



INSPIRING YOUNG
MINDS FOR A
**SUSTAINABLE
FUTURE**

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ABOUT THIS REPORT

It is our pleasure to present our Annual ESG Report for the academic year 2022-2023, underscoring our commitment to sustainability and responsible practices. This report offers a detailed review of Taaleem Holdings PJSC’s (hereafter referred to as Taaleem) ESG endeavors across all our operations in the United Arab Emirates, encompassing our corporate headquarters in Dubai and various educational facilities.

In line with the ESG disclosure guidelines set forth by the Dubai Financial Market (DFM), we have thoughtfully integrated the 27 recommended ESG indicators into our report. Adhering to these regulations, we diligently monitor and disclose our environmental, social and governmental performance to transparently showcase our impact on stakeholders and the wider UAE community.

We firmly believe that responsible business practices are integral to long-term value creation, and in the pages of this report we reflect on our efforts to enhance our ESG performance. Throughout this journey, we have embraced stakeholder feedback to inform our strategic decisions and investments.



ABOUT TAALEEM

WHO WE ARE

At Taaleem, we are committed to providing exceptional educational services and nurturing the potential of every student. As one of the largest premium education providers in the UAE, we strive to create a positive and enriching learning environment.

Established in 2003, Taaleem has become one of the largest K-12 operators in the United Arab Emirates (UAE) and has consistently delivered excellence in education. Today, we stand as the first private education company to be listed on the Dubai Financial Market (DFM) and proudly serve 28,633 students across a network of 26 schools. Our operations are overseen by a distinguished nine-member Board of Directors, with prominent Emirati businessman Khalid Al Tayer serving as the Chairman.

Our vision is to become the most respected provider of early childhood, primary and

secondary education in the Gulf region. We are driven by a mission to inspire our students to discover their passion and talent, nurturing them through holistic development and fostering the skills and character required for them to thrive in life. We place equal importance on the emotional, social, moral and physical development of our students, nurturing them as they grow into well-balanced individuals who are intellectually curious about the world and familiar with diverse cultures and perspectives.

With a student-centered focus, we encourage our students to reflect on their experiences, communicate intelligently and empathetically, and make positive contributions to the global community with compassion and confidence. Our commitment to holistic education empowers our students to become responsible world citizens who are well-prepared to succeed in an ever-changing and interconnected world.

WHAT WE DO

Taaleem PJSC is at the forefront of providing premier K-12 education in the United Arab Emirates. With an extensive portfolio of 26 schools, we have established ourselves as one of the largest providers of premium education in the country.

Our schools encompass two categories: premium schools and government-partnership schools. Within our portfolio, we operate 10 owned and operated premium private schools, including a private early year's facility catering to children aged up to three years old. Additionally, we manage 16 government-partnership schools on behalf of esteemed government entities.

In line with our commitment to excellence, our premium schools offer a diverse range of curricula tailored to meet the unique needs of our

students. This includes five schools delivering the International Baccalaureate (IB) curriculum, four schools providing the British curriculum, and one school offering an American curriculum.

For the academic year 2022-2023, our group was proud to serve 28,663 learners, supported by a dedicated teaching staff comprising 1,721 teachers. Within our premium school portfolio alone, we have 952 teachers and 12,862 students enrolled as of August 2022.

Through our commitment to providing exceptional education, we strive to empower students, nurture their talent, and equip them with the skills and knowledge necessary to succeed in an ever-evolving world through a transformative learning experience.



TAALEEM'S APPROACH TO ESG

ESG VISION

Taaleem’s acknowledgement of ESG as a comprehensive framework embodies our commitment to fostering long-term success and academic excellence. Cognizant of the role of our students as future leaders in sustainable development, we are empowering them to become sustainability ambassadors and agents of positive change within their communities. This, we believe, will have a significant impact not only on the students but also on society at large.

Built on the foundation of our Group vision, our ESG vision: **Inspiring Young Minds for a Sustainable Future**, supports our commitment to empowering our students to be responsible citizens and future changemakers. Our efforts in promoting quality education and supporting the UAE’s Green Education agenda have well-positioned us on the right track to achieve our ESG vision and attain our commitments.



LISTENING TO OUR STAKEHOLDERS

At Taaleem, stakeholders influence our decision-making as we consider them to be integral to the success of the company. We understand the need to regularly engage them and incorporate their feedback in our ESG priorities and reporting due to communicating our performance and impact. We recognize that by taking into account the issues they consider to be most material will help us to adapt, innovate and build initiatives that meet their needs while driving long-term success.

During the materiality exercise, we first identify and assess the influence and importance of each stakeholder group, then proceed to survey their perspectives on ESG-related topics and issues.

We understand that stakeholders comprise a diverse range of groups with varying views and ever-changing perspectives, concerns and expectations. We conduct a thorough stakeholder engagement as an ongoing part of our commitment to sustainability.

Our stakeholders within the academic space provide insights relating to learning and student success, while our impact-related stakeholders guide us on social and environmental sustainability. This process enables us to gain valuable feedback and a deeper understanding of our stakeholders’ needs and what material topics we should prioritize.



STUDENTS
External Stakeholders



PARENTS
External Stakeholders



SUPPLIERS
External Stakeholders



EXECUTIVE LEADERSHIP
Internal Stakeholders



SCHOOL LEADERSHIP
Internal Stakeholders

ALIGNMENT WITH SUSTAINABILITY GUIDELINES & FRAMEWORKS

At Taaleem, we endeavor to incorporate sustainability in our operations, core business strategy and decision-making processes. As we dedicate ourselves to fostering long-term value creation, driving positive environmental and societal transformations, and skillfully managing risks, our initiatives resonate with the active involvement of our student body. These not only reflect effective management of our ESG-related impacts but also promote compliance with regulations while enabling students to address pressing global challenges. Through this holistic integration, we not only prepare our students for

the world they will inherit but also enable them to be catalysts of positive change.

We align with various local and global standards as part of our commitment to best practices in ESG performance and reporting, giving our stakeholders and investors a chance to make decisions based on comparable and reliable data.

Our ESG initiatives and disclosures are driven by ESG priorities in alignment with the objectives of the following:



The UN Sustainable Development Goals, or SDGs, are a set of 17 goals adopted by the UN as a part of the 2030 Agenda for Sustainable Development. These goals aim to balance the economic, social and environmental aspects of sustainable development.



Global Reporting Initiative (GRI) standards are an internationally recognized framework developed to manage the economic, environmental, social and governance performance of businesses. It aims to improve the disclosure and transparency of material ESG issues to stakeholders.



The UAE Net Zero 2050 is a national initiative that aims to achieve net-zero emissions by 2050, making the UAE the first in the MENA region to do so. It aligns with the Paris Agreement’s goal of reducing GHG emissions and limiting the global temperature to 1.5 degrees Celsius above pre-industrial levels.

PRIORITY MATERIAL TOPICS

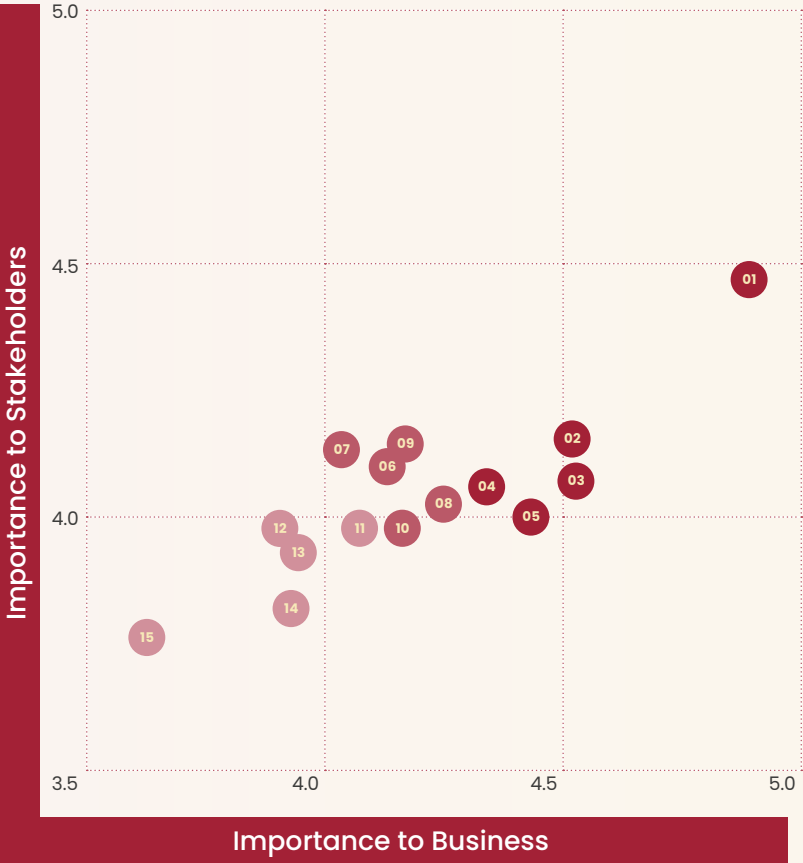
At Taaleem, our commitment to responsible business practices helps us respond to the unpredictable business environment that we operate in, which can be affected by a range of shifting market trends, consumer habits and other external factors.

Our sustainability efforts reflect our commitment to integrating ESG as an imperative for driving long-term success and stakeholder satisfaction. By conducting a thorough materiality assessment, we are able to identify the ESG topics that are a priority for our business and stakeholders. This

helps us to focus our investments on addressing internal and external risks associated with environmental, social, economic and governance issues.

In this year’s report, we focus on 15 material issues that were selected through a rigorous process, drawing upon insights from relevant stakeholders, local and international industry guidelines and frameworks, as well as market analysis. This report highlights our efforts to address material ESG topics, engage stakeholders and contribute positively to the environment and society.

Rank	Materiality Grading	Material Topics
01	Most Important	Student Health, Safety, Protection & Well-being
02		Academic Quality and Curriculum Relevance
03		Employee Development, Retention and Well-being
04		Ethics, Governance and Compliance
05		Diversity, Equity & Inclusion
06	Very Important	Waste Management & Recycling
07		Data Privacy & Technology
08		Parent Satisfaction
09		Water Management
10		Energy Consumption & Efficiency
11	Important	Risk Management & Business Continuity
12		Responsible Growth
13		Biodiversity & Ecosystems
14		Community Contributions
15		Responsible Procurement



Our commitment to materiality makes sure that our strategies and policies accurately reflect our stakeholders’ interests and merges them with the company. This facilitates informed decision-making, fosters trust and ultimately contributes to meaningful implementation of ESG-focused initiatives and fosters long-term success.

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- Energy Usage & Energy Intensity
- Energy Mix
- Water and Effluents
- Waste
- Environmental Management
- Climate Risk Management and Oversight
- Biodiversity
- Green Initiatives

ENVIRONMENT



ENVIRONMENT

In line with the UAE’s Net Zero by 2050 strategic initiative, we have initiated numerous programs to support our commitment to reducing our GHG emissions and environmental impact. Through the implementation of effective management mechanisms, we aspire to advance our journey of environmental stewardship for present and future posterity, cognizant of the impact our operations have on the environment and society at large.

As a responsible business, we are committed

to integrating environmental best practices throughout our operations. We have increased our efforts in the areas of water, energy and waste management, which we understand are material factors in our sector. At Taaleem, we understand the significant role of stakeholders and the benefit of involving them in our quest for conscious and responsible solutions.

The following section outlines our environmental initiatives, performance and goals.

GHG EMISSIONS & EMISSIONS INTENSITY

As part of our commitment to sustainability, we have implemented a range of measures across our schools to reduce greenhouse gas emissions and minimize our environmental footprint. These actions include:

- Adhering to LEED parameters at selected schools, aiming to achieve a GOLD rating (60–79), which helps our facilities to meet the highest standards of sustainability and efficiency as prescribed by the LEED GOLD guidelines. These measures involve the utilization of energy-saving equipment, efficient light fittings and other environmentally responsible practices.
- The installation of smart control systems to optimize energy usage, thus reducing energy consumption to a minimum.
- Embracing renewable energy initiatives, such

as the establishment of a photovoltaic (PV) field that will contribute approximately 20% of the project’s total power demand.

- Demonstrating our dedication to water conservation by implementing the use of treated sewage effluent for irrigation activities.

Our Scope 1 emissions are kept to a minimum, mainly originating from the cars for our employees’ use. However, the majority of our emissions fall under Scope 2, which we have been proactively addressing by transitioning to renewable energy sources. As of now, we are generating an impressive 617,470 kWh through solar energy initiatives.

