



Baharcore Marine Services - L.L.C - S.P.C

Environmental, Social & Governance (ESG) Policy

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Approved By: Managing Director – Bahar Core Marine Services - L.L.C - S.P.C

Managing Director’s Statement

“At Baharcore Marine Services, sustainability is not an obligation — it is our commitment to the future of the marine industry. Every decision we make, every vessel we service, and every project we deliver reflects our responsibility toward people, the environment, and our shared oceans. We operate with integrity, respect, and innovation to engineer a better, cleaner maritime tomorrow.”

Mr. Armino Gomes

Managing Director – Bahar Core Marine Services - L.L.C - S.P.C

A. Introduction & Purpose

This policy defines Baharcore’s commitment to sustainable and ethical operations in alignment with UAE Net Zero 2050, AD Ports ESG Framework, and IMO MARPOL standards.

B. ESG Commitments

1. Environmental Stewardship

- Operate under AD Ports Group’s EAD-approved environmental management system.
- Comply with Port User Rules, Dangerous Goods Guidelines, and Vessel Discharge requirements.
- Manage waste according to Tadweer (CWM) and EAD-aligned standards.
- Prevent pollution incidents and report promptly to AD Ports HSE.
- Promote energy efficiency and low-carbon technology.

2. Social Responsibility

- Maintain safe, fair, and inclusive workplaces.
- Provide equal opportunities and training.
- Enforce zero tolerance for discrimination or harassment.
- Support community and maritime education initiatives.



3. Good Governance

- Uphold the Integrity, Ethics & Compliance Manual (BCMS-COR-ETH-001-25).
- Require suppliers to align with AD Ports Business Partner Code of Conduct.
- Maintain transparent procurement with anti-bribery controls.
- Conduct quarterly ESG performance reviews and annual reporting.

C. Oversight & Reporting

The Managing Director chairs the ESG Committee with Operations, QHSE, Finance, and HR representatives. Quarterly reports monitor KPIs and alignment with AD Ports sustainability goals.

D. Annex A – Public ESG Statement

(Include your approved Annex A text block here.)

E. Approval & Control

Authorized and Approved by:

Mr. Armindo Gomes

Managing Director – Bahar Core Marine Services - L.L.C - S.P.C

(Signature) Armindo Gomes (Date) 01 July 2025