



Consultancy, Engineering and Advisory Firm  
providing solutions for a more sustainable world

An aerial photograph of a dense, lush green forest. In the center of the forest, a realistic image of the Earth is superimposed, showing the continents and oceans. The forest's canopy is a vibrant green, with some areas appearing slightly more yellowish-green, possibly due to sunlight filtering through the leaves.

# **Sustainability** Report 2022

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**Saeed Al Abbar**  
CEO



**Scott Coombes**  
Managing Partner

## MESSAGE FROM OUR DIRECTORS

We are at a pivotal moment in human history. The actions we take today will bear profound impact on the security and quality of life, for us, and our future generations. As a leading consultancy, engineering and advisory firm with a global presence, AESG has been at the forefront of driving positive change in the built environment. Creating a better built environment, advancing the decarbonisation agenda and advocating for sustainability and innovation across our operations and multi-disciplinary service offerings, is at the heart of what we do.

Since its establishment, AESG has remained deeply committed to sustainability, which is reflected in our achievements across our three core pillars - Environment and Sustainability; Community and Stakeholders and Employee Health and Well-Being – over the last 12 months.

Extending our partnership with the World Green Building Council (WorldGBC), we signed on as a Strategic MENA Regional Partner and will now offer our expertise to help shape key green building programs and initiatives undertaken by the Council such as its Net Zero Readiness Framework for the MENA Region. We also joined an elite group of founding signatories to the UAE Climate Responsible Companies Pledge, supporting the UAE government in its Net Zero 2050 Strategic Initiative. In neighbouring Saudi Arabia, we successfully achieved the government's NCEC (National Center for Environmental Compliance) Certification, enabling our qualified team of environmental scientists to contribute significantly towards raising the level of compliance with environmental regulations and standards across the Kingdom's giga-projects.

In addition to actively engaging with government agencies and industry bodies, AESG aligns with sustainability goals by setting out several initiatives within our own operations to minimise our carbon footprint. Furthermore, to help advance the industry through knowledge sharing, AESG subject-matter experts participate as speakers for numerous industry events and are encouraged to regularly publish white papers that are made freely available to their industry peers so that we can collaboratively achieve sustainability goals together.

With the well-being of our employees being paramount, we strive to provide a healthy, inclusive, gender-equal, vibrant and collaborative work culture for all of our employees. Employee wellness is enhanced through social and fitness activities, celebration of cultural days, employee wellbeing seminars, and mentorship programmes. We place great importance to giving back to the communities we operate in. We encourage our staff to participate in volunteering for non-profit work, and have donated time and resources to local communities in need. The impact of these initiatives is quantified in the results of our latest employee feedback survey which found that nearly all (99%) of our people feel a sense of personal accomplishment at work, and the vast majority (95%) believe that the work environment and the culture promotes collaboration.

Now, against the backdrop of COP28, we are proud to launch our Sustainability Report. We hope it will provide you with a glimpse into the measurable action taken by AESG over the last 12 months as we continue to build on our achievements and strive towards a sustainable future.





## VISION STATEMENT

*To transform consultancy, providing solutions for a more sustainable world.*

## MISSION STATEMENT

*To solve our client's greatest challenges, through collaboration, innovation and advanced technical solutions.*





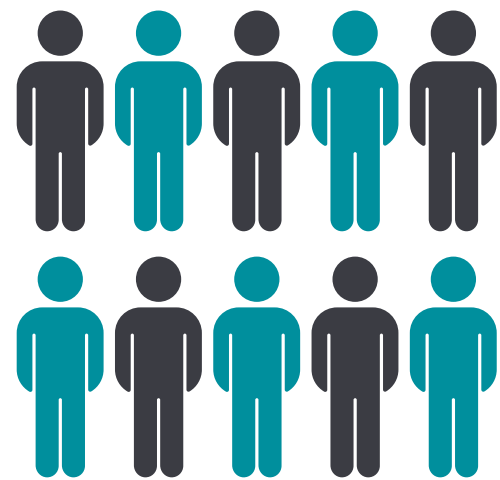
# AESG AT A GLANCE

AESG is an award-winning consultancy, engineering and advisory firm with offices in London, Dubai, Abu Dhabi, Riyadh and Singapore working on projects throughout Europe, Asia and Middle East.

We pride ourselves as industry leaders in each of the services that we offer. We specialise in advanced performance within the built environment and are thought leaders in sustainable development, pairing technical knowledge with practical experience to provide strategic solutions to our clients.

We have one of the largest dedicated teams with decades of cumulative experience in sustainable design, sustainable engineering, fire and life safety, façade engineering, commissioning, digital delivery, waste management, environmental consultancy, strategy and advisory, acoustics, cost management and carbon management.

OVER  
**300**  
EMPLOYEES



WORKED  
ON OVER  
**1700**  
LANDMARK  
GLOBAL  
PROJECTS

**45:55**  
GENDER RATIO



OVER  
**50**  
NATIONALITIES







**2010**

- AESG founded by Saeed Al Abbar & Scott Coombes

**2012**

- Simulation Department established
- Building Performance Department established
- Awarded Energy & Sustainable Design contract for Irena HQ

**2014**

- Environmental Department established
- Government Advisory Services and Energy Management Services added
- First LEED Neighbourhood Development project awarded in the region

**2015**

- Awarded Middle East Specialist Consulting Company of the year
- Waste Management Services added

**2016**

- Fire and Life Safety Department established
- Façade Engineering Department established
- LEED CI Gold Certification achieved for AESG's headquarters in Dubai, UAE

