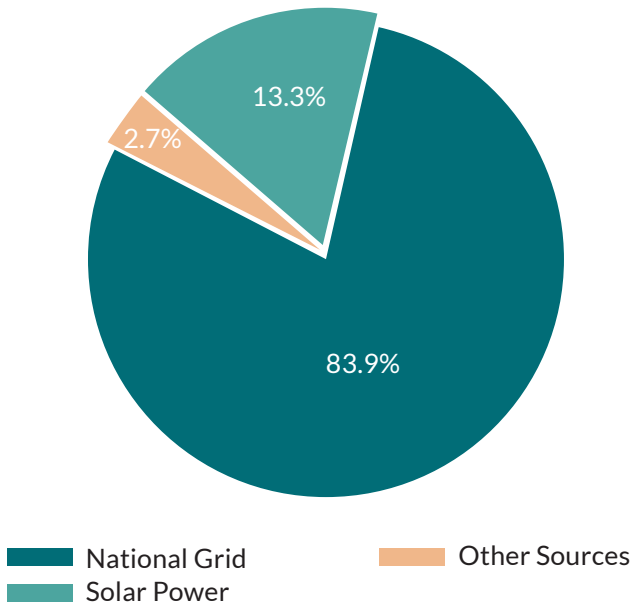


HSNDS Solar PV Inverter System

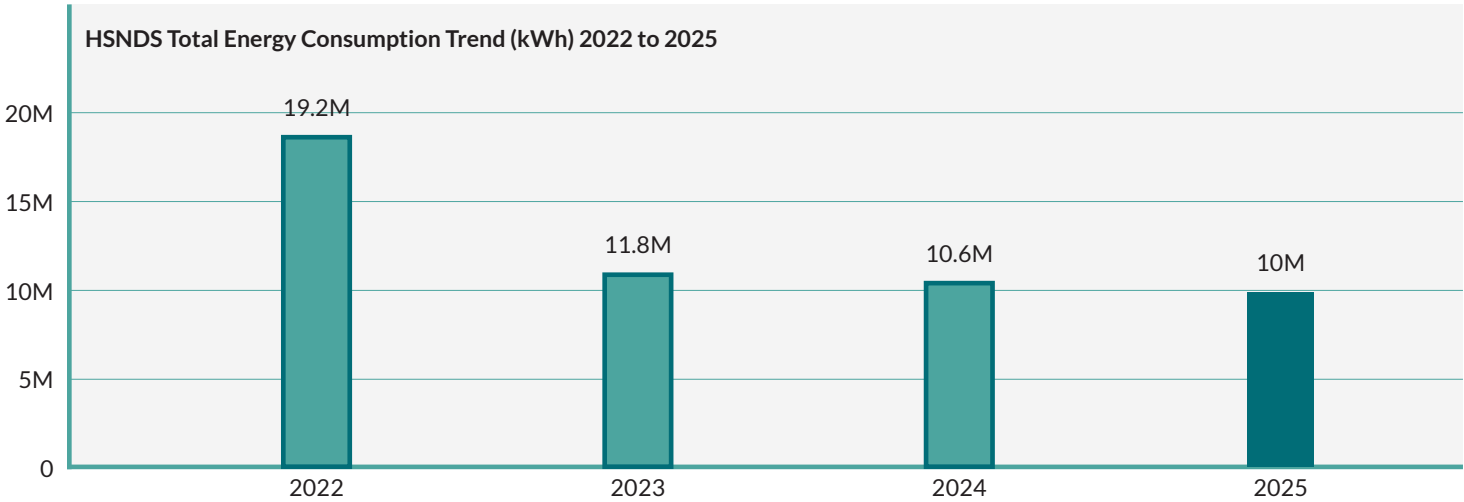
Energy management is a strategic priority for both NRS Relief and HSNDs. In 2025, HSNDs achieved a total electricity consumption of 9,992,949 kWh — a reduction of 6.1% compared to 10,638,943 kWh in 2024. This continues a sustained downward trend from the 19.2 million kWh baseline recorded in 2023, representing an overall reduction of 47.9% in three years.

A defining development in 2025 is the growing contribution of HSNDs’s own solar generation system, which produced 1,327,741 kWh of clean energy — representing 13.3% of total electricity consumption. This result exceeded the 10% renewable energy growth target set for the year. HSNDs is certified to ISO 50001:2018 Energy Management System, which has been instrumental in driving systematic efficiency improvements.

HSNDs Energy Consumption by Source — 2025
(Total: 9,992,949 kWh)



Energy consumption trends reflect changes in manufacturing activity and the transition to renewable energy. Demand for shelters and Core Relief Items increased significantly in 2022, resulting in peak energy consumption before the installation of solar PV systems. Since 2023, the phased implementation of on-site renewable energy has reduced reliance on grid electricity, contributing to a sustained decline in energy consumption while supporting ongoing manufacturing operations.





