

**ENVIRONMENTAL,  
SOCIAL & GOVERNANCE  
REPORT**

**20  
24**



Mr. Renato Juric  
Chief Executive Officer

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“This report marks a significant step in our ongoing commitment to sustainability and responsible business practices. As we move forward, we recognise that true business success is intrinsically linked to the well-being of our people, communities, and the environment.

Our mission to deliver excellence and our vision to be a trusted leader in creating lasting value are the cornerstones of our approach to sustainability. We believe that a sustainable future is one where businesses thrive in harmony with the environment, contribute positively to society, and uphold the highest standards of governance. Guided by our values of honesty, excellence, and responsibility, we are integrating these principles across all aspects of our operations.

This report highlights our progress in FY2024, from reducing our environmental impact to promoting diversity, inclusion, and strong governance practices. It serves not only as a reflection of where we stand today but also a blueprint for the future we are shaping.

We are excited to continue this journey with the support of our employees, partners, and stakeholders—creating value today and making a positive impact for tomorrow.”

# 1 Introduction

(GRI 2-3)

## 1.1 ABOUT THE REPORT

We proudly present the first annual ESG Report for BMMI B.S.C (hereinafter referred to as “BMMI” or “us”) for the 2024 financial year. This report represents our statutory commitment and progress towards our ESG strategies and initiatives. By effectively leveraging our resources, we strive to create long-term value for all our stakeholders and contribute to a better tomorrow for everyone.

### Reporting Frameworks and Guidelines

The FY24 ESG report has been prepared with reference to Global Reporting Initiative (GRI) standards and in alignment with the ESG guidelines recommended by the Central Bank of Bahrain and the Bahrain Bourse.

### Reporting Boundary, Scope and Period

The 2024 ESG report outlines BMMI’s performance for the period from January 1, 2024, to December 31, 2024. The scope of data includes BMMI Shops, Bahrain Logistics Services (BLS), Alosra Supermarket, BMMI Shipping Services (BSS), Nader Trading, Global Sourcing and Supply Bahrain (GSS), BMMI Food Production Unit (FPU), Elios, Delilah’s, and BMMI Tower.

### Responsibility Statement

BMMI firmly believes that this report is a fair representation of our company’s non-financial and operational performance for FY2024. The Board acknowledges that the contents of this report have been assimilated in consultation with various functions of the business and have been developed under the guidance of senior management and functional heads.

### Contact point

For feedback or inquiries on this ESG report, contact [getintouch@bmmi.com.bh](mailto:getintouch@bmmi.com.bh)

(GRI 2-1)

## 1.2 ABOUT BMMI

Established in 1883, BMMI has transformed into a diversified leader in retail and distribution, hospitality, and contract services, supported by world-class integrated logistics capabilities. Today, BMMI operates across several countries, specialising in the wholesale, distribution, retail, and production of food and beverages, while representing a prominent portfolio of global household brands. As a fully-fledged international provider of end-to-end supply chain solutions, integrated facility management, logistics, and procurement services, BMMI serves a diverse clientele, from governments to organisations.

Listed on the Bahrain Bourse, BMMI is recognised as one of the fastest-growing companies in its sector. The Group adopts a performance-driven, customer-focused approach that aligns with international standards and best practices, ensuring operational excellence and stakeholder satisfaction.

With over 140 years of uninterrupted operations, BMMI is committed to making a positive impact in the communities it serves, focusing on sustainable practices and the growth of its people. This strategic vision positions BMMI as a leading private sector enterprise in the GCC region and a rapidly growing multinational organisation, dedicated to adding real value to all its stakeholders.

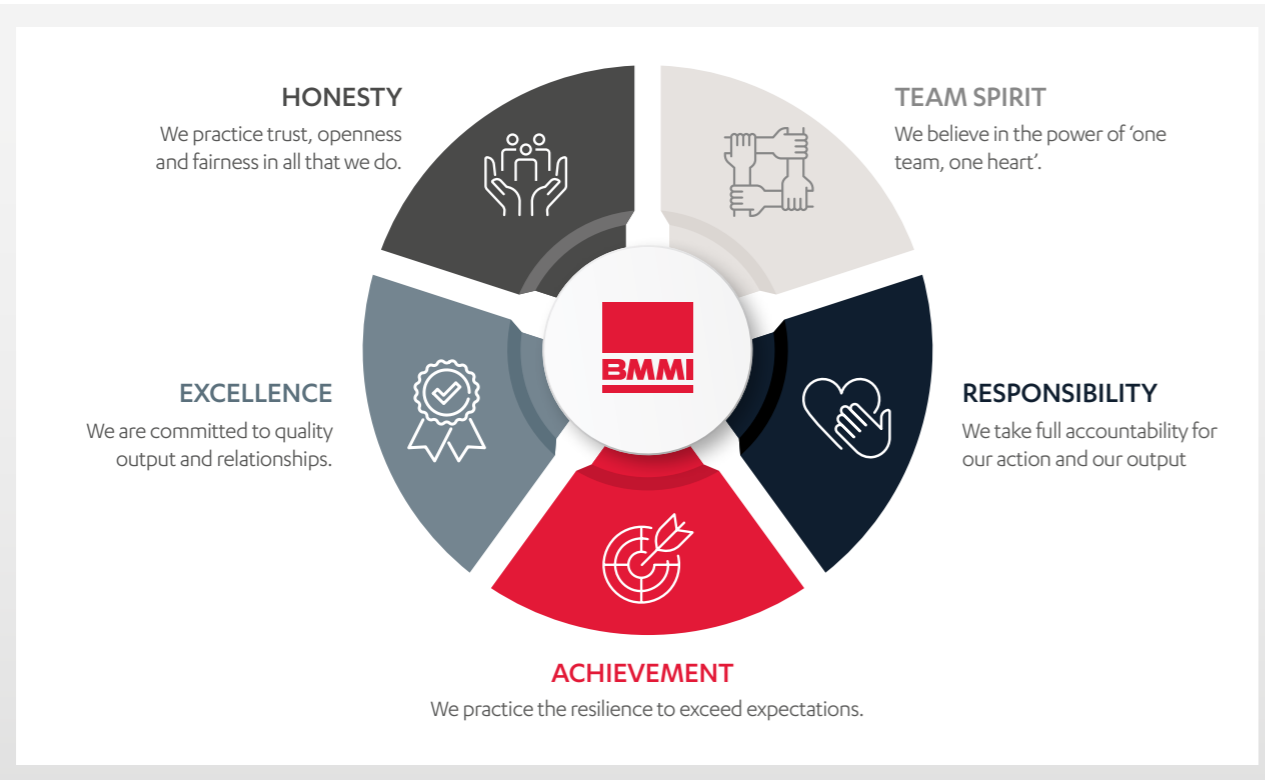
## 1.2 ABOUT BMMI (continued)

### Our Vision

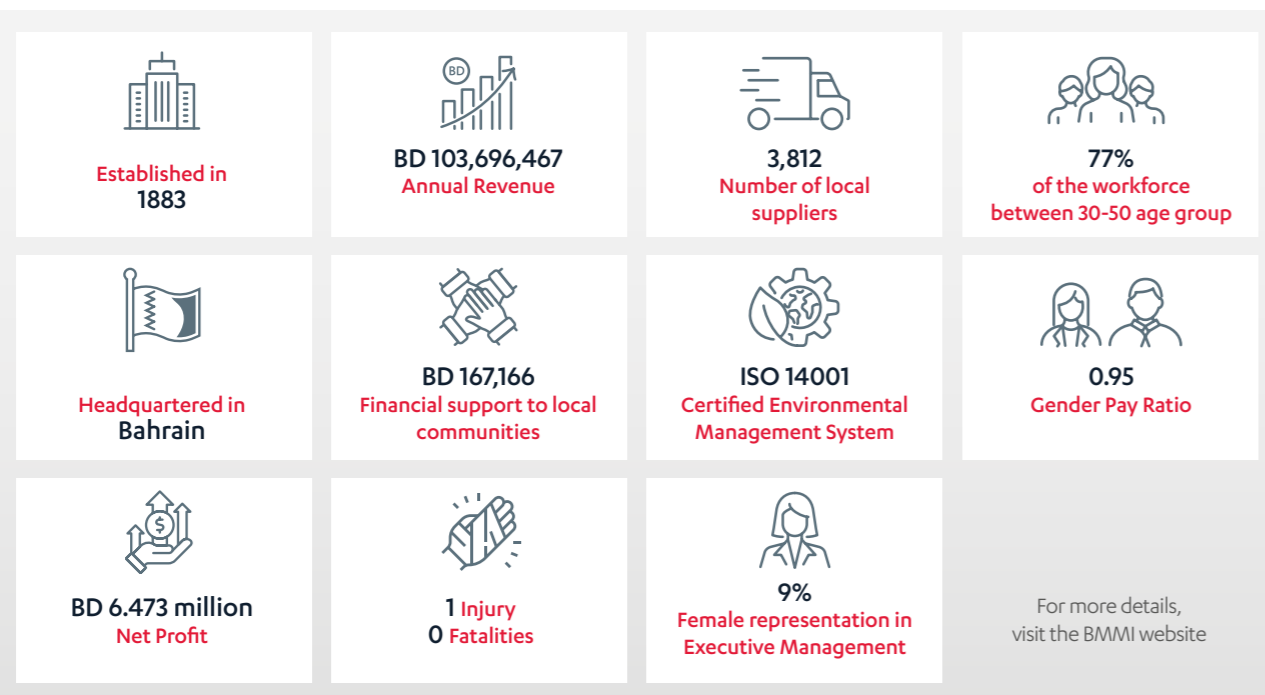
Our vision is to be recognised as a dynamic international company that inspires its individual businesses to deliver outstanding results.

### Our Values

At the core of our organisation lies a commitment to delivering exceptional service, guided by a set of fundamental values that shape everything we do. These values are not just principles, but the foundation upon which we build trust, foster collaboration, and continuously strive for excellence.



## 1.3 KEY FACTS & FIGURES (FY 2024)



## 1.4 OUR ESG APPROACH

**Our commitment to the core principles of ESG drives our leadership and governance practices, ensuring that we embed sustainability in everything we do. We have developed a comprehensive framework that serves as a guiding framework for all our functions within our organisation.**

In response to the growing expectations of our stakeholders and the evolving sustainability landscape, BMMI has recognised the critical importance of integrating Environmental, Social, and Governance (ESG) principles into every aspect of our operations. ESG is not just a compliance requirement for us; it is a strategic framework that drives long-term growth, creates value for all stakeholders, and positively impacts the environment and the communities where we operate.

The foundation of our ESG approach is built on a strong governance structure that ensures effective oversight and alignment with our sustainability goals. This framework is supported by a dedicated team responsible for managing ESG-related matters and advancing our sustainability initiatives. At the core of this structure are clear policies and procedures that provide guidelines and ensure accountability throughout the organisation.

