



7Cs GROUP

SUSTAINABILITY REPORT

GROW ON US

2017



ABOUT THIS REPORT

We are proud to publish our second annual sustainability report, summarizing our results for the year 2017. This report covers information regarding our performance in accordance with the UN Global Compact and Women's Empowerment Principles (WEPs), and therefore, serves as our annual Communication on Progress (COP). The report covers UAE operations of our Group companies 7Cs Eurasia FZE, 7Cs Diamond & Jewellery Trading LLC, 7Cs Gold and Jewellery LLC, 7Cs Fashion House LLC, Soft Touch Jewellers LLC, 55Fifty7 Jewellery LLC, Global Green Bridge Contracting LLC, Global Green Bridge FZE, Aspen Real Estate LLC, Premier Marble Technical Services and Jehan Investment Ltd.

All information in the report is complete and within the reporting period starting from 1st January to 31st December 2017



→ CSR COMMITTEE

One of the core values of 7Cs Group is corporate social responsibility and this is an employee-driven strategy. To drive CSR throughout the organization, a CSR committee was constituted comprising members of different Group companies called Mandar, connecting good will to good work. Monthly meetings are held to plan and implement CSR activities in alignment with the annual strategy. Employees suggest projects to support and garner support from their respective teams, making each activity a successful one. The CSR committee is headed by the Director of Corporate Communications and CSR. This enables quicker approvals and effective impact.

→ CORPORATE GOVERNANCE

We have an operations board, comprising heads of HR, finance and executive directors. All business plans are made by a committee of employees, and not just senior management. This ensures that employees suggestions are taken into consideration for business strategies. We also inform all employees of achievements, business plans of individual group companies twice a year.

ABOUT 7Cs GROUP

The 7Cs group was founded in 1999 (under the name of Rosy Blue and renamed 7Cs in 2014) by Dr. Harshad Mehta as a company that focused on the jewellery industry. The 7Cs Group has now grown into a well-diversified conglomerate, with a strong presence in the field of wholesale and retail jewellery, sustainable construction, real estate investment and hospitality. Headquartered in Dubai, UAE, 7Cs Group employs more than 1,900 personnel belonging to 23 nationalities.

→ GROW ON US

The philosophy of the 7Cs Group is the empowering message - Grow on us. Herein, 'grow' represent the future and 'on' represent the stability of a strong platform established on firm morals. 'US' encompasses 'u' for uniqueness because dynamic creativity is at the core of any initiative and every organization should have a culture of innovation, while 's' in 'us' represents 'service', stressing upon the need to focus on customer satisfaction and delight by offering world- class service. The 7Cs Group is committed to the idea of enabling growth – both for business as well as the society.



→ OUR VISION

We aim to facilitate growth for all stakeholders and continue building mutually beneficial, lasting partnerships. Our ambitious and visionary leadership ensures that we keep exploring new frontiers and achieving new victories, thereby facilitating growth for the entire 7Cs family and its partners.

→ OUR MISSION

We are dedicated to offering a reliable platform that nurtures innovation, rewards excellence and creates value for stakeholders, as well as the community.



FOUNDER

DR. HARSHAD MEHTA

Dr. Harshad Mehta has over 50 years of global experience in the diamond industry and is recognized as a veteran in the trade. Former Chairman of the Dubai Diamond Exchange, Dr. Mehta has also been consistently voted among the top 20 most powerful Indians in the Gulf region. He won the 'Global Indian of the Year' award for his outstanding contribution in taking Indian gems and jewellery industry to the world, at the 13th annual Retail Jeweller India Awards 2017. Beyond business, he is well known for his humanitarian efforts in the field of education, primary healthcare, medical research, among other social issues. Dr Mehta embodies the 7Cs Group's seven core values that inspire and guide all aspects of the group's functioning.



