



7Cs GROUP

SUSTAINABILITY REPORT

GROW ON US

2018



ABOUT THIS REPORT

We are proud to publish our third annual sustainability report, summarizing our results for the year 2018. This report covers information regarding our performance in accordance to 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, Global Green Bridge Contracting LLC, Global Green Bridge FZE, Premier Marble Technical Services and Jehan Investment Ltd.

All information in the report is complete and within the reporting period starting from 1st January 2018 to 31st December 2018

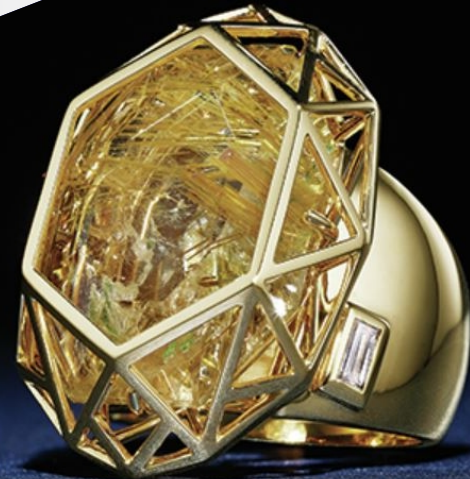


→ CSR COMMITTEE

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. 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

We believe that the true worth of success is measured by the way it is taken forward, to benefit all whose lives it touches. Backed by several decades of cumulative industry experience and fueled by the principles of creation, teamwork and community enrichment, we are committed to the idea of enabling growth - both for business as well as society. The 7Cs Group found its presence in 2003 (under the name of Rosy Blue and renamed as 7Cs in 2014) by Dr. Harshad Mehta as a company 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 1600 personnel belonging to 23 nationalities.

→ GROW ON US

The philosophy of the 7Cs Group is the empowering message - Grow on us. Herein, 'grow' represents the future and 'on' represents the stability of a strong platform established on firm morals. The word 'us' encompasses 'u' for uniqueness, because dynamic creativity is at the core of any initiative and every organization should have a culture of innovation. The 's' in 'us' represents 'service', stressing upon the need to focus on customer satisfaction and delight by offering world-class services. The 7Cs Group provides a platform for growth for various businesses, thereby impacting society and its people through economic development. The diversity of the Group emanates from its belief in nurturing ideas, ambitions and letting everyone discover their potential and develop their own identity.



→ 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

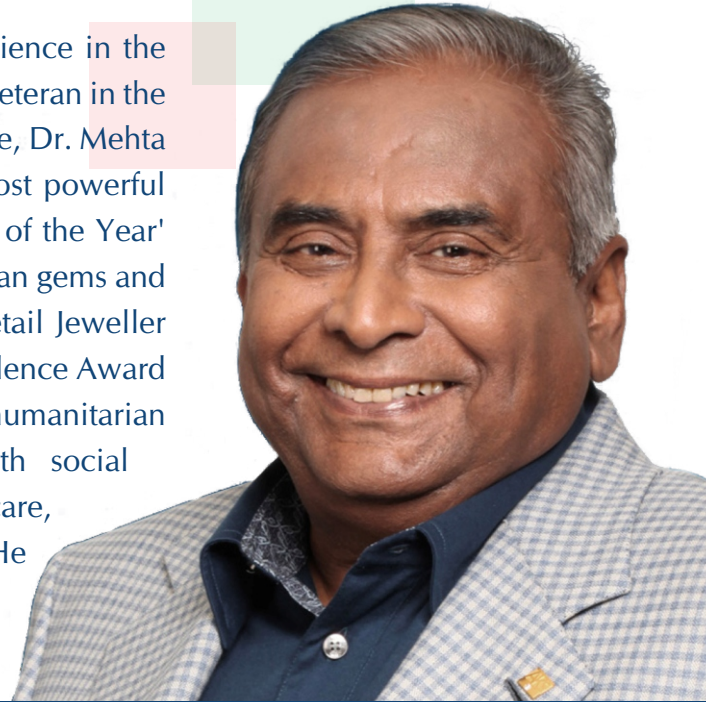
We are dedicated to offering a reliable platform that nurtures innovation, rewards excellence and creates value for stakeholders, as well as the community.



