

ENVIRONMENTAL & SUSTAINABILITY POLICY

Policy Title:	Environmental & Sustainability
Effective Date:	08 May 2017
Scheduled Review Date:	01 July 2021
Version number:	Original - version 2.0
Approved By:	Chief Executive Officer VP Health, Safety & Environment

1. Purpose

- 1.1 GEMS Education seeks to support the leaders and citizens of the future, to responsibly shape the world in which we live, by creating an institutional culture, which collectively works to continually improve the environmental impacts and deliver environmental enhancements where possible.
- 1.2 GEMS is committed towards embracing environmental management as a core value throughout the organisation.
- 1.3 The Environmental & Sustainability Policy will be communicated to all GEMS employees and will be available for any other relevant stakeholders.

2. Scope

- 2.1. The scope of the policy covers all GEMS MENASA schools and their subsequent employees, students, parents and service providers.

3. Policy objectives

To ensure the company's commitment to Environment & Sustainability.
GEMS will:

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Ref: GEMS Education Environmental & Sustainability policy/Version 2.0/July 2019/

- 3.1. Establish clearly defined environmental objectives
- 3.2. Ensure the continual improvement of the GEMS environmental management system.
- 3.3. Mitigate against climate change by reducing the School's carbon footprint.
- 3.4. So far as reasonably practicable, reduce the organisations use of natural resources and its ecological footprints.
- 3.5. Comply with all applicable Environmental legislation and other requirements to which the organisation subscribes.
- 3.6. Create a vibrant community in which staff, students, visitors and contractors have the opportunity to individually and collectively support the school in protecting the environment.
- 3.7. Prevent pollution from emission and discharges, and the physical degradation of ecosystems.

4. To meet the objectives management will consider the following areas

4.1 Energy and Carbon

- Reduce consumption and increase energy efficiency in building and equipment, in order to reduce the school's carbon footprint.

4.2 Waste and Resources

- Use the Zero-waste "Reduce-Reuse-Recycle" hierarchy in waste and resource management.

4.3 Water

- Minimize water consumption by promoting positive behaviours and installing water efficient infrastructure.

4.4 Construction and Refurbishment

- Reduce consumption of new materials and increase the reuse and recycling of materials.

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- Create built environments that meet the highest environmental standards, by incorporating environmental criteria into material and contract specifications, to reduce the environmental impacts over the whole life cycle of school buildings.

4.5 Procurement

- Require contractors, sub-contractors and suppliers to meet or exceed, all relevant environmental legislation and regulations and work to improve the environmental performance of the schools.

4.6 Emissions and Discharges

- Prevent Pollution and reduce emissions and discharges from buildings and equipment.

4.7 Transport

- Encourage the reduction of emissions arising from commuting, business travel and deliveries.

4.8 Biodiversity and Urban Landscapes

- Monitor, maintain and enhance biodiversity and habitats on the school grounds.

4.9 Education and Sustainable Development

- Integrate environmental awareness into teaching and learning.
- Ensure that staff, students and visitors can access information related to environmental management and sustainability.

4.10 Compliance & control

- Establish and manage an environmental impact assessment.
- Establish a robust environmental management system, the EMS will be compliant with local requirements and industry standards.

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5. Responsibilities

- 5.1 Ultimate responsibility for environmental and sustainability, rests with the GEMS MENASA Education board Chairman.
- 5.2 The Chief Executive Officer has a responsibility for allocating adequate operational resources and finances, to support the organisations commitment to continuous environmental improvement.
- 5.3 Principals have a specific responsibility for ensuring the implementation of the Environmental & Sustainability policy into their respective schools.
- 5.4 The Vice President Health, Safety and Environment (HSE) is responsible for establishing and monitoring the Environmental & Sustainability strategy for GEMS Education.
- 5.5 The Vice President Health, Safety and Environment, is responsible for establishing and communicating, environmental key performance indicators.
- 5.6 The Health & Safety Manager, in consultation with the appointed environmental champion within the school, is responsible for establishing and monitoring an environmental impact assessment.
- 5.7 The Health & Safety Manager is responsible for investigating any environmental incidents.
- 5.8 The Vice President Health, Safety and Environment (HSE) is responsible for providing timely Environmental & Sustainability support and guidance to all relevant persons.
- 5.9 The Manager of school Operations (MSO) has a responsibility for ensuring suitable action plans are developed to achieve the objectives mentioned in this policy.
- 5.10 All contractors and service providers are responsible for ensuring that they comply with GEMS Education environmental & sustainability policy. Moreover, they are responsible for

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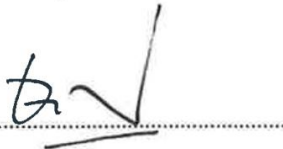
monitoring their own environmental & sustainability performance and that of their employees and sub-contractors.

- 5.11 Staff and Students have the responsibility of following the school plan to achieve the objectives mentioned in this policy.
- 5.12 All persons are responsible for reporting any environmental incidents to the health and safety department.

6. References

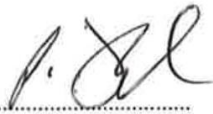
- 6.1. Ministry of Climate Change and Environment, UAE
- 6.2. Environmental Agency Directives, Abu Dhabi, UAE
- 6.3. Dubai Municipality Environment Technical Guidelines, Dubai, UAE
- 6.4. ISO 14001, Environmental Management System Requirements
- 6.5. Federal Law No. 24, Protection and Development of the Environment, UAE
- 6.6. Green Building Regulations and Specifications, Dubai Municipality. UAE

Signed: Chief Executive Officer.....



Date: August 2019.....

Signed: VP Health, Safety & Environment.....



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