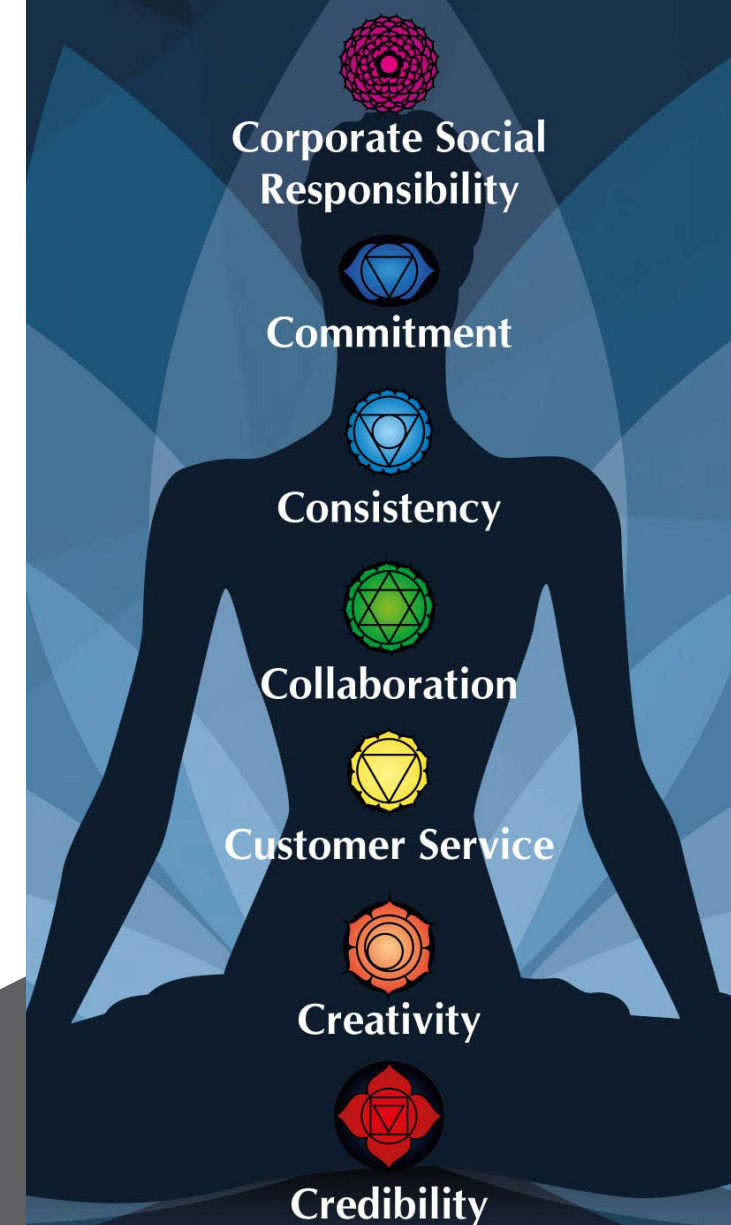
HOW WE CONDUCT OUR BUSINESS

The 7Cs Group stands for 7 core values i.e. Credibility, Creativity, Customer Service, Collaboration, Consistency, Commitment, and Corporate Social Responsibility.

OUR CODE OF ETHICS

Code of conduct is laid down for the 7Cs staff in order to maintain a healthy work culture in the organisation. The human resources manual is designed to acquaint employees with the working conditions, benefits and policies affecting employment. Our charter, comprising the code of conduct, is signed by every employee.

OUR VALUES



CHAIRMAN

MR. RIHEN MEHTA

Mr. Rihen Mehta is a young visionary with a penchant for creating businesses that deliver consistent results. He brings to the table innovative ideas and strategies to keep pace with a growing and challenging market. He is currently on the Board of Directors of the prestigious Dubai Gold & Jewellery Group and the Dubai Diamond Exchange. Mr. Mehta was featured in Forbes Middle East's list of Top Indian Leaders 2017: The Next Generation



OUR BUSINESSES

JEWELLERY



GOLD JEWELLERY

7Cs Gold Jewellery supplies superior-quality high-fashion bangles, bracelets, necklaces, pendant sets, earrings, chains and rings in 21 and 22-karat gold. With innovative 2-in1 and 3-in-1 value-for-money & trendy styles, 7Cs Gold Jewellery satisfies every kind of customer.

GOLD MOUNTING

7Cs Gold Mounting supplies light-weight and fashionable designs of gold mounting to diamond jewellery retailers and local distributors in the GCC region. Their innovative designs, superior quality, coupled with shorter lead times have made them one of the leading suppliers of gold mounting in the region.

