



Responsible construction

2025 environment, social and governance report

kps



Message from Stephen Taylor, Managing Director, KPS UAE

At KPS, responsible construction begins with safety. Every project we deliver reflects a commitment to protecting people, operating transparently, and continuously improving how we build. Safety is not a compliance exercise for us; it is a culture embedded in the way our teams plan, manage and execute work every day.

Our approach is built on a simple principle: if a project cannot be delivered safely, it should not proceed. This mindset is shared across our organisation and extended to our subcontractors and partners, creating a collaborative environment where everyone has a responsibility to speak up, identify risks and contribute to safer outcomes. This commitment was recognised with a British Safety Council International Safety Award 2025.

During the past year we have continued to strengthen our safety leadership, investing in training, digital reporting systems and enhanced site supervision. Independent audits of our management systems confirmed that our safety, quality and environmental frameworks remain robust and aligned with international standards. These processes reinforce our belief that transparency and accountability are essential to maintaining trust with our clients and partners.

Responsible construction also means reducing environmental impact and supporting the wellbeing of the people who make our projects possible. From improved waste management and digital workflows to workforce health initiatives and training programmes, we are committed to building responsibly while supporting the communities in which we operate.

This report marks the beginning of a more structured approach to ESG reporting at KPS. It reflects where we are today and outlines how we will continue to strengthen our performance in the years ahead.

A stylized, handwritten signature in black ink, consisting of a large 'S' and 'T' followed by a long horizontal line.

Stephen Taylor, KPS UAE Managing Director



Company overview

KPS is a specialist design and build company delivering high-quality environments across the Middle East. Headquartered in Dubai, the company operates across the Gulf region, supporting international and regional clients with complex fit out and refurbishment projects from early planning and design coordination through to construction and final delivery.

Working with multinational organisations, regional businesses and public sector institutions, KPS combines technical expertise, disciplined project management and a strong safety culture to deliver projects efficiently and responsibly across multiple markets.

KPS is part of KP Confidencia, an international holding with Scandinavian roots and decades of experience across building contracting, interior construction and workplace solutions. The group's capabilities extend across contract furniture solutions, lighting and acoustics, smart controls and AV systems, architectural lighting, and prebuilt homes. This heritage informs the structured processes, transparency and long-term partnerships that define the KPS approach.

Sectors we serve

KPS delivers projects across a wide range of sectors, each with specific operational and technical requirements.



Workspaces

Corporate offices and headquarters designed to support productivity, collaboration and modern working environments.



Education

Learning environments including universities, schools and training facilities designed for flexibility and performance.



Health

Healthcare facilities and specialist clinical environments delivered to strict technical and regulatory standards.



Hospitality

Hotels, restaurants and leisure environments where design quality, durability and operational efficiency are essential.



Innovation

Research, laboratory and technology environments requiring highly controlled technical installations.



Retail

Retail environments and flagship stores where brand experience and construction precision are critical.



Residential

High-quality residential environments delivered with the same technical discipline applied to commercial projects.

Commitment to responsible construction

Responsible construction underpins every KPS project. Safety leadership, responsible site practices and workforce wellbeing guide how projects are planned, managed and delivered.

Operating in complex construction environments requires disciplined systems, clear accountability and a culture of continuous improvement. KPS integrates safety management, responsible materials practices and workforce support into daily operations to ensure projects are delivered efficiently, responsibly and to the highest standards of quality.

This approach forms the foundation of our environmental, social and governance (ESG) framework at KPS, which is structured around three core pillars: safety leadership, responsible construction and people and wellbeing.



Safety leadership

Creating a culture where safety is owned by every individual on every project.

Safety is the foundation of responsible construction at KPS. Every project is delivered with the principle that safety is not simply a compliance requirement but a shared responsibility across every level of the organisation.

By combining strong leadership, disciplined safety systems and continuous workforce engagement, KPS works to create environments where risks are identified early, managed proactively and prevented wherever possible.



Safety culture

Safety at KPS begins with mindset. Every employee, subcontractor and partner is expected to take personal responsibility for maintaining safe working environments.

Through daily site engagement, open communication and active leadership from project teams, safety awareness becomes part of everyday decision-making. The goal is not simply compliance with procedures, but a culture where individuals are confident to identify risks, intervene early and protect one another on site.



