



AL SHIRAWI
Equipment Co.

Our Vision - Carbon-neutral Manufacturing of Reliable Solutions

SUSTAINABILITY

REPORT

2023



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CEO'S Message

MR. SUMEET VALRANI

" We recognize that sustainability is an ongoing journey, and we are dedicated to continual improvement and evolution in our practices. "



I am pleased to present to you the 2023 Sustainability Report for Al Shirawi Equipment. Our vision is distinctly articulated: to achieve carbon-neutral manufacturing of reliable solutions by 2025. We firmly believe that sustainability is an imperative for responsible business practices and not merely an option. As dedicated stewards of the environment and active contributors to societal well-being, we are steadfast in integrating sustainability across all aspects of our operations. Al Shirawi Equipment has earned a reputation as a reliable manufacturer of engineered solutions. Our commitment extends to transforming our operations into a hub for solutions that address fundamental human needs, including energy, shelter, nutrition, and sanitation.

Throughout 2023, we advanced our commitment to environmental stewardship, social responsibility, and economic prosperity. Our efforts are anchored by a deep-seated commitment to positively impacting our surroundings. We recognize that sustainability is an ongoing journey, and we are dedicated to continual improvement and evolution in our practices. Environmental sustainability is a fundamental tenet of our business philosophy. We have introduced multiple initiatives aimed at reducing our environmental footprint, such as adopting energy-efficient technologies, implementing waste reduction strategies, and promoting eco-friendly practices across our supply chain. We are delighted to report substantial progress towards our goal of carbon neutrality by 2025.

Our commitment to social responsibility remains unwavering. We value the creation of a diverse, inclusive, and safe working environment where every employee is treated with dignity and respect. Moreover, we have sustained our investment in community development, supporting education, healthcare, and other initiatives that enhance societal well-being. Economic sustainability is crucial for our long-term viability. Despite global economic fluctuations, we have maintained resilience and agility, navigating the changing business landscape effectively. Our emphasis on innovation, efficiency, and customer satisfaction has facilitated our adaptation to market shifts while ensuring robust financial health.

As we look forward, we are fully dedicated to advancing our sustainability initiatives and fostering positive change in the upcoming years. We will continue to establish ambitious targets, implement comprehensive strategies, and engage with stakeholders to forge a more sustainable future for all. I extend my heartfelt thanks to our employees, customers, partners, and stakeholders for their ongoing support and dedication to sustainability. Together, we are poised to build a better world for present and future generations.

Thank you.