Air Pollution

NRS Relief's Dubai headquarters does not operate manufacturing or industrial equipment and therefore generates no direct air pollutant emissions from its own operations. Carbon dioxide emissions attributable to office electricity consumption and corporate travel are disclosed within the Climate Change section of this report.

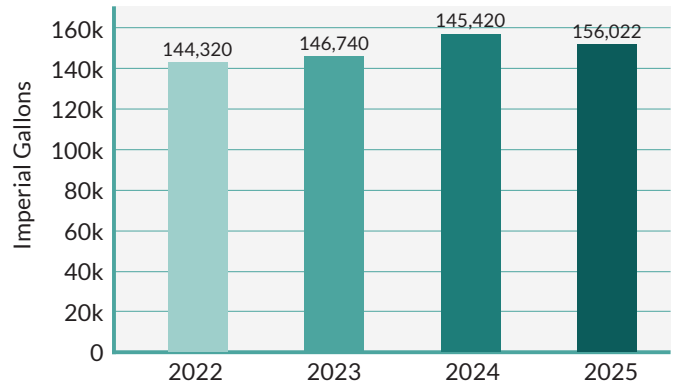
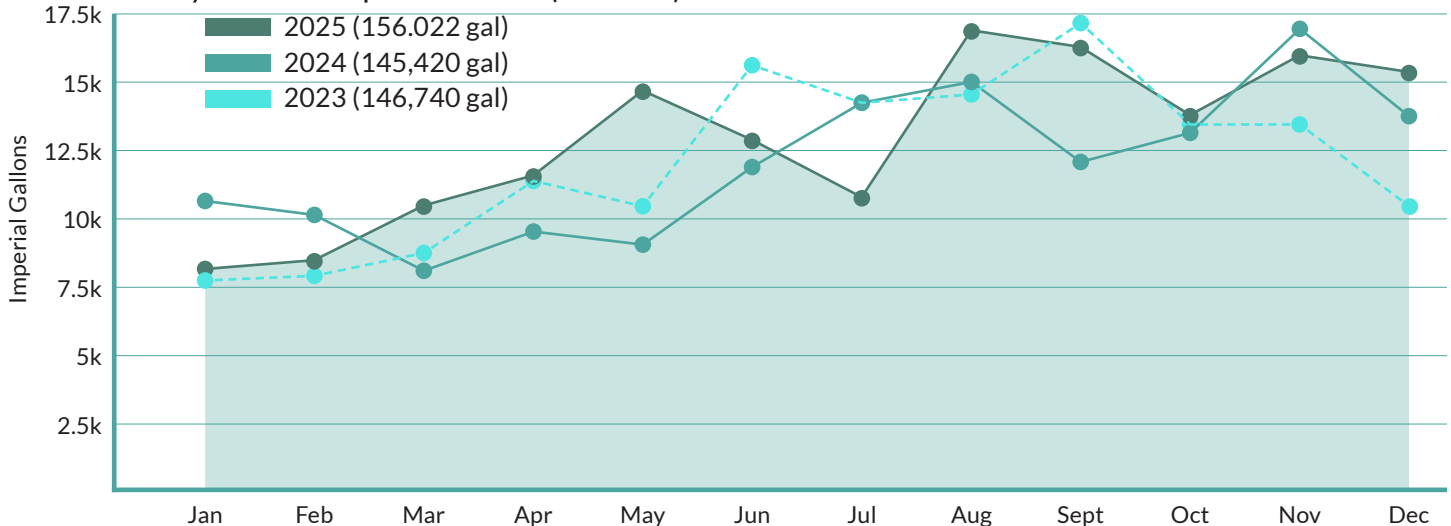
HSNDS maintains rigorous air quality controls across its Lahore manufacturing facilities in full compliance with Punjab Environmental Quality Standards (PEQS). Monthly environmental monitoring reports covering nitrogen oxides, sulphur oxides, volatile organic compounds, and smoke emissions are submitted to the Pakistan Environment Protection Department. All monitoring is conducted by an independent third-party environmental testing organisation, and any deviations from control limits are addressed through preventive and corrective maintenance programmes applied to all relevant machinery and equipment.