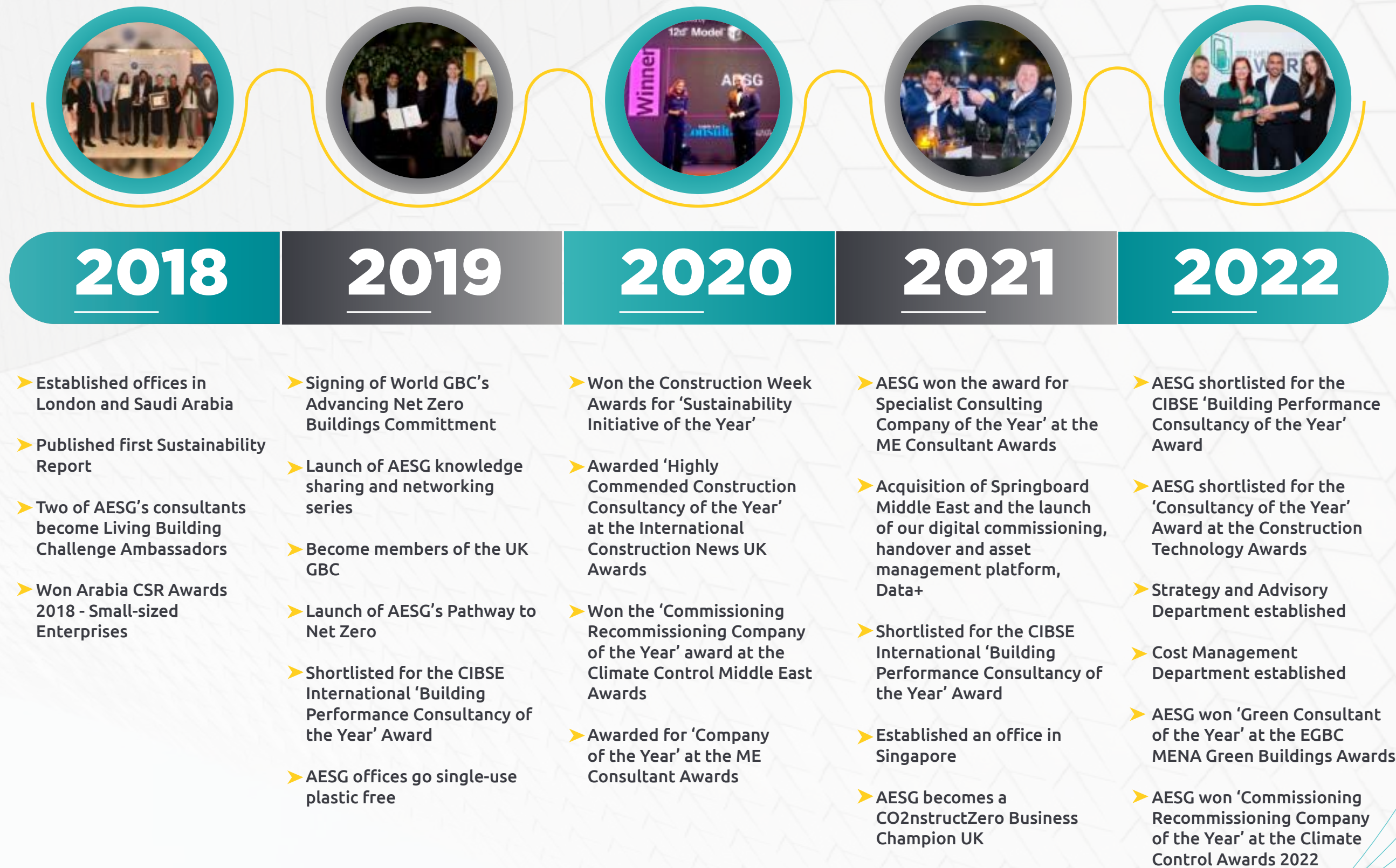
**2017**

- Acoustic Consulting and Condition Surveys added to services
- Established Internal CSR team
- Signed a partnership agreement with Tecnalia, a Spanish headquartered research company
- Two of AESG's consultants become WELL Faculty Members

## TIMELINE OF **ACHIEVEMENTS**



# TIMELINE OF ACHIEVEMENTS





# INTERNATIONAL AND REGIONAL AWARDS WON BY AESG

## ADSG Sustainable Business Leadership Awards 2018 - "Sustainability Leader of the Year"

## CIBSE Building Performance Awards (UK)

2019 – Shortlisted Consultancy of the Year  
2020 – Shortlisted Consultancy of the Year  
2021 – Shortlisted Consultancy of the Year  
2022 – Shortlisted Consultancy of the Year  
2023 – Shortlisted Consultancy of the Year

## Construction News Awards (UK)

2020 – Highly Commended Consultancy of the Year  
2021 – Highly Commended Consultancy of the Year  
2022 – Shortlisted for Consultancy of the Year

## CSA Awards

2019 - Commissioning Manager of the Year  
2019 - Commissioning Engineer of the Year (Finalist)  
2019 - Commissioning Provider of the Year (Finalist)  
2021 - Commissioning Management of the Year (Finalist)  
2021 - Commissioning Engineer of the Year (Finalist)  
2021 - Commissioning Provider of the Year (Finalist)  
2022 – Commissioning Management of the Year (Finalist)  
2022 – Product/Service Innovation of the Year (Finalist)  
2022 – Project of the Year

## Climate Control Awards

2017 - Commissioning Company of the Year  
2018 - Commissioning Company of the Year  
2019 - Commissioning Company of the Year  
2020 - Commissioning Company of the Year  
2021 - Commissioning Company of the Year  
2022 – Commissioning Company of the Year

## EGBC MENA Green Building Awards

2022 – Winner of Green Consultant of the Year Award

## Arabia CSR Awards

2018 - Winner of the Arabia CSR Awards  
2019 - Winner of the Arabia CSR Awards

## Construction Innovation Awards

2023 - Highly Commended Consultancy of the Year

## Middle East Consultant Awards

2015 – Specialist Consulting Company of the Year  
2017 - Sustainability Consultancy of the Year  
2017 - Workplace of the Year  
2018 - Sustainability Consultancy of the Year  
2019 - Sustainability Consultancy of the Year  
2020 – Company of the Year  
2021 – Specialist Consulting Company of the Year  
2023 - Company of the Year  
2023 - MEP Engineering Company of the Year

## Big Project Awards

2017 - Sustainable Initiative of the Year  
2017 – Excellence in BIM Implementation (Shortlisted)  
2018 – Executive of the Year

## Construction Week Awards

2019 – Highly Commended Sustainability Initiative of the Year  
2020 – Sustainability Initiative of the Year  
2021 - Construction Executive of the Year (Saeed Al Abbar)  
2021 - CSR Initiative of the Year for Gender Diversity  
2021 - Highly Commended Sustainability Initiative of the Year  
2023 - Inspiring Woman of the Year (Katarina Uherova Hasbani)

## Construction Technology Awards

2022 – Consultant of the Year (Shortlisted)  
2023 – Consultant of the Year (Shortlisted)

## Big 5 Construction Impact Awards

2022 – Carbon Net Zero Initiative (Finalist)  
2022 – Best Use of Technology of the Year (Finalist)  
2022 – Award for Inclusion and Diversity (Finalist)





# CSR POLICY

AESG's Corporate Social Responsibility (CSR) policy ensures that the company considers and addresses the impact of our operations on our partners and employees, stakeholders and the natural environment. Our CSR policy thus addresses each of these three key groups as follows.

## Sustainability and Environment

AESG aims to minimise the impact of its operations on the natural environment through consideration of the following:

- Carbon footprint – target zero carbon across all business activities
- Circular economy – target zero waste to landfill across all business activities
- Biodiversity – target zero impact on natural ecosystems from business operations

Aside from the direct impact of the business operations, AESG commit to advocating beyond best practice principles for each of the above categories across all of our commercial projects and research and development activities.

## Community and Stakeholders

AESG aims to be of continuous benefit to the wider community and our stakeholder groups, adding value to all areas in which we work through the following:

- Volunteer activities – encourage all employees to participate in volunteer activities
- Community engagement – actively participate in community engagement activities through local schools and social welfare groups
- Industry engagement – actively participate in professional groups and industry organisation

As thought leaders within the field, AESG aim to lead and drive the industry to better benefit the communities which we ultimately serve.