Sumeet Valrani

About Us

ESTABLISHED

1976

LOCATIONS

DIC & Al Quoz

TOTAL EMPLOYEES

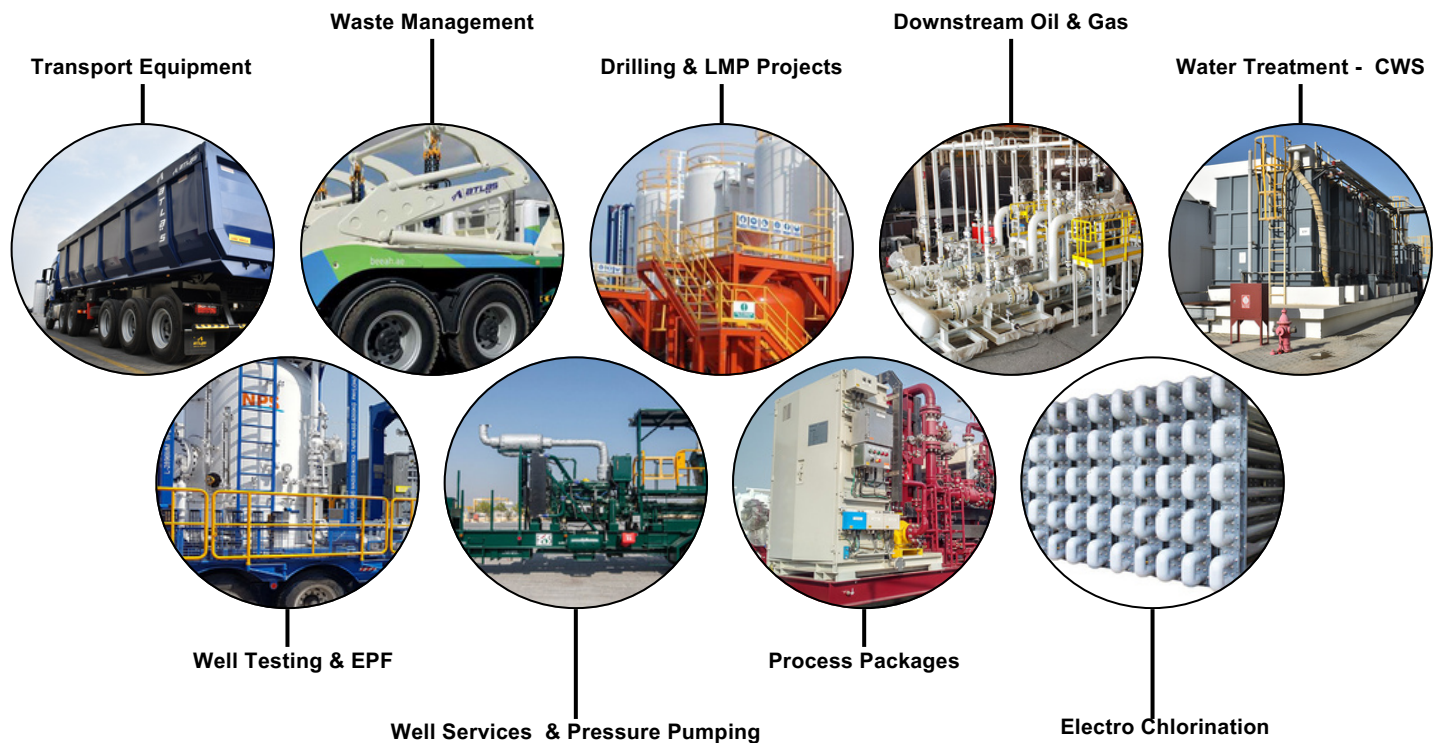
1200+

Al Shirawi Equipment Company was formed in Dubai in 1976 to support the manufacture of trailers for the transportation of goods. We have since grown into an end-to-end design and manufacturing company catering to multiple industries supporting the basic human needs of energy (upstream, downstream oil & gas, power and renewable energy) shelter (construction) sanitation (waste management, cleaning equipment and water treatment solutions) and equipment for transportation of food (nutrition) and supplies for all the above.

The ASECO Family



Our Services



As a manufacturing company serving multiple industries for over forty years, we have tried to implement the concept of environmental sustainability in our operations and products. Recently we have realized that implementing some sustainability ideas alone is not enough. We believe that there is a need for urgency and seriousness to act upon the environmental crisis we face.

To do our part in addressing this crisis, we explored means to turn our previously standalone efforts into a corporate commitment. Through this process, we found a purpose and a vision - Carbon Neutral Manufacturing of Reliable Solutions

ESG Strategy

Implementing a robust ESG (Environmental, Social, and Governance) strategy is paramount for companies aiming to thrive in today's dynamic business environment. By embracing sustainability principles across its operations, companies can drive innovation, enhance competitiveness, and contribute positively to society and the environment.



Environmental

Energy Efficiency
Emission Reduction
Waste Management
Supply chain sustainability

Our ESG strategy begins with a firm commitment to environmental stewardship. At Al Shirawi, our manufacturing processes prioritize energy efficiency, leveraging advanced technologies to optimize resource use and minimize carbon emissions. We are investing in renewable energy sources to power our facilities and reducing waste through efficient production methods and responsible disposal practices. Additionally, we collaborate closely with suppliers to ensure the sustainability of our supply chain, emphasizing responsible sourcing of materials and components.

Our ESG strategy is a strong focus on social responsibility. We prioritize the well-being and safety of our employees, providing training programs and fostering a culture of diversity and inclusion. Our community engagement efforts extend beyond regulatory compliance, with initiatives aimed at supporting local communities through partnerships and development projects. We prioritize product safety and quality to ensure the satisfaction and safety of our customers, reflecting our commitment to ethical business practices.

Social

Employ Well-being
Diversity & Inclusion
Community Relations
Product Safety & Quality

Governance

Ethical Business Conduct
Board Oversight
Risk Management
Stakeholder Engagement

Our governance practices uphold the highest ethical standards and transparency. We maintain a diverse and independent Investors that oversees ESG matters and integrates sustainability considerations into strategic decision-making. Rigorous risk management processes are in place to identify and mitigate ESG-related risks, ensuring business resilience and long-term value creation. We engage proactively with stakeholders, including investors, customers, and regulators, to understand their expectations and incorporate feedback into our governance framework.

Sustainable Development Goals

We always align our sustainability goals with UN SDGs. Some of our actions are below:



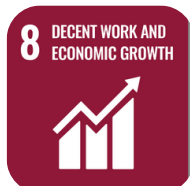
Gender Equality (Goal 5)- Our industry is mostly male dominated. But in the last 4 years the female strength has increased predominantly.



Clean water and sanitation (Goal 6)- We are always conscious about the amount of water usage and recycling of the water. We have implemented water treatment (recycling) plants in our office facility and workers accommodation.



Affordable & clean energy (Goal -7). Both of our factories have been running 100% on solar energy for the last 2-3 years.



Decent work and economic growth (Goal 8)- We always keep the culture of decent work, in terms of equal opportunities, anti-politics, High standard HSE practices, No discrimination in salary (Based on the role and performance).