OUR LEADERS

DR. HARSHAD MEHTA

Dr. Harshad Mehta has over 50 years of global experience in the diamond and jewellery 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 the Indian gems and jewellery industry to the world, at the 13th annual Retail Jeweller India Awards 2017. He was conferred the Literary Excellence Award for brilliance in the field of philanthropy. Dr. Mehta's humanitarian commitments shine through in his association with social initiatives ranging from education, primary healthcare, medical research and other developmental challenges. He embodies the 7Cs Group's seven core values that inspire and guide all aspects of the group's functioning.



CHAIRMAN

MR. RIHEN MEHTA

Rihen Mehta is no stranger to success. He set a world record by swimming across the English Channel when he was just 12 years old and today, as Chairman of the 7Cs Group, he is one of Dubai's youngest corporate leaders. He is a young visionary with the ability to foresee and implement winning strategies 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 the Forbes Middle East's list of Top Indian Leaders 2017: The Next Generation and was also selected as honouree in the category Young Entrepreneur of the Year (Age 40 and below) for the



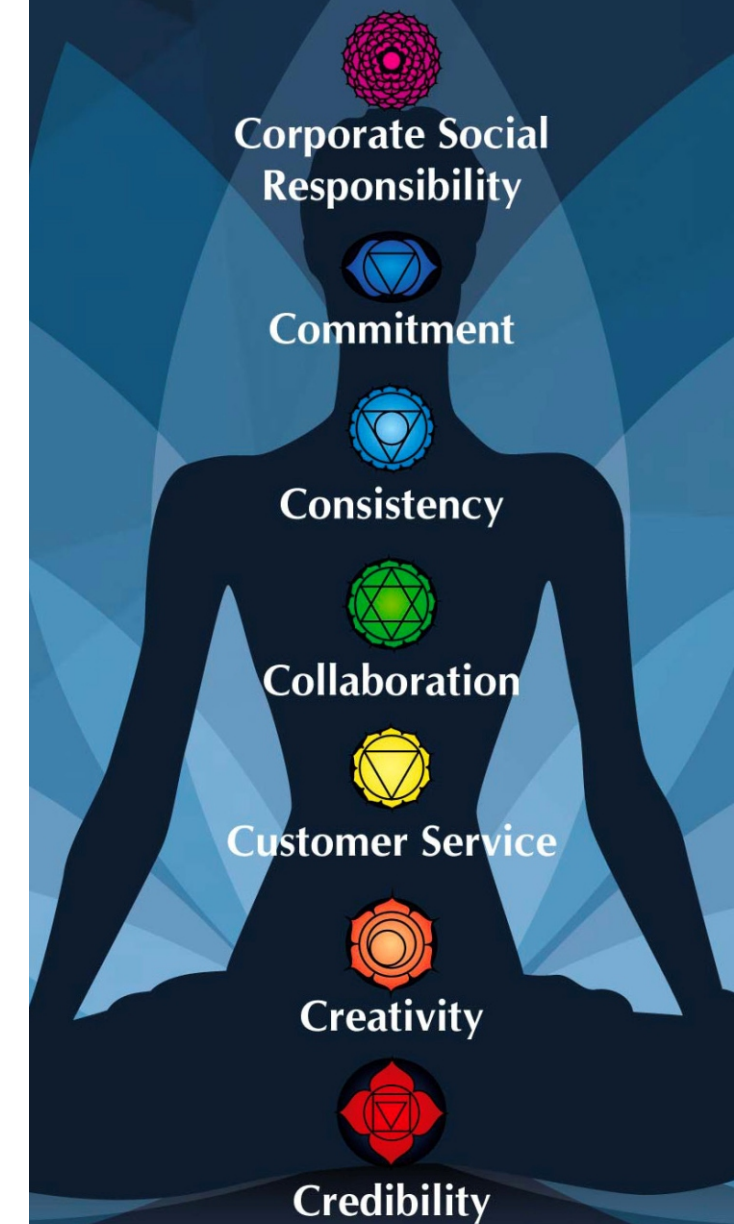
HOW WE CONDUCT OUR BUSINESS

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 organization. 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



OUR BUSINESSES

WHOLESALE B2B BUSINESS



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-in-1 and 3-in-1 value-for-money & trendy styles, 7Cs Gold Jewellery satisfies every kind of customer.