Pollutant	Compliance Status
Nitrogen Oxides (NOx)	Within PEQS limits – compliant
Sulphur Oxides (SOx)	Within PEQS limits – compliant
Non-methane Volatile Organic Compounds (NMVOCs)	Within PEQS limits – compliant
Primary Particulate Matter (PM10)	Within PEQS limits – compliant
Carbon Monoxide, Ammonia, PM2.5, Black Carbon, Organic Carbon	Not applicable

HSNDS HVAC System

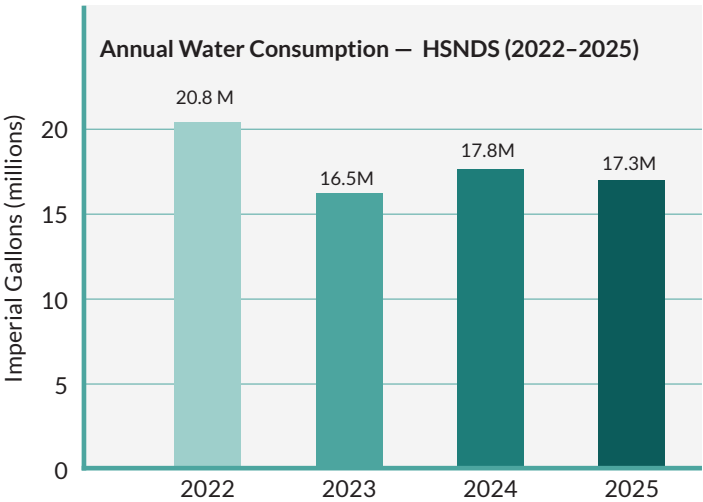
Water Management

Water consumption at NRS Relief's Dubai office supports sanitation, office operations, employee facilities, and the irrigation of landscaped areas. The office receives municipally treated desalinated water through the Dubai Electricity and Water Authority (DEWA), with monthly consumption monitored to improve water efficiency. In 2025, total water consumption increased by 7.3% to 156,022 imperial gallons, primarily due to increased irrigation requirements for maintaining on-site landscaping rather than changes in employee numbers.

Annual Water Consumption — NRS Relief (2022 to 2025)**Monthly Water Consumption - NRS Relief (2023-2025)**



Water stewardship is a key component of environmental management at HSNDs, NRS Relief’s manufacturing partner. Manufacturing operations source groundwater from the Indus Water Basin and apply a combination of water efficiency measures, closed-loop recycling systems and wastewater treatment to reduce environmental impacts. During 2025, HSNDs consumed 17.3 million imperial gallons of water, continuing the long-term reduction achieved since the 2022 baseline. Of the total water used, 15% was recycled and reused within closed-loop production systems, while the remaining 85% underwent treatment in accordance with Punjab Environmental Quality Standards (PEQS) before being discharged to the main drainage network. The organisation also achieved its annual target of improving water recyclability by 5% through process improvements within the tarpaulin lamination section.



Water Metric 2025	NRS Relief (Dubai)	HSNDs (Lahore)
Recycled / Closed-loop reuse	-	15%
Treated before discharge	-	85%
Water source	Municipal	Groundwater

The table above summarises the different approaches to water management across NRS Relief and HSNDs. While NRS Relief’s water use reflects the requirements of a corporate office supplied by municipal desalinated water, HSNDs manages substantially higher water volumes associated with manufacturing operations. The implementation of closed-loop recycling systems and compliant wastewater treatment enables HSNDs to improve water efficiency while protecting local water resources, demonstrating how water stewardship is integrated across both corporate and manufacturing activities.

Waste Management and Circularity

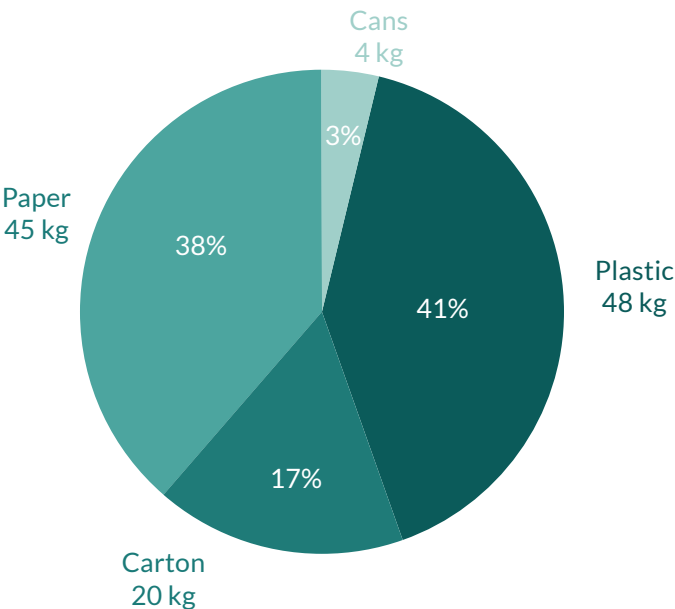
Waste management at NRS Relief’s Dubai office focuses on responsible segregation and recycling of office-generated waste. Waste is separated into four material streams—paper, plastic, carton and metal cans—and collected by Imdaad, a licensed waste management company operating in Dubai, for recycling through certified processing facilities.