Industry, Innovation and Infrastructure (Goal -9) - We support UAE's sustainable industrialization by supplying high-quality equipment and promoting energy efficiency. We contribute to SDG Goal 9 by advancing resilient infrastructure and innovation in various sectors.



Responsible consumption and production (Goal-12)- We always practice 3Rs- Reduce, Reuse, Recycle. Both of our facilities are operated under LEAN practices. Which promotes in maximum efficiency and minimal waste.



Climate action (Goal 13)- Our vision statement itself directly aligns into this goal. We have reduced our operational emission 75% with climate actions with a target to be carbon neutral manufacturing by 2025.



Partnerships for the Goals (Goal-17): Strengthen the means of Implementation and revitalize the global Partnership for sustainable development goals.

Top Management's Commitment



Our Vision

Carbon-Neutral Manufacturing of Reliable Solutions

It is our vision to become a carbon-neutral manufacturer of reliable solutions that meet basic human needs. Already a trustworthy manufacturer of engineered solutions, we will transform into a provider of solutions that help our customers meet basic human needs (energy, shelter, nutrition and sanitation).



Our Mission

- By 2025, all our manufacturing will be Carbon-Neutral. We are already using solar energy for 100% of our power requirement at both our plants in DIC and Al Quoz.
- We have initiated various continuous improvement activities to change our manufacturing and other processes viz., e-waste recycling, battery recycling, hazardous wastes recycling, food composting, paperless workspace to reduce our carbon footprint. Reliability and lifetime cost and environmental impact of operations of our solutions is our key design and production goal.
- We will remain fiscally disciplined to maintain the financial strength to deliver on our commitments to our employees, suppliers and customers. We will use this strength to invest in discovering and delivering upon our customer's met and unmet equipment and engineered solution needs to cement our position as a reliable partner for them.



ENVIRONMENT

Transition to Solar Power

At Al Shirawi Equipment, our facilities in Al Quoz and Dubai Industrial City (DIC) now feature integrated solar power systems. These rooftop solar panels capture the abundant sunlight, generating clean, renewable electricity that powers our operations. This shift not only reduces our reliance on conventional energy sources but also significantly cuts our carbon footprint. By embracing solar energy, we're actively contributing to environmental conservation and showcasing our commitment to innovative, sustainable technologies that benefit our communities and promote a greener future.



In November 2023, Al Shirawi Equipment proudly received the Project Performance Excellence Award for the outstanding efficiency of our DIC Solar plant. This prestigious accolade reflects the dedication and collaborative effort of our team in executing impactful projects that benefit both the environment and our community. It underscores our ongoing commitment to sustainability and our embrace of initiatives that promote a greener future. We remain steadfast in our goals, continually seeking innovative ways to enhance our environmental stewardship and contribute positively to society.

Use of Recycled Materials

Our office entrance at Al Quoz exemplifies our commitment to sustainability by incorporating recycled materials into its construction. This approach not only minimizes environmental impact by repurposing discarded items but also highlights the beauty and functionality of sustainable design. The use of these materials serves as a tangible reminder of our dedication to environmental stewardship, inspiring visitors and employees alike to embrace eco-friendly practices in their own spaces. Through this initiative, we demonstrate that sustainability can be seamlessly integrated into everyday elements, reinforcing our commitment to a greener future.





Vegetable Garden

At Al Shirawi Equipment, we've transformed an unused space into a vibrant vegetable corner, offering our employees fresh and healthy produce. This initiative is designed to promote wellness and encourage healthier eating habits among our team. By providing convenient access to a variety of nutritious options, we empower our employees to make wholesome choices throughout the workday. Prioritizing health and sustainability, this initiative fosters a positive workplace environment where well-being is highly valued and supported. It reflects our commitment to creating a holistic, employee-centric workspace that emphasizes health and wellness.

Steel Scrap

Steel fabrication generates waste, with about 70% being reused and 30% recycled. The Electric Arc Furnace (EAF) plays a crucial role in this, recycling steel scrap efficiently. This process helps save approximately 0.357 tonnes of CO₂ emissions per tonne of steel produced. Embracing steel recycling technologies like EAF is essential for achieving sustainability goals in the industry, significantly reducing the environmental impact of steel production. Al Shirawi Equipment emphasizes the importance of these advancements in environmental stewardship within steel manufacturing.