GOLD MOUNTING

We supply light-weight and fashionable designs of gold mounts to diamond jewellery retailers and local distributors in the GCC region. Our innovative designs, superior quality, coupled with shorter lead times have made us one of the leading suppliers of gold mounts 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.

JEWELLERY MANUFACTURING

We are a 100% export oriented manufacturer of Gold and Diamond stud jewellery with a factory at SEEPZ, Andheri, Mumbai. Our expertise is in high-end jewellery which includes bridal sets, rings, earrings, pendants etc. as per the requirement of customers. Our factory is a full-fledged manufacturing unit that can support any customer's need right from diamonds and Product Development to innovation.

RETAIL JEWELLERY



HUEB

At Hueb we believe luxury is inspiring and celebratory, not intimidating. Brazil is our heritage and inspiration. Each of our pieces is handcrafted to express creativity, elegance and attitude. Jewellery is a way of self-expression. Our designs strike a subtle balance between art and innovation, evoking a sense of joy and elegance.

Today the brand has a flagship boutique at Madison Avenue in New York and a mono brand boutique at Shopping Cidade Jardim, Sao Paulo, Brazil and distribution in more than 100 locations across United States of America.



JEWEL CORNER

Jewel Corner specializes in offering exquisite diamond jewellery at affordable prices. With the objective of tapping into the gifting space demand, it provides customers an opportunity to gift sparkling jewellery at attractive prices. Jewel Corner has over 40 stores in all leading malls across the GCC region. Our jewellery is sourced from across the world and crafted by award-winning designers. The brand promises to offer its customers smart value with simple choices along with a unique retail experience. Jewel Corner also believes in bringing out the spark in all of them, because there is a jewel in all of us.

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 FZC 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. Driven to build a safer future for all, Jehan green walls is committed to delivery green, energy-efficient solutions and offer various practical and logistical benefits as they are easier to transport and install. Their excellent insulation leads to lesser consumption of electricity, thereby offering savings



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. We 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, Balarum 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 2019, we will continue to honour our commitments towards human rights, labour, environment and social causes to become a truly sustainable company.



RIHEN 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 2024 strong workforce in 7Cs Group, I'm in a position to influence policies and bring about change in the lives of my women. We pledge our support for maintaining gender equality within 7Cs Group and to cultivate a work environment that

empowers all employees, especially women. As 2019 was declared as "Year of tolerance" we focused to bridge communication between peoples of different cultures in a respectful environment.

As a continuation of 2017, in 2018 also 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



S. No	Name of the training	Trainer	Internal / External	No. of employees attended
1	STAR ONE - Retail sales staff training - Jewel Corner	Jayashree	Internal	51
2	Induction training	Jayashree	Internal	5
3	CRM - Loyalty phase II	Antony	Internal	36
4	PMS - CSF	Jayashree	Internal	52
5	9K / 10K Product Knowledge	Jayashree	Internal	30
6	Manual Billing / Stock Count	Yoosuf / Louie	Internal	1
7	DSES - Upgradation	DSES Unit	External	7
8	DSES - Upgradation	Jayashree	Internal	38
9	VAT Reclaim	Prabhu	Internal	38
10	Causing Incredible Performance	Hala	External	48
11	Product Knowledge	MKM	Internal	16
12	PMS New System	MK Moorthi	Internal	76
13	Ignite training	MK Moorthi	Internal	64
14	ISAB	ISAB	External	2
15	Bloom Training	Hala [Hala Associates]	External	15
16	Training for managers	Hala [Hala Associates]	External	8
17	Learning from peers	MK Moorthi	Internal	12
18	Sub contractual Management	Joan [UAE contractors]	External	3
19	Contractual awareness Program	Fidic	External	23
20	Leadership 5th disciplinary way	Hala [Hala Associates]	External	8
21	Chargehand & Foreman Meeting	Anand K P & Kalimuthu	Internal	10
22	Timekeeper	Ashok Pinto	Internal	9
23	Competency Framework	MK Moorthi	Internal	12
24	Fidic	Consultant	External	13
Total				577

