



نيوم NEOM

General Guideline Document
**NEOM ENVIRONMENTAL & SUSTAINABILITY
CODE OF CONDUCT**

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Document history

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Contents

1.	INTRODUCTION.....	4
1.1	Context.....	4
1.2	Objective	4
1.3	Purpose.....	4
1.4	Environmental guidelines	4
2.	ENVIRONMENTAL REQUIREMENTS.....	5
2.1	Terrestrial	5
2.2	Coastal and Marine	5
3.	IMPLEMENTATION.....	6
3.1	Misconduct	6
4.	REVIEW OF THIS ENVIRONMENTAL CODE OF CONDUCT.....	6
5.	REPORTING.....	6



NEOM ENVIRONMENTAL & SUSTAINABILITY CODE OF CONDUCT

1. Introduction

1.1 Context

All ecosystems exist in a delicate and dynamic balance of flora and fauna interacting within the seascapes and landscapes. The conservation of these ecosystems is vital for the sustainable development of human societies. Environment conservation is one of NEOM's core priorities as it aims to become an unprecedented example of urban development in harmony with nature while bringing innovation and progress to humanity. To achieve this goal, NEOM Environment works at various levels of planning, design and execution across its different construction and development projects.

1.2 Objective

The NEOM Environmental Code of Conduct (ECoC) has been prepared to encourage environmentally responsible behaviours by the NEOM workforce, which includes NEOM employees, visitors and contractors. The objective of the NEOM Environmental Code of Conduct (ECoC) is to lay out the environmental requirements and expectations while visiting and working on-site.

The ECoC is applicable while on-duty and when engaging in off-duty recreational activities. Appropriate actions and behaviours need to be conveyed and implemented from the beginning of every construction project. The ECoC stands as a frame of reference regarding the behaviour and expectations of individuals while in NEOM.

1.3 Purpose

The purpose of the ECoC is to provide all personnel arriving at NEOM the necessary information to protect the environment, aiming for a minimal impact on the land and seascapes. The ECoC is complementary to the **NEOM Environmental and Social Protection Procedures (NEOM-NEV-PRC-712)** and **Environmental Training and Awareness Program (NEOM-NEV-TRP-801)**.

The ECoC identifies that raising environmental awareness through education and training is a very effective way to create pro-environmental behaviours among individuals and helps to protect and minimize harm to the environment.

NEOM workforce, including NEOM employees, visitors and contractors are required to comply with the ECoC.

1.4 Environmental guidelines

The following listed sources have been used in developing the NEOM Environmental Code of Conduct:

- Saudi Vision 2030 Objectives (KSA Plan 2030),
- Relevant and applicable Saudi Arabian Laws,
- International Finance Corporations (IFC) Environmental & Social Sustainability Performance Standards (EPS)
- IFC Performance Standard 1: Assessment and Management of Environmental and Social Risks and Impacts
 - IFC Performance Standard 3: Resource Efficiency and Pollution Prevention



- IFC Performance Standard 6: Biodiversity Conservation and Sustainable Management of Living Natural Resources
- IFC Performance Standard 8: Cultural Heritage
- IFC Environmental, Health, and Safety Guidelines: Environmental Air Emissions and Ambient Air Quality.

2. Environmental requirements

Environmental requirements are listed below and classified into two categories, terrestrial and coastal/marine. All NEOM employees, including visitors and contractors must take all reasonable practical measures to minimize harm and disturbance to native biodiversity and their habitats, caused by construction works, light, noise, dust, vibration, pollution and human presence in general. Personnel working outdoors are the front line of conservation of the natural environment and should be familiar with the content of the ECoC.

2.1 Terrestrial

- a. All hunting/trapping/poaching of native species is prohibited
- b. Clearance and removal of native vegetation is prohibited
- c. Personnel will not drive any vehicle outside the existing tracks
- d. Disturbance of bird nesting and roosting areas is prohibited
- e. Accessing bat roosting areas is not allowed
- f. Graffiti of any kind anywhere in NEOM is prohibited
- g. No animals or plants are to be introduced and all provisions should be taken to minimise the risk of accidental introduction and
- h. Littering is prohibited on all areas and should be disposed of in the appropriate containers.

2.2 Coastal and Marine

- a. All fishing is prohibited
- b. All hunting/trapping/poaching of native species is prohibited
- c. Tampering bird nests and roosting areas is prohibited
- d. Disturbance of turtle nests is not allowed
- e. Lights should not be directed towards the water
- f. No corals or shells, dead or alive, to be taken from coastal and marine environments
- g. When swimming in designated areas caution should be used around coral reef structures to avoid damage
- h. Vessels and marine infrastructure should be operated with caution and at low speed to reduce the potential for collisions and disturbance of marine wildlife and
- i. Littering is prohibited on all areas and should be disposed of in the appropriate containers.



In addition to these requirements, all applicable Construction Environmental and Social Management Plan (CESMP) requirements must be complied with, including specific requirements relating to protected flora and fauna and conservation areas.

3. Implementation

NEOM Environmental Code of Conduct will be introduced through the following mechanism:

Inductions – All Construction workforce, including NEOM employees, visitors and contractors are required to attend a compulsory environmental and social risk management induction. The content of this induction shall have material that:

- a. Promotes a culture of environmental awareness and care for all living creatures
- b. Advocates NEOM Core values.

3.1 Misconduct

A Behaviour which constitutes **MISCONDUCT** includes, but is NOT limited, to any disregard of the environmental requirements found in sections 2.1 and 2.2.

If a NEOM employee, visitor or contractor is observed or suspected to be involved in an activity that is considered a misconduct an environmental investigation will be conducted by the relevant contractor Environmental manager.

4. Review of this Environmental Code of Conduct

NEOM is committed to conduct constructions activities in an environmentally responsible manner by developing and implementing a detailed **NEOM Environmental and Social Protection Procedures (NEOM-NEV-PRC-712)** and by ensuring that all NEOM employees, visitors and contractors are aware and accountable for their actions.

As such, this ECOC will be revised frequently to ensure that its effectiveness is in line with NEOM environmental performance and captures changes in environmental risks.

5. Reporting

All non-compliances against this ECoC will be captured and documented as per **NEOM Environmental Incident Notification Procedure (NEOM-NEV-PRC-704)**. All investigations related to environmental misconduct will be conducted by NEOM Environmental Manager or relevant contractor Environmental Manager.