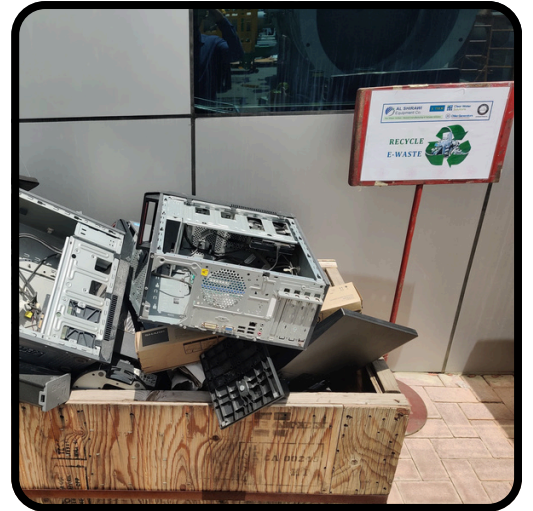


Hazardous Wastes

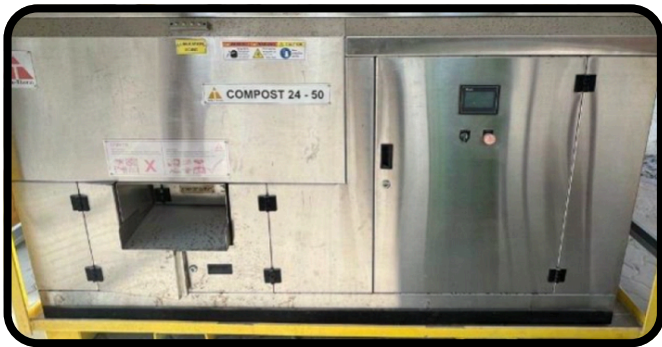
With third party partnership mineral recovery techniques, we've generated 15,000 kilograms of alternative raw material tailored for the cement industry, saving 11,200 kilograms of virgin resources. Additionally, we've repurposed 35,500 kilograms of paint sludge, 7,160 Kilogram of Resin waste and 54,200 kilograms of waste paint thinner, further strengthening our environmental stewardship by effectively reusing these materials. This initiative has achieved a remarkable 100% reduction in soil and water contamination and has led to a substantial decrease of 124,215 kilograms of CO₂ emissions.. These accomplishments underscore our steadfast dedication to sustainable practices and environmental responsibility in manufacturing.

Electronic Waste

We've been proactive in donating our electronic waste (E-waste) to recycling companies to ensure the safe handling of hazardous components and to promote environmental sustainability. By recycling 620 kilograms of E-waste, we've effectively saved 900 kilograms of CO₂e, which equates to a reduction of 1450 tonnes of CO₂e per ton of E-waste recycled. This initiative underscores our commitment to environmental stewardship and resource efficiency, emphasizing the critical importance of responsible waste management practices in minimizing our carbon footprint and advancing toward a sustainable future.



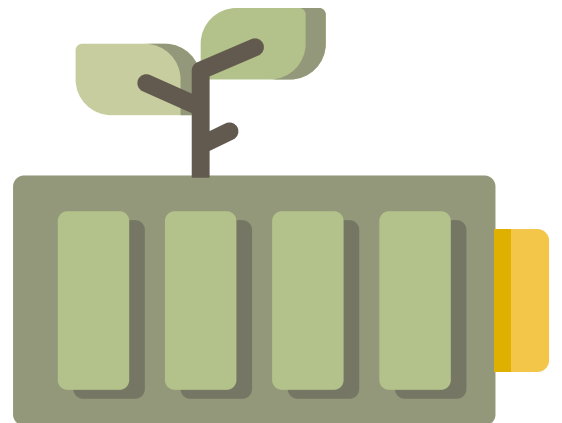
Food Waste



Our commitment to managing food waste has delivered substantial environmental benefits, notably saving 0.75 tons of CO₂ per ton of food waste processed. Beyond emissions reduction, our initiatives emphasize waste volume reduction and enhance soil quality through composting. Embracing a circular economy model, we prioritize eco-friendly alternatives to landfill disposal, promoting resource efficiency and sustainable practices. These actions exemplify our dedication to environmental stewardship, positively contributing to climate change mitigation and the advancement of a greener future.

Battery Recycling

We place a high priority on responsible disposal practices by ensuring that all our used batteries are recycled, preventing environmental contamination and conserving resources. This initiative enables the recovery of valuable materials from batteries, reducing the need for new resources and lessening environmental impact. Proper recycling prevents chemicals from leaching into the soil and water, helping to mitigate pollution. Our commitment to battery recycling reflects our dedication to sustainability and responsible waste management, aligning with our goal of reducing our ecological footprint and preserving natural resources for future generations.



GHG Emissions



We've made a significant shift by substituting Acetylene with Cutting Edge Gas (CEG) in our manufacturing processes, resulting in a remarkable reduction of 80 % CO₂e emissions compared to acetylene. This transition not only enhances our sustainability efforts but also showcases our commitment to innovation and best practices across all facets of our operations. By adopting CEG, we substantially reduce our carbon footprint while maintaining operational efficiency and effectiveness. This initiative underscores our dedication to environmental stewardship and continuous improvement, demonstrating our proactive approach toward sustainable manufacturing practices.