	2015	2016	2017	2018
TOTAL NUMBER OF EMPLOYEES	1,625	1701	1,961	2024
TOTAL NUMBER OF MALE EMPLOYEES	1,538	1602	1,849	1,874
TOTAL NUMBER OF FEMALE EMPLOYEES	87	99	112	150
NEW EMPLOYEE HIRES	819	582	789	250
TOTAL NUMBER OF EMPLOYEES WHO TOOK MATERNITY LEAVES	1	4	1	3
ATTRITION RATE	19.9%	18.5%	35.54%	32%



EMPLOYEE ENGAGEMENT

CRICKET TOURNAMENT

CRICKET TOURNAMENT - TOLERANCE CRICKET CUP - Sheikh Nahyan bin Mubarak Al Nahyan, Minister of Tolerance, organized Tolerance Cricket Cup. The championship was organized by the Ministry of Tolerance in cooperation with the Abu Dhabi Sports Council as part of the National Tolerance Festival held under the theme "On Zayed's Approach". A total of 16 teams comprising nearly 300 players took part in the tournament which lasted over seven weeks. Our cricket-loving employees were one among the team named "Green Bridge Heroes" who participated in the Cricket League. This tournament brought the employees together, a symbolic picture of the sportsmanship, created a stronger bonds and constructive and positive competition in an atmosphere of tolerance and peaceful coexistence.



The Office of the Minister of Tolerance and Etihad Airways have signed a cooperation agreement to promote the values of tolerance, coexistence and respect for diversity. The agreement between the two parties seeks to promote these values in a more sustainable and enriching manner among different nationalities, cultures and religions via community projects in national and international events.

UNITED ARAB EMIRATES
MINISTER OF TOLERANCE
OFFICE OF THE MINISTER

الإمارات العربية المتحدة
وزير التسامح
مكتب الوزير



DIWALI PARTY

DIWALI PARTY: Diwali symbolizes the spiritual "Victory of Light over darkness, Good over evil and Knowledge over ignorance. Diwali party was organized and celebrated at 7Cs Group with Lighting diya's, Lakshmi Pooja and distributing Sweets and Wishing Good Health and Wealth to all. Our 7Cs group chairman, Mr. Rihen mehta and Director - Corporate Communications & CSR Ms. Deepika Mehta made it a colorful experience for the group. Everyone turned up dressed in their traditional wear, made a beautiful rangoli, exchanged wishes and celebrated happiness.

VALENTINE DAY CELEBRATION

VALENTINE DAY CELEBRATION : Valentine's Day is all about showing our coworkers that we care. At 7Cs group we believe that appreciation and respecting are the two most important ways to motivate and reward a team. We celebrated the day with lots of fun and games while expressing our respect for each other. We also had a contest that our employees take a best picture with their spouses and the winning photo got a prize reward.



BIRDS OF A FEATHER FLOCK TOGETHER

BIRDS OF A FEATHER FLOCK TOGETHER: The annual party was organized in December for all employees and their families. The evening began with the contest under the theme "Spirit of the union", and followed with some fun games in the cruise, after which everyone gathered for the entertainment programme. The evening ended with some great dancing and a good wholesome dinner.

FUN AT WORK

FUN AT WORK: In order to bring synergy within our team and to have a "family" bond where we feel supported "Indoor recreation" area has been initiated. The recreation at office helps us to be more focused at our work, effective utilization of time and to relax with some fun at office. The recreation area has the carom & foosball table.