During 2025, the Dubai office recycled 117 kilograms of office waste across three scheduled collection events held in February, June and September. Plastic represented the largest waste stream at 48 kilograms (41%), followed by paper at 45 kilograms (38%), carton at 20 kilograms (17%) and metal cans at 4 kilograms (3%). No office recycled waste was sent to landfill during the reporting period, reflecting the organisation’s commitment to responsible waste segregation and recycling.

Waste management is a key element of environmental management at HSNDS, NRS Relief’s manufacturing partner. Manufacturing waste is categorised into wood, plastic, metal, paper, commercial and industrial waste, and household waste, enabling each waste stream to be tracked and managed through appropriate recycling or disposal methods. Circular economy principles are integrated throughout manufacturing operations to maximise resource recovery and minimise landfill disposal.

During 2025, HSNDS generated 1,049.36 tonnes of production waste. Against an annual target of reducing waste generation by 5% compared with the previous year, the organisation achieved a 7% reduction through the implementation of waste management plans and regular employee training.

Office Waste Recycling – Material Breakdown, NRS Relief Dubai 2025



Production waste recycling remained at 100%, with all production leftovers either recycled or reused through in-house repurposing processes or certified external recycling partners.

Global Recycled Standard (GRS) certification continued to provide full traceability of recycled materials used in production, reducing reliance on virgin plastics and supporting circular manufacturing practices. These initiatives contribute directly to Sustainable Development Goal 12: Responsible Consumption and Production.

Waste Metric - 2025	NRS Relief (Dubai)	HSNDS (Lahore)
Total waste	117 kg (office recyclables)	1,049.36 tonnes
Waste to landfill	0	~1%
Waste recycled	100%	~99%
Production leftovers	-	100%
GRS certified traceability	-	Yes

The table above summarises waste management performance across NRS Relief’s Dubai office and HSNDS’ manufacturing operations. While office waste consists mainly of recyclable materials managed through licensed recycling providers, HSNDS handles significantly larger production waste volumes through waste segregation, circular manufacturing practices and certified recycling systems. Together, these approaches minimise landfill disposal, maximise material recovery and support circular economy principles across the organisation’s operations and manufacturing value chain.

Biodiversity and Forestation

While biodiversity is not identified as a material topic for NRS Relief and HSNDs, the organisation recognises the importance of supporting ecosystem restoration in the regions where it operates. As part of its Sustainability Roadmap, a long-term tree planting target has been established to contribute to reforestation, natural carbon sequestration, and Sustainable Development Goal 15: Life on Land. During the reporting year, HSNDs planted 600 trees as part of its environmental sustainability and carbon reduction programme, supporting Pakistan’s Ten Billion Tree Tsunami Programme. The planted species—including *Millettia pinnata*, *Azadirachta indica* and *Cedrus deodara*—were selected for their carbon sequestration potential and ecological value. These 600 trees are expected to absorb approximately 1.2 tonnes of CO₂ over their growth cycle. This brings the cumulative number of trees planted to 2,250,

representing 11.25% of the organisation’s 2030 target of planting 20,000 trees. This initiative reflects the organisation’s commitment to making a positive environmental contribution beyond its material ESG priorities by supporting greener communities and healthier ecosystems in Pakistan.



Biodiversity Metric	Result
Trees planted – HSNDs (2025)	600
Estimated tCO ₂ e absorption (growth cycle)	~1.2 tonnes
Plantation target 2025	Achieved
Programme alignment	Pakistan Ten Billion Tree Tsunami Programme

Oceans

As a corporate office based in Dubai, NRS Relief protects marine environments through responsible office waste management. Paper, plastic, cardboard, metal cans and electronic waste are segregated and collected by licensed recycling providers, helping prevent recyclable materials from entering marine environments.

HSNDs protects marine ecosystems by reducing reliance on virgin plastics through circular manufacturing. Global Recycled Standard (GRS) certification provides full traceability of recycled materials from collection to the finished product, ensuring they are responsibly sourced. By incorporating recycled content into production, HSNDs reduces demand for virgin plastic and helps minimise ocean-bound plastic pollution and microplastic generation.

Together, these initiatives support NRS Relief’s sustainability strategy and contribute to SDG 12: Responsible Consumption and Production and SDG 14: Life Below Water.



GRS certification restricts the use of hazardous chemicals during the processing of recycled materials, thereby reducing the risk of waterway contamination arising from manufacturing activities.



100% of production waste at HSNDs is recycled or reused, preventing the uncontrolled disposal of materials that could contribute to ocean-bound pollution.



The target to reduce single-use plastic consumption by 10% against the 2022 baseline has been achieved through product redesign and the systematic adoption of GRS-certified materials.