## Employee Welfare and Well-Being

AESG is committed to safe-guarding and promoting the welfare and well-being of all of our partners and employees through the following:

- Engagement and feedback – provide for continuous engagement and anonymous feedback activities
- Healthcare – provide for advanced healthcare cover for all employees and promote health and fitness initiatives
- Occupational safety – target zero accidents within the workplace
- Social – provide regular social activities outside of the workplace

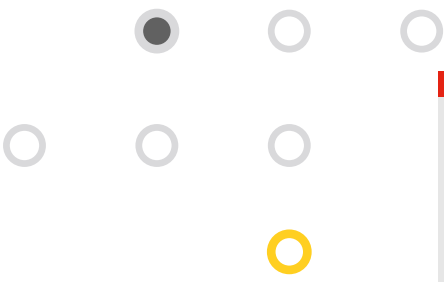
As a leading consultancy firm, AESG recognise that our greatest strength is our people, and therefore continuously strive to go above and beyond business as usual when caring for the physical and mental health of our team.






# KEY PERFORMANCE INDICATORS


In the last 12 months we have...






### Diversity


An Employee representation of 50 countries of which 45% are female and 44% of senior management is female.






### Projects

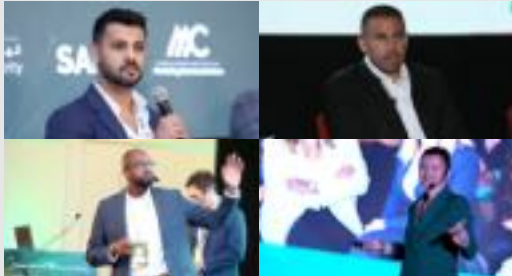
Completed 14 green building projects and achieved the LEED Platinum certification for ICD Brookfield Place making it the tallest and largest LEED Platinum certified office building in the EMEA region.





### Awareness

Participated in over 60 industry events to increase sustainability awareness and help advance the industry with our expertise.





### Paper Recycling

Recycled 172 kg of office paper.






### Plastic


Banned single-use plastics and recycled 84 kg of plastic. AESG has provided all employees with branded bottles in order to limit the use of single use plastic bottles.






### Health and Safety


A 100% incident free record of our employees at all our client sites.






### Donations


Donated 8000 AED to local charities.





### Carbon Footprint

Measured our carbon footprint from 2022 to be 27,169 kg of CO2.





# SUSTAINABILITY COMMITMENT



At AESG, we recognise our responsibility to minimise environmental impact by providing technical services and innovative solutions for a more sustainable world.

As a consultancy, engineering and advisory firm, we guide boards and senior executives to meet the rising expectations of our clients and their stakeholders. We do that by providing advice on advanced performance within the build environment and the thought leadership in sustainable development and decarbonisation on the path to Net Zero across our markets in UAE, KSA, UK and Singapore.

Our sustainability strategy is centered around three key pillars, namely our environment, the social pillar and governance. Our sustainability statement entails the following:

- We are committed to equality, diversity, and a nurturing environment for all employees, irrespective of grade or other biases.
- We endeavor to protect the health and safety of our employees, contractors, clients, and any individual using our premises.
- We are committed to create a positive and sustainable impact on all our stakeholders and the planet by transforming for resilient business operations, integrating ESG across the value chain and mitigating climate-related risks through strategic investments screened using an Environmental, Social and Governance (ESG) lens.
- We are committed to creating a diverse and inclusive workplace that ensures fair treatment to all employees.
- We are committed to recommend suppliers with sustainability criteria to our clients to reach their sustainable procurement targets.
- We are committed to advise our client to optimise consumption of natural resources and to minimise the environmental impact of their operations, including to eliminate carbon and other greenhouse gas emissions.
- We are committed to achieving Net Zero by 2050 as an integral part of our Sustainability Strategy, including achieving operational Net Zero by 2030.
- We are committed to recommend innovative and sustainable building solutions for our clients during construction operations.
- We are committed to transparency in evaluating and reporting our environmental, social, and economic impacts using Global Reporting Initiative Framework.



**Saeed Al Abbar**  
CEO, AESG



# AESG SUSTAINABILITY STRATEGY AND VALUE CREATION

## OVERVIEW

Our Sustainability Strategy is detailed across Environment, Social and Governance pillars and is an integral part of the AESG vision, mission and business model.

As a leading consultancy providing solutions for a more sustainable world, AESG is committed to advancing our performance with respect to:



## CLIENT SERVICES ON SUSTAINABILITY:

We at AESG are dedicated to supporting our clients with integrating sustainability within their businesses when they are facing their most important challenges and risks on Environment, Social and Governance pillars, in particular in terms of:

1. Enhancing Environment Impact Sustainability,
2. Improving Built Environment Sustainability,
3. Delivering innovative approaches for Sustainability Strategy and Advisory, and
4. Enabling Sustainable Finance.



1. Measuring, reducing and reporting GHG emission.
2. Measuring, reducing and reporting energy, water and waste footprint.
3. Designing and implementing sustainable business strategies for AESG and for our clients.



1. Supporting projects within a wider commitment to local communities and environmental sustainability, and
2. Understanding our employee needs and providing them the best available support on health and well-being, personal and professional training.



1. Designing and implementing policies covering Health and well-being of employees, Diversity and inclusion, Employee safety and Human Rights.
2. Encouraging our clients and partners to involve Board member and C-suite leaders in sustainability agenda while cascading the responsibilities to the relevant teams,
3. Working with partners, employees, suppliers, and clients to help them reduce their sustainability impacts,
4. Pursuing Diversity and inclusion in the team, and
5. Implementing Health and wellness policy and certification for employee well-being.





# AESG' NET ZERO PATHWAY AND COMMITTMENTS

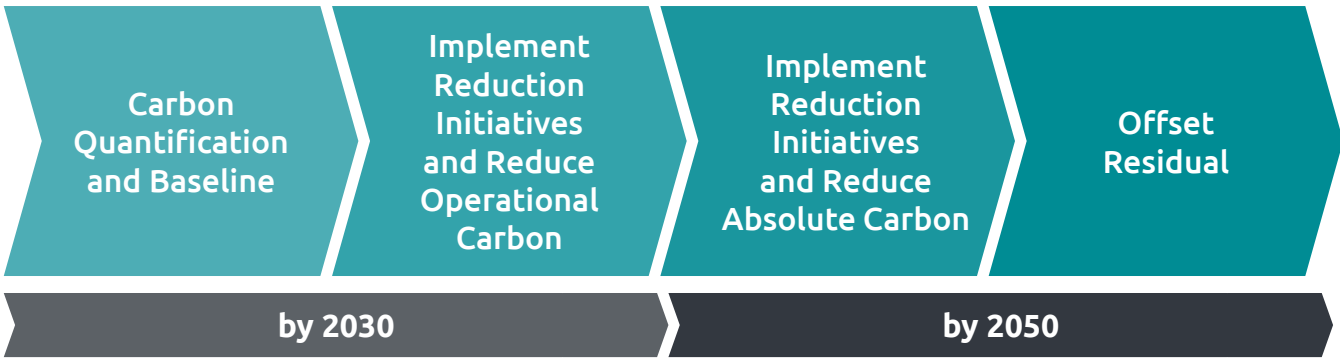


**Achieving Net Zero by 2050 is an integral part of AESG's Sustainability Strategy and our commitment to our clients is detailed as follows.**

**Overview**

Our decarbonisation effort is integral to our services and solutions that support AESG clients' own pathway to Net Zero. AESG is committed to reduce our carbon footprint in line with Net Zero 2050 objective as follows.