MOTHERS DAY

MOTHERS DAY: 7Cs family on the occasion of mothers day had a chance to celebrate and wish the office mom. It was a great opportunity to celebrate and honour the moms at workplace. Picture of the kids with the moms working with 7Cs group has been collected and a greeting card with a wishes has be made and given to all the moms.



IFTAR PARTY

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.



CHRISTMAS & NEW YEAR CELEBRATION

CHRISTMAS & NEW YEAR CELEBRATION: To keep the spirit of the season sparkling and vibrant for our people, the new year was welcomed with a positive energy across all the employees holding the thought to bring success for the business and with some fun, Secret Santa game was played and revealed to all by gifting.



TOGETHER TOWARDS TOMORROW

TOGETHER TOWARDS TOMORROW : Annual Business plan cascade was organized in the beginning of the year to highlight the learnings and success of 2018 and look ahead about new plans for 2019 to work together, to keep focused on our priorities to achieve our ambitions and to bring more success to our 7Cs. This conference was more of an interactive one & to elicit valuable.



PHOTOGRAPHY COMPETITION

PHOTOGRAPHY COMPETITION: UAE is a vibrant country so we let the Colors of UAE flow in our CREATIVE shots. Last year our employees and their lovely family members imbibed our Value 'CREATIVITY' and actively participate in our photography competition. Theme of the competition – "Creative Colors of UAE". The lovely pictures were then featured in the 7Cs 2019 corporate organizers.



INTERNATIONAL WOMEN'S DAY

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. Here's wishing all the lovely women who shaped our lives a very happy Women's Day!



CrEDO

CrEDO - A first-of-its-kind one-day event celebrating construction workers is held annually by Global Green Bridge. A cultural programme and an 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

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 2018.



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 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

→ Measurement of outcome

- 0 complaints of sexual misconduct or discrimination in 2018
- 4 sessions of Tell Me, a meeting with HR team to discuss grievances
- 2 sessions of 'We Care'

→ 2019 Targets

- Employee satisfaction survey
- Conduct regular health camps

ENVIRONMENT

→ Policy/ Procedure

- HSE policy
- Environment policy

→ Implementation

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

→ Measurement of outcome

Recycling data:

- Paper (in kg): 1550
- Plastic (in kg): 45
- Cartridges (no.): 120
- Ewaste (no.): 28

→ 2019 Targets

- Paper (in kg): 1700
- Plastic (in kg): To reduce consumption of plastic

- Cartridges (no.): 75
- 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 and US 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 1,400 employees
- 'Dil Se', which translates to 'Heart to 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 2018
- Won Dubai Quality award and DSES award which is a Dubai government initiative to honour companies for excellence in labour practices and best customer service.
- 24 'Dil Se' sessions held

→ 2019 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

→ 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.

→ 2019 Targets

- 0 fines/ corruption cases against Group companies

SUSTAINABLE DEVELOPMENT GOALS-SGD

SUSTAINABLE DEVELOPMENT GOALS 17 GOALS TO TRANSFORM OUR WORLD



In 2018, 7Cs Group, through its companies focused on the following Sustainable Development Goals, laid down by the United Nations Development Programme.

- 03** GOOD HEALTH AND WELL-BEING
- 04** QUALITY EDUCATION
- 10** REDUCED INEQUALITIES
- 08** GOOD JOBS AND ECONOMIC GROWTH
- 11** SUSTAINABLE CITIES AND COMMUNITIES
- 12** RESPONSIBLE CONSUMPTION AND PRODUCTION
- 14** LIFE BELOW WATER
- 17** PARTNERSHIPS FOR THE GOALS

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.

GOOD HEALTH AND WELL-BEING

PINK IT NOW:

Health of employees at 7Cs Group is of prime importance to us. Hence we joined hands with Zulekha health care group in their campaign Pink It Now to raise awareness about Breast cancer, early detection and the benefit of regular check – ups. Specialist Dr. Suneeta Geekay educated all the female employees about its symptoms and self-examination. Everyone came dressed in pink to support the initiative and received a free specialist consultation and X- Ray Mammogram voucher in return. Thank you Zulekha health care group for this great initiative. **Impact:** Around 19 people participated for the awareness program through this initiative.