Prosperity

This section outlines how NRS Relief creates sustainable economic value through responsible business practices, ethical governance, and local economic contribution. It highlights our global reach, resilient supply chain, and commitment to delivering reliable humanitarian solutions while supporting local economies and partnerships.

Mapping the Standards and SDGs

Report Disclosure	GRI / Reporting Standards
S1 – Humanitarian Supply and Social Value (Success Stories & Future Priorities)	GRI 201-1, GRI 203-2
Indirect Economic Impact	GRI 201-1, GRI 203-2
HR/L4 – Employment and Livelihood Creation (Labour Actions & Human Rights Due Diligence)	GRI 202-2, GRI 203-2
G5/G5.1 – Local Procurement (Responsible Supplier Due Diligence)	GRI 204-1
Community Investment	GRI 203-2
Historical Product Supply Performance	GRI 201-1, GRI 203-2



UNGC Principles	SDGs
1, 6	1 People 6 Water and sanitation 10 Reduced inequalities 17 Partnerships for the goals
1, 6	1 People 8 Economic growth 10 Reduced inequalities
1, 6	8 Economic growth 10 Reduced inequalities
1, 8	8 Economic growth 12 Responsible consumption and production 17 Partnerships for the goals
1	1 People 3 Good health and well-being 10 Reduced inequalities 17 Partnerships for the goals
1	1 People 17 Partnerships for the goals

Humanitarian Supply and Social Value

In 2025, NRS Relief supplied 1,254,124 life-improving products to 51 countries, impacting an estimated 3.3 million people. This reach — spanning Africa, MENA, Europe, Asia/Oceania, and the Americas — positions NRS Relief as a consistent and reliable partner to the global humanitarian community.

The humanitarian market operates on need-based demand rather than fixed commercial demand. NRS Relief maintains established partnerships, ready-to-ship inventory, and a diversified product range to ensure rapid deployment capacity wherever needed.



Regional Market Presence
51 Countries in 2025



2%
Africa



54%
Europe



13%
Asia/Oceania



6%
MENA



25%
Americas

Indirect Economic Impact

NRS Relief’s economic impact extends beyond its immediate operations. The organisation creates formal employment for 31 individuals in Dubai and 1,336 in Lahore, providing stable, compliant, and skills-developing employment in two distinct economic contexts. At HSNDS, the 393 new hires welcomed in 2025 represent direct livelihood creation within the local Lahore community.

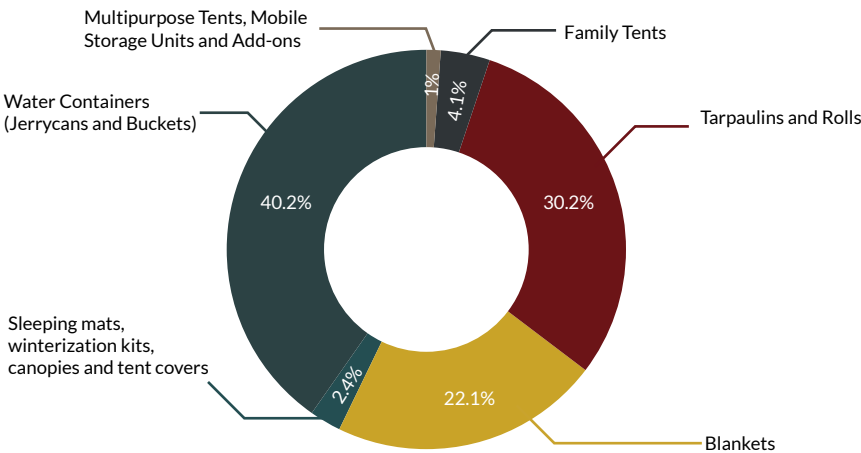
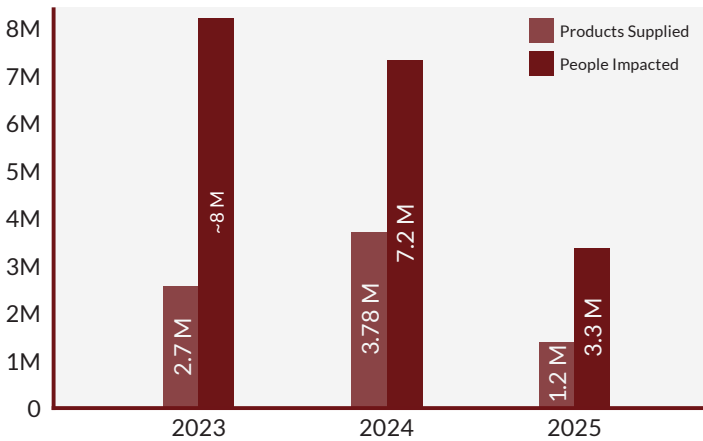
Through HSNDS’s financial support for the Bilqees Sarwar Foundation and Bilqees Sarwar Hospital, the organisation provides a material economic subsidy to the local healthcare system — enabling tens of thousands of low-income patients to access specialist medical services that would otherwise be unaffordable. In 2025, this included over 47,000 eye care patients, 6,284 dialysis procedures, and thousands of general OPD cases.