Paperless Workplace

We have partially digitalized our internal transactions, eliminating paper waste and promoting recycling efforts. This transition to digital operations has not only streamlined processes but also fostered increased collaboration among teams. Importantly, this shift has significantly reduced our company's environmental footprint by minimizing paper usage, reducing waste generation, and conserving natural resources. By embracing digital technologies, we demonstrate our commitment to sustainability and responsible resource management while enhancing efficiency and connectivity within our organization. This initiative aligns with our goal of operating in an environmentally conscious manner and contributing positively to environmental conservation efforts.



Good Corporate Citizens



Our organization prioritizes social, environmental, and ethical responsibilities, guided by core principles of quality, responsibility, and continual improvement. We actively support business ethics, environmental protection, and human rights initiatives, integrating these values into our operations and decision-making processes. Our commitment to transparency and collaboration fosters partnerships with stakeholders, driving shared goals for positive impact. By prioritizing these principles, we demonstrate our dedication to sustainable practices, ethical conduct, and social responsibility, contributing to a more ethical and environmentally conscious business landscape. This holistic approach underscores our commitment to excellence and ethical leadership in our industry and beyond.

Carbon Footprint

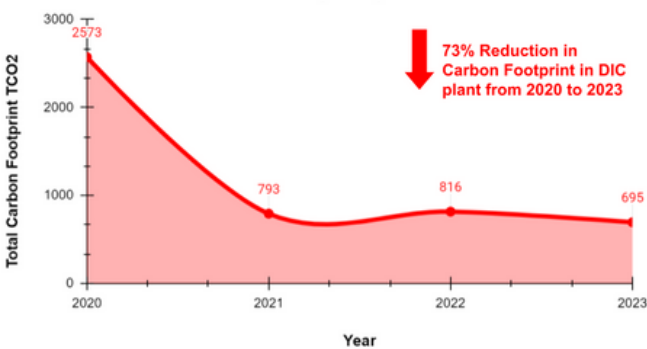
In 2023, DIC facility disclosed its carbon emissions across different scopes. Scope 1 emissions, from owned or controlled sources, totaled 265.8 metric tons of CO2 equivalent (TCO2e). Scope 2 emissions, from purchased electricity, were 91.7 TCO2e. Scope 3 emissions, covering indirect sources like business travel and supply chain activities, reached 337.6 TCO2e. DIC's total carbon footprint for the year 2023 is 695.1 TCO2e. Compared to the base year 2020 we were able to reduce 73% carbon emissions in DIC.

For the AI Quoz facility in 2023, carbon emissions were categorized into different scopes. Scope 1 emissions, stemming from direct sources under the plant's control, amounted to 332 metric tons of CO2 equivalent (TCO2e). Scope 2 emissions, related to indirect emissions from purchased electricity, were 35.9 TCO2e. Scope 3 emissions, which cover indirect sources like business travel and supply chain activities, totaled 180.6 TCO2e. Compared to the base year 2020 we were able to reduce 67% carbon emissions in AI Quoz.

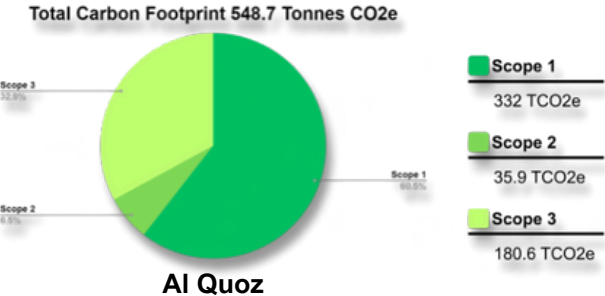
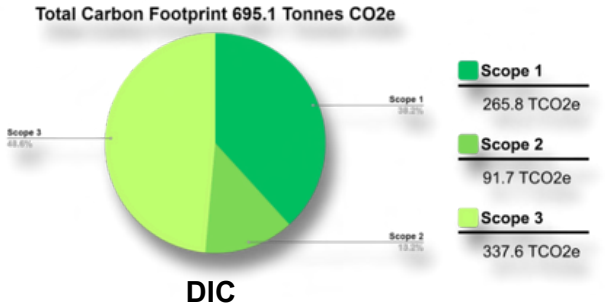
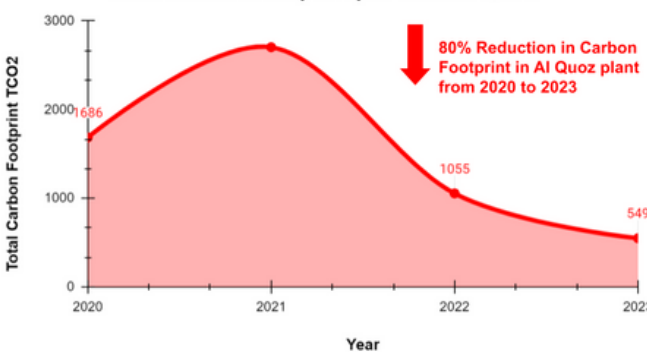
The DIC facility achieved an impressive 73% reduction in its carbon footprint from 2020 to 2023, demonstrating significant progress in sustainability efforts. In 2020, the carbon footprint was substantially higher compared to 2023, indicating successful initiatives to decrease emissions across scopes 1, 2, and 3. This remarkable reduction reflects the effectiveness of our environmental strategies, including investments in renewable energy, energy efficiency improvements, and supply chain optimizations. Such achievements underscore our commitment to mitigating climate impact and fostering a more sustainable future for its operations.