Moreover, we take accountability for our Scope 3 emissions as well. We have effectively tracked emissions stemming from our school buses, which amount to 8,291 metric tons of CO2e.

GHG EMISSIONS	2022
Direct Scope 1 Emissions (MT of CO2e)	187
Indirect Scope 2 Emissions (MT of CO2e)	20,170
Indirect Scope 3 Emissions (MT of CO2e)**	8,291
Total Emissions (MT of CO2e)	28,648

**Scope 2 data in the table above is exclusive of Dubai Schools Barsha and Dubai Studio City residences*
***Scope 3 data in the table above is exclusive of the buses of Al Maktoum School*



ENERGY USAGE & ENERGY INTENSITY

At Taaleem, we believe in energy efficiency and its pertinence in reducing operational costs as well as emissions. In pursuit of this objective, our security teams conduct daily sustainability walks, diligently inspecting our facilities for any wastages. Our proactive approach involves promptly turning off any lights, air conditioning units, projectors or appliances that are running unnecessarily.

Furthermore, we have invested in educating our personnel about the significance of keeping doors closed to optimize AC efficiency and minimize waste. Additionally, we are actively engaging in collaborations with solar panel service providers to explore and implement feasible solutions for expanding solar panel coverage across all Taaleem sites.

Renewable Energy

The deployment and use of clean energy solutions is one of the main pillars of the UAE’s model designed to address the challenge of climate change and reduce GHG emissions. As a result, transitioning to renewable energy, specifically through the installation of solar panels, has become an area of focus for us here at Taaleem. This transformative project extends beyond newly constructed schools, as we are actively exploring plans to retrofit existing structures with solar panels.

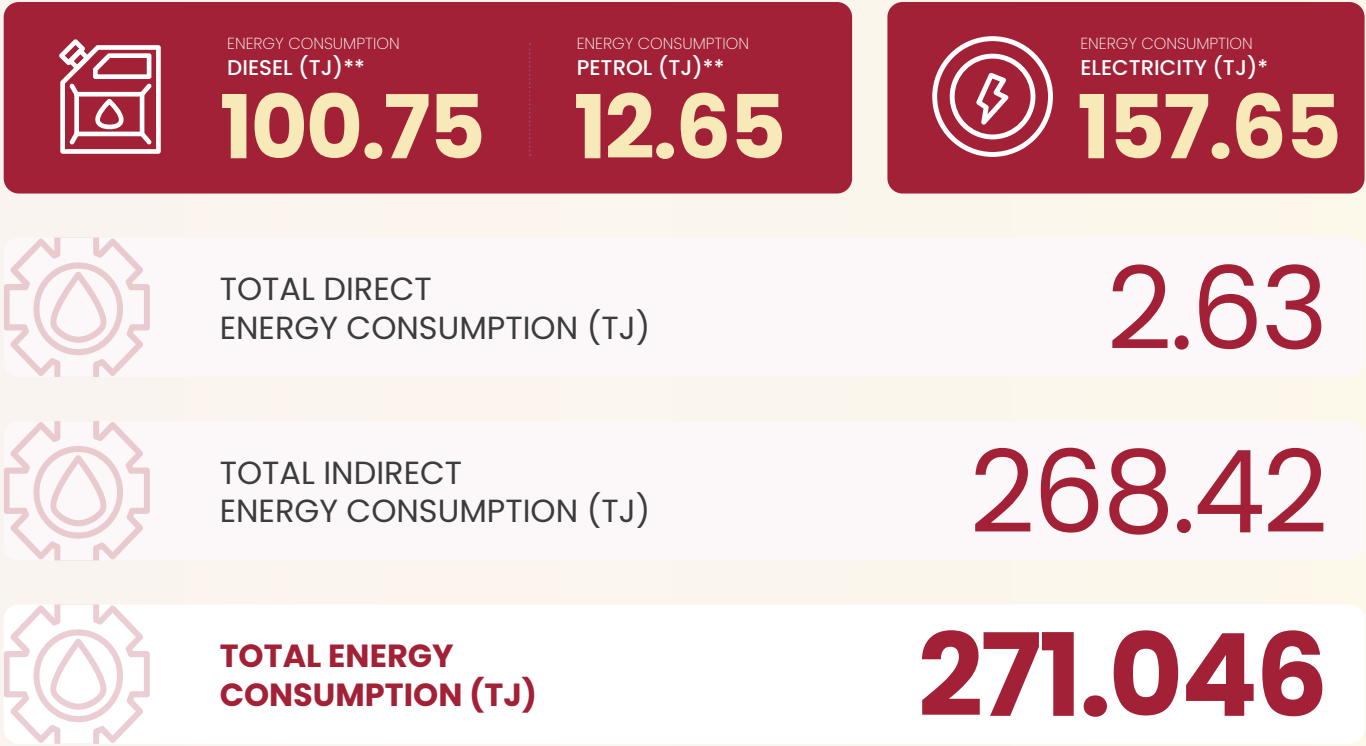
Solar panels have been successfully set up at two of our sites that are currently awaiting grid connection and electricity generation. Additionally, there are plans to have solar panels installed at further sites in the future.

Meanwhile, our Dubai British School Jumeirah Park (DBSJP) and Dubai British School Emirates

Hills (DBSEH) facilities have taken full advantage of operational solar panels, collectively generating an impressive total power output of 617,470 kWh. Energy generation on these sites primarily relies on solar panels, either owned or leased by the company, that have been strategically installed on school rooftops.

These high-performing solar installations have been meticulously fitted by Sun in Motion, a trusted partner that provides comprehensive monthly reports that encompass both projected and actual energy generation figures.

At Taaleem, direct energy is consumed for the leased cars owned by our employees. Additionally, our indirect energy sources primarily consist of electricity consumption in our schools and fuel usage by our third-party buses.



ENERGY MIX

DIRECT ENERGY



PETROL

1%

INDIRECT ENERGY



PETROL

4%

INDIRECT ENERGY



DIESEL

37%

INDIRECT ENERGY



ELECTRICITY

58%

WATER AND EFFLUENTS

In the context of water scarcity in the Middle East, especially in the UAE, we recognize the importance of responsible water consumption in schools. Through educational programs and awareness-raising campaigns, students and staff are educated about water-saving habits that are easy to implement in their daily activities. In the year 2022-23, Taaleem’s overall average water consumption per person (inclusive of staff and students) was 8,802 liters. We endeavor for each of our schools to play a part in preserving

this precious resource by taking proactive measures and contributing to a more water-conscious future.

Furthermore, in our efforts to reduce water usage through treated sewage effluent (TSE), we have a facilities management system in place that is reinforced by our practice of regular reporting and rectification of any leakages arising from broken pipes or dripping taps.



TOTAL WATER CONSUMPTION

275,455.30 m3



WATER INTENSITY - Average Water consumption per person (staff and students)

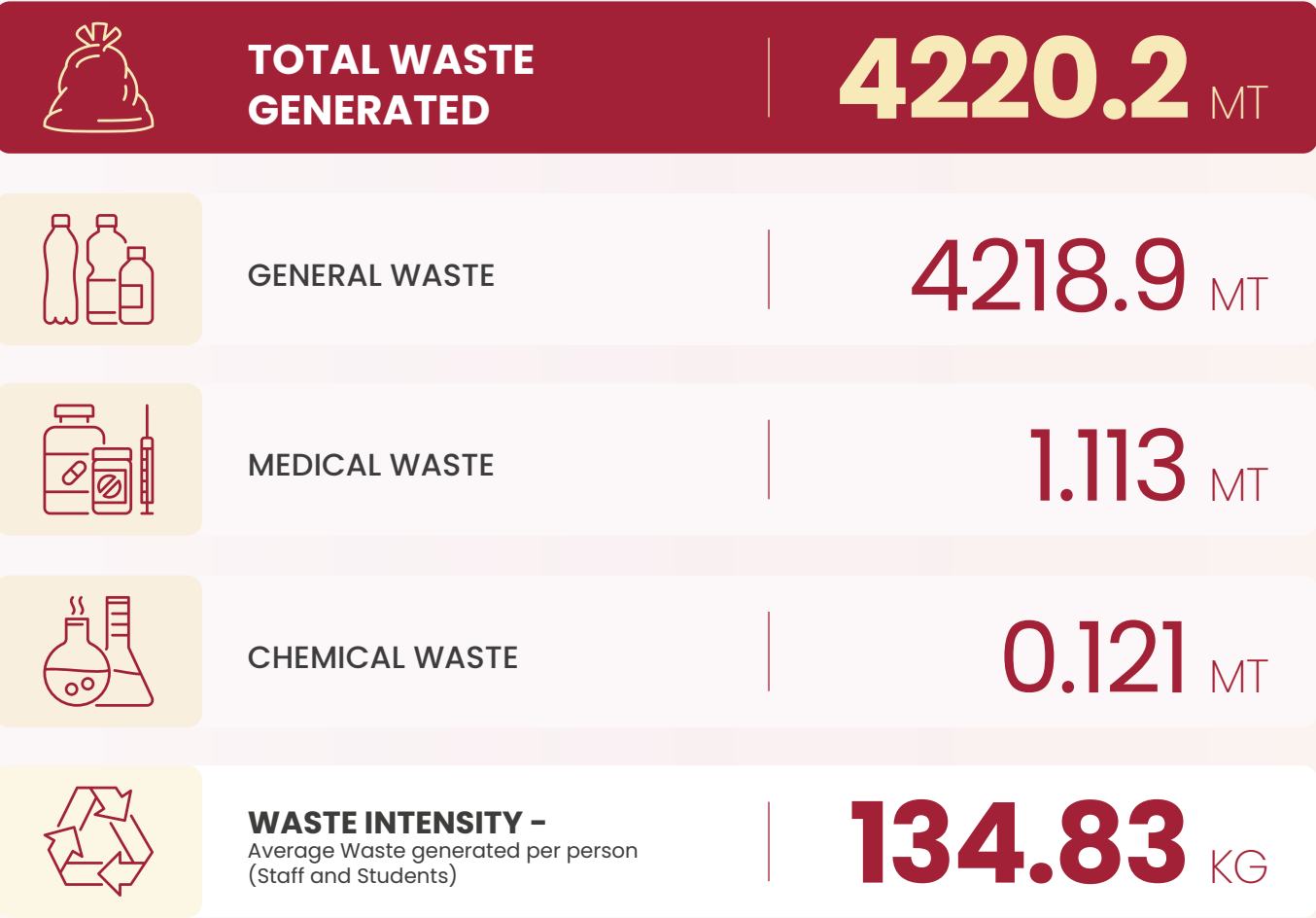
8.802 m3

WASTE

At Taaleem, we consider it our responsibility to create sustainable and eco-friendly school campuses, considering the significant number of students, staff and teachers that utilize these facilities each day. With a commitment to environmental stewardship, all schools under the Taaleem umbrella have implemented various initiatives to promote effective waste management and resource conservation. Notably, some schools have installed water stations and promoted the use of reusable water bottles, encouraging a reduction in single-use plastic waste. Furthermore, inspiring initiatives

have been taking place, such as creatively promoting the use of recycled products through fashion shows that feature dresses made from waste.

Our waste segregation practices include separate disposal methods for chemical waste, recycled waste, general waste and medical waste. Minimizing resource consumption and preventing waste and production remain key priorities across our schools as we actively work towards creating a greener and more sustainable educational environment.



*The data above is exclusive of Dubai Schools Barsha, Dubai Schools Mirdif, Emirates Schools Establishment

ENVIRONMENTAL MANAGEMENT

At Taaleem, we consider it increasingly important to monitor and report on our progress on our ESG journey. Consequently, we have begun establishing targets and performance indicators, which have been meaningfully integrated with our ongoing framework and roadmap. These precise targets and indicators will serve as a strategic roadmap, guiding our future aspirations in crucial areas such as environment, emissions, energy, water and waste.

We do not currently follow an environmental policy, although the company is currently working with a

highly reputable Dubai-based ESG consultancy to help to develop a comprehensive ESG framework and roadmap. A formal environmental policy will be developed as part of this process.

Additionally, we are yet to adopt recognized environmental and energy management systems, however, we acknowledge the potential benefits of implementing them in our long-term strategy. At present, we are actively progressing towards the implementation of ISO 45001, an internationally recognized occupational health and safety management system.



CLIMATE RISK MANAGEMENT AND OVERSIGHT

Taaleem management is at the forefront of assessing climate-related risks during project delivery. As we look ahead to the future, there are discussions underway about how we can further enhance our approach, with the board and management taking on broader oversight, presenting new opportunities for even more effective climate risk management.