The organisation’s local procurement policy (60% of HSNDS materials sourced locally) further multiplies its positive economic footprint within the Pakistani supply chain, sustaining local suppliers, logistics partners, and recycling companies.

Products Supplied

NRS Relief has consistently delivered at scale across humanitarian crises worldwide. The chart below illustrates the historical trajectory of products supplied, reflecting the organisation’s responsiveness to fluctuating global humanitarian demand. The 2025 figure reflects the nature of humanitarian procurement cycles. NRS Relief maintains a diversified client base, a strengthened product portfolio, an expanded eco-product range, and organisational systems capable of scaling rapidly in response to demand. The organisation’s long-term focus on serving the humanitarian sector remains unchanged.

Products Supplied/People Impacted per Year



51
Countries Reached

1,254,124
Products Delivered

~3.3 M
Lives Impacted

Water Container (Jerrycans and Buckets)
504,670
(40.2%)

Tarpaulins and Rolls
379,159
(30.2%)

Thermal Blankets
276,647
(22.1%)

Family Tents
51,640
(4.1%)

Sleeping Mats, Winterization Kits, Canopies, Tent Covers
29,727 (2.4%)

Multipurpose Tents, Mobile Storage Units and Add-ons
12,272 (1.0%)

Executive Summary

The 2025 Communication on Progress (CoP) Report — NRS Relief's seventh to the United Nations Global Compact — marks a year of measurable environmental progress, record customer satisfaction, and the next chapter of product innovation. Guided by GRI Standards and the SDGs, this report outlines performance across People, Product, Planet, and Prosperity. At the core of 2025 was a commitment to exceeding sustainability targets, launching eco-integrated shelter solutions, and strengthening the people and partnerships that make responsible humanitarian delivery possible.





Key Achievements & Global Collaboration

People	Product	Planet	Prosperity
NRS Relief strengthened its commitment to people development, responsible business, and customer focus.	Sustainability is embedded at the product level through:	Four 2025 environmental targets were exceeded:	Economic sustainability means delivering enduring value for humanitarian organisations, communities, and the industry we serve:
• 55% of management positions at our Dubai office are held by women, with staff drawn from 11+ nationalities. • Zero fatalities and zero major injuries across both entities. • Retention rate stood at 79%, while turnover at 21%. • 112 training hours delivered across 4 topic areas including OHS, anti-corruption, and AI. • 100% customer satisfaction – every client rated their experience Excellent or Very Good, a record high.	• Launch of the Eco Viva Tent and Eco GeoHome – shelters built with recycled and eco-conscious materials, marking a shift from ambition to reality. • Life Cycle Assessments completed across all Core Relief Items, enabling data-driven decisions on materials, emissions, and end-of-life recovery. • 60% of HSNDs materials sourced locally – up from 34% in 2022 – supporting regional supply chain resilience. • A higher number of suppliers and vendors assessed through a comprehensive framework covering labour, environmental, and social responsibility standards.	• Solar energy now supplies 13.3% of HSNDs electricity (1.33M kWh), exceeding the 10% renewable growth target; further expansion planned for 2026. • CO₂ emissions in HSNDs reduced by 7.9% against a 5% target, driven by lower generator reliance and expanded solar output. Total HSNDs electricity consumption down 47.9% since 2022. • Waste reduced 7.09% against a 5% target; 100% of production leftovers diverted from landfill. • Water consumption in HSNDs reduced 16.8% and 15% recycled in closed-loop systems over 3 years.	• Formal employment for 28 in Dubai. • Zero-tolerance anti-corruption framework backed by Code of Conduct, whistleblower protections, and annual independent audits. • Zero grievance cases recorded during the reporting year. • Community healthcare subsidised through HSNDs enables thousands of low-income patients to access specialist services annually.

Key Achievements and Global Collaboration

Humanitarian Reach

Responded to six active emergencies – Sudan, Syria, Ukraine, Afghanistan, Gaza, and the DRC – delivering 1,254,124 products across 51 countries to reach 3.3 million people.



UN Global Compact

Successfully completed the SDG Ambition Accelerator programme, embedding measurable sustainability targets into governance, strategy, and performance management.



Industry Events

Participated in DIHAD 2025, AidEx Geneva, and EAHS Africa – showcasing next-generation relief tents and eco-shelter solutions to global humanitarian partners.



Innovation

Presented at Dubai Humanitarian's Innovation for Impact conference, integrating technology and sustainable practices to strengthen efficiency in crisis environments.