Recognising safety excellence

KPS reinforces its safety culture through recognition programmes that reward strong safety performance across project teams. Monthly safety awards recognise subcontractor teams and individuals who demonstrate exceptional commitment to safe working practices.

By recognising positive behaviour, the programme encourages proactive safety engagement across all project sites.

Independent HSE audit

To ensure that safety systems remain robust and effective, KPS regularly reviews its procedures through independent HSE audits.

A recent audit covering 17 project sites and including 92 documentation checks confirmed that the company's safety management systems are aligned with recognised ISO standards. These reviews provide an important external validation of internal processes and help identify opportunities for further improvement.





Training and leadership

Continuous training ensures that safety knowledge remains active across all projects and teams.

Regular toolbox talks reinforce safe practices and address site-specific risks, while subcontractor training ensures that all personnel working on KPS projects understand and follow the same safety standards. Behaviour-based safety initiatives encourage workers to identify hazards, share observations and reinforce safe behaviours across project teams.

Leadership engagement plays a critical role in maintaining these standards, with project managers and supervisors responsible for embedding safety awareness into daily operations.

Throughout 2025, site communications played a key role in reinforcing a strong safety culture across KPS projects. From daily reminders to targeted campaigns, posters and on-site messaging supported safe working practices, while dedicated hydration initiatives helped teams stay protected in high temperatures



Safety is a mindset
Stay alert, stay alive



Stay cool, stay safe
 Because safety doesn't take a summer break



Safety innovations

KPS continually evaluates new technologies and working methods that improve safety performance on site. These innovations help reduce risk exposure while improving overall site efficiency. Recent initiatives include:

- Elimination of traditional A-type ladders in favour of self-stabilising ladders, first introduced during Expo 2020
- Podium scaffolding systems providing safer working platforms for elevated tasks
- Battery-powered tools that remove trailing cable hazards and improve site mobility
- Digital safety observation reporting systems enabling faster hazard identification and response

Human-centric safety approach

At KPS, health and safety has evolved from a regulatory obligation into a core operational value that shapes how projects are planned and delivered. A human-centric approach places the wellbeing of people at the centre of every decision on site.

Through the adoption of safer equipment, improved training programmes, and stronger environmental practices, KPS continues to raise safety standards across the fit-out sector. Initiatives ranging from advanced safety training and waste management programmes to mental health support systems demonstrate how safety, sustainability and workforce wellbeing are integrated across every project.

Safety performance

The effectiveness of the KPS safety culture and management systems is reflected in its operational performance. Across projects, the company has achieved more than one million safe work hours without a lost-time injury (LTI).

This milestone was achieved alongside zero environmental incidents, demonstrating the effectiveness of the company's integrated health, safety and environmental management systems.

Independent certification audits conducted by TÜV Rheinland also confirmed zero non-conformances across ISO safety, environmental and quality management systems, reinforcing the strength of KPS operational governance.



Safety performance indicators

Safety performance is monitored continuously across projects to ensure risks are identified early and safe working practices are maintained across all sites.



Total hours worked

2,155,323



Near miss reports

8



Internal safety audits

2



External safety audits

3



Suppliers successfully audited

84



Compliance training conducted

25 projects

Responsible construction

Reducing environmental impact through responsible materials management, waste reduction and operational efficiency.

Construction activity carries environmental responsibility. KPS works to minimise the environmental footprint of projects through careful planning, responsible sourcing and disciplined site management.

By focusing on efficient project delivery, responsible materials use and continuous improvement in site practices, projects are delivered to high standards while reducing unnecessary waste and environmental impact.

Responsible materials

Material selection plays an important role in reducing environmental impact across construction projects. Where feasible, KPS prioritises durable materials, responsible sourcing and products designed for long-term performance.

Close coordination with suppliers and project consultants ensures materials are specified, delivered and installed efficiently, reducing unnecessary consumption and supporting responsible construction practices.





Waste reduction and site efficiency

Effective waste management is an important part of responsible site operations. Construction teams plan material usage carefully to minimise excess and manage off-cuts and packaging responsibly.

Through structured site management and coordination with specialised waste management partners, projects aim to reduce landfill waste and improve material recovery wherever possible.

During 2025, more than 35 tonnes of construction waste were recycled through specialist partners, supporting responsible disposal and material recovery across project sites.

Waste streams are carefully segregated onsite into categories including metal, wood, gypsum and plastics, allowing materials to be recovered and recycled through dedicated partners rather than sent to landfill.