Furthermore, we are enhancing our tendering processes by asking additional pertinent ESG-related questions to better understand climate-related risks and opportunities in our

supply chain. This will provide us with additional reassurance that climate-related issues, along with other ESG practices, are being considered by our suppliers.

Our dedication to climate change is reflected in our meaningful investments. The table below highlights a selection of recent notable projects, though it is not an exhaustive representation. The projects aim to reduce emissions and responsibly manage environmental risks within our operations:

INITIATIVE	COST
LEED capacity and readiness assessment for gold rating	AED 100,000
PV field installation	AED 1,250,000
Installation of equipment and systems of low CO2 emissions	AED 450,000
Treated Sewage water Effluent (TSE) lines around plot limits	AED 425,000
Treated Sewage water Effluent (TSE) lines in plot	AED 300,000

BIODIVERSITY

During this academic year, we had
zero operations
conducted in any
protected areas.

Instead, we deliberately utilized underdeveloped greenfield sites to minimize our impact on the environment. Our initiative to promote awareness of biodiversity conservation has played a key role in the preservation of this resource, being considered a priority across our operations. It is important to us that the significance of biodiversity is cultivated amongst our staff and students, nurturing environmental responsibility within all.

Across all of our schools, biodiversity forms an integral component of the curriculum. Our educators have integrated this concept into the curriculum’s scope and provide opportunities for deeper comprehension through school assemblies and the activities conducted by environmental council leaders in each school.

The various forms of life and ecosystems that constitute our natural world, including animals, plants, fungi and microorganisms, and the interactions we have with them, are fundamental elements in our students’ understanding of how environmental equilibrium is sustained on our planet. Consequently, this topic is integrated into the curriculum at every grade level to ensure our students’ comprehensive understanding.

GREEN INITIATIVES

At Taaleem, sustainability is of central value across all of our schools. From partnering with organizations like Deliveroo to launch a storybook that promotes the reduction of food waste to engaging students in recycling projects and advocating for clean energy, we are proud of our schools’ efforts to actively foster a culture of environmental responsibility.

We endeavor to inspire our students to become eco-warriors, actively engaging them with campaigns and activities that inspire them to contribute to a greener future. Many of our students actively work towards creating a positive impact on the environment and carry a sense of stewardship within them.

REUSE-REDUCE-RECYCLE

From Plastic to Purpose – with DGrade

The Eco Leaders at Dubai British School Emirates Hills had a unique opportunity to collaborate with DGrade, a prominent sustainable clothing company, to combat plastic pollution within the school and the surrounding community. By strategically placing recycling bins across the campus, responsible waste disposal and recycling practices were encouraged. Moreover, the Eco Leaders and DGrade’s partnership resulted in the creation of innovative t-shirts made entirely from recycled plastic bottles, showcasing the potential for creative solutions to environmental challenges.

- Dubai British School Emirates Hills



Simply Bottles

The Jebel Ali School Eco Club, in collaboration with DGrade, implemented the ‘Simply Bottles’ initiative. Their primary goal was to raise awareness about plastic recycling and enhance the school’s provisions for reaching close to the right level of plastic recycling. During the 2022-2023 period, students actively recycled bottles into clothes and bags, effectively diverting waste from landfills and promoting a sustainable approach to plastic consumption within the school community.

- Jebel Ali School



Recycle Right campaign

Both Greenfield International School and Dubai British School Jumeirah Park schools have taken individual initiatives to promote responsible E-waste disposal and raise awareness about environmental impact by collaborating with Recycle Right. Throughout the month of June, each school independently installed dedicated recycling bins on their premises, encouraging students and the wider community to recycle electronic waste responsibly.

-Dubai British School Jumeirah Park and Greenfield International School



Trashion Show

At Jumeirah Baccalaureate School and Greenfield International School, the ‘Trashion Show’ took center stage, showcasing how students had been learning about recycling through creativity. The unique event featured dresses and stylish outfits made entirely from waste materials. The Trashion Show served as an inspiring platform to raise awareness about environmental issues, celebrating the fusion of fashion and eco-consciousness and leaving a lasting impression on the school community.

- Jumeirah Baccalaureate School and Greenfield International School



Reviving with Reuse

With an effort to reduce plastic waste and promote sustainability, Uptown International School and Raha International Schools implemented refillable water stations across their respective campuses. These stations are strategically placed for easy access, encouraging students to reuse their steel or glass bottles instead of relying on single-use plastic. This initiative was implemented with the intention of inspiring students and staff to be more conscious of the environment.

-Uptown International School and Raha International School, Khalifa City Campus



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Sustainable Entrepreneurs

During their time as Eco Leaders, two Dubai British School Emirates Hills students from year 6 participated in a competition focused on designing sustainable products. The innovative idea to create dog blankets from recycled T-shirts proved to be a resounding success, earning a well-deserved AED500 prize for the school. The students decided to reinvest the prize money by crafting a Dubai British School Emirates Hills branded, reusable coffee cup that staff members could purchase, further promoting eco-conscious practices within the school community. Inspired by their success, students are currently involved in selling recycled tote bags as their latest sustainable product.

- Dubai British School Emirates Hills



Pile-it Up Challenge

The ‘Pile-It Up Challenge’ at Raha International School Khalifa City Centre during term 1 was a huge success, collecting an estimated 400 kg of plastic bottles. Schools are regularly organizing recycling initiatives such as this with the objective of reducing plastic waste.

- Raha International School, Khalifa City Campus



Trashion- A Fashionable Commitment to Sustainability

As part of the ‘Week Without Walls’ program at Greenfield International School, Secondary students participated in the ‘Trashion’ initiative, creatively upcycling their old garments. This annual event allows Grade 6-10 students to explore beyond traditional classrooms, with options ranging from international and domestic trips and including diverse on-campus activities like cooking, photography and excursions. This initiative is designed to inspire students to develop new skills in upcycling and creativity, along with cultivating essential soft skills such as communication and teamwork. The objectives of this initiative are aligned with the IB Learner Profile attributes.

- Greenfield International School



BIOGUARDIANS

Marine March

‘Marine March initiative’ was organized by Greenfield International School, which involved primary school students creating posters, beach jewelry and taking part in activities that promote sustainable transport to raise ocean conservation awareness. The students presented their creative projects at an exhibition attended by Greenfield International School students and staff. The focus of such initiatives is to foster a sense of environmental stewardship among students from an early age.

- Greenfield International School



Ghaf tree plantation

Students from Jumeirah Bacallaureate School were invited to the International Centre for Bio Saline Agriculture to commemorate Kinder Chocolate’s new sustainable packaging. During the event, they actively participated in planting over 40 Ghaf trees, contributing to environmental conservation and the restoration of native trees.

- Jumeirah Bacallaureate School



Addressing Water Scarcity with PICO

Successfully incorporating sustainability across the school curriculum, the STEAM department at Dubai British School Emirates Hills partnered with ‘PICO Kids’, an Israeli initiative, to address water scarcity. Selected students collaborated to design prototype solutions which were presented at the Dubai Future Foundations to esteemed guests, including Israeli diplomats and the founder of PICO kids.

- Dubai British School Emirates Hills



CLIMATE CHAMPIONS

Solar Pledge Campaign

Raha International School Garden Campus established a partnership with ‘Million Solar Stars’, which aims to create awareness about clean energy, particularly solar power, among its students through their Extra Curriculum Program (ECP). As part of this collaboration, students conducted research and crafted informative posters to share their knowledge about the positive impact of solar power. Additionally, they assembled wooden solar-powered cars and participated in Nameene’s Build 1 – Give 1 initiative, where they constructed solar reading lights for donation to fellow students.

- Raha International School, Garden Campus



Eco Warriors

‘Eco Warriors’ is an engaging extra-curricular activity available at most Taaleem schools. At Uptown International School, each term, the students passionately undertake various activities, including collecting markers and plastic pens for recycling, utilizing the designated orange recycling bins positioned at the primary and secondary entrances. This initiative, conducted multiple times a year, encourages active participation from parents, students and staff, urging them to recycle all types of markers or plastic pens.

-Uptown International School



Eco-Schools Green Flag Award

Raha International School Khalifa City Centre is now enrolled in Eco-Schools, the world’s largest and most comprehensive school program with a focus on sustainability. This student-led initiative empowers the school’s community through a committee that devises an action plan, fostering grassroots change and nurturing sustainable practices that extend beyond the school. Through the program, students actively address environmental challenges in areas such as water, energy and waste management. The Raha International School Khalifa City Centre community aims to become champions for sustainable change, embracing their newly attained Eco-Schools Green Flag Status with pride and dedication.

- Raha International School, Khalifa City Campus



Climate Ambassadors Program with MoCCAE

Secondary students from Jumeirah Baccalaureate School actively participated in the Climate Ambassadors Program (CAP), an initiative launched by the Ministry of Climate Change and Environment. The program provided a unique and immersive educational experience, simulating the CoP environment where students assumed the roles of ambassadors representing various countries. Through this simulated setting, they gained valuable insights into the impact of climate change and collaborated with fellow student representatives to explore practical solutions. Working together, they drafted a comprehensive action plan, which they then shared with the entire school group. The CAP experience enhanced their understanding of climate change issues and empowered them to continue advocating for sustainable practices and environmental conservation in other areas of their lives.

- Jumeirah Baccalaureate School



NO FOOD LEFT BEHIND

#NoFoodWasted – A sustainable food journey

In May 2023, a collaborative effort between Taaleem and Deliveroo resulted in the launch of a captivating storybook named ‘Lyn’s Food Adventure’. This engaging tale takes children on an exciting journey of sustainability, offering practical tips on how to reduce food waste. As part of the ‘#NoFoodWasted campaign’ Grade 1 students were treated to a special reading session by Deliveroo. During the interactive session, the children gained insights into the detrimental impact of food waste and were encouraged to share their ideas on combating this issue.

- Uptown International School



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SOCIAL

Our commitment to sustainability encompasses the holistic well-being of our students, staff and society at large. We endeavor to foster a supportive and collaborative environment that cherishes the unique contributions of each member.

Central to our mission is the safety and welfare of our students and staff. We have taken rigorous measures to establish robust health and safety protocols, creating a secure and nurturing environment for both learning and work. Demonstrating our dedication to human rights, we have implemented policies designed to safeguard the well-being of all stakeholders.

As emphasized in UNESCO’s 2020 Global Education Monitoring Report on Inclusion and Education, ‘teachers should be well-prepared to educate students with diverse backgrounds and abilities.’ This global perspective recognizes that while teachers generally hold positive attitudes toward inclusion, they may harbor doubts about its practicality. To counter this, all of our schools wholeheartedly embrace the

significance of inclusion and practice inclusive education.

Within our schools, we have dedicated SEND (Special Educational Needs and Disabilities) leaders, and our school governance boards include SEND representatives. Inclusive education is a central tenet of our teaching and learning philosophies, and is firmly integrated into our educational approach. Furthermore, our schools undergo periodic evaluations by the KHDA (Knowledge and Human Development Authority), which consistently assesses our SEND practices. We are pleased to note that all our schools have received exceptionally high inspection ratings for their commitment to and implementation of inclusive practices.

We believe that by integrating social responsibility into our core values, we can make a meaningful difference in the lives of individuals and the well-being of the planet. Therefore, our social initiatives are focused on community engagement, educational awareness, and environmental stewardship.

PUBLIC PRIVATE PARTNERSHIP (PPP)

Taaleem is dedicated to achieving the UAE’s objectives and agenda for establishing a sustainable, competitive economy rooted in knowledge, expertise, and diversity. A pivotal aspect of our social responsibility agenda is delivering the highest quality of education across various socio-economic contexts, including our dedicated services to the Emirati population through our government partnerships. These partnerships form a significant part of the social pillar of Taaleem’s ESG journey.

In the 2022-23 academic year, we managed a diverse portfolio of 16 government partnership schools, including Dubai Schools, Charter Schools and Emirates Schools Establishment. As a result of the excellent quality of education delivered and positive inspection outcomes achieved during the previous academic year, Taaleem was invited to operate an additional three Charter Schools and a third school under

the PPP program with the Executive Council of Dubai (TEC).

We further expanded our portfolio by entering into a services agreement with ESE. This agreement allowed Taaleem to operate and manage four schools on behalf of ESE, aligning with the Ajyal Schools initiative of the Federal Ministry of Education.

Currently, our total student base stands at 28,663. Of this number, 15,801 are part of PPP initiatives, underscoring the significant role of government partnerships in Taaleem’s operations.