Strategic Partnership

Recognised by TAQAT as a strategic partner in responsible manufacturing and regional humanitarian preparedness, combining local expertise with advanced production capability.



Future Talent

Engaged emerging professionals across sustainability, AI, logistics, and finance at the MDX Career Fair 2025, building an inclusive and future-ready workforce pipeline.



Appendix 1: UNGC Principles

Human Rights

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and

We acknowledge the significant role that human rights play in international business. Our company fully endorses and upholds the Universal Declaration of Human Rights as well as the Guiding Principles on Business and Human Rights, which embody the United Nations Protect, Respect and Remedy Framework.

Principle 2: make sure that they are not complicit in human rights abuses

Both companies are fully committed to Principle 2: We actively take measures to ensure that our operations and collaborations do not contribute to or facilitate human rights abuses. Our actions demonstrate our dedication to preserving the dignity and rights of all individuals. We enhanced our due diligence process to our external supplier, created a survey that focused exclusively on human rights principles.

Labour Principles

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

In the UAE, collective bargaining is not allowed. However, NRS Relief developed a company wellbeing policy that supports Principle 3 of the United Nations Global Compact. This can be achieved by focusing on employee engagement, wellbeing, implementing a fair grievance mechanism, and providing training and awareness on employee rights and responsibilities. Key elements include:

- A safe work environment,
- Fair compensation,
- Employee support programmes,
- A transparent grievance mechanism, and
- Regular training to promote awareness.

Additionally, HSNDs adheres to freedom of association and the right to collective bargaining as per Pakistan legislation.

Principle 4: the elimination of all forms of forced and compulsory labour;

To ensure our adherence to these principles, we undergo rigorous audits conducted by our clients, such as the United Nations and/or the International Committee of the Red Cross and Red Crescent. These audits verify our internal standards and help maintain our commitment to upholding international social accountability standards.

Principle 5: the effective abolition of child labour; and

As a standard practice, both companies verify the age of candidates during the recruitment process in its manufacturing arm. This verification is done through computerised national identity cards (CNICs). Individuals without a CNIC are not employed.

Principle 6: the elimination of discrimination in respect of employment and occupation

We promote a culture that values and respects individuals is one of our fundamental core values. Our employees aspire to work for an organisation that encourages diversity and inclusion, which is integral to retaining our top talent.

Environment

Principle 7: Businesses should support a precautionary approach to environmental challenges;

We have implemented a clear management framework to reduce our environmental impact. We embrace a precautionary approach to environmental challenges by promoting responsibility for the environment throughout our company. It includes actively decreasing our use of energy, water, and other resources at all levels. Furthermore, we employ life cycle assessment to evaluate the environmental impact of our manufacturing processes, both for new and existing product designs. By taking these measures, we aim to minimise potential environmental risks and ensure the sustainable development of our operations.

Principle 8: undertake initiatives to promote greater environmental responsibility; and

Environmental responsibility is a core value at NRS Relief and HSNDs. We undertake various initiatives to promote greater environmental responsibility. Our environmental policy emphasises waste reduction and the promotion of a circular economy. We continuously seek opportunities to minimise waste generation and actively explore methods for reusing or recycling materials. Additionally, we focus on optimising the loadability of our products and strive to reduce emissions from transportation. These initiatives align with our commitment to minimising our environmental footprint and promoting sustainable practices within our industry.

Principle 9: encourage the development and diffusion of environmentally friendly technologies

We recognise the importance of developing and adopting environmentally friendly technologies. We actively seek to integrate such technologies into our operations. By leveraging advancements in sustainable practices, we aim to further reduce our environmental impact. We continually monitor and evaluate emerging technologies that align with our environmental objectives. Our commitment to environmental excellence is also reflected in our ISO 14001:2015 certification for Environmental Management Systems.

Anti-Corruption

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery

We believe in upholding the highest standards of ethical conduct in all aspects of our operations. To reinforce these standards, we developed a comprehensive Anti-Corruption Policy in 2022. This policy, reviewed annually, guides our employees by outlining the expectations and principles that govern their actions and interactions to ensure transparency, integrity, and accountability in our business practices. Through this policy, we aim to foster a culture of zero-tolerance for corruption and actively promote ethical behaviour throughout our organisation.



Appendix 2: Sustainable Development Goals



ECONOMY

Targets 8.5, 8.7, 8.8
Improving safety and productivity with the aim of maintaining a zero major injury rate.



Advancing sustainable, energy-efficient manufacturing with a focus on quality, reliability, and reduced environmental impact.



SOCIETY



Promoting energy efficiency and actively reducing its carbon footprint.

Upholding good governance and strictly opposing child and forced labour, and human trafficking.



Ensuring fair employment opportunities with a strong focus on retaining talent across all regions where we operate.

