AiTech Synergy Innovations LLC

ESG Compliance Overview | UN Global Compact Communication on Progress | Reporting Period: April 2025 – December 2025

UNGC STATUS	PARTICIPANT SINCE	COP SUBMITTED	TEN PRINCIPLES
Active Participant	August 2025	05 May 2026	All Addressed

CEO Statement of Continued Support

"I am pleased to confirm that AiTech Synergy Innovations LLC reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment, and Anti-Corruption. In this annual Communication on Progress, we disclose our continuous efforts to integrate the Ten Principles into our business strategy, culture, and daily operations, and contribute to United Nations goals."

— Mohamed Asif Anwarudeen, Manager

Reporting Scope: Procurement, trading, and supply chain operations across the UAE and international markets, including corporate office functions, supplier engagement, and compliance practices aligned with UN Global Compact principles.

Company	AiTech Synergy Innovations LLC
TRN	104982596900003
Location	Sharjah, UAE
Sector	Technology, Trading & Procurement
Scope	Procurement, trading, supply chain (UAE & international markets)
Staff	Women in managerial roles: 50%
UNGC ID	LE3UB2SCWAE
Website	www.aitechsynergyco.com

UN Global Compact — Ten Principles Compliance

HUMAN RIGHTS — Principles 1 & 2

- ✔ Policy commitment on freedom of association & collective bargaining
- ✔ Child labour policy — reviewed 2025
- ✔ Forced labour prevention policy — reviewed 2025
- ✔ Non-discrimination & equality policy — reviewed 2025
- ✔ All HR/Labour policies applied to operations AND suppliers
- ✔ Material topics formally assessed across operations & supply chain
- ✔ Labour & Human Rights Policy submitted to UNGC
- ✔ Emphasis on ethical sourcing & responsible supply chain

LABOUR — Principles 3, 4, 5 & 6

- ✔ Safe & healthy working environment policy — reviewed 2025
- ✔ Wages policy aligned with UNGC principles — reviewed 2025
- ✔ Gender equality: 50% women in managerial positions
- ✔ Working hours policy in place
- ✔ Anti-harassment & non-discrimination enforced
- ✔ Supplier Code of Conduct applied to value chain
- ✔ Grievance mechanism accessible to all employees
- ✔ Raw material sourcing traceability requirements

ENVIRONMENT — Principles 7, 8 & 9
✔ Environmental Policy & Biodiversity Policy adopted
✔ Decarbonisation & Climate Responsibility Policy in place
✔ Water usage, circularity & air pollution policies adopted
✔ Material topics identified: energy use, waste, water, biodiversity
✔ Responsible sourcing & logistics optimisation practised
✔ Supplier environmental engagement ongoing
✔ Emissions baseline assessment planned for next cycle
✔ No adverse environmental impacts identified — reporting period
Note: As a trading/procurement company with limited direct footprint, formal GHG measurement is in development.

ANTI-CORRUPTION — Principle 10
✔ Formal anti-corruption compliance programme — YES
✔ Anti-Bribery, Anti-Corruption & AML Policy active
✔ Zero tolerance: bribery, corruption, unethical practices
✔ Programme approved at most senior level
✔ Applied to own operations, suppliers & value chain
✔ Whistleblowing mechanism (Grievance & Whistleblowing Policy)
✔ Internal audits + third-party due diligence in place
✔ Anti-corruption training provided to employees
✔ ZERO incidents of corruption — reporting period

Next 2-Year Sustainability Priorities (Forward Faster)

GOVERNANCE	HUMAN RIGHTS	ENVIRONMENT	ANTI-CORRUPTION
Strengthen supplier due diligence & procurement traceability	Enhance supplier compliance screening & supply chain visibility	Formalise logistics & sourcing route optimisation programme	Expand anti-corruption collective action & industry partnerships
Formalise governance structures as company scales	Expand grievance mechanisms for workers & communities	Implement structured environmental monitoring & GHG tracking	Implement structured compliance monitoring systems
Deploy automated compliance controls monitoring	Strengthen responsible AI adoption practices	Set renewable energy targets & emissions baseline	Enhance third-party due diligence & external audit processes

Policy Library — 23 Formal Compliance Documents

GOVERNANCE & CONDUCT
● ESG & HSE Master Policy
● ESG Statement
● Quality Policy
● Code of Conduct
● Grievance & Whistleblowing Policy
● ESG Policy Binder v1.0 (Feb 2026) — Master Document

LABOUR & HUMAN RIGHTS
● Labour & Human Rights Policy
● Non-Discrimination & Anti-Harassment Policy
● AiTech Diversity & Inclusion Policy
● AiTech Child Labour Policy
● AiTech Forced Labour Policy
● AiTech Freedom of Association Policy
● AiTech Wages Policy
● AiTech HSE Policy
● AiTech Communities Policy
● AiTech Local Procurement & Employment Policy

ENVIRONMENT
● Environmental Policy
● Decarbonisation & Climate Responsibility Policy
● AiTech Biodiversity Policy
● AiTech Water Usage Policy

ANTI-CORRUPTION
● Anti-Bribery, Anti-Corruption & AML Policy
● AiTech Anti-Money Laundering Policy
● Supplier Code of Conduct

Compliance Credentials

UN Global Compact	COP Submitted	TRN Registered	Governance Model	Zero Tolerance	Gender Equity
Active Participant Since Aug 2025	05 May 2026 (Annual)	UAE FTA 104982596900003	CEO-Led Centralised Oversight	Corruption & Bribery ZERO Incidents	50% Women in Managerial Roles