AWARENESS CAMPAIGN

Global Green Bridge a part of the 7Cs Group, organized an Awareness Sessions On Welfare of Workers by Indian Embassy along with PBSK (Pravasi Bharatiya Sahayata Kendra). Every day issues of workers were addressed. The main topics of awareness included - Alcoholism and Smoking, Identity Protection, Debit Card Protection, Nuggets of Information (on exchange rate fluctuation, importance of long term saving for pension), UAE Customs Rule, Appropriate Integration of workers with Social Media. We conducted an interactive session towards the end and gifts were given out to participants. **Impact:** Around 842 people participated for the awareness program through this initiative.

DUBAI FITNESS CHALLENGE

Dubai Fitness Challenge (DFC) is all about motivating and involving Dubai's residents to commit to 30 minutes of continuous exercise a day for 30 days. It is to transform Dubai into the most active city in the world with a month-long calendar of exciting events. 7Cs group registered with Dubai Fitness Challenge and employees actively participated individually and together with friends, family and colleagues, enjoying new and exciting ways to improve their fitness levels **Impact:** Around 60 people participated through this initiative.

MEDICAL CAMP

At 7Cs Group, we believe that every employee's health is the real wealth for our business. We conducted a complete preliminary medical check-up for all our staff which included GP Consultation, Dental Check-up, and blood pressure, Blood Sugar, Cholesterol and ENT Consultation. Experts from HNC Medical Team conducted the check-ups, helped by recommending small but effective lifestyle changes and guided us through various health problems. **Impact:** Around 145 people were screened for diabetes through this initiative.



QUALITY EDUCATION



BOOK FAIR

Supporting UAE's law of reading, 7Cs Group organized a "not for profit" Book Fair for all the book lovers in collaboration with the Impulse Group intended to promote, consolidate and support the reading initiative. It brings for everyone books from leading publishers of UK like Oxford University Press, Britannica, Penguin books, Britannica and many more at a special discount of up to 70%. **Impact:** Around 68 people participated in this book fair



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.

SCHOOL STUDENTS FACTORY VISIT

Our Factory in Hamriyah Free Zone, Phase-II Sharjah had an extra buzz of activity on 25th and 26th of September 2018. We had a group of enthusiastic future leaders and entrepreneurs from the prestigious S P Jain school of global management. They all had a better understanding of our Set-up, Process and Product Advantage/Benefit.

Impact: A group of 120 students of girls and boys with 5 faculty, visited our factory

REDUCED INEQUALITIES



EMIRATES RED CRESCENT SOCIETY, UAE

Emirates Red Crescent Society is a volunteer humanitarian organization that supports education for underprivileged children. 7Cs Group in collaboration with Emirates Red Crescent and Engage Dubai organized stationary collection drive.

Impact: Around 41.75 Kgs of stationaries were donated by employees of 7Cs Group to the Emirates Red Crescent society and Dubai Chamber, which was distributed among those needy in UAE and have registered with Emirates Red Crescent Society and Dubai Chamber.

SMART LIFE, UAE

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 laborers from our construction camp sites auditioned for the Smart Idol event. Two laborers were trained and two participated in the Smart Idol competition. We also sponsored the event.

TOLERANCE CRICKET CUP

We 7CsGroup are proud to have our Globalgreenbridge cricket team 'Greenbridgeheroes' consisting of our blue collared colleagues to participate in the prestigious ToleranceCricketCup2018 organised by Ministry of Tolerance, under the patronage of Shaikh Nahyan Bin Mubarak Al Nahyan, Minister of Tolerance in Abu Dhabi from October 4. 7Cs group took an initiative to train all the team members under G force academy and all of them were given outfits, shoes and other requirements for them to play.