**Initiatives & Timeline**



**Our decarbonisation efforts are based around the following milestones:**

- 1. Setting a baseline: We have set a baseline by measuring our emissions in 2019.
- 2. Setting a target: At AESG we aim to achieve operational Net Zero by 2030 and Absolute Net Zero by 2050. Achieving operational Net Zero includes working towards eliminating our Scope 1 and Scope 2 emission by the year 2030. By 2050 we aim to achieve absolute net zero emissions by implementing initiatives to eliminate Scope 3 emissions as well.

- 3. Identifying and implementing carbon reduction initiatives, including and not limited to:
  - a. Replacing the non-efficient lighting with LED lighting,
  - b. Using motion sensor and energy efficient office appliances
  - c. Reducing usage of paper in our daily activities,
  - d. Switching to reusable bottles for all our employees to reduce emission by waste, and
  - e. Segregating bio waste to compost in our office premises.
- 4. Working with our clients and partners to support their Net Zero initiatives.
  - a. Supporting our clients with Net-Zero Road Map and a decarbonisation plans,
  - b. Providing Sustainability Strategies with integrated Net-Zero focus,
  - c. Providing support on annual disclosure and reporting for Net-Zero,
  - d. Providing building, masterplan and product certifications to guide towards net-Zero, and
  - e. Assessing business's environmental and social impact to improve their social and environmental license to operate.

On our way to Net Zero, AESG is signatory to the following Commitments:

**AESG's commitment to World Green Building Council Commitment**

As signatories to the WorldGBC's Net Zero Carbon Building's Commitment, AESG has launched a Pathway To Net Zero to advance the uptake of a sustainable built environment. This pathway is applied free of cost to all design projects. Designed to determine and evaluate the options available for reducing both the embodied and operational Carbon footprint of buildings, it conveniently provides clients with an optional pathway to achieving net zero carbon buildings. AESG actively advance the net zero carbon agenda across project portfolio through consultancy services across regions. As signatories to World Green Building Council, AESG is committed to supporting the public and private sector to reach global Net Zero Carbon Emission targets. AESG has enhanced our commitment in 2023, by joining the MENA Partnership of the World Green Building Council.

**AESG's commitment toward UAE Climate - Responsible Companies Pledge**

AESG has joined the national drive for the UAE's goal to achieve Net Zero by 2050. AESG was among the first signatories, along with 20 other selected private companies, to commit to achieving Net Zero by measuring and reporting carbon footprint in a transparent manner as well as working with our partners to implement the same goal.







# SUSTAINABILITY & ENVIRONMENT



# SUSTAINABILITY AND ENVIRONMENT



## AESG’s Recommitment as signatories to World GBC Net Zero Carbon Building’s Commitment

AESG has recommitted as signatories to the World GBC Net Zero Carbon Building’s Commitment. We remain committed to advancing net-zero principles across all of our assets and projects as well as across the wider industry through research and innovation. We believe it is our duty of care towards people and the planet, to be advocating these principles and pushing the boundaries for sustainable development. Achieving the goals of the commitment will require close collaboration between public and private sector entities, so that together we address the climate emergency upon us, to ensure a better future for all generations.



### Switch off campaign

AESG launched the ‘Switch off’ campaign internally in the office to encourage employees to turn off computers, laptops and gadgets after use in order to save energy and reduce the carbon footprint while also improving the lifecycle of company devices.



## AESG’s recognised as a CO2nstruct Zero Business Champion

AESG has been recognised as the CO2nstruct Zero Business Champion by the Construction Leadership Council. CO2nstruct Zero brings together organisations that are demonstrating leadership in relation to carbon reduction, sharing their good practice with others from across the UK construction sector. The first 14 companies have been drawn from across the UK’s construction supply chain; and selected by the Construction Leadership Council (CLC).



### Designing for happy healthy cities

AESG has been actively supporting clients with the proper planning of nature, neighbourhoods and networks as this is imperative for the well-being of urban residents. Considering the numerous mental and physical health impacts associated with urban living AESG emphasises that it is now vital for cities to adapt new urban planning approaches that safeguard the future wellbeing of residents.

### Work from Home policy

AESG has also reset work models and supports ‘remote working’ as this saves on energy, reduces the corporate carbon footprint and yields environmental benefits.



### Liquid of Life

Since 2019 AESG has banned plastic water bottles and plastic gallon water bottles as dispensers in all offices. This executive decision has been made to reduce the firm’s carbon footprint. AESG partnered with Liquid of Life to install water filters in all pantries to provide employees with clean filtered drinking water. Switching to filtered drinking water not only helps to provide everyone with access to quality drinking water, but also helps to reduce our carbon footprint and reduce operational costs associated with ordering, storing and consuming plastic bottled water.





# SUSTAINABILITY AND ENVIRONMENT

## WASTE/MATERIAL RESOURCES



### Waste management training and office segregation

One of AESG’s core values is improving the environment we live in. It is of great importance that all AESG team members are aware of our company’s Waste management program. Improved waste management, through reduction, re-use and recycling, has been a key focus of the CSR initiatives over the past 12 months. The strategy for improvement has included the provision of proper segregation bins, including e-waste and an organic composter, a strategy for the re-use of scrap paper prior to recycling, and training and awareness sessions for all employees to inform and encourage best practice with regards to waste management. We provide bi annual waste trainings to all employees and make sure there are signs throughout all offices to guide our people. We recycle and reuse plastics and paper, and we make sure to recycle metal, electronics, food waste, and glass.

### Tote bags

AESG has provided all employees with reusable tote bags which they can use at work or in their private lives. The motivation for these tote bags came from banning the use of plastic bags in the company. Many people pick up lunch at the grocery store on a daily basis and end up with one or two non recyclable plastic bags. To reduce this amount significantly we’ve provided every employee with a tote bag and encourage them to use it.



### Reusable AESG bottles

AESG is proud to support the ‘Dubai Can Initiative’ to protect and preserve the environment. With the use of AESG reusable branded bottles provided to all employees and the installation of filtered tap water we have significantly reduced the use of single use plastic bottles.

### Single use digital business cards

In order to save paper and reduce our carbon footprint, AESG has switched from traditional business cards to the use of digital business cards with AESG branded lanyards. This digital card has the employee details along with a QR code which upon scanning saves the AESG employee details automatically on the respective smart phone.



## ENVIRONMENTAL IMPACT

### Recycle, Reforest Repeat

Our AESG CSR team signed up for the ‘Recycle, Reforest, Repeat’ programme organised by the Emirates Environmental Group (EEG).

We deposited used paper in a collection box which was sent to the EEG, who then recycled it and in turn planted indigenous trees on AESG’s behalf.



## SUSTAINABLE GROWTH

### AESG Participated in the Green Riyadh Initiative

Our team in KSA participated in the tree planting project as part of the Saudi ‘Green Riyadh Initiative’. The trees were planted close to the King Khalid International Airport in the shape of the map of Saudi Arabia, which will be visible from the air to travellers as they fly in.







# SOCIAL



## OUR PEOPLE



### Promoting wellness at work

As part of our company health insurance, staff are offered monthly wellness webinars that they can avail off. These sessions are conducted by certified occupational therapists and psychologists. The topics covered include mental health, grief and loss, parenting, time management, emotional resilience, mindfulness amongst others.