This progress reflects our ongoing commitment to enhancing educational standards, nurturing partnerships, and contributing to the broader educational landscape. We look forward to continuing our work and delivering high-quality education to all of our students.



HUMAN RESOURCES

At Taaleem, we firmly believe that our employees are the backbone of our organization, with their commitment, diverse talent and shared passion for education forming the driving force behind our success.

Through regular employee engagement surveys, such as ‘Your Voice’, we actively seek their feedback and insights, valuing their perspectives and giving their voice a space to be heard. By

gathering this valuable data, we continuously strive to improve the employee experience, driving organizational growth and enhancing student outcomes.

We celebrate the diversity of the individuals that make up our educational institutions, embracing the various cultural and social differences throughout our workforce and student population to promote a shared sense of belonging.



Code of Conduct

Taaleem’s Code of Conduct plays a crucial role in outlining the ethical principles and standards expected throughout the organization and in our interactions with stakeholders. This is fundamental to reflect our commitment to upholding high standards and remaining accountable to our stakeholders, as well as maintaining alignment with our core values and objectives. This is also a pertinent factor in order to efficiently manage financial and non-financial risks.

To this end, we have developed a policy designed to guide all our employees on how to consistently

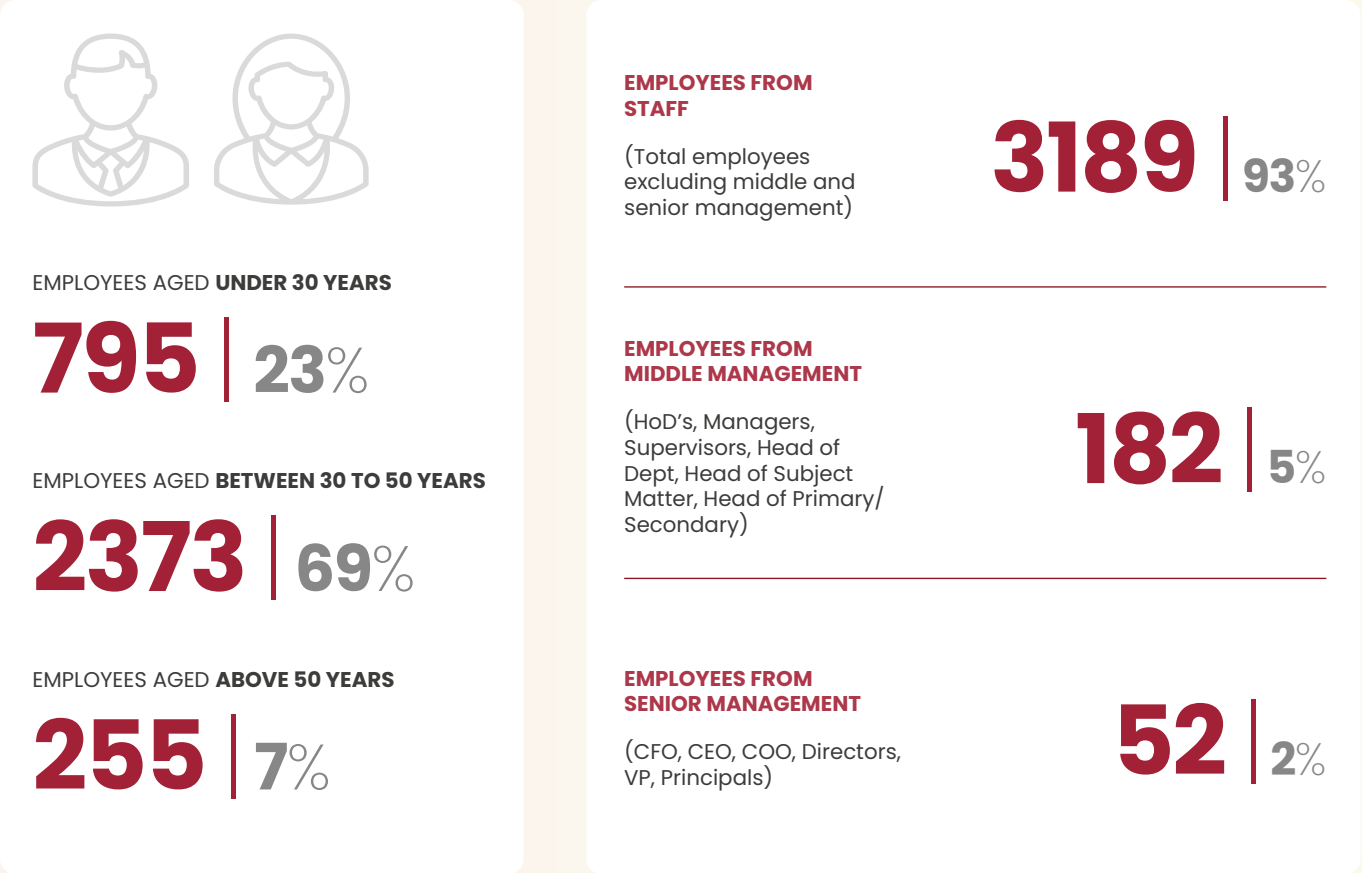
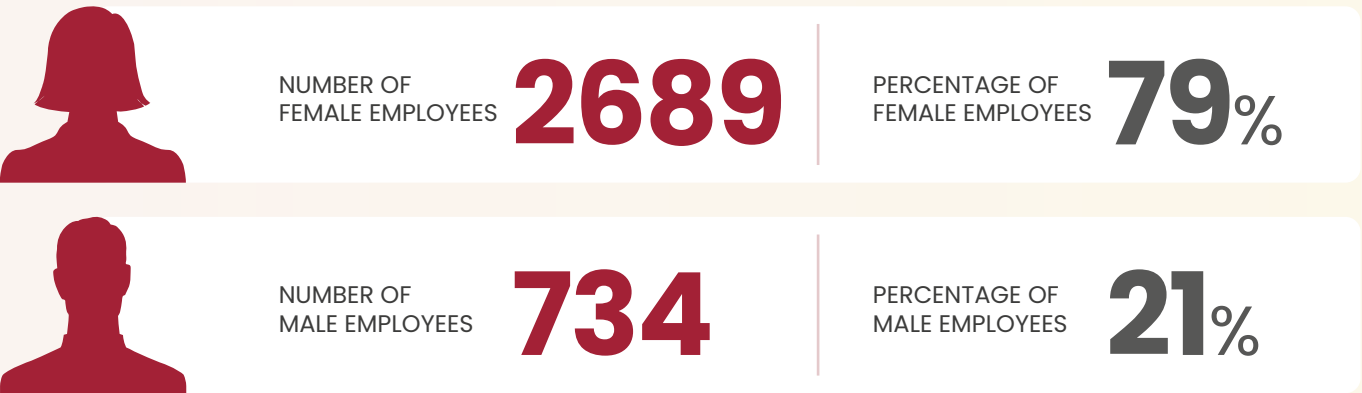
demonstrate ethical standards and behavior in the workplace. The policy applies to all Taaleem employees, both in our central office and across our schools, including temporary, supply and contracted staff. Across twelve standards, it defines acceptable personal and professional conduct, setting a framework for employees to honor and follow.

The twelve standards outline behavioral standards that guide the interaction between our employees and students, colleagues, and the wider community and highlight our expectations regarding communication and legal obligations.

BREAKDOWN WITH STAFF

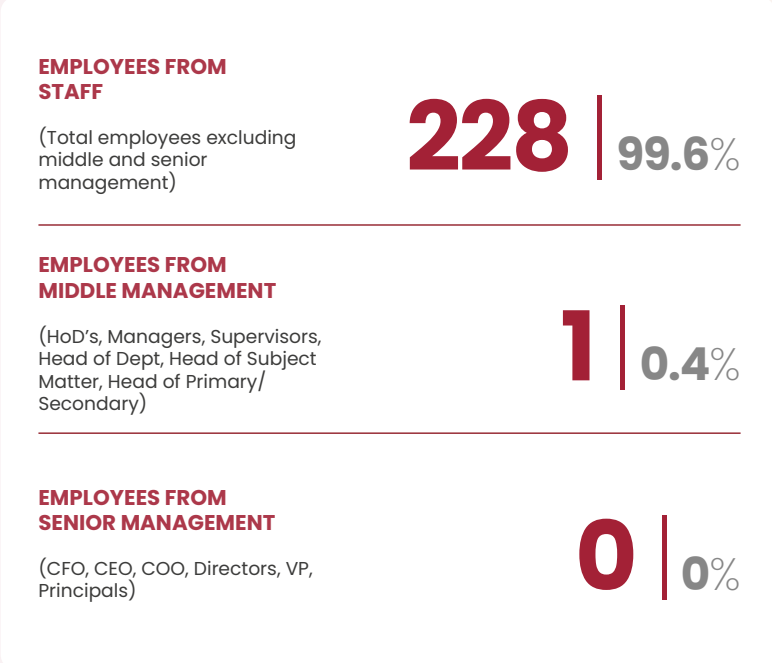
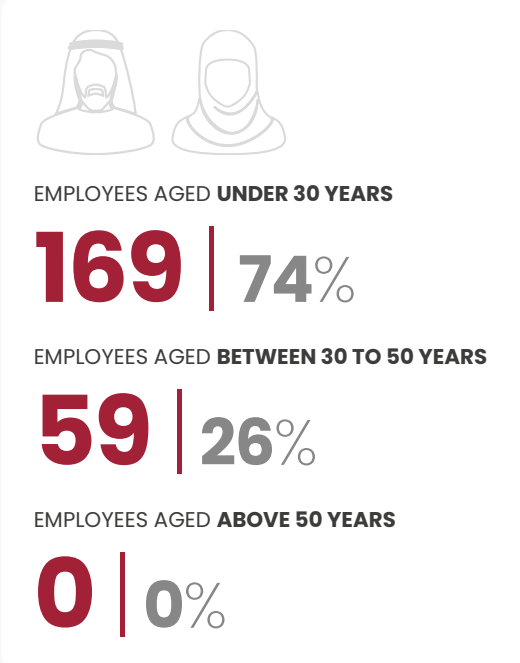
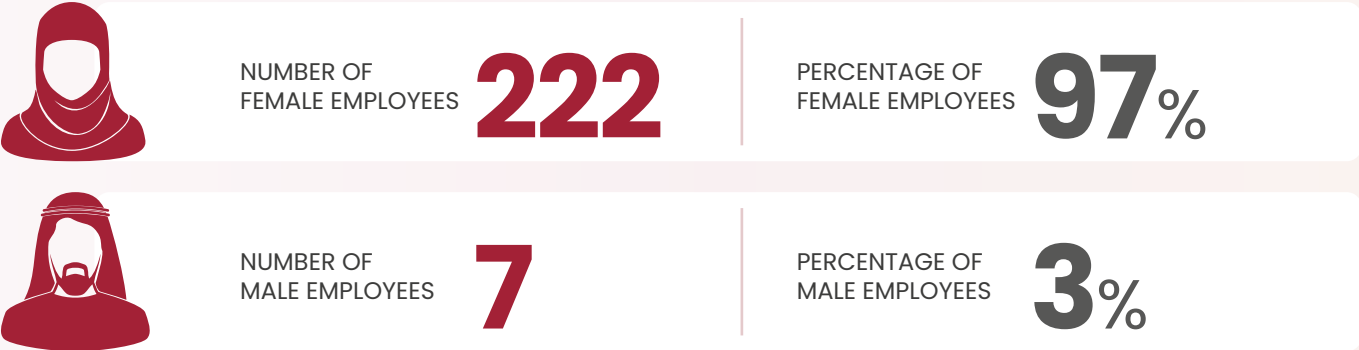
Full time employees

We recognize that harnessing the strengths of individuals from various backgrounds, ages, and experiences leads to a thriving and sustainable organization. We are proud to present that 79% of our workforce comprises of female employees.



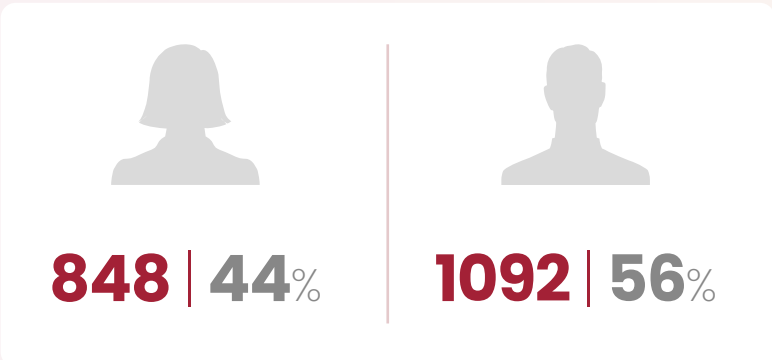
National employees

Our national employees bring invaluable insights enabling us to tailor educational offerings to meet the unique needs of our diverse student body and build a knowledge-driven economy. Among the national employees too, females make up a significant majority, accounting for 97% of the workforce.