ROUGH DIAMONDS

7Cs Eurasia undertakes responsible sourcing of diamonds from mines as well as fine assortment for processing and manufacturing. With decades of experience and market knowledge in rough diamonds, the team guarantees a strong assortment capability and reliability to its vast customer base.

RETAIL JEWELLERY

HUEB



Hueb is an international fine jewellery brand with hand-crafted jewellery designs inspired by its Brazilian heritage. With a flagship store at Madison Avenue in New York, Hueb is present in more than 50 luxury department stores across North America, the GCC and Brazil.

JEWEL CORNER



GOLD & DIAMOND JEWELLERY

With more than 20 years in the jewellery industry, Jewel Corner is one of the most reputed jewellery brands operating across the GCC with over 40 locations and an online store. Jewel Corner specializes in trendy and exquisite diamond and gold jewellery at affordable prices.

55FIFTY7



At 55FIFTY7, an award-winning design team and qualified jewellery professionals transform client concepts and design ideas into signature jewellery using state-of-the-art technology. Aspiring jewellery designers are provided specialized training courses at the 55FIFTY7 Incubator, equipped with the latest facilities and an extensive library of reference materials.

CONSTRUCTION



GLOBAL GREEN BRIDGE CONTRACTING LLC

Global Green Bridge Contracting is an EPC construction company in the MENA region and specializes in green solutions. It has a G + Unlimited Building Contracting License and Certifications for ISO 9001- 2015, ISO 14001-2015 and OHSAS 18001-2007 and has successfully completed numerous projects in UAE and overseas in various segments such as industrial projects, commercial buildings, schools, malls, residential buildings, and high-end villas

GLOBAL GREEN BRIDGE FZE

Global Green Bridge FZE offers self-supporting unique alternative structural systems and infill walls, welded wire mesh and light-weight steel fabrication. The company also offer sustainable landscaping using coir compost, which consumes significantly lesser water compared to standard soil and is an alternative for cultivation soil. The company also supplies planter pots and has over a hundred varieties of indoor plant and 50 varieties of outdoor plants.



PREMIER MARBLE TECHNICAL SERVICES

Premier Marble Technical Services is a marble and natural stone business, offering quality marble and natural stone under the brand “Rakitalian”, processed at the group’s factory. They work with contractors & interior designers and undertake installation work in the UAE and India.

REAL ESTATE



ASPEN REAL ESTATE

Aspen Real Estate, the realty advisory and management wing of 7Cs, is a team of highly-trained professionals with vast experience in the Dubai real estate market. We provide end-to-end solutions, focusing on delivering value to our customers by an astute understanding of their investment needs.

JEHAN INVESTMENTS

Jehan Investments is a property fund and investment vehicle that currently invests in the Dubai market, targeting attractive yields with low risk. The portfolio primarily targets ready properties for rental yields, with a small proportion being invested in off-plan properties, which are expected to deliver higher capital appreciation.

HOSPITALITY



BALARAM PALACE HOTEL

Built between 1922 and 1936 by the 29th ruler of Palanpur, Balam Palace Hotel is a boutique heritage hotel constructed in the neo-classical and baroque architectural style. Situated amidst a reserve forest in Gujarat, India, the hotel is set in 13 acres of terraced upland, rising from a hilly stream and surrounded by lush green gardens. With 34 air-conditioned rooms (including a ‘Nawab’ suite), the hotel offers a diverse culinary experience and a host of leisure activities to its guests, including cultural entertainment options and nature walks.

CHAIRMAN DECLARATION

To our stakeholders:

For us, sustainability is a journey and we believe that taking a long term strategic view will continue to serve us well now and into the future. We want to contribute to building a more sustainable and resilient value chain for our company as well as the communities we serve.

As a UN Global Compact member, we share our commitment and continuous effort made by our teams to embed sustainability in our Group culture. We also strive to integrate, support and advocate the ten universally accepted principles of the UN Global Compact and the 17 Sustainable Development Goals. At 7Cs Group, our women colleagues are in the forefront of our successful endeavours. So we went a step further to highlight our commitment to

gender equality by becoming signatories of the Women's Empowerment Principles.

Our efforts have been recognised by the UAE government. Our EPC construction company Global Green Bridge Contracting won the 5-star Taqdeer award from the UAE government for excellence in employee welfare practice, bench marked against global practices on labour policies, facilities and infrastructure, health and safety, recruitment and wages, justice and transparency. In 2018, we will continue to honour our commitments towards human rights, labour, environment and social causes to become a truly sustainable company.