As part of our stakeholder engagement strategy, we continually engage with our internal and external stakeholders to understand their sustainability concerns, enabling us to identify key challenges and develop targeted initiatives that effectively address their needs and expectations. We routinely review materiality assessments to identify key sustainability challenges, focusing on environmental, social, and governance impacts to prioritise resources for value creation for all our stakeholders.

We place a strong emphasis on the regular monitoring and evaluation of key performance indicators to track our progress, identify risks, and seize new opportunities. Our commitment extends to engaging with stakeholders to address the ESG issues that are most relevant to them and to the wider community, ensuring that our efforts are meaningful and impactful.

Through this approach, BMMI demonstrates its commitment to being a responsible corporate entity. Our focus on aligning business performance with sustainable practices helps us generate shared value while securing a sustainable future for the environment, our stakeholders, and the communities we serve.



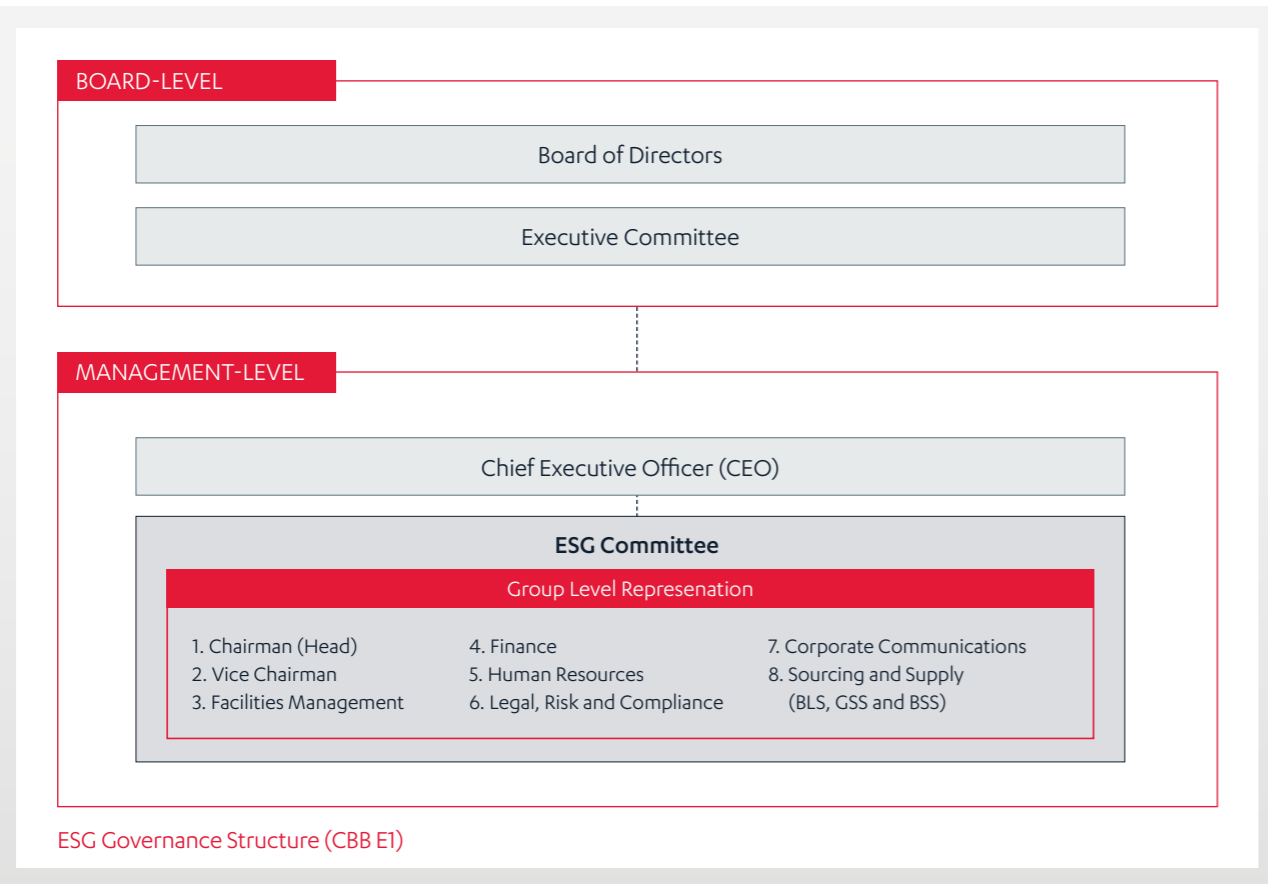
## 1.5 OUR ESG GOVERNANCE STRUCTURE

Our governance framework operates at two levels to ensure effective oversight of our Environmental, Social, and Governance (ESG) strategy, supporting our commitment to sustainability and responsible business practices.

**At the Management Level**, the **ESG Committee** is responsible for overseeing all ESG-related matters. This committee includes cross-functional leaders from departments such as Facilities Management, Finance, Human Resources, Legal, Risk and Compliance, Corporate Communications, and Sourcing and Supply Chain. The committee may also invite members from other areas as needed, ensuring that ESG considerations are approached holistically across the organisation. The ESG Committee plays a key role in embedding ESG principles into daily operations and ensuring alignment with our business goals.

**At the Board Level**, the **Executive Committee** provides oversight of the ESG strategy, ensuring it is integrated into the company's overall business plan. This committee reviews BMMI's ESG policies, reporting, and compliance with legal and regulatory requirements. It also oversees the integration of ESG-related risks into the company's broader risk management framework. The Board's ongoing evaluation ensures that the ESG strategy evolves to meet stakeholder expectations and remains impactful.

This two-tier governance structure helps ensure that ESG principles are not only embedded into our operations but are also actively managed and continuously aligned with both business priorities and stakeholder concerns.



## 1.6 OUR APPROACH TO MATERIALITY (1/3)

### Stakeholder Engagement (GRI 2-29)

At BMMI, stakeholder engagement is a key component of our sustainability efforts, ensuring that our initiatives align with the priorities and expectations of those most affected by or connected to our business. We engage with key stakeholder groups, including employees, customers, suppliers, and investors, to understand their perspectives and integrate these insights into our strategic objectives. To ensure consistent alignment, each business function is responsible for ongoing communication and engagement with their respective stakeholders. We recognise that transparent and regular communication of our ESG performance and the management of related issues is critical to maintaining effective stakeholder engagement and supporting our broader societal goals.

Our Stakeholders	Our Approach	Key Channels
<b>Customers</b>	BMMI is dedicated to understanding the needs and expectations of our customers. We focus on delivering high-quality products and services efficiently while upholding the highest standards of data privacy and confidentiality to protect our customers' information.	We engage with customers through multiple platforms, including social media channels such as Instagram, and Facebook, ensuring a responsive and transparent communication process.
<b>Suppliers</b>	We maintain open and fair relationships with all our vendors and suppliers, emphasising ethical dealings, transparency, and mutual respect in all interactions.	Communication with suppliers is facilitated by our procurement department through supplier portals, vendor meetings, and other formal platforms designed to track and manage relationships effectively.
<b>Investors</b>	Recognising the critical role of investors in our growth, BMMI is committed to providing clear, accurate, and timely information about our financial and sustainability performance. We strive to build trust through consistent transparency and reliability.	We engage our investors through regular updates in our Annual General Meetings, and the publication of quarterly financial results.
<b>Employees</b>	At BMMI, we foster a diverse and inclusive workplace, offering opportunities for professional development, career growth, and personal well-being. We are committed to protecting employee health and safety while promoting their overall welfare.	Engagement with employees is facilitated through regular employee engagement surveys, developmental training programs, and internal communication channels. These efforts provide employees with opportunities for career mobility and ensure that their feedback is heard and acted upon.

## 1.6 OUR APPROACH TO MATERIALITY (2/3)

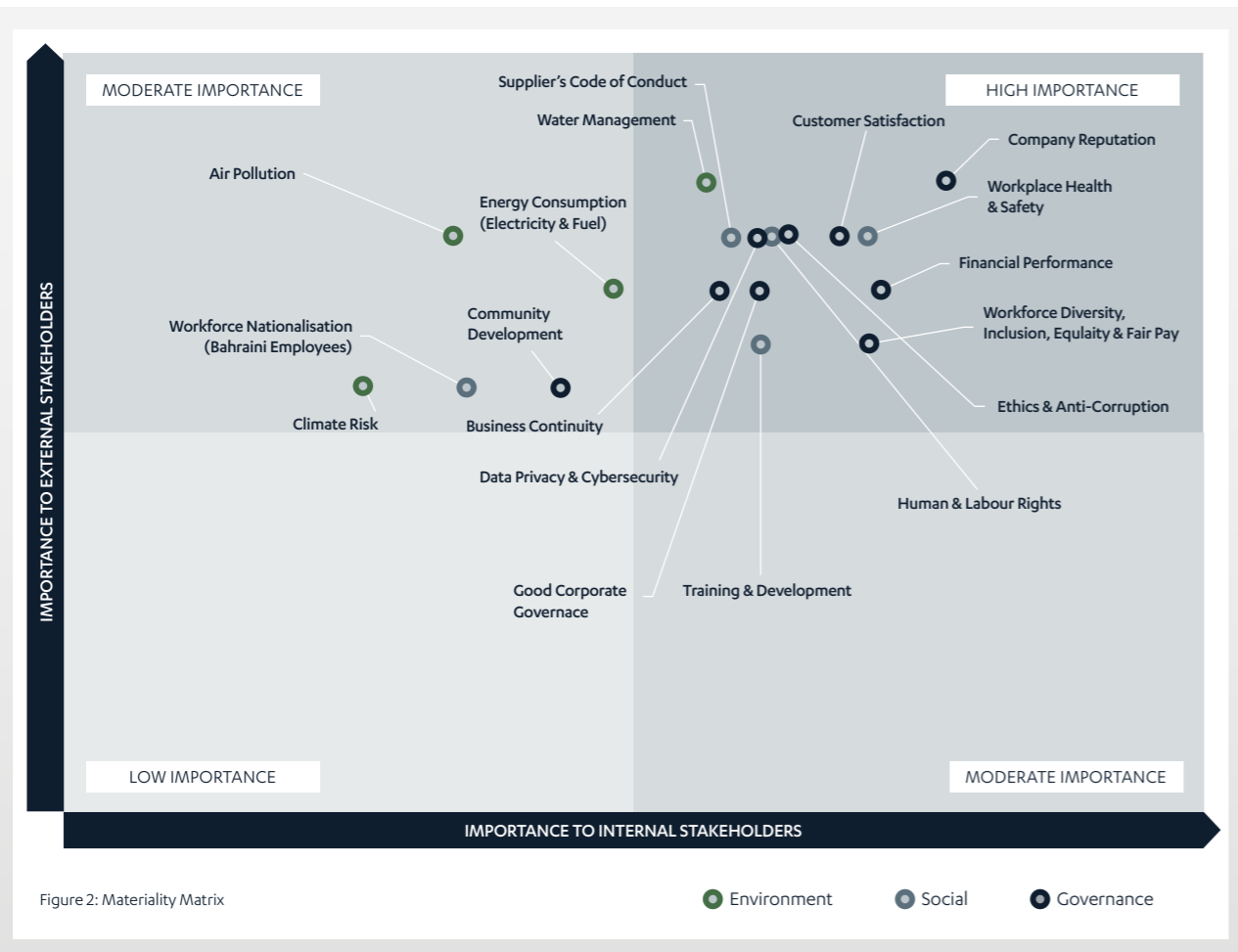


### Materiality Assessment

A materiality assessment is a strategic tool to evaluate a company’s material environmental and social impacts. It involves identifying, engaging and prioritising material sustainability issues based on stakeholder feedback and reporting frameworks such as the GRI, CBB Environmental, Social and Governance (ESG) reporting Guidelines and Bahrain Bourse ESG voluntary reporting guidelines for listed companies.