Contractors

In the academic year of 2022-2023, Taaleem employed 1940 third-party contractors to support and maintain our diverse range of services and facilities. Our contractors are essential in ensuring the smooth functioning and upkeep of different aspects within our organization. Contractor turnover is 1.3%.

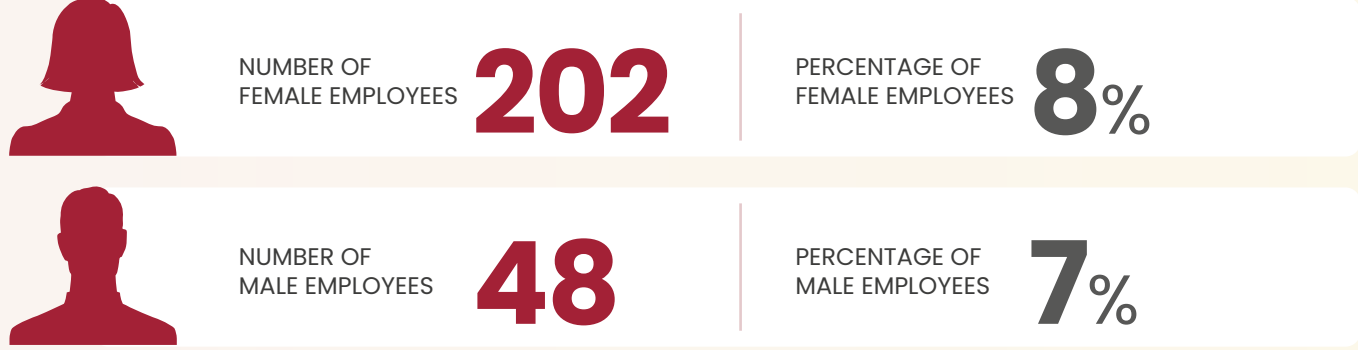


EMPLOYEE TURNOVER AND NEW HIRES

At Taaleem, measures have been implemented to meticulously monitor new hires and turnover patterns across all schools. Each school maintains an independent recruitment tracker, efficiently managed by the Central Office recruitment team to maintain a continuous stream of updates. This dedicated tracker enables us to closely monitor the hiring process while also tracking the reasons for hiring throughout the year.

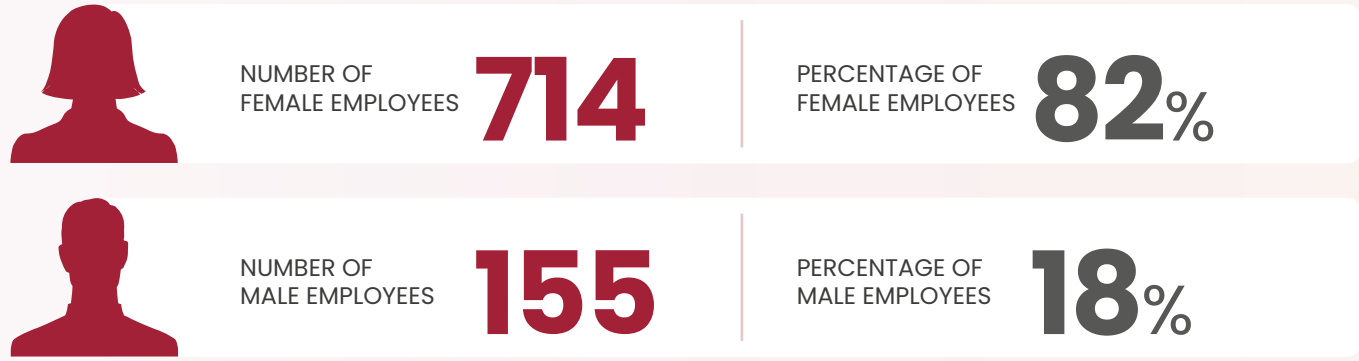
With a firm commitment to enhancing employee retention, we are actively investing in robust employee engagement initiatives throughout our operations. Furthermore, we conduct annual engagement surveys that allow us to identify and address challenges effectively while implementing best practices that foster a thriving, efficient and satisfied workforce.

Turnover*



*Turnover is calculated as the voluntary leaving of employees
**Turnover by age is exclusive of employees from Charter Schools

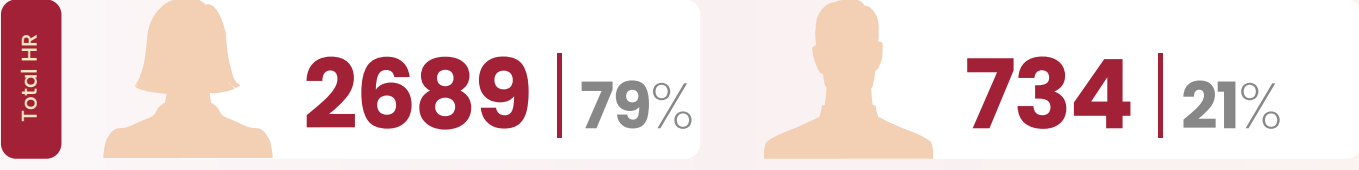
New Hires



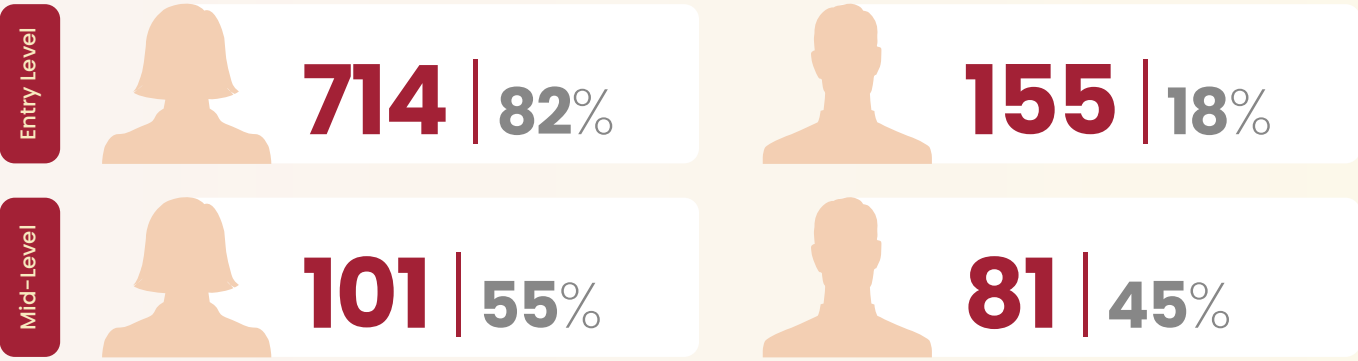
GENDER DIVERSITY AND EQUITY

Taaleem champions career progression and internal promotion, with a high percentage of senior leadership and management roles and a considerable percentage of executive leadership currently occupied by women. We offer equal compensation to all candidates commensurate with their skills and experience, regardless of gender. Our compensation and benefits policy provides guidelines on candidate compensation based on experience, skill and job level. At Taaleem, the median male employee compensation to median female employee compensation is 1:1.

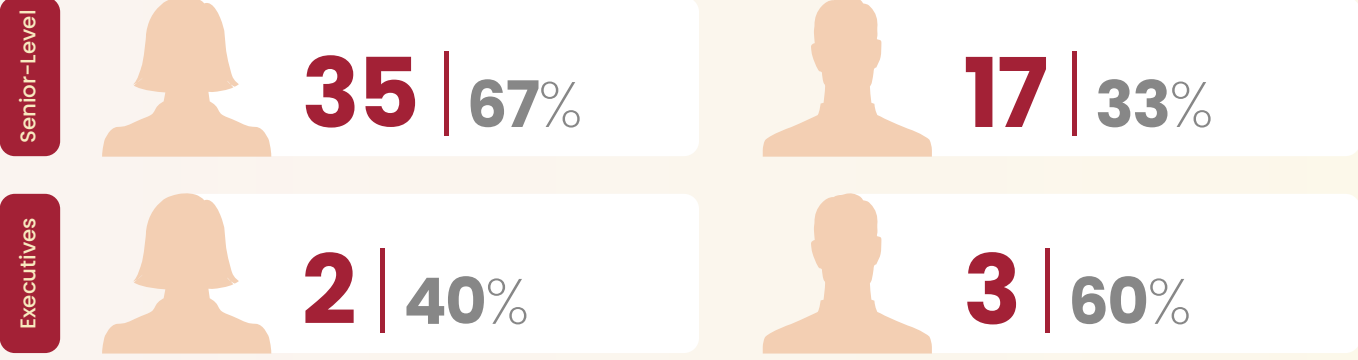
Total enterprise headcount held by men and women



Total entry and mid-level positions held by men and women



Total executive and senior-level held by men and women



HUMAN RIGHTS

Human Rights, particularly those pertaining to children’s rights, hold a central and significant position within all our schools. Additionally, many of our schools actively align with the global Sustainable Development Goals and their associated focus areas. Our commitment to human rights education extends beyond traditional classroom teaching; it is woven into our educational approach. One illustrative example is the inclusion of human rights discussions within Model United Nations student conventions, where these topics receive substantial attention.

We also understand the need for a platform where employees can voice their concerns, raise complaints and seek resolution on any work-related issues such as harassment. To accommodate this, we have created a policy that establishes a process to address employee

grievances in a fair, transparent and efficient manner and that applies to all levels of Taaleem employees, both in the Central Office and in schools.

Additionally, an internal Whistleblowing Policy and Procedure provides a platform for reporting illegal activities or malpractice. This is in line with our commitment to respect human rights and the need to protect the inherent dignity, equality and freedom of individuals. This is also in support of the UAE’s recognition of the importance of respecting and promoting human rights through the lens of ESG.

Any concerns raised by current and former employees of Taaleem, and consultants, contractors, or suppliers engaged with Taaleem, are taken seriously and handled quickly and appropriately.



HEALTH AND SAFETY

Taaleem places paramount importance on the well-being and safety of our people, both within our schools and the communities we serve. We are proactive in identifying and managing potential risks while implementing stringent safety measures to maintain a secure environment.

We encourage open reporting of any safety issues or incidents, enabling swift action and fostering transparency. This dedication to continuous improvement is part of our commitment to

safeguarding our community. We are currently implementing the internationally recognized occupational health and safety management system, ISO45001 certification, which guides us in establishing a safe and healthy work environment for our employees, students and our stakeholders while also considering the environmental factors that relate to energy management. A monthly reporting protocol ensures that any significant incidents are promptly communicated to the CEO and COO.

This policy applies to all students, staff, contractors and visitors and is reviewed annually by the company CEO.

At Taaleem, we operate in a low-risk environment, and our comprehensive OHS Policy has contributed to minimal workplace injuries and Lost Time Injuries (LTIs) LTIs. Though specific lost time injury data and manhours are not recorded presently, we actively monitor near misses, investigate incidents, proactively address potential risks, and

have plans in progress to streamline the system for more precise records in the future.

Beyond the policy, we have implemented various measures to protect the well-being of our employees. Our proactive safety approach includes regular risk assessments, comprehensive safety training programs, and open channels for reporting safety concerns or incidents. In our operations, we are proud that there have been no recorded fatalities.

Occupational Health and Safety Policy

-  Promoting a culture of responsibility and accountability towards human health and safety.
-  Pursuing best practices and allocating the necessary resources to achieve, maintain and develop OSH objectives.
-  Appropriate provision and use of resources to minimize health and safety hazards and risks arising from our activities and operations.
-  Preventing injury and ill health of employees, students, public, contractors and visitors.
-  Effective communication and consultation with all stakeholders to promote awareness and encourage participation creating a positive OSH culture.
-  Providing effective OSH training to achieve continual improvement.
-  Enhancing the health and well-being of our staff and students.
-  Complying with all OSH legal and regulatory requirements applicable to our operations.
-  We strive to improve our OSH performance in response to changing situations.
-  Identifying workplace hazards and providing a system of OSH risk management.
-  Top management is committed to reviewing targets and OSH performance.