RIHEM MEHTA
Chairman

CSR DIRECTOR STATEMENT



7Cs Group goes beyond corporate philanthropy and has a hands-on approach towards different social causes such as education, poverty alleviation, women's empowerment and responsible consumption. Our efforts were recognised by the UN Global Compact and we made it to the list of shortlisted companies for the UAE SDG Pioneers Awards. Women empowerment and especially freedom from any sort of abuse is a cause close to my heart and I want to ensure that every woman feels safe, no matter where she is, and especially at her workplace. Women today are breaking the glass ceiling across sectors and we need to ensure that women in the workforce suffer from no discrimination. At the helm of 1,900-strong workforce in 7Cs Group, I'm in a position to influence policies and bring about change in the lives of my women. By becoming a WEPs signatory, we pledge our support for maintaining gender equality within 7Cs Group and to cultivate a work environment that empowers all employees, especially women.







In 2017, we focused on encouraging recycling across the Group. We conducted training, placed bins and encouraged employees to recycle more. We also conducted several product donation activities and collected books, toys and clothes for the underprivileged. Our sports events and cultural events created stronger bonds among employees.

We encourage you to have a look at our work and Grow on Us!

Sincerely yours,

DEEPIKA MEHTA
Director, CSR & Corporate
Communication

7CS EMPLOYEES

	2015	2016	2017
TOTAL NUMBER OF EMPLOYEES 	1, 625	1701	1,961
TOTAL NUMBER OF MALE EMPLOYEES 	1, 538	1602	1,849
TOTAL NUMBER OF FEMALE EMPLOYEES 	87	99	112
NEW EMPLOYEE HIRES 	819	582	789
TOTAL NUMBER OF EMPLOYEES WHO TOOK MATERNITY LEAVES 	1	4	1
ATTRITION RATE 	19.9%	18.5%	35.54%

S no	Name of the Training	Trainer	Internal/ External	No. of Employees Attended
1	STAR ONE - Retail Sales Staff Training - Jewel Corner	Jayashree / Roopesh	Internal	66
2	SGL solitaire GEM Labs	SGL	External	17
3	Overseas training - Jewel Corner	Jayashree / Roopesh	Internal	5
4	SEO International	SEO	External	1
5	CRM + Loyalty Induction	Antony / Gayathri	Internal	103
6	Brand Excellence	Amrita	Internal	92
7	RJC	Anjali	Internal	16
8	Advance Excel	Ace It	External	1
9	SMACT	Anjali	Internal	8
10	Product Knowledge	Nilesh	Internal	15
11	Team building	Hala associates	External	20
12	Fidic Certification Training	Ajith	Internal	6
13	Bloom Training	Hala	Internal	18
14	Leadership 5th Discipline	Hala	Internal	14
15	Ignite Training – Induction	Green Bridge Hr	Internal	25
16	Foreman Meeting	Green Bridge Hr	Internal	18
17	Chargehand Meeting	Green Bridge Hr	Internal	14
18	Performance Management Training	Ruben John	Internal	18
19	Swagatham – Induction Training	Green Bridge Hr	Internal	20
20	C3 Training – Usage Of Atm Cards	Green Bridge Hr	External	500
21	Site Training	Green Bridge Hr	Internal	20
22	Camp Boss Training	Green Bridge Hr	Internal	4
23	Lean Training	Ashok Kumar	Internal	15
24	Isab Training	Green Bridge Hr	External	6
25	Dqa Training	Ashok Kumar	Internal	8
26	Od Intervention	Hala	External	40
Total				1070

EMPLOYEE ENGAGEMENT

CrEDO

A first-of-its-kind one-day event celebrating construction workers is held annually by Global Green Bridge. A cultural programme and a awarding ceremony is central to ‘CrEDO’ – Construction Employees Day Out. The main objective of this program is to motivate and appreciate blue collar employees, who toil every day to create the beautiful landscape of Dubai.

SMART IDOL

Our employees were encouraged to participate in a musical competition organised for blue collar workers across Dubai. Our singers Durg Vijay and Harikesh Chauhan performed at Sheikh Rashid Auditorium in Dubai with other finalists of Smart Idol 2017.