## Pacific Prime Wellbeing Webinars

### OCTOBER 2022



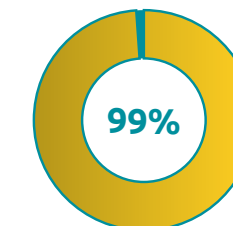
### Breast cancer awareness month

As part of the Breast Cancer Awareness month, AESG promoted awareness of the signs and symptoms of breast cancer awareness through an internal campaign. AESG women employees were also encouraged to take the Mammogram Pledge and prioritise their health as early detection is critical for the successful treatment of breast cancer.

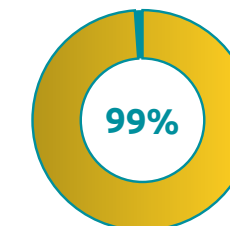


### Employee wellbeing and welfare

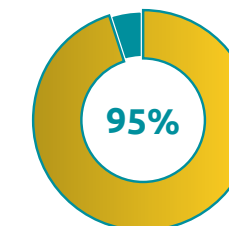
In keeping with AESG's goal to continuously improve, we adopt an AESG employee satisfaction survey which allows the team to provide their honest and anonymous feedback to AESG's management in order to effect positive change in the workplace. These surveys allow the team to give suggestions for improvements but also give positive feedback and mention the things that should not change.



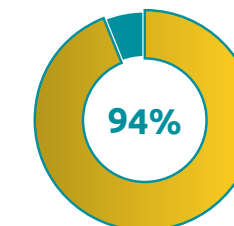
99% of AESG staff feel a sense of personal accomplishment at work



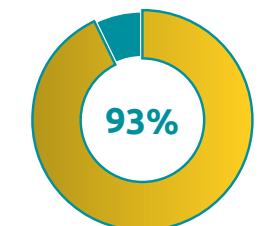
99% of AESG employees think that their colleagues are helpful and co-operative



95% of AESG employees believe that the work environment and the culture promotes collaboration



94% of AESG employees feel their job makes good use of their skills and abilities



93% of AESG employees are satisfied with their role at AESG

### Internal trainings

AESG includes a formal procedure for the ongoing training and development of staff. In addition to the internal training sessions provided to all employees, AESG invests in external training, certifications/accreditations and professional memberships to support the continued professional development of our consultancy team. AESG are committed to building on our employees' areas of specialism and focal interest points, supporting individual professional development through a structured training and mentorship program. Allowing individuals to flourish by enabling them to take on positions of responsibility at an early stage, and providing clear career progression pathways for all.





## OUR PEOPLE



### Gender Equality

The AESG Employee representation is of 50 countries, of which 45% are female, and 44% of senior management is female. This significant percentage of women employee's part of the AESG workforce is a testament to AESG's commitment to gender equality in the workplace and the industry at large. AESG recognises the importance of a gender-equal workplace and focuses on equal rights, promotions and pay, as well as a fair hiring process.

AESG strives to be an inclusive organisation, committed to providing equal opportunities throughout employment including in the recruitment, training and development of employees, and to pro-actively tackle and eliminate discrimination. Every employee is entitled to a working environment that promotes dignity, equality and respect for all.

### Women in Construction Summit

AESG was founding sponsor for the Women in Construction Summit which is an inspiring event organised by CPI Trade Media, spearheaded by the publications; ME Consultant and Big Project ME. The event recognises the women in the construction and engineering industry and touches on discussion topics that might be sensitive or overlooked in the region and/or globally.

Our Partner and Global Director of Strategy and Advisory was keynote speaker at the Women in Construction Summit where she shared about AESG's diversity, equality and company culture.

Our Associate Facades Director Marina Kindelan was a speaker at the Women in Construction Summit C-Suite panel discussion on how businesses should champion inclusion and diversity.

### Gender Diversity Report

AESG was featured as one of the Grade A businesses to implement Equality, Diversity and Inclusion. This was as part of the Middle East's first regional Diversity Report published by the Middle East Consultant Magazine spearheaded by Editor of the ME Consultant Magazine - Paul Godfrey. The Diversity Report followed a structured methodology to drive answers. AESG was featured as one of the 4 international Grade A businesses that has diversity, gender equality deeply rooted in the corporate DNA and culture.





## OUR PEOPLE



At AESG, since the early days we have always found value in diversity throughout the business. We celebrate our rich diversity.

Middle East Consultant Magazine launched the regions first Diversity Report where Paul Philip Godfrey speaks to our Partner and Global Director of Strategy and Advisory Katarina Uherova Hasbani.

We are proud to be featured as one of the companies in the region that has Gender Equality, Inclusion and Diversity deeply embedded into our company culture.

Read the Diversity Report here: <https://bit.ly/3FaWaiM>





## OUR PEOPLE



### Mentorship/coaching scheme

AESG also launched a coaching scheme for all staff giving employees an opportunity to be mentored by the AESG Leadership Executive team helping employees develop their skills, discover their potential and gain constructive feedback.

### 360 feedback and Executive Coaching

AESG as well conducts confidential 360 review feedback surveys twice a year for the leadership team. This encourages staff to rate their managers across several parameters and provide constructive feedback. The responses gathered are then shared with each leader as part of a one-on-one coaching and leadership development scheme, helping them become better leaders.



### Women's Day Seminar

For International Women's Day we had an Internal Seminar where our women colleagues shared with us inspiring words around work-life balance, motherhood and smashing stereotypes.

We also had noted Travel and NGO Photographer Manuela Emmer from the Maria Christina Foundation share her experience of capturing the strength of women through photographs.



### Maternity/paternity leave

AESG has implemented its recently launched maternity policy aimed at fostering more equitable and gender-neutral career growth opportunities across its organisation. The policy generously extends on the UAE's labour laws by offering 90-days paid leave, with an additional 90-days of optional unpaid leave, to its female staff in the UAE. While the announcement will stand to make employment at AESG a more attractive proposition for aspiring female professionals in the construction industry, the company has cited its desire to empower its female employees to 'thrive in both work and family life' as the foremost reason for this decision.