Health and Safety Training

With a strong commitment to the well-being and safety of our employees and third-party contractors, we have dedicated over 10,000 training hours to health and safety across the year. Investing in comprehensive training programs is fundamental to creating a safe work environment. The training

covers various crucial topics such as Safety Inductions, Transportation Safety, Fire Safety, First Aid, Hazard Identification and more. Our aim is to equip our workforce with the necessary knowledge and skills to navigate potential hazards and foster a culture of safety throughout our organization.

Child Protection Training

At Taaleem, we consider the welfare and interests of children and young people to be a priority in all circumstances, and we take it as our responsibility to shield them from all forms of abuse. As part of our efforts, we developed the Taaleem Safeguarding and Child Policy Protection Statement, which applies to anyone working on behalf of Taaleem including; senior managers, board of trustees, paid staff, volunteers, supply staff, agency staff and students.

In addition, all members of the Taaleem school community, including; principals, teaching staff, supply teachers, administration, lifeguards, security guards, cleaners, bus drivers, bus nannies, volunteers, cafeteria staff, ECA providers and other suppliers, undergo comprehensive Child Protection awareness training. Leaders and recruiters are trained in safer recruitment

processes. These trainings equip participants with the knowledge and skills needed to help them effectively carry out their responsibilities for child protection. Continuous alignment with these responsibilities and associated procedures is maintained through induction, briefings and regular awareness training sessions which are delivered to all members of staff every year.

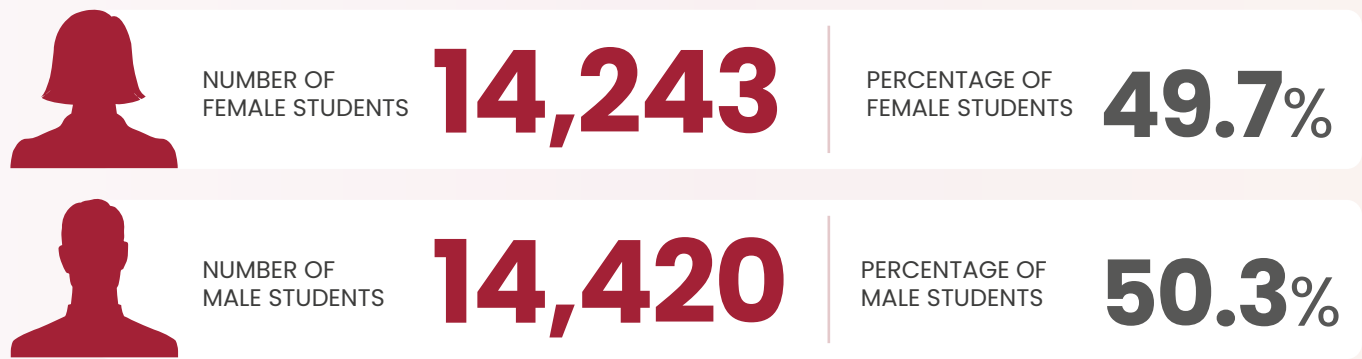
Each Taaleem school maintains a centralized repository documenting all staff and school suppliers who have received child protection training. This documentation involves a signed acknowledgement by staff members affirming their participation in the training along with date of completion, thus confirming their adherence to the school's Child Protection policy. These records are securely stored either in the school Principal's office or in the office of the designated Safeguarding Lead.

TAALEEM STUDENTS

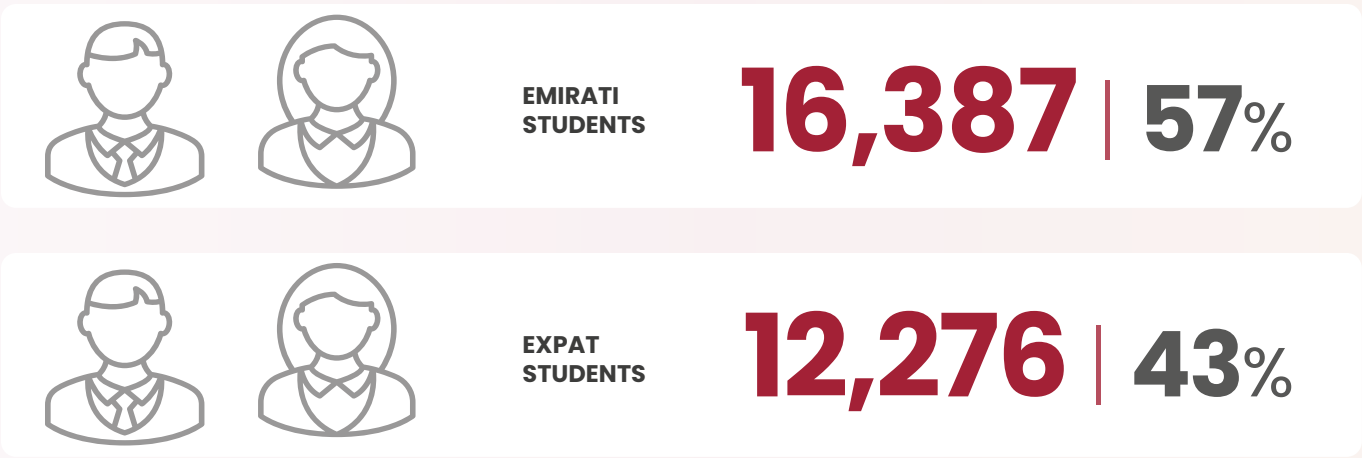
Our focus on holistic student development is part of our commitment to promoting lifelong learning, from early years through to adulthood. We prioritize the pursuit of continuous improvement to meet the ever-evolving needs of our students, and we are committed to providing an exceptional academic experience that resonates with each student throughout their educational journey.

Student Enrollment

Taaleem is proud to host **28,663 students** from over **88 nationalities**. Our students represent an almost equal gender split, at **49.69% female** and **50.31% male**, respectively.



Embracing a diverse student body enriches our learning environment, fostering a vibrant cultural exchange that nurtures understanding, tolerance and global perspectives. We value all our students, endeavoring to cultivate an inclusive atmosphere that prepares all students to thrive in an interconnected world equipped with the skills and knowledge they need to become responsible global citizens.



Premium Schools & Dubai Schools				
Total Enrolled	Male	Female	Emirati	Expats
14,827	7,242	7,585	3,688	11,139
Abu Dhabi Charter Schools				
Total Enrolled	Male	Female	Emirati	Expats
11,450	5,821	5,629	10,568	882
Emirates Schools Establishment				
Total Enrolled	Male	Female	Emirati	Expats
2,386	1,180	1,206	2,131	255

Student Health, Safety and Protection

In alignment with the rigorous standards set by the Knowledge and Human Development Authority (KHDA) and Abu Dhabi Department of Education and Knowledge (ADEK) and the respective school evaluation systems, the esteemed Dubai Schools Inspection Bureau (DSIB) and Irtiqaa school inspection program. All Private schools, including Taaleem, underwent comprehensive inspections this year. These assessments are critical in evaluating the quality of education and care provided to our students.

We are immensely proud that, for all but one school, Taaleem’s performance in Health, Safety and Child Protection has been rated as ‘Outstanding’. This exceptional rating is a testament to the diligence of our entire educational community in their efforts to provide a secure and nurturing environment for our students.

School	H&S Result
Dubai British School Jumeirah Park	Outstanding
Dubai British School Emirates Hills	Outstanding
Dubai British School Jumeirah Park Foundation	Outstanding
Jebel Ali School	Outstanding
America Academy for Girls	Outstanding
Jumeirah Baccalaureate School	Outstanding
Greenfield International School	Very Good
Uptown International School	Outstanding
Raha International School Gardens	Outstanding

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Swimming Pool Safety

At Taaleem, we recognize the need for continuous improvement of our risk management efforts and contribution to our sustainability journey.

We have provided measures to enhance the safety of students and other stakeholders by setting strict swimming pool operating guidelines and emergency procedures. All persons responsible for managing the pool must comply with the procedures outlined under the Health and Safety at Work Act 1974 and HSG179 (Managing Health and Safety in Swimming pools). The policy applies to school management, staff, visitors and students, and covers the following:

- Normal Operating Procedures (NOP) – lay out the day-to-day operational procedures of the pool.

- Emergency Action Plan (EAP) – outlines the emergency actions to take assigning responsibilities for potential emergency situations.

- Risk Assessment – guidelines for a generic risk assessment for swimming in the pool and movement around the pool.

Additionally, at each Taaleem school, we have installed well-equipped clinics with qualified medical professionals to enhance safety for our people. Each school is provided with medical support on standby whenever required by students and staff. We keep detailed records of any injuries sustained by students and staff.



Indoor Air Quality

At Taaleem, the Indoor Air Quality (IAQ) of our facilities is integral to our ESG strategy as it has a significant impact on the health, productivity and well-being of our students, teachers and other stakeholders.

To maintain a good IAQ, we conduct periodic air vent and duct cleaning through annual maintenance contracts.

We also carry out periodic tests through third party contractors to check that the indoor air quality across our sites meets acceptable standards and the specifications provided by regulatory authorities. Additionally, we carry out water quality testing as part of the same contract with Al Hoty – a third party contracting company.

COMMUNITY CONTRIBUTIONS

At Taaleem, we firmly believe that education extends beyond academic excellence, encompassing a sense of responsibility towards the communities we serve. With a deep commitment to the values of Islamic charity integrated into all of our endeavors, our social impact initiatives encompass a wide range of projects designed to create a better world for all. From supporting the Sustainable Development Goals to promoting access to quality education, empowering women, and addressing societal challenges, we take pride in the transformative

work accomplished through our community efforts.

This section of the report offers valuable insights into the advancements we have achieved through our social impact initiatives. Together with the shared values of education and compassion, we envision a future where our collective efforts uplift communities and empower individuals. Through constant innovation and expansion, we aim to expand our efforts and make a lasting impact on society.

Canvas of Hope – A Fundraising Initiative

During the sacred month of Ramadan, the Primary Student Council at Dubai British School Emirates Hills established a fundraising project. Students collaborated on canvases centered around Islamic Values, Sustainability and Emirati Culture, creating collective masterpieces. These artworks adorned the Dubai British School Emirates Hills Iftar evening and were made available for purchase through a silent auction, with proceeds generously donated to best friends – Al Jalil Foundation, a local breast cancer charity.

-Dubai British Schools Emirates Hills



Gulf for Good Charity Drive – Students Join Hands with Sparkle Foundation in Malawi

During Ramadan, Uptown International School collaborated with the Red Crescent in a purposeful partnership. The school's students enthusiastically responded to the call for sharing non-perishable food items and packaged these essentials for donation to the less fortunate. This heartwarming initiative served as a unifying force, bringing together students and parents in the act of giving back to the community.

- Uptown International School



PROMOTING THE NATIONAL AGENDA

Taaleem’s focus on Arabic and Islamic education in our premium and public partnership schools has attracted a large number of Emirati students with a nationality split of 43% - non-Emirati to 57% - Emirati. This is enhanced by our participation in specific educational programs that promote nationalization.

Mohammed Bin Rashid Distinguished Students Program (MBR) - Enhancing quality education for Emirati youth

MBR is a program with the aim of providing outstanding Emirati students with the opportunity to join highly rated private schools in Dubai (rated ‘good’ or above), in collaboration with various strategic partners in the public and private sectors.

Taaleem is proud to have supported this noble initiative since it was launched in 2017. This is in line with our commitment to positively impacting the lives of young Emiratis and working alongside the UAE Government to enhance quality education and achieve prosperity.

We have since offered a series of scholarships benefiting 161 MBR students from the UAE at different stages and curricula in our schools. These scholarships have been funded in shared partnership with the Knowledge Fund Establishment (KFE).



HUMANITARIAN EFFORTS

Maria Cristina Foundation – Realizing dreams by enhancing abilities

Through a partnership with the Maria Cristina Foundation, we are proud to support seven girls from Bangladesh. During the academic year 2022-2023, these girls were enrolled in grades 2, 3 (two students), 7, and 10 (three students) at the American Academy of Girls and have all been successfully promoted. They will continue their education at the same institution in the forthcoming academic year.

Maria Cristina Foundation, a non-profit organization established by Maria Conceicao, is devoted to providing education to underprivileged girls from the slums of Bangladesh. With the founder’s effort to sponsor 50% of the girls’ educational fees, we took the initiative to sponsor the remaining portion, making an investment of AED 191,221.50. Together, we are making dreams a reality and fostering a brighter future for these young girls.