OFFSITE BY THE HILL SIDE

A team-building workshop was conducted for 25 employees of the jewellery division at the hill-side town of Lonavala. Employees from the gold, diamond and gold mounting divisions took part in this offsite, where brainstorming on future strategies was done alongside games and other engaging activities.

IFTAR PARTY

At 7Cs Group, we not only respect all traditions and cultures, but also celebrate and participate in them. To showcase our respect for the Ramadan tradition, a majority of our employees voluntarily fasted for a day along with their Muslim colleagues. All participating employees broke fast together during the Iftar party organized at several Group offices in Dubai.

SENIOR MANAGEMENT OUTING AT BOWLING CENTRE

At 7Cs Group, we like to make sure all business heads are in top form, whether they are in the board room crunching numbers or participating in sports. Our senior members geared up for their strategy meet for 2017-18, by unwinding and showing their skills at a bowling centre in Dubai.

POT LUCK

We organized a potluck breakfast party to turn a regular working day into a celebration of food and festivity. To encourage the spirit of sharing and fellowship among the employees, everyone was asked to bring home-cooked meals. The pantry in all the 7Cs Group offices was filled with delicious dishes, ranging from traditional Indian dishes to continental food, fruits and some mouth-watering desserts. The food looked amazing and tasted even better. The activity saw an overwhelming response from all the employees and was a great way to start a work day in office.

CRICKET TOURNAMENT

Our cricket-loving employees enjoyed the Green Bridge Cricket League held in Dubai. We harnessed the talent and passion of our strong base of 1900+ employees to form 4 teams. This tournament brought the employees together, create stronger bonds within the organisation.

INTERNATIONAL WOMEN’S DAY

We celebrate the wonderful women working at the 7Cs Group every single day and today was just another excuse for us to show them how much we appreciate them. On International Women’s Day, our women colleagues engaged in games, shared their inspiring stories and enjoyed sumptuous food. While our women colleagues were dressed in pink, our male colleagues showed their appreciation and solidarity and sported pink hues as well.

PAINTING BONANZA

A painting activity was conducted for children of 7Cs employees on the theme ‘Sustainability: Connecting good will to good work’. The lovely paintings were then featured in the 7Cs 2018 corporate organizers

SENIOR MANAGEMENT OUTING AT GAMING CENTRE

At 7Cs Group, we believe that all work and no play makes us dull. Senior management spent 60 minutes as a team to solve a series of mysterious and challenging puzzles to ‘escape’ a room at a gaming centre in Dubai.

HUMAN RIGHTS

→ Policy/ Procedure

- Non-discrimination policy
- Harassment policy
- Anti-human trafficking policy
- HR manual is designed to acquaint employees of the 7Cs Group with information about working conditions, benefits, standards of conduct and policies affecting employment.

→ Implementation

- Employee satisfaction surveys are conducted annually
- 7Cs has launched a knowledge portal iGrow to ensure sharing of best practices among all employees. Recognising top users of the portal has motivated all employees to use the portal.
- Quarterly 'Tell Me' sessions are conducted for grievance redressal
- Quarterly magazine C Times is used to communicate different initiatives among the Group.
- 'We Care', an initiative for employees to share their grievances and suggestions directly with the director and chairman
- Anonymous survey of senior management was conducted, wherein 11 members shared their feedback

→ Measurement of outcome

- 0 complaints of sexual misconduct or discrimination in 2017
- 4 sessions of Tell Me, a meeting with HR team to discuss grievances
- 2 sessions of 'We Care'

→ 2018 Targets

- Employee satisfaction survey
- Conduct regular health camps

ENVIRONMENT

→ Policy/ Procedure

- HSE policy
- Environment policy

→ Implementation

- Began recycling programme in all Group companies
- Conducted Environment policy trainings

→ Measurement of outcome

- Recycling data:
- Paper (in kg): 650
 - Plastic (in kg): 17
 - Cartridges (no.): 9
 - Ewaste (no.): 28

→ 2018 Targets

- Paper (in kg): 700
- Plastic (in kg): To reduce consumption of plastic

- Cartridges (no.): 15
- Ewaste (no.): 35
- Participate in beach clean-ups

LABOUR

→ Policy/ Procedure

- Code of conduct
- Recruitment policy
- HSE policy
- Ethics policy
- Equal employment opportunity policy

→ Implementation

- We follow the UAE labour laws, wherever applicable.
- Contracts with all our employees to avoid forced labour
- All our employees are above 18 years of age and we store information on age based on their passport and other official documentation.
- All employees are covered under medical insurance
- Fire drills conducted
- Conducted HSE trainings including fire safety and first aid (BLS)
- We provide staff accommodation to more than 1,500 employees
- 'Dil Se', which translates to 'From the Heart', is an initiative designed to address the grievance of the work force. Every Sunday, one representative from HR department visits the labour accommodation for this session.