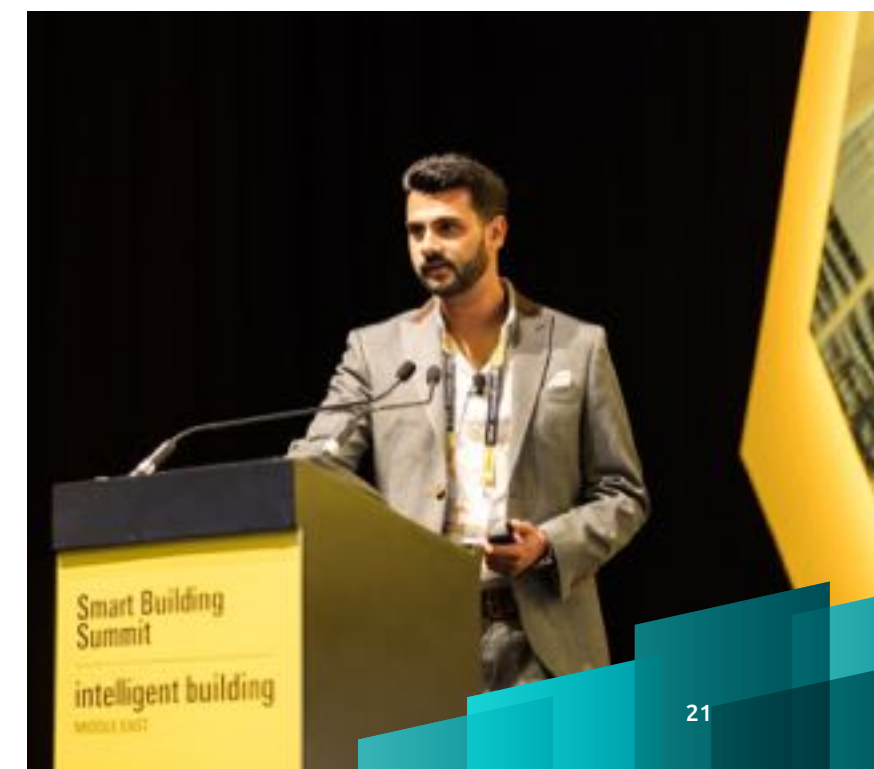
### Graduate Program

AESG also has a Graduate Program in place in order to support emerging young talent as well as to safeguard the future of our industry for the next generation. Through this program, AESG provides young graduates with a springboard to success and early opportunities to realise their full potential as future pioneers of the industry. With the already very diverse employee representation, we are able to tap into a network of professionals around the globe.

### Voluntary training and CPD

AESG's professional experts offer voluntary trainings and CPDs to clients. The training topics variate from net zero, sustainable design, parametric optimisation, health and wellness to waste management, indoor air quality, sustainable urban planning and more.

AESG believes we have an obligation to help advance the industry and our team is encouraged to actively engage in knowledge sharing through the conducting of CPDs. We offer these CPDs to our clients as a value add to them and their teams at no cost.





## COMMUNITY ENGAGEMENT AND IMPACT



### Aid for Lebanon

During the economic crisis in Lebanon, AESG staff partnered with NGO's Baytna Baytak and Dafa in Beirut and organised a donation drive in the office. Baby products, canned food and clothing were then sent to the Lebanese people in need.



### Ramadan Donation Drive

During Ramadan as part of AESG's CSR Initiative, AESG supported the '1 Billion Meals Campaign' launched by His Highness Sheikh Mohammed bin Rashid Al Maktoum. AESG volunteers together with volunteers from the UAE Food Bank, went to labour camps in Deira to distribute grocery kits to construction workers who have been without a job for over 6 months.



### Support for the Maria Christina Foundation

AESG staff held a donation drive to provide clothes, bags, shoes and more for the disadvantaged children from Bangladesh supported by the Maria Christina Foundation. We also provide employment opportunities in AESG for mothers of children in the foundation.



### AESG conducted an Educational Session on Citizen Science for participants at the Nemo Diving Center

As part of AESG's CSR Initiatives our Senior Environmental Consultant - Alicia Dauth volunteered to conduct an educational session on 'Citizen Science: The Marine Environment' highlighting how we can protect the ocean and restore damaged marine ecosystems. They delivered this to an enthusiastic group of participants at the Nemo Diving Center in Dubai.



### Engagement with Educational Facilities

AESG joined JLL in their initiative 'Women in Construction Drive 2022' where experts from the construction industry visited schools to generate awareness about the construction profession and increase female representation in the industry while inspiring the next generation of future construction leaders.



### Team Angel Wolf Sponsorship to support Inclusivity

AESG is proud to support the good work of NGO Team Angel Wolf in their mission to promote inclusivity and healthy living by sponsoring a series of school impact talks. Founder - Nick Watson recently conducted a session for the students of Gems Wellington Academy, where he encouraged them to make inclusion a part of everything they do and make a difference in the world. Nick shared with them the story behind Team Angel Wolf and inspired them with his personal journey.





## AESG SIGNATORIES OF THE UAE CLIMATE RESPONSIBLE COMPANIES PLEDGE



AESG is honoured to join 21 leading companies in the UAE as founding signatories to the “UAE Climate Responsible Companies Pledge” held in the presence of HE Mariam bint Mohammed Almheiri, Minister of Climate Change and the Environment, at the fourth stage of the National Dialogue for Climate Ambition (NDCA).

The pledge aims to increase the engagement of the private sector in the country’s decarbonisation drive, in line with the UAE Net Zero 2050 Strategic Initiative.

AESG have committed to intensifying our collective efforts to combat climate change, by measuring and reporting greenhouse gas (GHG) emissions, drafting ambitious science-based plans to reduce our carbon footprint, working with our Clients in their decarbonisation objectives and sharing lessons learned and best practice with the UAE Government to help achieve the national net-zero target by 2050.

The launch of the UAE Climate-Responsible Companies Pledge is part of MOCCAE’s initiatives focused on scaling up the UAE’s climate action in response to the call of the Glasgow Climate Pact, an outcome of the 26th UN Climate Change Conference (COP26), for countries to seek higher GHG emission reduction targets. The keen interest of companies to sign the pledge reflects the awareness of private sector entities of the serious threat of climate change and its adverse impacts on the environment, food security, water security, and public health.

Follow this [link here](#) for more details.







# GOVERNANCE



## HEALTH & SAFETY



### Commitment to Health and Safety at the workplace

Our management is committed to ensuring the implementation and continual improvement of the HSE Management System by complying with local and international rules and regulations, submitting to clients HSE requirements, adapting the best HSE practices in Sustainability, Environmental and Waste, Fire Life & Safety, Facades and Commissioning and the standards ISO 14001:2015 and OHSAS 18001:2007.

### AESG achieves bizSAFE Star Certification from the Singapore Workplace Safety and Health (WSH)

AESG has achieved the bizSAFE STAR certification from Singapore Workplace Safety and Health (WSH), which is the highest (level-05 /Star) accreditation within the bizSAFE. The bizSAFE certification will enable AESG Singapore expand business opportunities as well as signifies AESG's commitment to workplace safety & health.

### AESG achieves ISO certifications across all the regions we operate in

The IMS external audit has been successfully completed with AESG sustaining its ISO certifications across all the regions we operate in. There were many positive points noted by the external auditor.

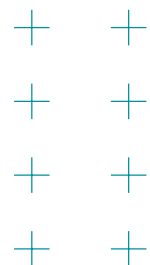
### AESG achieves CHAS certifications in the UK

AESG has become a CHAS Elite member by achieving the Common Assessment Standard which is a leading accreditation program that is industry recognised.

This will streamline AESG services within the construction supply chain and achieve compliance across 13 important areas of Health, Safety, Environment and Financial risk management. This accreditation is developed by Build UK, Civil Engineering Contractors Association (CECA) and other accreditation bodies and industry experts. AESG received this accreditation from CHAS by completing all the requirements of the Common Assessment Standard. This demonstrates AESG's commitment and competency in meeting all health and safety standards and aim towards continuous improvement in supply chain management compliance.

### AESG Bronze Member of ConstructionOnline UK

AESG is now a certified bronze member of ConstructionOnline. This certifies that AESG has met pre-qualification requirements appropriate to public and private sector procurement. Thus aligning AESG with government and industry standards, making the firm a viable consultancy of choice. This accreditation also aligns AESG with the Construction Industry Council (CIC).