Kenya Community Service Trip – Driving change for the UN SDGs

Jebel Ali School students took part in an unforgettable expedition to Tsavo, Kenya. The Y9 students passionately supported the UN’s Sustainable Development Goals by taking part in a number of meaningful initiatives, which included deworming goats and repairing elephant deterrent fences, fostering a more harmonious coexistence between the community and wildlife. At Marungu Primary School, they refurbished a classroom and constructed a new school kitchen, creating better learning facilities. The students also delivered English lessons and empowered local women through livelihood activities, making a significant difference in the community’s well-being.

- Jebel Ali School



Extending a helping HAND – A collaborative effort with the Human Aid & Development Organization

The ‘#JASCommunity’ and ‘Stuff the Bus’ initiatives stand as shining examples of the power of collective goodwill and compassion which can be found across Taaleem’s schools. Both projects were driven by the common goal of providing aid to those impacted by earthquakes in Turkey and northwest Syria, focusing on the hardest-hit communities in these regions.

Through the #JASCommunity initiative, the school community rallied together to gather essential materials for charities aiding earthquake victims. Collaborating with the reputable HAND ‘Human Aid & Development’ Organization, the collected materials effectively reached those in dire need, showcasing the significant impact of collective efforts in times of natural disasters.

Similarly, the Stuff the Bus project united Greenfield students, House Captains and the Facilities Team in a heartwarming display of unity and solidarity. Their efforts to gather and pack generous donations resulted in vital humanitarian assistance for the affected communities. Partnering with the HAND Organization allowed these students to extend their caring hands across borders, offering hope and support to those facing hardships.

- Jebel Ali School & Greenfield International School



Building Homes – A Vietnam Community Project

The Year 12 Vietnam Community Project’s goal was to build a home for a Tay Dam family in need, who had been generously gifted a plot of land by the local council in Mai Chau Province, Vietnam. Working alongside local laborers, the dedicated team enthusiastically constructed the entire house, guided by experienced mentors. This heartwarming effort not only provided the Tay Dam family with a place to call their own but also demonstrated the power of community support to foster positive change in the lives of those in need.

– Jebel Ali School



CELEBRATING PINK OCTOBER

Breast Cancer Awareness

Raha International School Garden Campus organized Breast Cancer Awareness Month, hosting events and activities to raise awareness about prevention and early detection. The school community donned pink ribbons, participated in educational sessions, and emphasized the importance and significance of attending regular screenings and conducting self-examination.

–Raha International School Garden Campus



Pink Run with DAMAC Hills

Jebel Ali School, in partnership with the DAMAC Hills Community, embarked on a heartfelt initiative during Pink October to raise awareness about women’s health. On October 25, 2022, the school organized ‘Pink Day’ where students, teachers, and staff proudly wore shades of pink to emphasize the importance of this cause. The event not only promoted awareness but also aimed to support the cause further by raising funds for the Al Jalila Foundation.

–Jebel Ali School



NURTURING MENTAL WELL-BEING

International Day of Happiness – Spreading Joy and Positivity

Jumeirah Bacculaureate School celebrated the International Day of Happiness with a heartwarming initiative focused on spreading joy and positivity. Colorful boards adorned with uplifting messages were thoughtfully displayed across the school, inspiring smiles and a sense of well-being among students and staff. In addition, bingo cards were distributed to the students, inspiring them to engage in acts of kindness and bring happiness to others through small gestures of compassion and positivity.

– Jumeirah Bacculaureate School



Movember – Raising Awareness on Health Issues Faced by Men

In November 2022, a month-long initiative was launched by the Jebel Ali School community with the goal of raising awareness about significant health issues that men face while simultaneously raising funds for the Shanab Charity. This initiative, known as ‘Movember’ encouraged participants to grow a moustache as a symbolic gesture to support men’s health issues. Throughout the month, various awareness-raising activities were held to shed light on men’s health concerns.

– Jebel Ali School



Mental Health Week – Advocating Student and Staff Well-being

From October 10th to 15th, Jebel Ali School organized Mental Health Week, advocating for the well-being of its students and staff. Throughout the week, the school’s counsellor provided valuable tips and resources to support mental well-being. In collaboration with the counsellor, the school’s ‘Thrive’ program encouraged open communication and a proactive approach towards mental health. Social media campaigns and informative talks were also held, aiming to spread awareness, erase stigmas and promote a caring and understanding environment.

– Jebel Ali School



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- Board Diversity
- Board Independence
- Supply Chain Management
- Ethics and Anti-Corruption
- Risk Management
- Data Security
- Approach to Data Privacy
- Digital Literacy

GOVERNANCE



GOVERNANCE

At Taaleem, we understand the need to have robust structures and systems in place to foster efficiency, promote transparency, and manage risks and stakeholder relationships. We have instilled a culture of compliance and integrity at all levels and through diligent risk management and stakeholder engagement. In all our efforts, we aim to uphold the trust placed in us by our

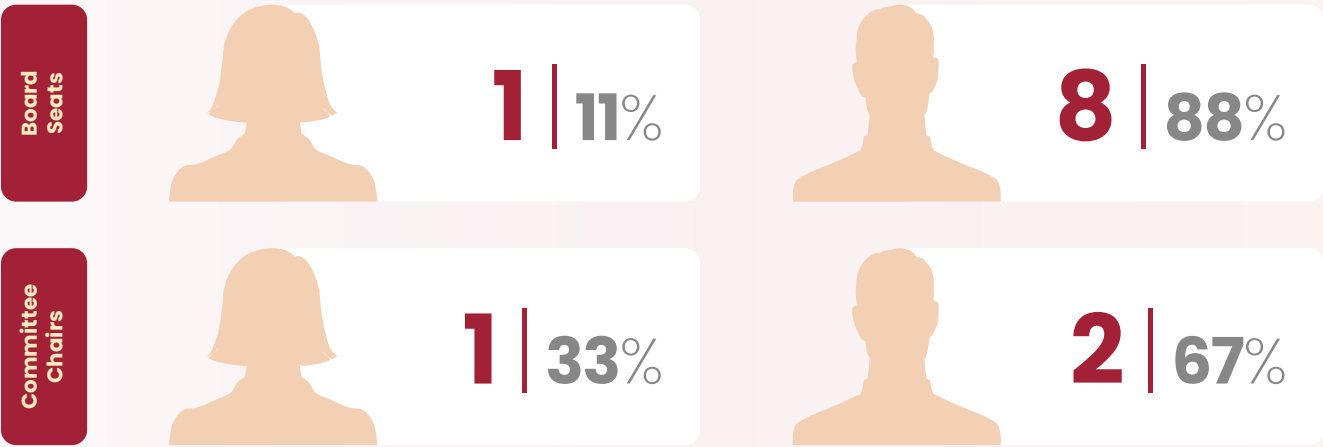
investors, customers and the communities we serve.

In this chapter, we provide a comprehensive overview of our governance framework, highlighting the structures and policies we have in place that guide our decision-making processes.

Our Board Composition
BOARD DIVERSITY

At Taaleem, we believe in the power of diversity at the Board level and advocate for the inclusion of individuals from an array of backgrounds. By embracing Board members with unique experiences and perspectives, we enrich the effectiveness and quality of our governance efforts. We encourage the participation of individuals on our Board valuing diversity across gender, race, ethnicity, age and nationality.

Our commitment to gender diversity within our Board goes hand in hand with our strategic efforts to remain sustainable and competitive. Embracing gender diversity not only enhances our capacity for innovation and better decision-making but also strengthens our pursuit of long-term success and resilience.



At Taaleem, we have strict laws prohibiting CEO Duality; thus, we have a separate Board chair. The ratio of CEO total compensation to median

full-time employee (FTE) total compensation is 9:1, which is also disclosed in other regulatory filings.

BOARD INDEPENDENCE

Our Board composition has nine Board seats, which are occupied by independent members.

During the nomination and selection process of the members of our highest governing body, we focus our efforts on selecting a Board that is diverse as well as technically adept. Besides knowledge of the education sector, we are insistent on choosing Board members that share our company's values and vision. This helps us maintain stakeholder expectations

and the understanding that beyond Taaleem's business success, we are a service provider in the education sector which is required to meet the high standards and strategy set by the government.

To advance the collective knowledge, skills and experience of our Board members on sustainability, we have embarked on continued capacity development and regular updates on ESG subject matter.



SUPPLY CHAIN MANAGEMENT

At Taaleem, our procurement procedures form a vital part of our supply chain management. They outline a systematic and transparent process for acquiring goods, services and work from external contractors and suppliers. Compliant with all relevant regulations and policies, these procedures aim to foster fairness, competitiveness and accountability in our procurement approach—a testament to our

commitment to governance and sustainability.

We implement this process consistently across all entities: the Central Office, Schools and Residences. By following these procedures, we are able to efficiently meet the needs of the company while adhering to local and international procurement principles.

ETHICS AND ANTI-CORRUPTION

We are proud to have zero reported incidents of corruption amongst our Board members or senior management. This is attributed to our rigorous selection process and anti-corruption procedures, which are conducted regularly as

part of due diligence with third parties. There is also a thorough vetting process in place that includes submitting police clearance certificates as part of the employment application process.

Risk Management

At Taaleem, we are committed to the safety of our students and employees. We have therefore put in place stringent mechanisms to identify and manage potential risks within and around our school facilities. In our facilities, we conduct regular risk assessments to help us identify and evaluate risks that may impact the safety of our employees, students and the wider learning environment. By taking a proactive approach to addressing these risks, we sustain a supportive and safe environment as well as the overall sustainability and reputation of our institution.

To support our risk management process, we have developed various guidelines and policies with designated staff monitoring them. The risk assessment document contains templates that can be used as a basis to assess risk hazards that are present in any of the schools. Whenever a risk assessment is complete and being monitored, it should be reviewed at least every six months for reoccurring tasks or activities. In the case of specific one-off events, the assessment should be carried out in each case.

As part of our proactive risk mitigation strategy, all Taaleem’s Child Protection (CP) and Safeguarding training programs are aligned with local laws and regulations and the school’s policy framework, maintaining confidentiality

and adherence to best practice guidance.

Within our community of educational professionals, every staff member regardless of their role, receives Level 1 CP Training. Staff with key pastoral responsibilities, including the Senior Leadership Team, Heads of Year, Physical Education Staff, Counsellors and School Nurses, receive Level 2 CP Training. School Principals and Child Protection Leads undergo comprehensive training across Levels 1-3.

CP training is delivered at the beginning of the academic year, refreshing all members of staff, inclusive of both school and suppliers, with this vital information. This training is mandatory for all members of staff joining the school after the start of the academic year and it is integrated into the induction process, underscoring its paramount importance.

We recognize the need for continuous improvement of our risk management efforts and remain committed to continued monitoring, evaluation and stakeholder involvement as we evolve our practices.

To offer a succinct overview, the table below provides information on CP training provided for Taaleem suppliers:

Providers with staff in School	School’s Responsibility	Timeline
Cleaning	Provide inhouse training, Level 1	CP training to be delivered at the beginning of the academic year for all staff (school and suppliers). CP training is mandatory for all staff joining after the start of the academic year. It must form part of the induction process prior to starting school.
Lifeguards		
Security Guards		
Bus Nannies		
ECA Coaches, Trainers, Staff		At the beginning of the academic year. It must form part of the induction process prior to starting school.

Providers that infrequently enter school (facilities contracts, events set up etc.)	School’s Responsibility	Timeline
	To have them always supervised by the staff member who invited them to the school	From the moment they enter school premises till they leave.

For students with special educational needs (SEN) and the corresponding requisite services, Taaleem schools have a well-structured Individual Education Plan (IEP) in effect. The IEP is subject to annual updates and serves as a tool that guides the collaborative efforts of the student’s teachers, therapists, parents, and other stakeholders.

DATA SECURITY

At our schools, we strive to use technology as a tool to achieve our vision and mission. We seek to be innovative through our use of progressive technology in our search to make student learning relevant to their world. Our aim is to develop responsible global citizens equipped with the critical thinking skills and technological literacy necessary to participate in the worldwide community of learners.

In addition to this, all personal data within

Taaleem is managed in accordance with the provisions of UAE Federal Decree Law No 45 of 2021 on the Protection of Personal Data, also referred to as the personal data protection law (PDPL). We have established a comprehensive, unified and modern information infrastructure that offers a credible IT delivery model to ensure the safety of our students and staff. This supports the management and operation of our business and sees that it is aligned with General Data Protection Regulation (GDPR) standards.

Approach to Data Privacy

Data Storage

All our internal data is stored on a secure, cloud-based platform with access restricted to authorized personnel only. Backups are made regularly to safeguard data, making it recoverable in the event of a system failure or disaster.