The AI Quoz facility achieved an outstanding 80% reduction in its carbon footprint from 2020 to 2023, marking significant progress in environmental sustainability. This substantial reduction underscores the effectiveness of the plant's initiatives to minimize emissions across scopes 1, 2, and 3 over the three-year period. The success can be attributed to strategic investments in renewable energy adoption, energy-efficient technologies, and enhancements in operational processes. This remarkable achievement reflects the commitment of the AI Quoz plant to combatting climate change and promoting a greener operational footprint.

Total Carbon Footprint per Year DIC



Total Carbon Footprint per Year AI Quoz



SOCIAL

Sustainability Art Exhibition

The 2023 Sustainability Art Exhibition showcased our staff's creativity in advocating for environmental conservation, emphasizing the importance of safeguarding our planet for future generations. Through captivating installations, recycled sculptures, and immersive digital art, the exhibition inspired visitors to reflect on their role in promoting sustainability and adopting eco-conscious practices.



Drivers Orientation Program



We conducted an interactive program designed specifically for truck drivers to gather their valuable feedback and insights. This initiative involved inviting drivers to participate in discussions, surveys, and hands-on activities aimed at understanding their experiences and suggestions for improvement. By directly engaging with truck drivers, we obtained invaluable feedback that will guide us in implementing targeted enhancements to better meet their needs and enhance our transportation services. This interactive approach reinforces our commitment to driver engagement and continuous improvement within our logistics operations.



Employee Engagement

Women's Day Celebration



We marked International Women's Day with enthusiasm to appreciate the contributions of women within our organization and beyond. The day included inspiring speeches, workshops, and activities that showcased the achievements and challenges faced by women globally. Through this celebration, we reaffirmed our commitment to gender equality and empowerment, fostering a supportive and inclusive environment where all women are valued and respected. This event underscored our dedication to promoting diversity and honoring the vital role of women in our community and workplace.



Al Shirawi Cricket Champions League



We hosted an exhilarating cricket tournament for our employees, uniting teams from across the organization in a spirit of friendly competition and team-building. The tournament offered a lively and engaging platform for colleagues to demonstrate their cricket prowess, cultivate camaraderie, and emphasize the importance of a healthy work-life balance. It provided a wonderful opportunity for everyone to connect outside of work, strengthening relationships and promoting the values of sportsmanship and collaboration. The event was a resounding success, fostering a positive and vibrant atmosphere within our workplace.

Volleyball Tournament



We hosted an energetic volleyball tournament for our employees, featuring teams from various departments coming together for friendly competition and camaraderie. The tournament offered a fantastic opportunity for everyone to display their athletic talents, enhance teamwork skills, and nurture a sense of community within the organization. It served as a refreshing and enjoyable break from work, encouraging a healthy and active lifestyle while strengthening relationships among colleagues. The event was a success, promoting positive engagement and unity among our team members.

Table Tennis



We installed an indoor table tennis setup for our employees to enjoy during breaks and leisure time. This initiative is designed to promote a healthy work environment and encourage physical activity among our team members. The table tennis setup offers a fun and accessible way for employees to relax, socialize, and unwind, which in turn enhances overall morale and well-being within the workplace. We believe that fostering such recreational opportunities contributes positively to the work culture and supports a balanced and productive atmosphere.

Eye Check-Up Camp

We hosted an eye check-up camp for our employees to prioritize their health and well-being. This initiative offered a convenient opportunity for staff to have their vision assessed by qualified eye care professionals. By promoting this initiative, we aim to ensure our employees maintain optimal eye health and address any potential issues early on. This proactive approach toward employee wellness underscores our commitment to fostering a healthy and supportive workplace environment that values the overall well-being of our team members.