# AESG WHITE PAPERS AND RESEARCH

AESG is committed to supporting the industry in its drive towards sustainable urban development. AESG publishes white papers for free access for the industry (<https://aesc.com/perspectives/>) as the company believes it has an obligation to drive the entire industry forward.

We have one of the largest dedicated teams with decades of cumulative experience in sustainable design, sustainable engineering, fire and life safety, facade engineering, commissioning and digital asset management, waste management, environmental consultancy, acoustics, strategic advisory, cost management and net zero. Our multidisciplinary team of experts regularly conduct research and publish their findings and solutions through these white papers which they believe will help advance the industry as a whole.

AESG's team has published a number of white papers which include:

- Sustainability drives your business forward
- How innovation in sustainability and smart cities in the Middle East can pull us back from the brink
- Nature Based solutions in the cities: Designing urban spaces.
- Facades - Defining a Building's Personality
- Saudi Net Zero 2060: Action plan for innovation and growth opportunity
- Future Homes and the New Part L - One Step Closer to Net Zero?





# OUR PEOPLE

## EMPLOYEE WELLBEING AND WELFARE



**Employee wellness is of key importance to us and we are committed to enhancing our employees' health and well being through several initiatives.**

AESG is committed to promoting equality and diversity and promoting a culture that actively values difference and recognises that people from different backgrounds and experiences can bring valuable insights to the workplace and enhance the way we work. The company aims to be an inclusive organisation, committed to providing equal opportunities .

Some of our initiatives towards maximising employee well-being and welfare are as follows;

- AESG provides high levels of medical insurance cover to all staff which provide cover above and beyond the UAE labour law requirements.
- AESG operates a health and safety policy to ensure that staff are provided with a healthy and safe working environment.
- AESG provides a formal procedure for the ongoing training and development of staff, which includes financing external training and certification.
- AESG's office is fitted out with low VOC materials and provides fresh air rates that exceed ASHRAE standards in order to provide the best possible indoor work environment.
- Employees are supplied with fresh fruit on a daily basis to encourage a healthier diet and lifestyle.
- Social activities are organised throughout the year.

- Team building events are organised on a quarterly basis to provide social outlets and to build relationships
- Investing in our people: AESG includes a formal procedure for the ongoing training and development of staff, both through internal training programs and external paid for training and accreditations.

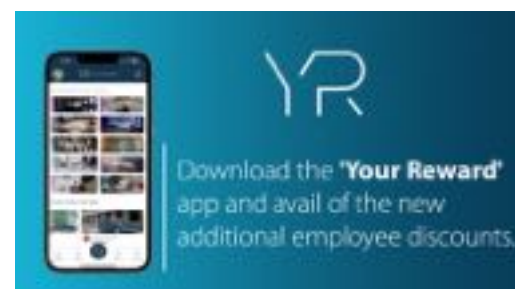
### Employee Well-being

Health, fitness and happiness have been focal points for AESG when considering employee well-being. As such, social events and physical activities have dominated the employee calendar. As well as events and activities, free fruit is made available to employees in the pantry to encourage healthier eating habits. We provide filtered hot and cold tap water, as well as freshly ground organic coffee.

At AESG we like to be social with our coworkers and organise activities and get togethers. A few examples of organised events are:

- Company iftar
- End of Year Celebrations
- Diwali
- Yoga Sessions
- After work get togethers
- Women's Day Celebration

In addition AESG has a corporate subscription with 'Your Rewards', an app-based employee rewards program. With 80+ active partners, this app-based rewards program, AESG employees have the opportunity to avail discounts and exclusive offers from a wide variety of partners including restaurants, shops, gyms, salons and top attractions.





# INDUSTRY LEADERS

## COMMUNITY AND STAKEHOLDERS

### Industry Contribution

AESG's leadership and strategic advisory team speak at industry conferences plus they have supported and contributed with the development of numerous industry standards, policy advisory and guideline documents. These include

- CIBSE Commissioning Code M 2022
- BSRIA Application Guide AG 16/2002, Variable Flow Water Systems
- Cx Energy Conference Florida, USA April 2002
- Making Building Work Conference London, UK June 2002
- Bahrain Thermal Insulation Guidelines, for the Ministry of Housing
- Dubai Energy and Water Building Rating Scheme, for the Regulatory & Supervisory Bureau
- Sustainability Framework for the Tourism Sector
- Sustainable Procurement Framework, Confidential International Developer Client
- Corporate Sustainability Policy, Confidential Government Entity Client
- Pathway to Net Zero for the NHS Trust, UK

AESG's experts are encouraged to participate in industry events, regularly presenting at conferences as well as hosting our own knowledge sharing and networking events. AESG has also conducted a series of workshops on Net Zero Carbon for a number of architectural firms. This is to provide a deep dive into how as an industry we can reduce the embodied and operational carbon footprint of buildings and thus advance the net zero agenda.

### Thought Leadership

AESG's team leads the conversation on green buildings and sustainable design. This has included speaking roles at numerous conferences as well as advising government departments on sustainability strategies and policies. AESG spokespersons have been advocating the adoption of net zero buildings by sharing their expertise and knowledge at various industry conferences, through media interactions and thought leadership pieces. AESG actively participate in professional groups and industry organisations. As thought leaders within the field, AESG aim to lead and drive the industry to better benefit the communities which we ultimately serve.





# INTELLIGENT USE OF TECHNOLOGY

## Digital capabilities

AESG utilises dynamic simulation methods to test and optimise the effectiveness of design solutions in meeting project criteria. With the use of advanced simulation techniques, solutions can be optimised and precision engineered to maximise the value of design proposals.

To develop optimised energy efficient develops AESG utilises:

- Parametric and Computational Design
- Performance Simulation
- Generative Design
- BIM
- Artificial Intelligence
- Digital Twins
- IoT Integration
- Building Analytics
- Pathway to Net Zero
- Data Management for the Built Environment with our cloud-based Commissioning, Handover and Asset Management platform, Data+

## Building and Urban Physics

Modelling and simulation is conducted at early stages in the design process to assess passive design measures and to enhance comfort parameters.

Parametric modelling can also be utilised for design rationalisation, considering architectural and materiality aspects as well as building systems, providing a quantifiable cost saving for the design measure over the operational life-time of the project.