Our materiality assessment was undertaken to define and evaluate sustainability issues that were most material to BMMI and its stakeholders. This process involved conducting a materiality survey which gauged the importance of an issue from a stakeholder perspective and its importance to BMMI.

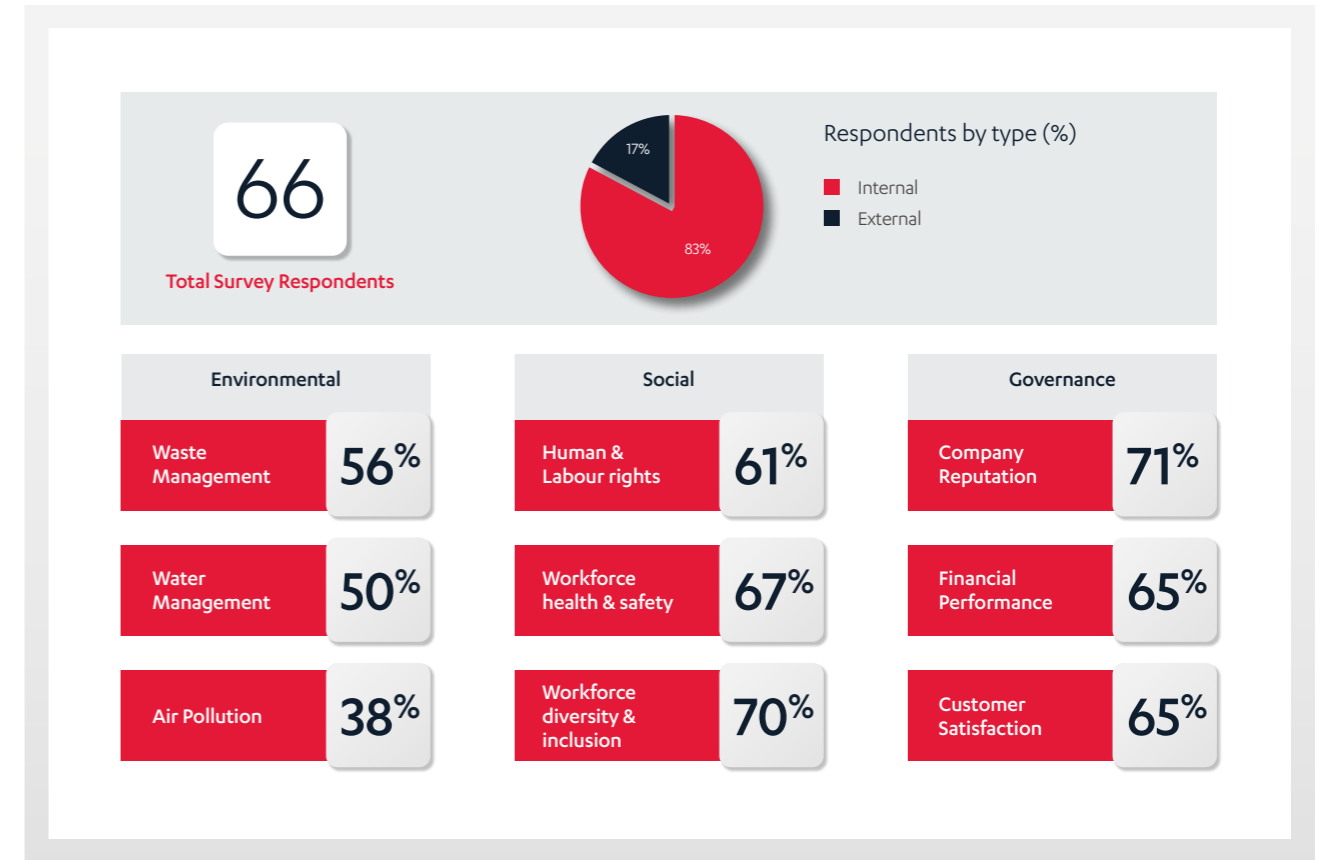
We gathered feedback from 55 internal stakeholders and 11 external stakeholders. Their responses were carefully analysed, leading to the identification of the 19 most critical topics, which have been visually represented in the materiality matrix. The issues positioned in the top right quadrant of the matrix signify the highest priority and have been elaborated upon in detail later in this section.



## 1.6 OVERVIEW OF MATERIALITY RESPONSES (3/3)

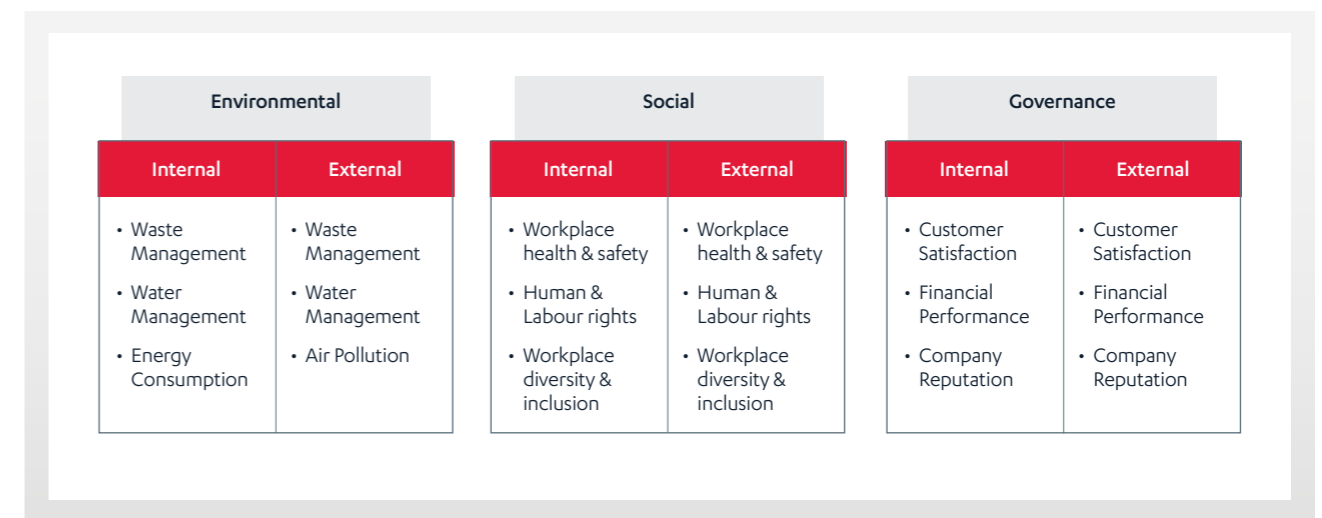
### Material Topics By Pillar

The following topics were among the three most important topics under each of the Environmental, Social, and Governance pillar. (Numbers indicate the proportion of the respondents who rated each topic to be of Very High importance.)

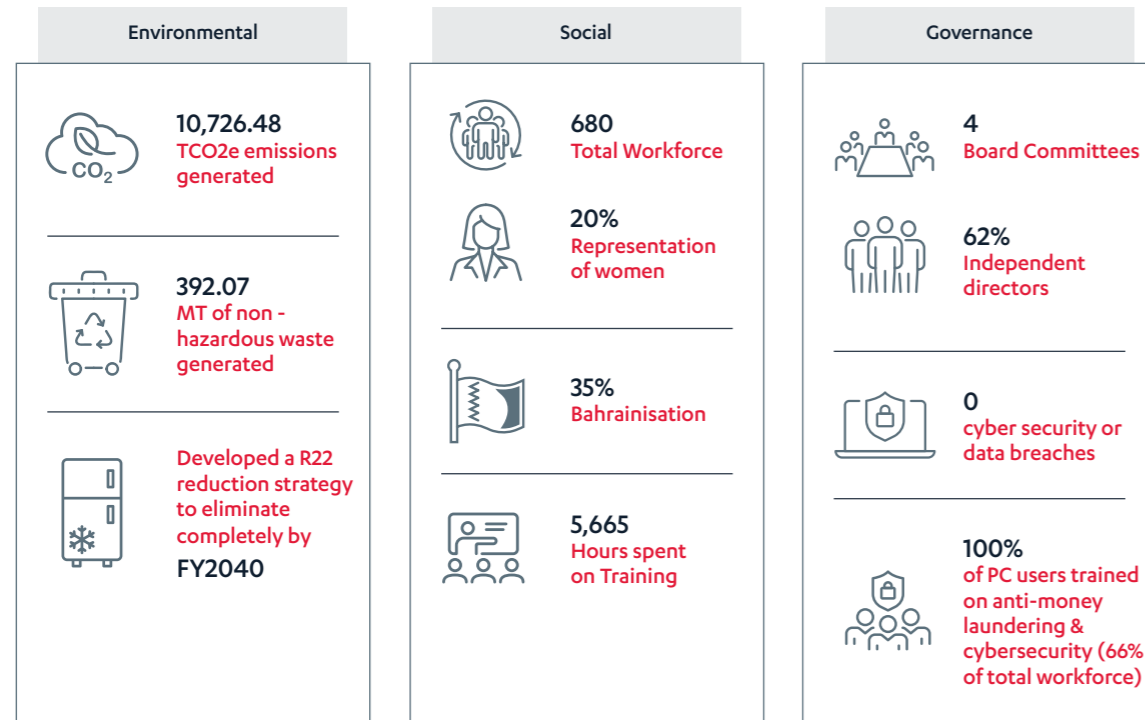


### Internal & External Stakeholder – Issue Alignment

For each of the Environmental, Social and Governance pillars, the below mapping indicates the topics identified as material for both internal and external stakeholders



## 1.7 OUR ESG HIGHLIGHTS (FY 2024)



For more details, visit the BMMI website



# 2 Our Planet



## 2. OUR PLANET

In recognition of the global challenges posed by diminishing natural resources and the intensifying impacts of climate change, our commitment towards the adoption of sustainable resource management practices and environmental stewardship constitutes a fundamental requirement for achieving long-term success. At BMMI, we affirm our commitment in accordance with applicable laws, regulations, and best practices.