→ Measurement of outcome

- Employees belonging to 23 nationalities work with us.
- 0 complaints of violation of UAE labour rights in 2017
- Won the 5-star Taqdeer award, a Dubai government initiative to honour companies for excellence in labour practices,
- 24 'Dil Se' sessions held

→ 2018 Targets

- Online Employee Engagement survey for labour and staff
- Engage 2000 employees through different activities

ANTI-CORRUPTION

→ Policy/ Procedure

- Anti-Corruption policy

→ Implementation

- We have a gift register to monitor all the gifts given and accepted by employees
- Conducted trainings on anti-money laundering, anti-corruption and KYC.
- Appointed AML officer and committee for internal investigation

→ 2018 Targets

- 0 fines/ corruption cases against Group companies

→ Measurement of outcome

- 0 complaints of bribery or other financial frauds against our Group companies in 2017.
- Global Green Bridge won the Dubai Quality Appreciation Award from the Dubai Economic Department for its exemplary business ethics.

SUSTAINABLE DEVELOPMENT GOALS



In 2017, 7Cs Group, through its companies focused on the following Sustainable Development Goals, laid down by the United Nations Development Programme.

WE DESIGN A BETTER FUTURE

The Sustainable Development Goals (SDGs), otherwise known as the Global Goals, are a universal call to action to end poverty, protect the planet and ensure that all people enjoy peace and prosperity.

These 17 Goals build on the successes of the Millennium Development Goals, while including new areas such as climate change, economic inequality, innovation, sustainable consumption, peace and justice, among other priorities. The goals are interconnected – often the key to success on one will involve tackling issues more commonly associated with another.

- 10** REDUCED INEQUALITIES
- 03** GOOD HEALTH AND WELL-BEING
- 12** RESPONSIBLE CONSUMPTION AND PRODUCTION
- 11** SUSTAINABLE CITIES AND COMMUNITIES
- 04** QUALITY EDUCATION
- 17** PARTNERSHIPS FOR THE GOALS



REDUCED INEQUALITIES

TOYS WITH WINGS

Organisation collects and distributes new as well as second-hand toys to children in orphanages and refugee camps in Middle East, Africa and Europe, in association with the Emirates Red Crescent.

Impact: 7Cs Group employees collected and donated eight cartons of toys to the NGO. The Emirates Red Crescent authorities distributed the old toys in orphanages inside Dubai, and the new toys will be given to children in refugee camps in Jordan, Iraq and Yemen.

SMART LIFE

Smart IDOL is a project started by NGO Smart Life in UAE. It aims to find the finest talent amongst blue Collar individuals, whose salaries are less than 2,500 AED, in UAE. The NGO trains and provides them a platform to exhibit their hidden talent to public and media.

Impact: Around 30 labourers from our construction camp sites auditioned for the Smart Idol event. Two labourers were trained and one participated in the Smart Idol competition. We also sponsored the event.

EMIRATES RED CRESCENT SOCIETY

Emirates Red Crescent Society is a volunteer humanitarian organization that supports official authorities in times of peace and war. Impact: Around 500 sets of clothes were donated by employees of 7Cs Group to the Emirates Red Crescent society, which was distributed among those needy in UAE and have registered with Emirates Red Crescent Society.

BEACON OF HOPE

Beacon of Hope UAE aspires to bring life, light and literacy to impoverished children globally by providing solar lights, books and medical apps to ascertain the health of impoverished children.

Impact: Books were donated by employees of 7Cs Group through the NGO, enlightening 40 children.

AL NOOR TRAINING CENTRE FOR PERSONS WITH DISABILITIES, UAE

Organisation provides all individuals with special needs professional training and care to realize their potential and integrate them into the wider community.