Data Analysis and Reporting

Data is analyzed on a regular basis to identify areas for improvement and to track progress towards academic and operational goals.

Data Privacy and Security

Data privacy and security are given priority when it comes to monitoring compliance with local and international regulations. Access to data is restricted to authorized personnel only, and appropriate measures are taken to prevent unauthorized access, disclosure or modification of data.

In conclusion, a robust data management plan gives us the ability to collect, store and analyze data to improve educational outcomes, maintain compliance with data privacy and security regulations and inform data-driven decision-making processes.

Our information technology systems are predominantly cloud-based, utilizing the “Software as a Service” model for all business-critical systems. This is in compliance with the GDPR regulations, and it efficiently allows for centralized and unified management of operations. All our file and shared data workload is stored securely and hosted in Amsterdam. Our systems utilize the following applications:

- Oracle NetSuite ERP for accounting, reporting and procurement functions.
- Oracle HCM for human resources and personal/employee data management.
- Microsoft Office 365 for identity management, email, collaboration and conferencing.

Whilst not yet formally released, we are developing an overarching Data Protection Policy that will cement our commitment to data privacy and security within our firm. The policy, once released, will be underpinned by other data protection procedures. We plan to have it formalized and released after thorough consultation and understanding of the PDPL once the executive regulations for the law are released.

DIGITAL LITERACY

Digital Literacy skills are embedded in the curricula of all our schools and are considered a high priority in our EdTech Digital Strategy. To this effect, we have developed partnerships to aid in professional development for teachers, curriculum development and delivery.

Our first annual EdTech event, ‘Come today to

see tomorrow’, brought together the 47 members of the EdTech network across all our schools to share development in workshops ranging from Robotics, AI for the classroom and E-Sports. Our network spent 5 hours together over the course of the day, taking part in workshops, networking and developing best practices and experiences to take back to their campuses.



Educational Technology Plan

Our EdTech Plan provides guidelines for the development of our digital ecosystem and key learning platforms implemented across all of our schools, primary up to pre-university institutions. The EdTech Plan has been

developed as a living strategy and, as such, will be subject to regular reviews and updates. This plan is designed to prepare Taaleem Education for the paradigm shift to Education 4.0 and beyond.

EdTech Plan Philosophy



BE EMPOWERED.

Do Awesome things. Share with us your ideas and what you can do. amaze us.



BE RESPECTFUL.

Help foster a school community that is principled and caring.



BE SMART & SAFE.

Think before you click. If you are uncertain, talk with us.



BE CAREFUL & GENTLE.

Our resources and those in other communities are limited. Help us take care of our devices and networks.

Our guiding principles are in place to inspire successful learning, empowering us on the journey to be the architects of our future successes. Navigating the link between engagement, inspiration, empowerment and success, we aim to create an environment that inspires students to identify their passions and talents. This will empower them to develop holistic skills, knowledge and character so that they can compete successfully on the global stage and become responsible world citizens and lifelong learners.

In addition to the above, we have formed a valuable collaboration with Harbour.Space, specializing in Computational Thinking and Coding. This strategic partnership is poised to revolutionize our school’s educational offerings.

This collaboration will enable us to establish

an exceptional after-school coding program, develop a comprehensive curriculum enriched with digital literacy components and enhance our coding support program for secondary Computer Science students. Furthermore, it will lay the foundation for teacher training and professional development, nurturing our educators to remain at the forefront of innovation. Beyond these internal benefits, this partnership opens doors for us to coach UAE Coding Olympiad teams and potentially host the Olympiad in Dubai by 2030.

Through this partnership, our students are gaining access to vital skills, equipping them for a digital future. Simultaneously, our educators are being empowered to cultivate innovative learning environments and reaffirms our reputation as a leader in digital education, enabling us to attract talented individuals and gain recognition on both the national and international level.

Appendix 1:
DFM – ESG METRICS

CATEGORY	METRIC	INDICATOR	PAGE NUMBER
ENVIRONMENT	E1. GHG EMISSIONS	1.1) Total amount of Scope 1 emissions	15
		1.2) Total amount of Scope 2 emissions	15
		E1.3) Total amount of Scope 3 emissions	15
		E1.4) Please describe investments, initiatives and projects to reduce CO2 emissions	22
	E2. EMISSIONS INTENSITY	E2.1) GHG emissions intensity	15
		E2.2) Non-GHG emissions intensity	Not Applicable
	E3. ENERGY USAGE	E3.1) Total amount of direct energy consumed	17
		E3.2) Total amount of indirect energy consumed	17
	E4. ENERGY INTENSITY	E4.1) Direct energy use intensity	17
		E4.2) Total indirect energy usage per output scaling factor	17
		E4.3) Please describe investments, initiatives and projects to reduce energy consumption and to increase energy efficiency	22
	E5. ENERGY MIX	E5.1) Renewable energy used	16
		E5.2) Non-renewable energy used	17, 18
	E6. WATER AND EFFLUENTS	E6.1) Total amount of water withdrawn	19
		And Effluents	Not Applicable
		E6.3) Total amount of water consumed (if possible, a breakdown by source: surface water, groundwater, seawater, etc.)	19
		E6.4) Water intensity	19
		E6.5) Water recycled (if applicable)	Not Applicable
		E6.6) Please describe investments, initiatives and projects to reduce water consumption and to increase water recycling	19
		E7.1) Total amount of waste generated (if possible, broken down by Hazardous and non-hazardous)	20
	E7. Waste	E7.2) Total amount of waste diverted from disposal (if possible, broken down by Hazardous and non-hazardous)	Not Available
		E7.3) Total amount of waste directed to disposal (if possible, broken down by Hazardous and non - hazardous)	Not Available

CATEGORY	METRIC	INDICATOR	PAGE NUMBER
ENVIRONMENT	E7. WASTE	E7.4) Total number and volume of oil spills (if applicable)	Not Applicable
		E7.5) Please describe investments, initiatives and projects to reduce waste generation consumption and to increase waste recycling	20
	E8. ENVIRONMENTAL MANAGEMENT	E8.1) Does your company follow a formal Environmental Policy?	21
		E8.2) Does your company follow specific waste, water, energy, and/or recycling policies?	21
		E8.3) Does your company adopt recognized environment and energy management systems such as ISO14001 and ISO50001?	21
		E8.4) Does your company have targets in place with regards to environment, energy, water and waste?	21
		E8.5) Please indicate if any fines received (> USD 10000) for non-compliance with laws and regulations regarding environmental management during the last reporting period	No fines received
	E9. CLIMATE RISK MANAGEMENT AND OVERSIGHT	E9.1) Does your Board/Management Team oversee and/or manage climate-related risks and opportunities? If yes, describe.	22
		E9.2) Please describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	22
		E9.3) Please describe the organisation’s processes for identifying and assessing climate-related risks	22
		E9.4) Please describe the impact of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning	22
		E9.5) Total amount invested, periodically, in climate-related infrastructure, resilience and product development	22
		E9.6) Please describe the greenhouse gas emission targets (Scope1, Scope 2 and Scope3) and the related risks	22
		E9.7) Please share your actions to align with UAE’s Net Zero Commitment by 2050. Do you have a net zero emissions target in place?	14
	E10. BIODIVERSITY	E10.1) Please share the number of operational sites owned, managed and/or leased in or adjacent to protected areas and areas of high biodiversity value.	23
		E10.2) Please describe significant impacts of activities, products and services on biodiversity	23

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CATEGORY	METRIC	INDICATOR	PAGE NUMBER
SOCIAL	S1. CEO PAY RATIO	S1.1) Please share the ratio of CEO total compensation to median full-time employee (FTE) total compensation	52
		S1.2) Does your company report this metric (above) in any regulatory filings?	52
	S3. BREAKDOWN WITH STAFF	S2.1) Please share the total enterprise headcount held by full-time employees (broken down by gender, age and seniority level)	35
		S3.2) Please share the total enterprise headcount held by part-time employees (broken down by, gender, age and seniority level)	Not Applicable
		S3.3) Please share the total enterprise headcount held by contractors and/or consultants	36
		S3.4) Please share the total of national employees (broken down by, gender, age and seniority level)	36
	S4. EMPLOYEE TURVER AND NEW	S4.1) Year-over-year change for full-time employees (broken down by gender, age, and seniority level)	37
		S4.2) Year-over-year change for part-time employees	Not Applicable
		S4.3) Year-over-year change for contractors and/or consultants	36
		S4.4) Year-over-year of new hires (broken down by age, gender and seniority level)	Not Available
	S5. GENDER DIVERSITY AND EQUALITY	S5.1) Total enterprise headcount held by men and women	38
		S5.2) Total entry and mid-level positions held by men and women	39
		S5.3) Total senior and executive-level positions held by men and women	39
		S5.4) The ratio of median male employee compensation to median female employee compensation	38
		S5.5) Please describe your company's initiatives or programs to support the recruitment and retention of female employees, and to support female employees to advance to management positions.	38

CATEGORY	METRIC	INDICATOR	PAGE NUMBER
SOCIAL	S6. HUMAN RIGHTS	S6.1) Does your company follow a harassment and/or non-discrimination policy?	39
		S6.2) Does your company have a formal grievance mechanism in place?	39
		S6.3) Does your company follow a child and/or forced labor policy?	Not Available
		S6.4) Does your company follow a human rights policy?	39, 41
		S6.5) Does your company provide training on human rights and related internal policies for your employees?	39, 41
	S7. HEALTH AND SAFETY	S7.1) Does your company follow an occupational health and safety policy?	40
		E7.2) Does your company adopt a recognized health and safety management system such as ISO45001?	40
		S7.3) Please share the total employee and total contractors (if available) manhours	Not Available
		S7.4) Please share the total employee fatalities	41
		S7.5) Please share the employee lost time injury (LTI)	41
		S7.6) Please share the lost time injury frequency (LTIF)	41
		S7.7) Please share the total health and safety training provided to employees	41
	S8. COMMUNITY ENGAGEMENT	S8.1) Please share the total amount invested in the community, including philanthropy, donations and sponsorships	45-49
		S8.2) Please share the total employee volunteering completed during the reporting period	45-49

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CATEGORY	METRIC	INDICATOR	PAGE NUMBER
GOVERNANCE	G1. BOARD DIVERSITY	G1.1) Total board seats occupied by men and women	52
		G1.2) Total committee chairs occupied by men and women	52
	G2. BOARD INDEPENDENCE	G2.1) Does the company prohibit CEO from serving as board chair?	52
		G2.2) Please share the total board seats occupied by independents	53
	G3. COLLECTIVE BARGAINING	G3.1) Please share the total enterprise headcount covered by collective bargaining agreement(s) *Applicable to companies operating in countries in which collective bargaining is applicable by law	Not Applicable
	G4. SUPPLY CHAIN MANAGEMENT	G4.1) Are your vendors or suppliers required to follow a Code of Conduct?	53
		G4.2) If yes, what percentage of your suppliers are formally certified and compliant with the Code?	Not Available
		G4.3) Please share the suppliers that underwent a supplier's environmental audit during the reporting period	Not Available
		G4.4) Please share the suppliers that underwent a supplier's social audit during the reporting period	Not Available
		G4.5) Please share the new suppliers receiving warning due to the environmental/social screening	Not Available

CATEGORY	METRIC	INDICATOR	PAGE NUMBER
GOVERNANCE	G5. ETHICS AND ANTI-CORRUPTION	G5.1) Does your company follow an Ethics and/or Anti- Corruption policy?	54
		G5.2) Please share the workforce formally compliant with the Anti-Corruption Policy	Not Available
		G5.3) Please share the confirmed incidents of corruption during the reporting period	54
		G5.4) Please share the corrective measures taken corresponding to the confirmed incidents of corruption (in case of any)	54
	G6. DATA SECURITY	G6.1) Does your company follow a Data Privacy policy?	55
		G6.2) Has your company taken steps to comply with GDPR rules or similar standards?	55
		G6.3) Data security breaches during the reporting period (if any)	Not Available
	G7. SUSTAINABILITY PRACTICES	G7.1) Does your company publish a sustainability report?	ESG Report 2022-2023
		G7.2) Does your company publish a GRI, WEF SCM, SASB, IIRC, UNGC or CDP based reporting?	No
		G7.3) Does your company provide training to its employees regarding topics related to sustainability (environment, human rights, ethics etc.)?	41
		G7.4) Please share the total sustainability related training provided to employees	Not Available
	G9. EXTERNAL ASSURANCE	G9.1) Are your sustainability disclosures assured or validated by a third party?	No