We firmly believe that safeguarding the environment and investing in nature positive initiatives is not only a responsibility but essential towards creating a sustainable future. We acknowledge the potential impact of our operations, and thus, we have embraced our role as environmental stewards - curbing our ecological footprint and playing an active part in the drive against climate change.

With the support of our Facilities Management (FM) team, we are proactively exploring opportunities to reduce our impact on the environment without compromising operational standards or shareholder value. Our approach to managing our environment footprint is driven by three key focus areas - waste management, energy efficiency, and water management.

Highlights (FY 2024)	
Water Consumption	Energy Consumption
<b>21,617.03 Liters</b>	<b>62,855.01 GJ</b>

### 2.1 RESOURCE & EMISSIONS MANAGEMENT

Relevance	Commitment	Action
<p>Our operations rely heavily on energy for essential functions such as lighting, refrigeration, transportation, and food preparation. Therefore, it is crucial that we address our energy usage and carbon footprint to mitigate the associated negative effects.</p> <p>The government has set an ambitious vision for environmental sustainability, aiming to achieve Net Zero emissions by 2060. Bahrain's commitment to environmental sustainability and energy efficiency is also evident through its National Energy Efficiency Plan and Renewable Energy Plan.</p> <p>Aligning with the global vision for sustainable development, BMMI is committed to responsible energy management, reducing its impact on the environment, and achieving operational efficiencies that drive cost savings.</p> <p>As a diversified company operating in different sectors, we recognise the importance of responsible water use in the context of increasing demand and climate change impacts. At BMMI, managing water consumption is not just an environmental metric, but critical for reducing our operational costs and contributing to the resilience of the community.</p>	<p>As a responsible and resilient company, we understand the wide-ranging impacts of climate change on the environment, society, and the economy. Energy and emissions are central to our sustainability efforts, and we recognise their importance to both our business and stakeholders. We are committed to energy management as a key element of our environmental responsibility.</p> <p>In our efforts to mitigate climate change, we aim to reduce our energy consumption and greenhouse gas emissions. To this end, we have developed a comprehensive decarbonisation strategy, which outlines a phased approach for assessing our energy efficiency opportunities and progressively reducing our carbon footprint.</p> <p>By adopting and implementing effective water management practices, we strive to minimise our environmental impact and actively contribute to broader sustainability efforts. Our commitment to the responsible management of water resources is driven by our obligation to ensure their efficient use, protect this critical resource, and safeguard its availability for future generations.</p>	<p>Most of our energy consumption is electricity purchased from Bahrain's Electricity and Water Authority (EWA). As we become increasingly energy efficient, we have taken the first steps towards monitoring our consumption patterns through the implementation of energy management systems in some of our offices.</p> <p>Our efforts in mitigating climate change include:</p> <ul style="list-style-type: none"> <li>Switching to LED lighting systems at all our facilities.</li> <li>Migrating to paperless processes.</li> <li>Installation of motion sensors in some of our building and restrooms.</li> <li>Ensuring that the air conditioners and refrigerators used are certified environment friendly and are moderate to high star rated.</li> </ul>

### 2.1.1 ENERGY CONSUMPTION

Electricity and fuel are the main factors contributing to our carbon footprint. Our warehouses represent the largest portion of energy use, accounting for 44.79%. The warehouse in Sitra consumes more energy due to its larger space, advanced automated monitoring systems, dedicated chilled and frozen storage areas, and fully automated inventory management. Around 33% of our electricity consumption is used by supermarkets, driven by the high energy demands of refrigeration, lighting, and other operational needs. The remaining electricity consumption supports regular business activities at the BMMI tower (13.84%).

Our fuel consumption is entirely allocated to operating our vehicle fleet for logistics and employee commuting.

Currently, 100% of our energy is sourced from non-renewable sources, including electricity provided by the Electricity and Water Authority (EWA), and is utilized in line with operational needs and relevant regulations.

\*The data does not include Alosra Janabiyah Site due to the unavailability of data.

FIGURE 2 : ELECTRICITY CONSUMPTION BY FACILITY (%)

Table 1 – Energy Consumption (GRI 302, CBB - E2, E3, E4)	2023	2024
<b>A. Direct Energy from Non – Renewable Sources</b>		
Direct Energy Consumption (GJ)	11,631.25	11,995.93
Petrol Consumption (L)	97,848.07	108,193.85
Diesel Consumption (L)	215,529.31	215,575.46
<b>B. Indirect Energy Consumption</b>		
Electricity Consumption (kWh)	13,140,570.0	14,127,521.0
Electricity Consumption (GJ)	47,306.05	50,859.08
<b>Total Energy Consumption (A+B) (GJ)</b>	<b>58,937.30</b>	<b>62,855.01</b>
Energy Intensity (GJ per '000 BHD)	0.53	0.61
Energy Intensity (GJ per FTE)	84.08	92.43

### 2.1.2 GREENHOUSE GAS EMISSIONS

BMMI adopts an operational control approach for carbon footprint reporting, accounting for 100% of emissions from operations within its control in Bahrain. GHG emissions are calculated using the methodology outlined by the GHG Protocol and the emission factors are sourced from IEA (2024) Factors.

Scope 1 emissions cover direct GHG emissions from sources owned or controlled by BMMI, such as fuel consumption. Scope 2 emissions refer to indirect emissions from the generation of purchased electricity from EWA. Scope 3 emissions, which represent indirect emissions within the company's value chain, are reported for business travel by air (Category 6 of Scope 3). In 2024, BMMI's total emissions amounted to 10,726 MTCO<sub>2</sub>e. Of this, Scope 1 (Fuel) accounted for 8%, Scope 2 (Electricity) contributed 92%, and Scope 3 (Business Travel) made up 0.3%. This breakdown highlights that the majority of BMMI's emissions come from Scope 2, reflecting the company's dependence on purchased electricity. While Scope 1 remains a smaller share, it is still a notable contributor. Scope 3 emissions, though limited in 2024, are a new category that will be monitored moving forward.

To reduce BMMI's carbon footprint, our focus will be on minimising Scope 2 emissions through enhanced energy efficiency and the adoption of renewable energy solutions.

FIGURE 3 : EMISSIONS BY CATEGORY (%)

Table 2- Emissions (MTCO <sub>2</sub> e) (GRI- 305, CBB - E5, E6)	2023	2024
Scope 1 (Fuel)	791.06	816.18
Scope 2 (Electricity)	9185.25	9875.13
Scope 3 (Business Travel)	-	35.16
<b>Total Emissions (MTCO<sub>2</sub>e)</b>	<b>9,976.32</b>	<b>10,726.48</b>
Emission Intensity (MT/ Revenue in '000 BHD)	0.09	0.10
Emission Intensity (MT/ FTE)	14.23	15.77

\* The above data does not include Alosra Janabiyah due to unavailability of data. GHG emissions, reported in CO<sub>2</sub> equivalent terms, include the following Greenhouse Gases – Carbon dioxide (CO<sub>2</sub>), Methane (CH<sub>4</sub>) and Nitrous Oxide (N<sub>2</sub>O)

## 2.1.3 WATER CONSUMPTION

Description	Outcomes & Data												
<p>Water is a vital resource for BMMI's operations, with consumption patterns directly tied to the unique needs of each business unit. Warehouses dominate water usage at 54% of the total, driven by rigorous cleaning for large storage spaces and climate control systems for perishable goods. Supermarkets follow at 24%, where water is essential for refrigeration maintenance, customer facilities, and daily sanitation. BMMI's shops and cafe collectively contribute 15%, with water playing a critical role in food preparation, dishwashing, and maintaining customer-facing areas. BMMI Tower accounts for a smaller but still significant 8%, primarily for restrooms, pantries, and office cooling systems. These variations highlight opportunities for targeted conservation efforts such as adopting water-efficient technologies in warehouses, installing smart sensors in supermarkets, retrofitting low-flow fixtures in offices, and exploring recycled water systems for retail operations ensuring sustainable resource management across all facets of the business..</p> <p>All water used across our operations is sourced from the Electricity and Water Authority (EWA) and is utilized in accordance with operational needs and applicable regulations.</p>	<p>FIGURE 4 : WATER CONSUMPTION BY FACILITY (%)</p> <table border="1"> <caption>Table 3 - Water Usage (L) (GRI 303, CBB- E8)</caption> <thead> <tr> <th></th> <th>2023</th> <th>2024</th> </tr> </thead> <tbody> <tr> <td>Water Withdrawal (L)</td> <td>21,359.60</td> <td>21,617.03</td> </tr> <tr> <td>Water Consumption (L)</td> <td>21,359.60</td> <td>21,617.03</td> </tr> <tr> <td>Water Recycled (L)</td> <td>0</td> <td>0</td> </tr> </tbody> </table> <p>* The above data does not include Alosra Janabiyah and Alosra Durrat due to unavailability of data.</p>		2023	2024	Water Withdrawal (L)	21,359.60	21,617.03	Water Consumption (L)	21,359.60	21,617.03	Water Recycled (L)	0	0
	2023	2024											
Water Withdrawal (L)	21,359.60	21,617.03											
Water Consumption (L)	21,359.60	21,617.03											
Water Recycled (L)	0	0											

## 2.2 WASTE MANAGEMENT

Relevance	Commitment	Action
<p>Globally, the push for waste recycling has gained significant momentum as countries work to tackle environmental challenges and adopt sustainable practices. The rise of circular economy principles underscores the importance of reducing waste, reusing materials, and recycling as essential elements of business operations. This shift is driven by growing concerns about resource depletion, climate change, and the need for businesses to implement sustainable operational frameworks.</p> <p>In Bahrain, responsible waste management is crucial for preserving the environment and reducing the impact on landfills. The government has introduced regulations to raise awareness and reduce waste diverted to landfills, aiming to improve waste management and promote recycling. The National Waste Management Strategy sets targets for waste reduction, recycling rates, and the development of a comprehensive waste management system. Additionally, Bahrain's Environmental Law mandates proper waste disposal and encourages businesses to adopt practices that minimise their environmental impact. These initiatives align with broader goals set by the Gulf Cooperation Council (GCC) countries to enhance waste management systems and promote sustainable development.</p>	<p>Reducing waste from our daily operations is one of the key environmental challenges faced by our restaurants and retail outlets. We are committed to managing and disposing of all waste—primarily food waste, used cooking oil, and food packaging materials—in full compliance with Bahrain's laws and regulations.</p> <p>Given the significant quantities of cooking oil used across our restaurants, we are focused on developing a sustainable recycling and management system for this resource as part of our broader environmental commitment.</p> <p>We are also enhancing our recycling efforts by conducting regular audits to identify areas for improvement and by educating employees on sustainable practices. Collaborations with local recycling organisations and support for community initiatives further amplify our environmental impact.</p> <p>Additionally, we have implemented a waste management policy with a clear roadmap to eliminate R22 from our operations, reinforcing our dedication to sustainable practices.</p>	<p>Our waste management strategy focuses on monitoring waste at its source, optimising resource use, and minimising waste generation. We prioritise diverting waste from landfills through recycling and other recovery methods.</p> <p>We have implemented operational systems and processes to ensure responsible waste handling and disposal. Over the past year, we have taken several steps to manage waste effectively:</p> <ul style="list-style-type: none"> <li>• Our staff at cafés and the FPU are trained in waste segregation and proper handling techniques.</li> <li>• We collaborate with authorised vendors to recycle waste, including electrical and electronic waste, in compliance with the Supreme Council of Environment's hazardous waste handling guidelines.</li> <li>• We continuously track and manage waste, including cooking oil, food waste, and paper, ensuring compliance with local regulations for disposal.</li> </ul>

	2023	2024
Non-Hazardous (tonnes)	638.22	392.07
Paper	122.54	107.50
Plastic	17.68	10.87
Food Waste	498.00	273.70
Hazardous (L)	2023	2024
Engine Oil	717.5	820.0



# 3 Our People

(GRI – 401, 404-406, CBB S1 - S11)



## 3. OUR PEOPLE

**Our People are at the heart of who we are and drive our success. We invest in our people, provide upskilling opportunities, and are committed to building an empowered workplace that's driven by our core values of honesty, excellence, achievement, responsibility and team spirit.**

At BMMI, we believe that our people are the foundation of our success. We take great pride in fostering an environment where every individual is valued, empowered, and supported in their personal and professional growth. Employee well-being, continuous learning, and development are at the heart of our culture, enabling us to achieve excellence and drive innovation. Our dedication to nurturing our people helps us navigate challenges and explore new opportunities, with a shared purpose of delivering exceptional service and earning the trust of our customers.