Impact: 7Cs Group donation will be used for new teaching material and renovation work at the school. Additionally, employees spent half a day volunteering at the Centre.



GOOD HEALTH AND WELL-BEING

DIABETES TEST AND AWARENESS PROGRAMME

Our fine jewellery brand Jewel Corner teamed up with Aster DM Healthcare to organize a free sugar test for our customers and walk-ins on World Diabetes Day in Dubai, along with providing pamphlets for awareness on the lifestyle disease. Impact: Around 398 people were screened for diabetes through this initiative.

YOUNG COMRADE CRICKET CLUB, INDIA

Organisation provides cricket training for those participating in the Young Comrade Shield cricket tournament. Impact: 7Cs Group sponsored the upcoming cricket tour at Palanpur and Deesa towns of Gujarat.

DUBAI BLOOD DONATION

7Cs Group conducts an annual blood donation camp in association with Dubai Blood Donation Centre, Latifa Hospital, Dubai. Impact: 7Cs Group donated 42 units of blood in 2017.

RESPONSIBLE CONSUMPTION AND PRODUCTION

EMIRATES ENVIRONMENTAL GROUP, UAE

Organisation focusses on sustainable development in UAE through effective environmental protection and responsible waste management programmes. Impact: 7Cs Group practises paper recycling and managed to recycle 650 kg of paper in 2017



DUBAI SPORTS COUNCIL 24-HOUR WALKATHON, UAE

DXB 24-Hour Walkathon is a 24-hour walking challenge in Dubai, organized by the Dubai Sports Council. The 90km walkathon around the streets of Dubai was designed to raise awareness of health and fitness and well-being in the corporate sector. Impact: A group of 22 employees from 7Cs Group companies participated in the walkathon.



RECYCLE EMIRATES, UAE

Organisation offers environmentally-compliant disposal of computer and IT equipment. Impact: 7Cs Group practices e-waste recycling and has recycled 17 desktops, one printer, 6 monitors, 6 routers, 4 CDs, 4 hard disks through this organization.

SUSTAINABLE CITIES AND COMMUNITIES



EKAL VIDYALAYA FOUNDATION

The Ekal Vidyalaya Foundation of India is a registered non-profit service organization dedicated to education and village development in rural India. Ekal is the largest, grassroots, non-government education movement in India. Currently, it is operating in over 52,000 villages and educating over 1.4 million children in rural India. Impact: 7Cs Group has been supporting the project for several years, and sponsored more than 100 schools across rural India over the years.

EARTH HOUR WALKATHON, UAE

Earth Hour is the world's largest grassroots movement for the environment, which mobilises individuals, communities and organizations globally to do their part to help check climate change. The Earth Hour walkathon, organized by Dubai Electricity and Water Authority, is part of the Earth Hour UAE event, which also involves encouraging people to switch off unnecessary lights for an hour at 8.30pm on March 25. Impact: Participation by our employees in the walkathon to support the initiative and increasing awareness to switch off laptops and computers and chargers overnight to reduce unnecessary consumption of electricity

PARTNERSHIPS FOR THE GOALS

WOMEN'S EMPOWERMENT PRINCIPLES

The UN Women's Empowerment Principles are a set of Principles for business offering guidance on how to empower women in the workplace, marketplace and community.