AESG's in-house consultants have worked closely with project teams to optimise designs, consistently demonstrating substantial capital and operational cost

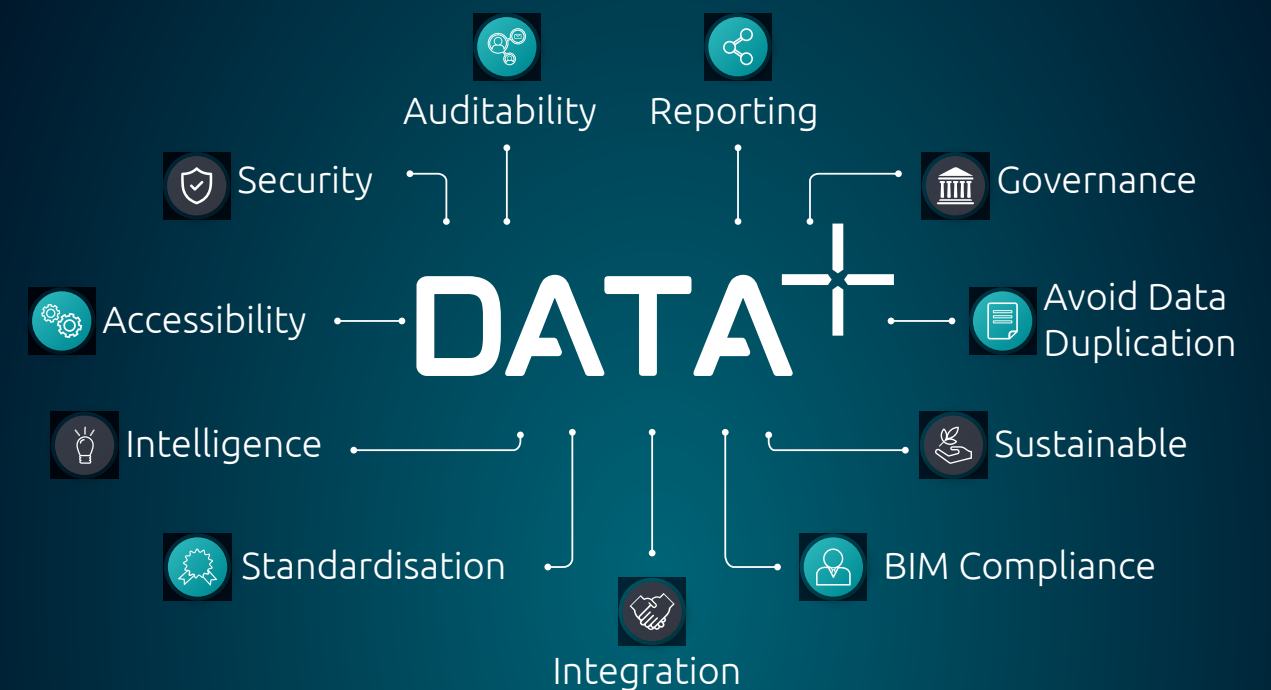
savings to Clients through this process.

Similarly, post occupancy, 'digital twins' of buildings, which reliably simulate how building systems are expected to perform, provide owners with a clearer basis for managing the performance of their building. Parametric design plays an increasingly important role in every phase of the construction lifecycle. As a business AESG has invested considerably in our parametric design capabilities and have rolled out digital design techniques to optimise and enhance a number of our design processes.

## AESG set to lead the smart building revolution with WiredScore and SmartScore Accreditations

As one of the first Accredited Professionals for these globally recognised digital connectivity and smart building certifications, AESG will help building owners create smart, connected buildings that support enhanced digital experiences for occupants. AESG will work closely with clients to understand, improve, and communicate the user functionalities and technological foundations of their buildings to deliver exceptional user experience, drive cost efficiencies, meet high standards of sustainability and futureproof buildings.

## Check out AESG's Data Management Platform for the Built Environment



For inquiries email: [info@aesg.com](mailto:info@aesg.com)



# CASE STUDIES:

## AESG's Commissioning, Handover and Asset Management Platform Data+

AESG has also developed and launched a cloud-based Commissioning, Handover and Asset Management tool called Data+ where data is securely stored, accessed and updated on the go. In addition to saving time and eliminating paper usage, Data+ provides powerful contextual insights for improving efficiencies and optimising system operations throughout the building's lifecycle. Data+ was shortlisted as Product Service Innovation of the Year at the Commissioning Specialist Association (CSA) Awards UK 2022.



## AESG achieves LEED Platinum Certification for the UAE Pavilion at Expo 2020

The UAE Pavilion at Expo 2020, designed by world renowned architect Santiago Calatrava LLC has achieved the LEED Platinum certification. AESG is honoured to have provided sustainability and LEED consultancy services for this falcon inspired pavilion that has sustainability at its core.



UAE Pavillion

## Environmental Impact Assessment

AESG's Environmental team conducted marine and terrestrial ecology baseline surveys at the Red Sea Coast as part of the development of a strategic EIA assessment. They have also recently conducted an ecology survey at Al Ula as part of a strategic EIA Assessment. Our ecologists are deeply passionate about studying the geomorphology, vegetation, flora, fauna and the unique wadi systems at the site.



Ecology survey image from the Red Sea

## AESG achieves BREEAM certification for the Royal Grammar School Guildford

AESG achieved the BREEAM certification for the The Royal Grammar School Guildford campus: This campus in Dubai is the first BREEAM certified school and the first nearly zero energy educational institution in the region. AESG's Sustainability and BREEAM consultants worked alongside the design team towards reducing energy consumption of the building whilst maintaining a high level of indoor environmental quality. The energy consumption of the building showed 47% reduction in the CO2 emissions of the school and a 55.8% reduction in water consumption



Royal Grammar School Guildford

## Masdar MC2

Six of the MC2 buildings will be 4-Pearl Estidama, LEED Platinum, and WELL Gold certified while the MC2 Headquarters building will be Abu Dhabi's first net-zero energy office building. AESG is proud to have contributed to the design of this incredible project, working with the Woods Bagot team providing Sustainable Design, Façade Engineering, Energy Consulting, Fire Engineering, Acoustics, Waste and Commissioning services.



Masdar MC2



# CASE STUDIES:

## Strategy and Advisory

AESG's strategy and advisory team are working closely with government, public and private entities in developing their net zero roadmaps and strategies which will feed into the development of future cities, helping them transition to a decarbonised economy. They also help clients map, monitor, and report on their environmental, social and governance corporate strategies and initiatives.



## AESG becomes One of the First International Fire and Life Safety Consultants to be certified by the Saudi Civil Defense

As one of the first international fire and life safety consultants to be certified by the Saudi Civil Defense, our Fire Life Safety experts are working to guide construction projects in the kingdom in implementing the highest international standards and industry best-practices across projects.



## AESG provides Façade Consultancy Services for the world's tallest hotel

The 365m tall CIEL Tower will be the world's tallest hotel with one of the world's highest infinity pools and an observation deck. The project is built by The First Group and designed by NORR architects. AESG is proud to have provided façade consultancy services for this skyscraper including the parametric study of the facade geometry and the development of the bespoke system.



## AESG provides Commissioning Management services for the One Za'abeel project in Dubai

AESG is proud to be Commissioning Management consultants for the One Za'abeel project in Dubai. With a total built-up area of over 470,000 square metres, the project consists of two towers linked by a suspended bridge called the 'Link' which is 125m in the air and is a 225m cantilever that is claimed to be the world's longest cantilevered building.

## Acoustics

The Corinthia Gwan Island Qatar Hotel won the '2020 International Property Award' in the category of 'Best New Hotel Construction & Design'. The hotel, developed by United Development Company (UDC) and designed by AE7. We are proud to have provided acoustic consultancy services for this exciting project.



## AESG launches Cost Management Consultancy Service Line

AESG also launched Cost Management Consultancy Services to mitigate budget overruns and risks in construction projects. Industry veteran Gary Tracey is Global Partner and Head of Cost Management leading the team which will deliver the new line of services. Our Cost Management experts have over 20 years experience in providing cost insights to clients in the Middle East and Europe.





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