At BMMI, our commitment to a people-centric approach goes beyond professional development. We firmly uphold human rights and strive to create an inclusive, non-discriminatory workplace. Our adherence to Bahrain's Labour Law ensures fair and equitable working conditions for all employees, prohibiting any form of forced labour or child labour as outlined in our code of conduct.

Our robust monitoring and evaluation processes ensures that all suppliers, vendors, and contractors strictly adhere to our Code of Conduct and maintain safe and ethical workplace practices. Through regular assessments and audits, we hold our partners accountable to these standards, reinforcing our shared responsibility to foster a supply chain rooted in fairness, transparency, and sustainability.

Highlights (FY 2024)		
Workforce Nationalisation	Training and Development	Workplace Health and Safety
<b>35% Bahraini nationals in our workforce</b>	<b>5,665 training hours spent in 2024</b>	<b>0 Fatalities 1 Injury</b>

### 3.1 WORKFORCE



Fostering a diverse workforce is an integral part of our diversity and inclusion policy, and we take great pride in the representation of diverse nationalities, socio-economic backgrounds, genders, and unique abilities within our workforce. The implementation of people-friendly policies has led to a decrease in 3% in our employee turnover rate. We have observed that the majority of turnover occurs in junior-level positions, while greater stability is evident as we progress up the organisational order.

Year	2023							2024						
	<30		30-50		>50		Total	<30		30-50		>50		Total
Age Group	Male	Female	Male	Female	Male	Female		Male	Female	Male	Female	Male	Female	
Full time, out of which:	61	20	431	115	71	3	701	69	22	419	108	59	3	680
Associate	61	20	381	101	56	2	621	68	22	373	96	49	2	610
Junior Manager			38	11	5		54	1		33	9	3		46
Middle Manager			7	2		1	10			10	2		1	13
Senior Manager			5	1	10		16			3	1	10		11
Part time	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Bahraini Nationals	27	12	157	42	13	1	252	38	13	136	37	11	1	236
Other Nationalities	34	8	274	73	58	2	449	31	9	283	71	48	2	444
<b>Total</b>	<b>61</b>	<b>20</b>	<b>431</b>	<b>115</b>	<b>71</b>	<b>3</b>	<b>701</b>	<b>69</b>	<b>22</b>	<b>419</b>	<b>108</b>	<b>59</b>	<b>3</b>	<b>680</b>

Year	2023							2024						
	<30		30-50		>50		Total	<30		30-50		>50		Total
Age Group	Male	Female	Male	Female	Male	Female		Male	Female	Male	Female	Male	Female	
Full time, out of which:	18	21	56	16	12	0	123	14	7	47	17	16	0	101
Associate	18	21	48	16	8		111	14	7	39	14	10		84
Junior Manager			5		1		6			6	3	2		11
Middle Manager			1		2		3							0
Senior Manager			2		1		3			2		4		6
Part time	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Bahraini Nationals	16	19	20	6	1		62	9	3	27	8	3		50
Other Nationalities	2	2	36	10	11		61	5	4	20	9	13		51
<b>Turnover rate</b>	<b>123 (18%)</b>							<b>101 (15%)</b>						



### 3.1.1 LABOUR PRACTICES AND EMPLOYEE RIGHTS

We are deeply committed to upholding the highest standards of labour rights and ensuring fair treatment for every individual within our organisation. Our recruitment, selection, training, promotion, and compensation practices are rooted in principles of meritocracy, fairness, and transparency. Decisions are based on objective criteria such as qualifications, experience, and job-related performance, ensuring equal opportunities for all employees.

As a registered entity in the Kingdom of Bahrain, BMMI fully complies with Bahrain’s Labour Law, ensuring that all employment practices are aligned with the legal framework governing workers’ rights and protections in the Kingdom. This includes adherence to provisions related to working hours, health and safety, wages, and the prohibition of forced and child labour, as outlined in the Labour Law.

Specifically, we uphold the Kingdom of Bahrain’s Labour Law regarding equal treatment and non-discrimination, including provisions that ensure workers are not discriminated against based on gender, nationality, disability, religion, or other protected characteristics. To date, no instances of discrimination or labour rights violations have been reported.

We maintain a zero-tolerance policy toward unethical practices such as forced labour and human trafficking and ensure that neither our operations nor our supply chains are involved in or support these violations. We are also in full compliance with the prohibition on child labour, and we take active steps to ensure that no individuals under the legal working age are employed in any of our operations.

Our policies further emphasise non-discrimination in the workplace. We do not tolerate any form of discrimination on the grounds of age, race, religion, sex, disability, marital status, or national origin, as guaranteed by the Labour Law. We have implemented proactive measures to promote a culture of inclusion and equality, reinforcing our commitment to providing all employees with a supportive and non-discriminatory work environment.

BMMI’s Human Capital Policy is the foundation of our labour practices and is reviewed annually by the Board and senior management to ensure ongoing compliance with evolving legal requirements, including any updates to Bahrain’s Labour Law and international best practices. Any changes to the policy are communicated to employees promptly to ensure widespread understanding and adherence.



### 3.1.2 FAIR COMPENSATION

At BMMI, we are committed to maintaining a fair, equitable, and transparent reward system that recognises the contributions of our employees and supports their well-being. Our dedicated compensation team is responsible for the planning, development, and implementation of compensation strategies, policies, and procedures. To ensure that our salaries remain attractive and competitive, we conduct regular market audits and benchmarking exercises. These efforts allow us to align our compensation structures with industry standards and reflect the true value of each role within our organisation.

#### Gender Pay Parity

We believe in equal pay for equal work and are committed to fostering a workplace free from gender-based pay disparities. This year, our gender pay ratio stands at 0.95, reflecting our ongoing efforts to monitor and address any gaps in compensation between male and female employees.

	2024
The ratio of median compensation of women to the median compensation of men	0.95

### 3.2 WORKFORCE NATIONALISATION

Relevance	Commitment	Action
<p>Workforce nationalisation is a vital component of sustainable development, particularly in the GCC region where local employment and skill development are critical to economic diversification. Globally, there is a growing recognition of the importance of fostering local talent to enhance workforce stability and drive innovation. In many sectors, including shipping, retail, hospitality, and contract services, businesses are increasingly held accountable for their contributions to national employment goals and the empowerment of local communities.</p> <p>The government, through the Bahrain Economic Vision 2030 statement, has placed a strong emphasis on nationalisation policies, aiming to increase the participation of Bahraini nationals in the workforce. Initiatives such as the Bahrainisation policy highlight the importance of developing local talent and ensuring that citizens are equipped with the skills needed to thrive in a competitive job market. This commitment not only supports the national economy but also promotes social cohesion and stability within communities.</p>	<p>At the core of our identity lies our strong sense of Bahraini heritage. Our identity, as one of the oldest organisations in Bahrain, has shaped the values and principles that guide us – fostering a culture of respect, openness, and warmth. As we continue to grow, staying connected to our roots remains a central goal.</p> <p>We are dedicated to integrating Bahraini values into every aspect of our operations, ensuring that our approach reflects the spirit of our community. By leveraging local insights and strengths, we aim to enhance our business strategies, elevate customer service, and drive innovation in the marketplace while extending our impact beyond the Kingdom.</p>	<p>We have implemented several initiatives to support the nationalisation of the workforce, in line with the Bahraini government’s nationalisation policy. Our commitment to nationalisation is firmly ingrained within our human resources policies, with a particular emphasis on ensuring that our recruitment practices actively prioritise and support the employment and development of local talent in alignment with national objectives and regulatory frameworks.</p> <p>As part of our Corporate Social Responsibility (CSR) efforts, we have partnered with the Ministry of Labour to launch the Furas Program, which has successfully onboarded its first cohort of 18 trainees. The programme aims to train 15 to 20 Bahrainis over a period of up to six months, with the potential for full-time employment at the end of the programme, provided there are suitable openings and mutual agreement between the company and the trainees.</p>

### 3.3 TRAINING AND DEVELOPMENT (1/2)

Relevance	Commitment	Action
<p>As industries evolve, the demand for skilled local talent is ever increasing, making it essential for organisations to invest in the training and development of their workforce. Globally, companies are recognising that a well-trained workforce is key to enhancing productivity, improving service delivery, and fostering innovation. Our commitment to employee development not only supports business objectives but also aligns with broader societal goals of economic diversification and empowerment.</p> <p>The government emphasises the importance of employee development through various initiatives aimed at enhancing skills across sectors. This focus on training aligns with the broader objectives of Bahrain’s Economic Vision 2030, which aims to create a highly skilled workforce capable of contributing to the country’s economic growth.</p>	<p>We invest in comprehensive training and continuous learning opportunities that empower our workforce to enhance their skills and advance their careers, ultimately strengthening our organisation.</p> <p>Over the years, we have built a unique culture characterised by our people-centric values and principles. Our HR strategy is focused on leadership and critical talent development. We thoroughly evaluate the training and development needs at every level within our organisation.</p> <p>This has led to thoughtfully crafted training programmes that are specifically tailored to cater to distinct requirements, facilitating a clear pathway for progression within our organisation. This approach opens abundant growth opportunities including avenues for vertical advancement, cross-functional movements, and lateral transitions.</p>	<p>At BMMI, the learning process is initiated from the moment of induction for new hires, beginning with a comprehensive introduction to the company’s core values, strategic aspirations, and overarching purpose. Employees are provided with a structured orientation that includes detailed guidance on company policies, such as the Code of Conduct and Business Ethics, ensuring alignment with our organisational objectives. This process is designed to facilitate the integration of the BMMI’s goals with the individual development objectives of each employee.</p> <p>As part of the professional trainings we facilitate, we have collaborated with partners such as Tamkeen and BIBF which focused on providing comprehensive training and development opportunities to our employees, promoting skill enhancements and education. In addition to these trainings, employees participated in professional and technical development programmes to enhance competencies in leadership, talent management, risk management, and job-specific skills, aligned with national workforce objectives.</p>