Knowledge Zone

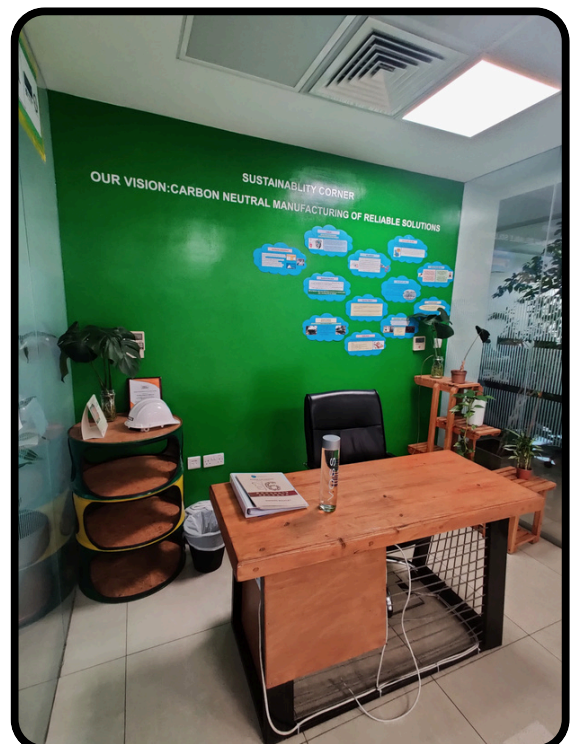
We have implemented knowledge zones in both of our facilities, providing dedicated spaces where employees can access and read books. These zones are designed to promote continuous learning and personal development among our team members. By offering a selection of books covering various topics, we aim to encourage employees to expand their knowledge, enhance their skills, and find inspiration during their breaks or free time. This initiative reflects our commitment to fostering a culture of lifelong learning and intellectual growth within our organization, supporting our employees' professional and personal development journeys.



We hosted a "Managing Happiness" event for our employees, centered around well-being and positive mindset strategies. This event included workshops and discussions aimed at cultivating happiness and resilience in the workplace. Through interactive sessions and practical tips, employees gained insights into managing stress, fostering positive relationships, and finding joy in both their professional and personal lives. This initiative reflects our commitment to supporting the holistic well-being of our team members and creating a positive and uplifting work environment.

Sustainability Corner

Our organization's sustainability corner serves as a central hub for promoting and advancing sustainability practices. It provides educational resources and displays to raise awareness about climate change, renewable energy, waste reduction, and conservation. Through interactive activities and events, the corner encourages employee engagement and fosters a sense of ownership towards sustainability initiatives. It showcases innovative solutions and technologies implemented by our organization, reflecting our commitment to environmental stewardship. The sustainability corner also facilitates community interaction and partnerships, promoting collaboration on sustainability projects. It evolves over time to reflect the latest advancements in sustainable practices, embodying our dedication to continuous improvement in sustainability and our goal of creating a positive impact on our environment and community.



Lean Methodologies



Al Shirawi Equipment Company's commitment to sustainability is exemplified by its robust implementation of Lean methodologies. Embracing Lean principles has not only enhanced operational excellence but has also made significant contributions to its sustainability efforts. The core of Al Shirawi's sustainability journey is marked by the structured adoption of best practices such as Kaizens, 5S, Value Stream Mapping (VSM), and Total Productive Maintenance (TPM). These methodologies drive continuous improvement, waste reduction, and resource optimization, aligning with the company's dedication to sustainable practices and operational efficiency.

Kaizens for Continuous Improvement



Al Shirawi has been actively involved in Kaizen events, cultivating a culture of continuous improvement within the organization. Through these events, employees at all levels are empowered to identify waste and inefficiencies in their processes. The solutions that emerge from Kaizens are not only focused on enhancing productivity but also on reducing environmental impact, thus directly contributing to sustainability efforts. The iterative nature of Kaizens ensures that improvements are continuously evolving, reflecting the company's dedication to both lean operational practices and environmentally conscious initiatives. This approach underscores Al Shirawi's commitment to driving positive change and sustainable outcomes across its operations.

5S for Workplace Organization



The implementation of the 5S methodology (Sort, Set in order, Shine, Standardize, and Sustain) at Al Shirawi has streamlined operations, minimizing waste and inefficiencies. By maintaining organized and clean workspaces, the company has observed a reduction in energy use and material waste, thereby supporting its sustainability goals. The discipline and order brought about by 5S also enhance safety and worker satisfaction, indirectly supporting social sustainability.



Value Stream Mapping (VSM) for Efficiency

Through Value Stream Mapping, Al Shirawi has been able to visualize its entire production process, identifying and eliminating non-value-adding steps. This not only maximizes value for customers but also reduces unnecessary resource consumption and emissions, furthering its sustainability aims. VSM has helped Al Shirawi in making its production processes leaner and more environmentally friendly, reflecting a holistic approach to sustainability.