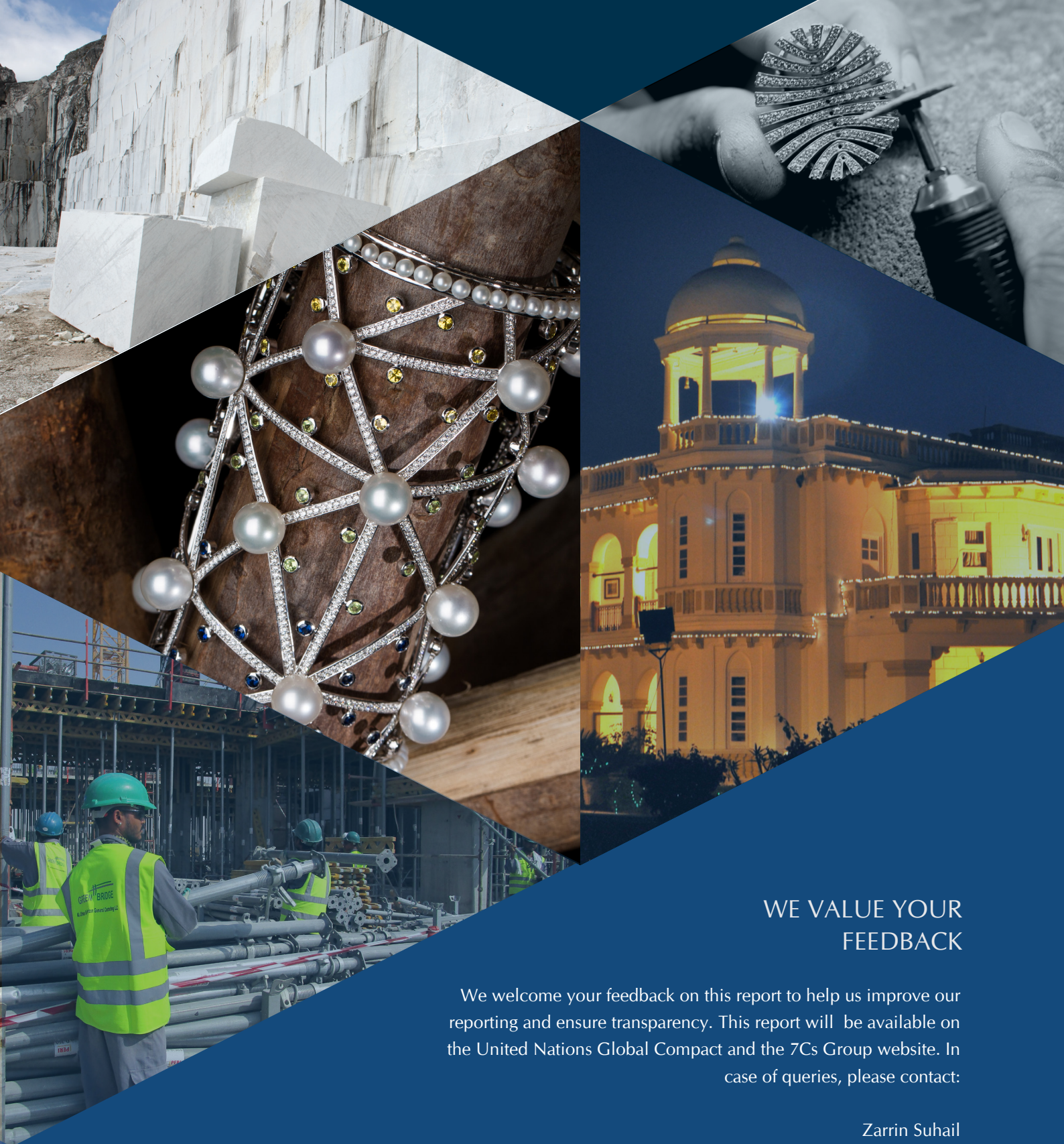
7Cs Group Chairman signed the CEO Statement of Support to the Women's Empowerment Principles in order to publicly stand by the principles, including committing to communicate progress towards the principles. We focus on engaging women employees by organising special events and activities for them such as Women's Day celebration, trainings & special grievance cells for women employees.

- Principle 1: Establish high-level corporate leadership for gender equality
- Principle 2: Treat all women and men fairly at work – respect and support human rights and nondiscrimination
- Principle 3: Ensure the health, safety and well-being of all women and men workers
- Principle 4: Promote education, training and professional development for women
- Principle 5: Implement enterprise development, supply chain and marketing practices that empower women
- Principle 6: Promote equality through community initiatives and advocacy
- Principle 7: Measure and publicly report on progress to achieve gender equality

ENGAGE DUBAI

Engage Dubai is a corporate volunteering programme of the Dubai Chamber. 7Cs Group has enrolled as a member of the Engage Dubai and will report on our corporate volunteering biannually. 7Cs actively participates in Engage Dubai seminars and is part of the network of companies who support the development of healthy and sustainable communities.





WE VALUE YOUR FEEDBACK

We welcome your feedback on this report to help us improve our reporting and ensure transparency. This report will be available on the United Nations Global Compact and the 7Cs Group website. In case of queries, please contact:

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