### 3.3 TRAINING AND DEVELOPMENT (2/2)

Description	Outcomes & Data																												
	2023		2024																										
<p>Throughout the year, we have implemented a comprehensive training program for our employees, ensuring continuous professional growth and alignment with company goals. Our employees, at all levels, participated in mandatory training initiatives that addressed key areas such as anti-money laundering, cybersecurity and data protection. Our senior management also completed risk management training. These training programs were designed to meet the standards set by the Central Bank of Bahrain (CBB) and were tailored to each employee’s specific job and functional requirements.</p> <p>In addition to mandatory training requirements, employees participated in a range of professional and technical development programs designed to enhance their competencies in key areas such as Leadership Development, Talent Management, Risk Management, and other job-specific skills. In line with health and safety commitments, job-specific training in hazards, safe work, and HSE topics are regularly conducted, in addition to ensuring trained fire fighters and first aiders in every department. These training sessions were delivered in collaboration with our strategic training partners and included initiatives specifically tailored to support the development of Bahraini employees in alignment with national workforce objectives.</p> <p>To further support employee growth, we have established a partnership with LinkedIn Learning, providing our employees access to an extensive library of courses across various topics. This partnership encourages self-directed learning, allowing employees to enhance their skills and pursue professional development at their own pace.</p>	<table border="1"> <caption>Table 8 - Training &amp; Development (GRI – 404, CBB S11)</caption> <thead> <tr> <th>Gender</th> <th>Male</th> <th>Female</th> <th>Male</th> <th>Female</th> </tr> </thead> <tbody> <tr> <td colspan="5">Training hours, out of which:</td> </tr> <tr> <td>Mandatory Training</td> <td>847</td> <td>230</td> <td>738</td> <td>204</td> </tr> <tr> <td>Professional/ Technical Training</td> <td>7,181</td> <td>3,537</td> <td>2,820</td> <td>1,903</td> </tr> <tr> <td><b>Total</b></td> <td><b>8,028</b></td> <td><b>3,767</b></td> <td><b>3,558</b></td> <td><b>2,107</b></td> </tr> </tbody> </table>				Gender	Male	Female	Male	Female	Training hours, out of which:					Mandatory Training	847	230	738	204	Professional/ Technical Training	7,181	3,537	2,820	1,903	<b>Total</b>	<b>8,028</b>	<b>3,767</b>	<b>3,558</b>	<b>2,107</b>
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### 3.4 WORKPLACE HEALTH AND SAFETY(1/2)

Relevance	Commitment	Action
<p>BMMI recognizes that effective health and safety practices not only protect our staff but also enhances productivity, reduces absenteeism, and fosters a positive organisational culture. A strong commitment to health and safety is essential for maintaining operational integrity and ensuring compliance with regulatory requirements.</p> <p>In Bahrain, the government prioritises health and safety through comprehensive regulations and guidelines designed to protect workers and promote safe working environments. The Ministry of Labour and Social Development enforces stringent occupational health and safety standards that businesses must adhere to, ensuring that all employees are provided with safe working conditions. This regulatory framework is aligned with Bahrain’s broader commitment to improving workplace safety and promoting employee well-being as part of its Economic Vision 2030.</p>	<p>We recognise that our employees are central to our success as an organisation and providing them with a fair, progressive, and safe work environment is our paramount responsibility.</p> <p>We are committed to equipping our employees with the requisite resources and support systems to promote their holistic well-being. By prioritising their physical, mental, and professional development, we cultivate a workplace culture that empowers employees to thrive both personally and professionally, thereby fostering sustained engagement, productivity, and organisational success.</p>	<p>We have implemented a comprehensive health and safety programme which provides comprehensive training, detailed inspections, and outlines emergency protocols. Our dedicated Facilities Management team overlooks emergency preparedness and response, incident reporting and investigation, HSE inspections, workplace risk assessment and ensuring the use of appropriate personal protective equipment (PPE).</p> <p>As part of BMMI’s commitment to employee wellbeing, we provide our employees with access to a variety of wellness activities and sessions aimed at promoting mental health and physical health. These include counselling services, yoga sessions, wellness workshops and meal plans.</p>

### 3.4 WORKPLACE HEALTH AND SAFETY(2/2)

Description	Outcomes & Data																				
<p>As part of our efforts to ensure overall employee health and well-being, we extend medical and insurance benefits to all members our workforce. All our employees are provided life insurance and medical insurance coverage. Indemnity coverage and parental leave are provided to employees in accordance with applicable laws, regulations, and organisational policies, wherever such provisions and entitlements are deemed relevant and appropriate.</p> <p>Ensuring the health, safety, and overall well-being of our employees is a key focus area in our engagement efforts. We remain in full compliance with the provisions of the Bahrain Labour Law related to workplace health and safety.</p> <p>Counselling services: Professional counselling sessions to support employees in managing stress, anxiety, and other mental health challenges.</p> <p>Yoga sessions: Regular yoga classes to help employees reduce stress, improve flexibility, and enhance overall wellbeing.</p> <p>Wellness workshops: Interactive workshops covering topics such as mindfulness, stress management, and work-life balance. For instance, we collaborated with Passion Art to offer stress-relieving activities such as clay workshops, flower arranging, and painting classes, which significantly contributed to our employees' wellness and creativity.</p> <p>Meal Plans and healthy recipes: Nutritional guidance and healthy meal plans to encourage better eating habits and improve physical health.</p>	<table border="1"> <thead> <tr> <th>Table 9- Occupational health and safety management system (CBB -S5)</th> <th>Unit</th> <th>2022</th> <th>2023</th> <th>2024</th> </tr> </thead> <tbody> <tr> <td>Number of Injuries</td> <td>Number</td> <td>2</td> <td>5</td> <td>1</td> </tr> <tr> <td>Fatalities</td> <td>Number</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Employee absentee rate</td> <td>%</td> <td>0</td> <td>0</td> <td>0</td> </tr> </tbody> </table>	Table 9- Occupational health and safety management system (CBB -S5)	Unit	2022	2023	2024	Number of Injuries	Number	2	5	1	Fatalities	Number	0	0	0	Employee absentee rate	%	0	0	0
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Employee absentee rate	%	0	0	0																	



# 4 Our Governance

### 3.5 COMMUNITY INVESTMENTS

Description	Outcomes & Data																
<p>With a prominent presence in the hospitality and food &amp; beverage industry, BMMI is steadfast in its commitment to enriching the lives of its employees, customers, and the communities it serves. Guided by a comprehensive stakeholder engagement initiative, we formalised our Corporate Social Responsibility (CSR) policy, Nourishing Life, which is founded on three interconnected pillars: Care, Truth, and Wellbeing. This policy encompasses initiatives such as empowering individuals with disabilities by equipping them with valuable job skills through the Employment Facilitation Training Service (EFTS) program and minimising food waste through an active partnership with Conserving Bounties. BMMI's CSR strategy reflects a holistic and proactive approach to fostering sustainable communities, protecting the environment, and prioritising the health, safety, and welfare of its people while aligning with global best practices and ethical standards.</p>	<table border="1"> <thead> <tr> <th>Table 10: Community Investments (GRI 203, CBB - S8)</th> <th>2022</th> <th>2023</th> <th>2024</th> </tr> </thead> <tbody> <tr> <td>Total Community Investment ('000 BHD)</td> <td>14912</td> <td>30716</td> <td>16716</td> </tr> <tr> <td>Revenue ('000 BHD)</td> <td>131,747.7</td> <td>111,744</td> <td>103,696</td> </tr> <tr> <td>% of revenue</td> <td>0.1</td> <td>0.3</td> <td>0.12</td> </tr> </tbody> </table>	Table 10: Community Investments (GRI 203, CBB - S8)	2022	2023	2024	Total Community Investment ('000 BHD)	14912	30716	16716	Revenue ('000 BHD)	131,747.7	111,744	103,696	% of revenue	0.1	0.3	0.12
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## 4. OUR GOVERNANCE

**Our corporate governance framework guides our business strategies, enables financial accountability, promotes ethical conduct, and ensures fairness and transparency for all our stakeholders. By building trust with stakeholders and proactively addressing ESG risks, a strong governance structure we aim to foster long-term value creation and reinforce our commitment to ethical standards.**

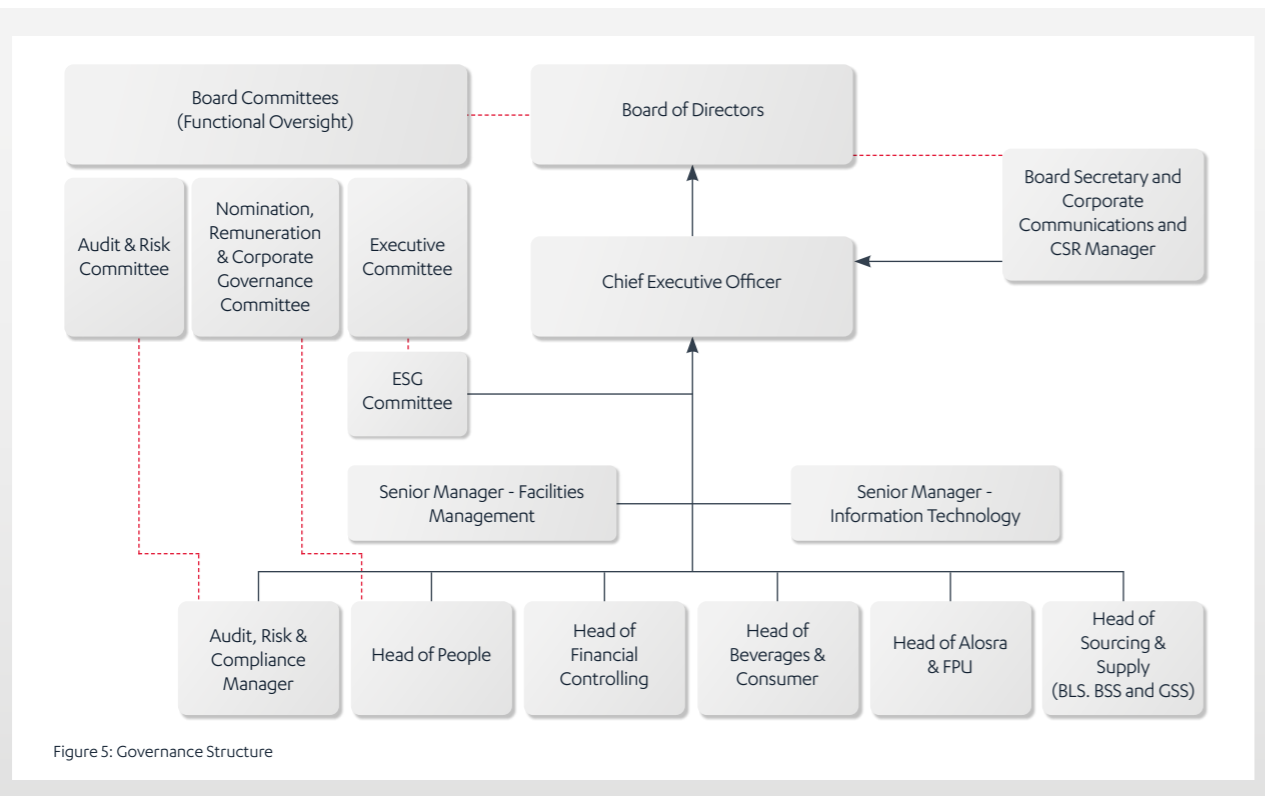
An effective governance framework is essential to achieving our sustainability goals. At BMMI, our Environmental, Social, and Governance (ESG) approach is integrated into our core business operations, positioning sustainability as a key driver of our overall strategy rather than a separate objective.