Where possible, KPS also supports circular reuse initiatives. In collaboration with the UK-based organisation Waste to Wonder, surplus or replaced office furniture from client projects has been refurbished and donated to schools in Africa, extending the useful life of materials while supporting educational communities.



Operational efficiency

Improving operational efficiency also contributes to reducing environmental impact. KPS continues to adopt technologies and working practices that minimise resource use and reduce unnecessary waste.

In a first for the fit-out sector, KPS transitioned its operational vehicle fleet to biodiesel derived from recycled cooking oil sourced from the UAE hospitality sector, significantly reducing lifecycle emissions associated with transportation.

Digital project management systems also support environmental efficiency. Office workflows are largely paperless, and construction documentation is managed through the ASITE platform across project sites, reducing printed drawings and site paperwork to near zero.

The company has eliminated single-use plastic water bottles across project sites and offices, replacing them with personalised refillable water flasks for employees and site teams.

Savings generated from this initiative support clean water filtration projects for schools and communities in developing regions, linking internal sustainability practices with wider social impact initiatives.

Environmental performance indicators

Environmental performance is tracked across projects and operations to monitor resource use, reduce waste and support continuous improvement in responsible construction practices.



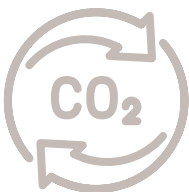
Office electricity
usage

101,960 kWh



Total construction
waste

582.6 tons



Office carbon
footprint

***40,784 kgCO₂e**

*14.8% decrease from 2024 footprint, driven by active energy-saving measures

People and wellbeing

Supporting the health, development and wellbeing of employees and subcontractors.

Our people are central to the success of every project. KPS is committed to creating a working environment where employees and subcontractors are treated with fairness, respect and opportunity.

Through investment in training, open communication and workforce support, KPS works to create a culture where individuals can develop professionally while contributing to safe, high-performing projects.





Workforce environment

Construction projects depend on strong collaboration between employees, subcontractors and specialist partners. KPS works to maintain a professional and respectful working environment across project sites and offices.

Clear communication, fair working practices and strong leadership help ensure that teams operate safely and effectively while maintaining a positive workplace culture.

Training and professional development

Continuous learning supports both safety performance and long-term professional growth. KPS provides regular training and development opportunities across project teams, including technical skills, safety awareness and leadership development.

The Kunskap learning platform – “knowledge” in Swedish – provides accessible online training and development resources for employees and subcontractor teams. In addition to digital learning modules, the programme also includes in-person training sessions covering safety, technical skills and professional development.

Training programmes help ensure that employees and subcontractor teams remain equipped with the knowledge and skills required to deliver complex projects safely and efficiently.

Workforce wellbeing

Supporting workforce wellbeing is an important part of maintaining stable, high-performing teams. KPS encourages open communication across project teams and promotes a culture where concerns can be raised and addressed constructively.

Health initiatives include regular medical check-ups and health awareness sessions for KPS office and site teams, together with subcontractor teams working across our projects. These programmes have included voluntary health screenings such as blood sugar and eyesight tests, as well as hydration initiatives designed to support the wellbeing of site teams working in demanding environmental conditions.

Mental health support forms part of the broader safety framework at KPS. Trained mental health first aiders are available across the organisation, helping create an environment where employees feel comfortable raising concerns and accessing support when needed.

By supporting workforce stability and promoting respectful working environments, the company aims to ensure that individuals feel valued and supported throughout the lifecycle of each project.





Recognition and community engagement

Recognising the contribution of employees and subcontractor teams is an important part of maintaining a positive safety culture. KPS regularly celebrates strong safety performance through site recognition initiatives and safety awards linked to toolbox talks and project milestones.

Beyond project sites, KPS supports a range of community initiatives, including blood donation drives, clean drinking water programmes, and the design and construction of stage sets for MTDXB, a Dubai-based musical theatre initiative. These efforts reflect a broader commitment to supporting the communities connected to the KPS workforce.

Social performance indicators

Workforce development and engagement are monitored through a range of indicators that help track training, workforce participation and team diversity across projects.



Number of direct employees

180



KPS staff who completed training programmes

147



Total training hours

2,129

Governance and accountability

Strong governance systems ensure that safety, environmental responsibility and quality standards are consistently applied across every project delivered by KPS.