Supporting sustainable cities by meeting environmental standards and actively monitoring energy use across Dubai and Pakistan operations.



BIOSPHERE

Target 15.2
Supporting forest restoration, minimising waste, and promoting sustainable resource use.



Reducing plastic pollution and protecting marine biodiversity by adopting responsible practices.



*The list of goals is derived from the official United Nations Sustainable Development Goals (SDGs) website at <https://sdgs.un.org/goals>. Additionally, the specific targets associated with these goals are obtained from the official United Nations Statistics Division website, accessible at <https://unstats.un.org/sdgs/indicators/indicators-list/>.

**The text next to the SDG reflects NRS Relief's commitment.

Partnerships for the Goals

Target 17.16
Fostering enduring partnerships to strengthen sustainable and effective humanitarian responses.



Targets 10.2, 10.4
Devising company practices to promote equality of opportunities in the workplace.



Targets 12.2, 12.4, 12.5, 12.6
Increasing the focus on circularity by giving a second life to waste through recycling and reusing it for packaging tents and accessories.



Enabling growth through education and diverse training programmes.

Target 3.8

Ensuring access to healthcare and implementing preventive health measures.



Targets 5.1, 5.3, 5.5, 5.5.2, 5.c
Promoting gender balance through equal representation in senior management.

Promoting access to nutritious food, reducing office food waste, and encouraging healthy eating habits.



Ensuring sustainable water use and sanitation across all facilities.



Target 13.3
Cultivating a culture of sustainability through annual training for senior management on business sustainability and reporting.

Appendix 3: Global Reporting Initiative



GRI Standards 2016 and 2021 Index

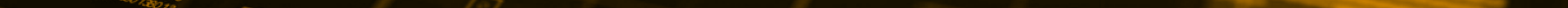
GRI Standard	GRI Title	Disclosure(s) Included
GRI 2 (2021)	General Disclosures	2-5 External assurance
		2-6 Activities, value chain and business relationships
		2-9 Governance structure and composition
		2-12 Role of the highest governance body
		2-13 Delegation of responsibility
		2-14 Role in sustainability reporting
		2-22 Statement on sustainable development strategy
		2-23 Policy commitments
GRI 3 (2021)	Material Topics	2-26 Mechanisms for seeking advice and raising concerns
		3-2 List of material topics
		3-3 Management of material topics

Economic Standards

GRI 201 (2016)	Economic Performance	201-1 Direct economic value generated and distributed (partially supported through economic contribution and humanitarian value creation)
GRI 203 (2016)	Indirect Economic Impacts	203-2 Significant indirect economic impacts
GRI 204 (2016)	Procurement Practices	204-1 Proportion of spending on local suppliers
GRI 205 (2016)	Anti-corruption	205-1 Operations assessed for risks related to corruption

Environmental Standards

GRI 301 (2021)	Materials	301-1 Materials used by weight or volume
		301-2 Recycled input materials used
GRI 302 (2016)	Energy	302-1 Energy consumption
		302-4 Reduction of energy consumption
GRI 303 (2021)	Water and Effluents	303-1 Interactions with water
		303-3 Water withdrawal
		303-5 Water consumption



GRI Standard	GRI Title	Disclosure(s) Included
GRI 305 (2021)	Emissions	305-1 Scope 1 emissions 305-2 Scope 2 emissions 305-3 Scope 3 emissions 305-5 Reduction of GHG emissions
GRI 306 (2021)	Waste	306-1 Waste generation and impacts 306-2 Waste management 306-3 Waste generated
GRI 308 (2016)	Supplier Environmental Assessment	308-1 New suppliers screened using environmental criteria

Social Standards

GRI 401 (2016)	Employment	401-1 New employee hires and turnover 401-2 Benefits provided to employees
GRI 402 (2016)	Labour/Management Relations	402-1 Minimum notice periods regarding operational changes
GRI 403 (2016)	Occupational Health and Safety	403-1 OHS management system 403-2 Hazard identification, risk assessment and incident investigation 403-4 Worker participation 403-5 Training 403-6 Promotion of worker health
GRI 405 (2016)	Diversity and Equal Opportunity	405-1 Diversity of governance bodies and employees
GRI 406 (2016)	Non-discrimination	406-1 Incidents of discrimination and corrective actions
GRI 407 (2016)	Freedom of Association and Collective Bargaining	407-1 Operations and suppliers where these rights may be at risk
GRI 408 (2016)	Child Labour	408-1 Operations and suppliers at significant risk for child labour
GRI 409 (2016)	Forced or Compulsory Labour	409-1 Operations and suppliers at significant risk for forced or compulsory labour
GRI 414 (2016)	Supplier Social Assessment	414-1 New suppliers screened using social criteria
GRI 416 (2016)	Customer Health and Safety	416-1 Assessment of health and safety impacts of product and service categories



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