Our governance framework combines oversight by the Board of Directors and senior leadership with input from subject-matter experts and local stakeholders, ensuring that strategies are informed by diverse perspectives and executed effectively.

The Board of Directors considers sustainability a core element of the company’s business strategy. Regular updates are provided throughout the year, allowing for in-depth discussions on key topics such as sustainability initiatives, human capital management (including diversity, equity, and inclusion), and corporate governance policies. These discussions focus on major programs, their associated goals, and progress towards achieving them.

To support the Board’s oversight, the Audit and Risk Committee provides specialised guidance and monitors the integrity of the financial reporting process and the BMMI systems of internal control. The Committee monitors financial statements and reports and the compliance of the Board with legal and regulatory requirements, as well as assists the Board in its oversight of the organisation’s risk-management framework, including key strategic and operational risks. Furthermore, the Committee recommends the appointment of external and internal auditors and oversees their independence in preparing reports required by regulatory authorities. Composed of individuals with expertise in public policy, risk management, and corporate governance, the Committee ensures a comprehensive approach to these critical areas.

At the executive level, the ESG Committee—comprised of senior leadership—regularly reviews our ESG strategy and progress towards sustainability goals. This Committee is instrumental in aligning leadership on key priorities and ensuring sustained focus on ESG objectives alongside other business priorities.



## 4.0 OUR GOVERNANCE (continued)

Highlights (FY 2024)	
Business Ethics and Corruption	Data Privacy and Cyber Security
<b>100% of PC users trained on anti-money laundering &amp; cybersecurity (66% of total workforce)</b>	<b>Zero (0) data privacy breaches</b>

## 4.1 OUR BOARD COMPOSITION

Description	Outcomes & Data																																																				
<p>The Board of Directors plays a crucial role in driving our vision by leveraging their diverse expertise in technical, legal, financial, and sector-specific areas to guide our strategic direction.</p> <p>The Board of Directors bears fiduciary responsibility to shareholders, ensuring the diligent stewardship, prudent investment, and safeguarding of shareholders’ interests. The Board’s mandate encompasses a comprehensive range of duties, including, but not limited to:</p> <ul style="list-style-type: none"> <li>Monitoring the overall business performance;</li> <li>Monitoring management’s performance and succession plan for senior management;</li> <li>Monitoring conflicts of interest and preventing abusive related party transactions;</li> <li>Adopt, implement, and monitor compliance with the Group’s Code of Conduct;</li> <li>Review the Group’s objectives and policies relating to social responsibilities</li> </ul> <p>The Board of Directors oversees several specialised committees to ensure effective governance and strategic oversight: The Executive Committee engages with management on senior staffing, financial and operational performance, strategies, and other board-directed matters. The Investment and Finance Committee (active until February 2023) focused on approving investment policies, reviewing investment performance, and advising the Board on strategic objectives. The Audit &amp; Risk Committee ensures financial reporting integrity, monitors internal controls and compliance, oversees internal and external audits, and liaises with regulatory bodies in Bahrain. Lastly, the Nomination, Remuneration &amp; Corporate Governance Committee advises on Board composition, director nominations, corporate governance practices, and remuneration structures for the Board and senior management. Collectively, these committees enhance governance, risk management, and strategic alignment across the organisation. The tenure of the board members is available in the 2024 BMMI Annual Corporate Governance Disclosure which can be found at <a href="#">this link</a>.</p> <p><b>Throughout the year, there were no instances of non-compliance with regulatory requirements, reflecting our commitment to upholding the highest standards of governance and integrity.</b></p>	<table border="1"> <thead> <tr> <th>Table 12- Board Structure &amp; Composition (G1)</th> <th>2023</th> <th>2024</th> </tr> </thead> <tbody> <tr> <td>Total Members</td> <td>8</td> <td>8</td> </tr> <tr> <td>Executive</td> <td>0</td> <td>0</td> </tr> <tr> <td>Non-Executive</td> <td>8</td> <td>8</td> </tr> <tr> <td>Independent</td> <td>5</td> <td>5</td> </tr> <tr> <td>Non-Independent</td> <td>3</td> <td>3</td> </tr> <tr> <td>Representation (Elected / Appointed)</td> <td colspan="2">1 Appointed / 7 Elected</td> </tr> <tr> <td colspan="3"><b>By Gender</b></td> </tr> <tr> <td>Male</td> <td>8</td> <td>8</td> </tr> <tr> <td>Female</td> <td>0</td> <td>0</td> </tr> <tr> <td colspan="3"><b>By Age</b></td> </tr> <tr> <td>Age 18-29</td> <td>0</td> <td>0</td> </tr> <tr> <td>Age 30-50</td> <td>3</td> <td>5</td> </tr> <tr> <td>Age 51+</td> <td>5</td> <td>3</td> </tr> <tr> <td colspan="3"><b>By Nationality</b></td> </tr> <tr> <td>Bahrain</td> <td>8</td> <td>8</td> </tr> <tr> <td>Other</td> <td>0</td> <td>0</td> </tr> </tbody> </table>		Table 12- Board Structure & Composition (G1)	2023	2024	Total Members	8	8	Executive	0	0	Non-Executive	8	8	Independent	5	5	Non-Independent	3	3	Representation (Elected / Appointed)	1 Appointed / 7 Elected		<b>By Gender</b>			Male	8	8	Female	0	0	<b>By Age</b>			Age 18-29	0	0	Age 30-50	3	5	Age 51+	5	3	<b>By Nationality</b>			Bahrain	8	8	Other	0	0
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## 4.2 BUSINESS ETHICS (1/3)

Relevance	Commitment	Action
<p>In recent years, the global landscape has seen a growing emphasis on enhancing corporate governance practices, with a focus on increased accountability and responsibility. At its core, corporate governance represents an intent to uphold values and maintaining ethical business conduct. It covers various aspects of organisational management, including corporate structures, policies, procedures and guides interactions with different stakeholders.</p> <p>The Central Bank of Bahrain (CBB) and Bahrain Bourse have both introduced comprehensive codes of corporate governance that align with international standards, reflecting the importance placed on these practices within the Kingdom. Timely and accurate disclosure of information regarding the financial performance, board constitution, and the overall performance of the company are crucial elements of our corporate governance framework. This transparency is not just a regulatory requirement but our intent to build investor confidence and promote sustainable business practices.</p>	<p>At BMMI, operating across diverse sectors such as retail, food and beverage, and warehousing, effective corporate governance is essential to ensuring that each division upholds consistent ethical standards. This approach builds trust, accountability, and enduring relationships with our stakeholders.</p> <p>We are dedicated to maintaining full compliance, ensuring that all business decisions align with applicable laws, regulations, and our organisational values and principles. This commitment emphasises our integrity and strengthens our reputation as a reliable and responsible partner in all areas of operation.</p>	<p>Our Board oversees and manages organisational performance to ensure adherence to laws and regulations. The Board of Directors forms the apex body responsible for the overall direction and oversight of our operations at BMMI and ensuring adherence to laws and regulations. The Board of Directors form three critical committees – Audit, &amp; Risk Committee (ARC), Nomination Remuneration and Corporate Governance Committee and the Executive Committee (EC).</p> <p>The overall management of risks is supported by the Enterprise Risk Management (ERM) framework which includes policy, procedures, risk appetite and tolerance. The Group has also established an executive level ERM Committee, headed by the Chief Executive Officer, which is overseen by the Audit &amp; Risk Committee.</p> <p>We have developed a Code of Business Conduct that sets out the performance that is expected from our people including the management and staff. Complementing the Code of Conduct is our Whistleblower Policy, which provides a secure and confidential mechanism for employees at all levels to report concerns or suspicions regarding illegal, unethical, or inappropriate activities, including misconduct managers, or other employees. The policy ensures that such reports can be made without fear of retaliation, punishment, or any adverse consequences, thereby fostering a culture of transparency, accountability, and integrity.</p>

(CBB G3, G6, G9)

## 4.2 BUSINESS ETHICS (2/3)

Focus Areas	Description
<b>Conflict of Interest (CBB – G6)</b>	<p>At BMMI, we uphold the highest standards of integrity through our Conflict-of-Interest policies, which are clearly outlined in our <b>Code of Business Conduct</b>. The policy provides clear guidelines for handling business decisions that may involve personal connections or competing financial interests. Should an employee encounter or be aware of a potential conflict of interest, they are required to promptly disclose the situation to their manager and the Audit, Risk and Compliance Manager. Following this, approval must be obtained from the CEO.</p> <p>Additionally, any conflicts of interest arising from cross-board memberships, cross-shareholdings with suppliers or other stakeholders, or the existence of controlling stakeholders and related parties, are transparently disclosed to relevant stakeholders as they arise.</p>
<b>Whistleblowing (CBB- G3)</b>	<p>Our <b>Whistleblower Policy</b> provides a framework for employees to report, in good faith, suspected illegal, unethical, or inappropriate activities, including financial misconduct, violations of company policies, or breaches of laws and regulations, without fear of retaliation. The policy ensures confidentiality and anonymity, encouraging reports through internal channels such as supervisors or managers, or externally via KPMG, BMMI's appointed independent auditor, when internal avenues are insufficient. BMMI guarantees a thorough, impartial investigation of all complaints, with involvement from HR, Legal, and management, and prohibits any form of retaliation against whistleblowers. The policy underscores the company's commitment to ethical conduct, transparency, and accountability, with oversight by the Audit &amp; Risk Committee and Board of Directors where necessary.</p>
<b>Whistleblowing (CBB- G3)</b>	<p>The BMMI Code of Business Conduct applies to all employees, shareholders and business partners. It establishes an ethical and legal framework that ensures corporate integrity, transparency, and compliance with international governance standards. The Code outlines clear guidelines for conducting business internationally, engaging with governments, stakeholders, and ensuring ethical behavior in the workplace.</p> <p>BMMI maintains a zero-tolerance policy toward corruption in all its forms, including bribery, fraud, and extortion, and requires strict adherence to these principles from all employees. The company conducts business exclusively with partners who uphold its values, ensuring transparency and integrity in all financial transactions. Employees are strongly encouraged to seek guidance from the Audit, Risk and Compliance Manager in cases of uncertainty regarding potential violations of these standards.</p> <p><b>To date, 100% of PC users (66% of total workforce) successfully completed comprehensive training on anti-money laundering &amp; cybersecurity practices during the year, further embedding a culture of ethical conduct across the organisation.</b></p>