GOOD JOBS AND ECONOMIC GROWTH



DSES AWARD

We are honored that our jewellery retail company Jewel Corner won the Dubai Service Excellence Scheme (DSES) Best Service Performance Outlet Award, by Dubai Economy under the vision of H.H Sheikh Mohammed Bin Rashid Al Maktoum. DSES is the benchmark for quality and premium service in the industry and our outlet Dubai Festival City mall has been recognized for the same. The DSES encourages, recognizes and rewards businesses that keep Dubai at the cutting edge of customer service. We would like to thank Dubai Economy for this recognition and team for this achievement.



ZERO ACCIDENT CHALLENGE

Global Green Bridge proudly participated in "Zero Accident Construction Challenge" – a global initiative launched by Dubai municipality. Employee welfare is one of the core values of 7Cs group leaves no stones unturned in ensuring that our employees get adequate training to ensure everyone's safety at work. The aim of the challenge is to raise the level of structural safety in construction sites, based on providing a safe and motivated environment for workers. This is a six-month challenge starts from October 1 until the end of March 2019.

Impact: 0 Accidents were found through this initiative

DQA AWARD

Awards & Recognition not only acknowledge success, but many other qualities like commitment, ability, struggle, learning and excellence.

Global Green Bridge's commitment to excellence resulted in achievement of Dubai Quality Appreciation Award. Indeed a great Honour, this award was received by our chairman Mr. Rihem Mehta. This achievement came out as a result of recognition for GGB's business model.

LIFE BELOW WATER



7Cs Group participated in Community Beach Cleanup in Ras Al Khaimah. The event was organized by Government of Ras Al khaimah & Environment protection and development authority. It was to bring awareness that marine creatures and birds are injured or die from ingesting plastic waste. Our employees actively participated in this event and made where group's core focus is sustainability.

Impact: 15 volunteers participated in this initiative



RESPONSIBLE CONSUMPTION AND PRODUCTION



EMIRATES ENVIRONMENTAL GROUP, UAE

Organization focusses on sustainable development in UAE through effective environmental protection and responsible waste management programmers.

Impact: 7Cs Group practices paper recycling and managed to recycle 1550 kg of paper in 2018

RECYCLE EMIRATES, UAE

Organization offers environmentally-compliant disposal of computer and IT equipment.

Impact: 7Cs Group practices e-waste recycling and has recycled 10 desktops, 9 monitors, 2 routers, 7 printers through

CAR FREE DAY

7Cs Group participated in Dubai Municipality's Dubai Car Free Day. Car Free Day is an initiative aiming to make Dubai a global sustainable city, and to prove its commitment towards the relevant international environmental conventions, which aims to reduce greenhouse gases emissions. 7Cs employees enthusiastically participated in the car free day by travelling in public transport, walking or carpooling to work.

Impact: 141 participants used public transport and a total of 1400 kilograms of carbon dioxide emissions was saved on Car Free



SUSTAINABLE CITIES AND COMMUNITIES

KERALA RELIEF FUND

7Cs Group in association with Emirates Red Crescent extend their support towards the flood relief efforts in Kerala. As part of our Mandar activity, the CSR initiative of 7Cs Group, the employees extended their heartfelt support and donated generously towards Kerala relief. All our group companies contributed towards this noble cause **Impact:** AED 1760/- contributed by our team.

ENVIRONMENTAL AWARENESS TRAINING

Global Green bridge, a part of 7Cs group organized a environmental awareness training for staff at work site. The training covered the principles of environmental management and the practical steps to be taken as individuals and as an organization to improve environmental performance. The objective of this training was to provide a greater understanding of, and commitment to, the organization's environmental management programme.

Impact: 12 staffs participated in this training program



PARTNERSHIP FOR THE GOALS

ENGAGE DUBAI

Engage Dubai is a corporate volunteering program 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 as is part if the network of companies who support the development of healthy and sustainable communities.

WOMEN'S EMPOWERMENT PRINCIPLES

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.





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:

Deepika Mehta
Director, CSR and Corporate
Communications
Email: Deepika.mehta@7cs.com

PO Box 54303, Office 1003 - 1005
New Century City Tower



Phone: +971 4 255 2797
Fax: +971 4 255 2897



www.7cs.com