The company operates in alignment with internationally recognised management frameworks that support disciplined processes, transparent reporting and continuous improvement across all areas of the business.

KPS maintains certification to internationally recognised standards including:

- ISO 9001 – Quality management systems
- ISO 14001 – Environmental management systems
- ISO 45001 – Occupational health and safety management systems
- ISO 27001 – Information security and cybersecurity management
- Bureau Veritas independent safety audit certificate

These systems support structured decision-making, clear accountability and consistent operational performance across projects.

Independent certification audits regularly review the effectiveness of these systems. Recent external audits covering multiple project sites confirmed that KPS management systems remain aligned with international standards and continue to operate without major non-conformances.

Governance also extends to the wider project ecosystem. Subcontractors working on KPS projects are expected to meet the same safety, quality and compliance standards, supported through onboarding processes, compliance monitoring and supply chain training.



Quality month

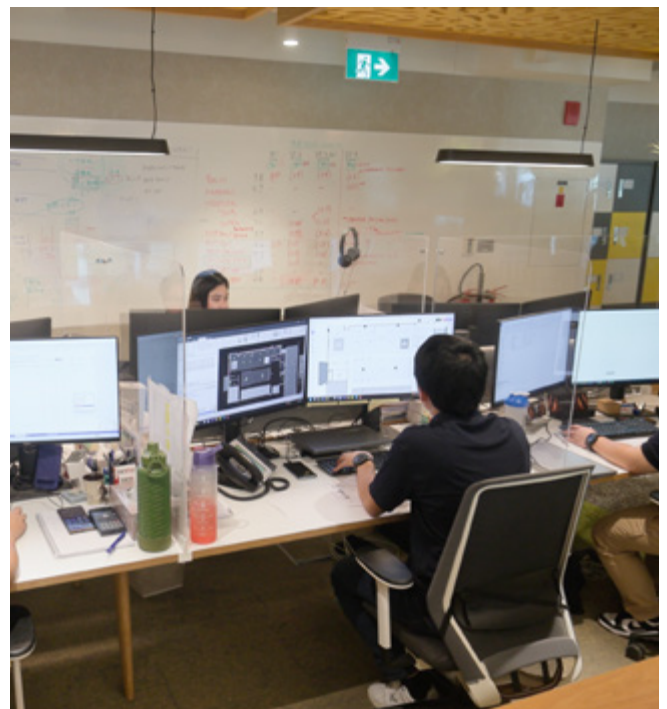
In November 2025, KPS launched its first Quality Month, a company-wide initiative designed to strengthen how quality is embedded across project delivery and business operations.

The programme invited teams across the organisation to review workflows, identify opportunities for improvement and propose initiatives that strengthen governance, documentation and coordination across projects.

The initiative reflects a core principle at KPS: quality is designed into decisions, not inspected at the end.

Ideas developed during Quality Month focused on earlier technical coordination, improved information management, and stronger collaboration between project teams. These initiatives demonstrated how disciplined quality systems improve project certainty, reduce rework and strengthen accountability across the organisation.

The programme concluded with recognition of the strongest initiatives at the annual KPS Awards, reinforcing a culture where quality, governance and continuous improvement are shared responsibilities across the business.





Continuous improvement and future commitments

This report represents the first step in establishing a more structured ESG reporting framework at KPS.

As the company continues to expand its ESG capabilities, the focus remains on strengthening measurement systems, improving transparency and embedding responsible practices across all areas of the business.

Continuous improvement remains a central principle. Lessons learned across projects, safety programmes and operational initiatives help inform future processes, ensuring that systems evolve alongside the complexity of projects delivered by KPS.

By combining disciplined governance, strong safety culture and responsible construction practices, KPS aims to continue improving its environmental, social and operational performance in the years ahead.

ESG roadmap

KPS has established a phased roadmap to guide the development of ESG practices across the organisation.

2025 | Integration

Initial integration of ESG principles into safety systems, operational practices and internal governance processes.

2026 | Capability building

Development of internal capabilities including training, data collection and improved environmental and social monitoring systems.

2027 | Reporting

Expansion of ESG reporting with more detailed metrics, benchmarking and performance tracking across projects and operations.

2028 | Supply chain ESG

Extending ESG expectations across the supply chain through stronger subcontractor engagement, compliance monitoring and responsible sourcing initiatives.



hello@kpsworld.com | 800-KPS