(CBB G2)

## 4.2 BUSINESS ETHICS (3/3)

Focus Areas	Description
<b>Collective bargaining (CBB – G2)</b>	<p>Our approach to employee relations is firmly anchored in the principles of open communication, transparency, and mutual respect. We are fully committed to complying with Bahrain's Labour Law, also ensuring that our practices align with the country's national standards and objectives, particularly those outlined in Bahrain's Vision 2030.</p> <p>As a registered entity in the Kingdom of Bahrain, we uphold the provisions of the Bahrain Labour Law, which guarantees the rights of workers, including the freedom to form and join trade unions and engage in collective bargaining. <b>While currently, there are no legally recognised trade unions within the organisation, we recognise and respect the rights of our employees to freely exercise these rights under the law should they choose to do so.</b></p> <p>From the outset, all prospective employees are provided with clear, comprehensive information regarding the terms and conditions of their employment. This ensures that candidates are fully informed about their roles, responsibilities, compensation, benefits, and workplace expectations before they join the company. Throughout the recruitment process, candidates receive detailed documentation that includes job descriptions, salary packages, working hours, and other relevant company policies. This level of transparency not only fosters trust but also ensures that employees have a clear understanding of their contractual obligations from the very beginning of their journey with us.</p> <p>Although we do not currently have collective bargaining agreements in place, BMMI remains deeply committed to maintaining fair and equitable practices. We ensure that employees' voices are heard through open dialogue, regular feedback mechanisms, and accessible grievance resolution processes, reinforcing our commitment to their rights and wellbeing.</p>

### 4.3 DATA PRIVACY AND CYBER SECURITY

Relevance	Commitment	Action
<p>In today's interconnected digital landscape, data privacy and cybersecurity have emerged as a critical concern for businesses across industries.</p> <p>We rely heavily on digital systems to manage logistics, track shipments and coordinate with partners worldwide. With the introduction of artificial intelligence(AI) and internet of things (IOT), data has become key for efficient operations and with these reliance comes different challenges in terms of data security and data breaches.</p> <p>To enforce data privacy, new regulations and laws such as the Bahrain's Data Protection Law were introduced in the year 2019 to address the right to personal data protection and impose obligations on businesses that collect personal data. Companies have the added responsibility of ensuring the proper collection and usage of all forms of customer data — a tall order given the volume of data circulating in the logistics supply chain.</p>	<p>We remain committed to continuously evaluating and enhancing our data privacy and cybersecurity processes to protect our organisation and stakeholders. Safeguarding data and IT systems is a top priority, and we proactively address risks, including phishing attacks, data breaches, malware and viruses and unauthorised access to IT systems, as part of our risk management strategy.</p> <p>Through our Privacy and Information Technology Policy, we are committed to safeguarding IT assets and personal data against potential threats, ensuring the security and resilience of our operations.</p>	<p>Our IT team continuously monitors and improves our security position while preventing, detecting, analysing, and responding to potential cybersecurity incidents. We seek to protect key information systems and ensure recoverability of critical business back to an operational-ready environment. We are consistently strengthening our IT systems and procedures to protect sensitive information such as customer data, financial information from cyber threats and malware attacks.</p> <p><b>We report that no data privacy breaches have occurred during the year, reflecting our strong commitment to data protection and compliance.</b></p>











### 4.4 SUPPLIER MANAGEMENT

Description	Outcomes & Data								
<p>At BMMI, we select our suppliers based on specific criteria that include service quality, competitive pricing, ethics, and reputation. Whenever feasible, we prioritise supporting marginalised suppliers, including minorities and women, to genuinely integrate socially responsible procurement practices.</p> <p>It is imperative that all suppliers engaged with BMMI operate in full compliance with applicable laws and regulations, adhere to rigorous health and safety standards, and uphold the principles of human rights.</p> <p><b>As outlined in our Code of Business Conduct and Procurement Policy we require and ensure that 100% of our suppliers align with our code of conduct and strictly adhere to all relevant legal obligations.</b></p>	<table border="1"> <thead> <tr> <th colspan="2">Table 11: Procurement Practices (GRI 204, CBB-G7)</th> </tr> <tr> <th></th> <th>2024</th> </tr> </thead> <tbody> <tr> <td>Total suppliers engaged</td> <td>5,280</td> </tr> <tr> <td>Total local suppliers engaged</td> <td>3,812</td> </tr> </tbody> </table>	Table 11: Procurement Practices (GRI 204, CBB-G7)			2024	Total suppliers engaged	5,280	Total local suppliers engaged	3,812
Table 11: Procurement Practices (GRI 204, CBB-G7)									
	2024								
Total suppliers engaged	5,280								
Total local suppliers engaged	3,812								












# 5 Appendix

## 5.1 CBB INDEX – RECOMMENDED ENVIRONMENT KPIS











The Central Bank of Bahrain's Common Volume Part A – ESG Module includes a list of the recommended ESG KPIS. The following ESG index provides a reference to the location within this publication where each CBB Recommended ESG KPI has been reported, in addition to the reasons for its omissions, wherever applicable.

No.	Key Performance Indicator	Reference(s)	Reason for Omission
<b>Environmental</b>			
1	 E.1. Environmental Oversight	Page 7 (Section 1.5 -01 Our ESG Governance Structure,) Figure 1: ESG Governance	N/A
2	 E.2. Energy Consumption	Page 16 (Section -02 Our Planet) 2.1.1 Energy Consumption, Table -1 Energy Consumption	N/A
3	 E.3. Energy Intensity	Page 16 (Section -02 Our Planet) 2.2.2 Energy Consumption, Table -1 Energy Consumption	N/A
4	 E.4. Energy Mix	Page 16 (Section -02 Our Planet) 2.2.2 Energy Consumption, Table -1 Energy Consumption	N/A
5	 E5. Greenhouse gas emissions	Page 17 (Section -02 Our Planet) 2.1.2 Greenhouse Gas Emissions, Table -2 Emissions	N/A
6	 E6. Emission Intensity	Page 17 (Section -02 Our Planet) 2.1.2 Greenhouse Gas Emissions, Table -2 Emissions	N/A
7	 E7. Climate Risk Mitigation	<b>[Omitted]</b>	Currently, BMMI does not identify, or assess climate risk. However, the organisation has developed a decarbonization guide and plans to implement that in future.
8	 E8. Water Usage	Page 18 (Section -02 Our Planet) 2.1.3 Water Consumption, Table -3 Water Consumption	N/A
9	 E9. Waste Generation	Page 19 (Section -02 Our Planet) 2.2 Waste Management, Table -4 Waste Generation	N/A
10	 E10. Emission Targets	<b>[Omitted]</b>	BMMI does not have specific policies, commitments, goals/ targets related to GHG emissions. Responsibilities related to Board-level sustainability oversight are disclosed under E.1. Environmental Oversight. BMMI is committed to supporting the national commitment of net-zero carbon emissions by 2060. However, it is not subject to any mandatory country, regional, or industry-level emissions regulations/ targets.

## 5.1 CBB INDEX – RECOMMENDED SOCIAL KPIS

No.	Key Performance Indicator	Reference(s)	Reason for Omission
<b>Social</b>			
1	 S.1. Total Workforce by Sex, Age-Group, and Employment Type	Page 22 (Section -03 Our People) 3.1 Workforce, Table -5 Total Workforce	N/A
2	 S.2. Child & Forced Labour	Page 24, (Section -03 Our People) 3.1.1 Labour Practices and Employee Rights	N/A
3	 S.3. Employee Turnover	Page 22, (Section -03 Our People) 3.1 Workforce, Table -6 Employee Turnover	N/A
4	 S.4. Gender Pay Ratio	Page 25, (Section -03 Our People) 3.1.2 Fair Compensation, Table -7 Gender Pay Ratio	N/A
5	 S.5. Health & Safety	Page 29-28 , (Section -03 Our People) 3.4 Workplace Health and Safety, Table -9 Occupational health and safety management system	N/A
6	 S.6. Non-Discrimination	Page 24, (Section -03 Our People) 3.1.1 Labour Practices and Employee Rights	N/A
7	 S.7. Nationalization	Page 23 (Section -03 Our People) 3.2 Workforce Nationalization, Table -5 Total Workforce	N/A
8	 S.8. Community Investments	Page 30, (Section -03 Our People) 3.5 Community Investments, Table -10 Total Community Investments	N/A
9	 S.9. Human Rights	Page 24, (Section -03 Our People) 3.1.1 Labour Practices and Employee Rights	N/A
10	 S.10. Management Composition & Diversity	Page 22 (Section -03 Our People) 3.1 Workforce, Table -5 Total Workforce	N/A
11	 S.11. Training & Development	Page 27 (Section -03 Our People) 3.3 Training and Development, Table -8 Training & Development	N/A

## 5.1 CBB INDEX – RECOMMENDED GOVERNANCE KPIS

No.	Key Performance Indicator	Reference(s)	Reason for Omission
Social			
1	 G.1. Board Composition	Page 34, (Section -04 Our Governance) 4.1 Our Board Composition, Table -12 Board Structure & Composition	N/A
2	 G.2. Collective Bargaining	Page 36, (Section -04 Our Governance) 4.2 Business Ethics	N/A
3	 G.3. Whistleblowing	Page 35, (Section -04 Our Governance) 4.2 Business Ethics	N/A
4	 G.4. Data Privacy	Page 37, (Section -04 Our Governance) 4.3 Data Privacy & Cyber Security	N/A
5	 G.5. Disclosure Practices	<b>[Omitted]</b>	This is the BMMI's first ESG report. In the past it has reported to the United Nations Global Compact (UNGC)
6	 G.6. Conflict of Interest	Page 35, (Section -04 Our Governance) 4.2 Business Ethics	N/A
7	 G.7. Supplier Code of Conduct	Page 38, (Section -04 Our Governance) 4.4 Supplier Management	N/A
8	 G.8. Incentivized Pay	<b>[Omitted]</b>	Currently, BMMI does not have incentive structures or remuneration plans linked to sustainability objectives or targets.
9	 Ethics & Anti - Corruption	Page 35, (Section -04 Our Governance) 4.2 Business Ethics	N/A
10	 G.10. Assurance	<b>[Omitted]</b>	Currently, BMMI does not undertake external assurance or third-party verification of its ESG disclosures.

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