Total Productive Maintenance (TPM)



TPM at Al Shirawi focuses on preventive maintenance to ensure equipment operates at peak efficiency. This approach has minimized downtime and reduced the environmental impact associated with equipment failure and inefficient operation. By involving operators in the maintenance process, TPM has enhanced ownership and stewardship, further embedding sustainability into the company culture.

Al Shirawi Equipment Company's strategic implementation of Lean practices has led to significant sustainability improvements. Our commitment to continuous improvement, workplace organization, operational efficiency, and equipment reliability showcases a comprehensive approach to integrating Lean methodologies with sustainability objectives. These practices have not only led to operational excellence but have also established Al Shirawi as a growing leader in sustainable business practices within its industry.



GOVERNANCE

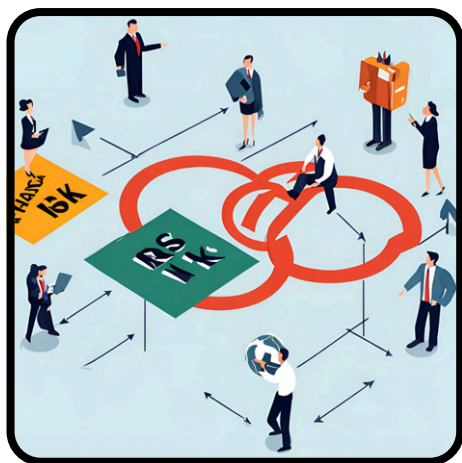
Sustainability Leadership

Our management team recognizes the critical importance of aligning business strategy with climate imperatives, reflecting a commitment to climate resilience and sustainability goals. Our top leadership possesses a comprehensive understanding of climate change challenges and opportunities, allowing for strategic analysis of climate risks and formulation of impactful strategies. As proactive leaders, we advocate for climate integration within our operations, understanding the profound impact of climate change on business continuity, supply chains, and stakeholder relationships.



Our global business acumen and financial expertise enable us to navigate sustainability challenges effectively in an interconnected, evolving marketplace. We prioritize innovation and adaptation, promoting the transition to renewable energy sources and cost-effective sustainable practices. To further strengthen our competence on climate change, we are exploring opportunities for leadership participation in relevant training and educational programs, ensuring continued progress towards our sustainability objectives.

Risk Management

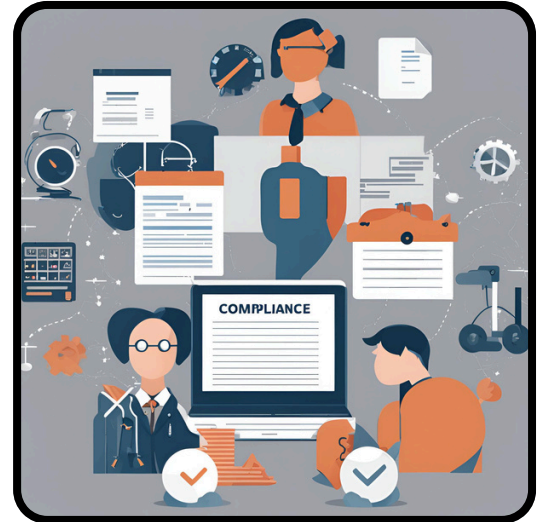


Risk management, a fundamental aspect of our organization's governance strategy, is integral to ensuring the sustained viability and resilience of our operations. We prioritize the systematic identification, assessment, and mitigation of environmental, social, and governance (ESG) risks to safeguard our stakeholders and assets. Our governance framework incorporates robust risk management practices tailored to our organizational objectives and values. By proactively addressing ESG risks, we aim to protect our stakeholders' interests, conserve natural resources, and uphold ethical standards in all facets of our operations.

Our commitment to effective risk management reflects our dedication to sustainable business practices and responsible corporate governance, generating positive outcomes for our organization and the broader community. We continually enhance our risk management processes to remain agile in the face of evolving challenges and capitalize on opportunities that align with our organizational goals and values. This proactive approach ensures that risk management remains a cornerstone of our strategic decision-making, supporting our long-term success and impact.

Compliance

In our organization, compliance is a vital component of our governance strategy. We are dedicated to upholding rigorous standards and regulations across environmental, social, and governance (ESG) dimensions. Our compliance framework ensures strict adherence to relevant laws, industry guidelines, and internal policies aimed at promoting ethical conduct and sustainable practices. We actively monitor and assess our compliance with applicable regulations to mitigate risks and maintain our commitment to stakeholders and the community. By prioritizing compliance, we demonstrate accountability and dedication to responsible business practices throughout our organization.



Our ongoing efforts in compliance underscore our commitment to transparency, integrity, and sustainable development, driving positive outcomes for our business and society at large. We continuously enhance our compliance processes to align with emerging regulatory requirements and industry best practices, fostering a culture of responsible governance and ethical behavior across the organization.

Ethics & Integrity

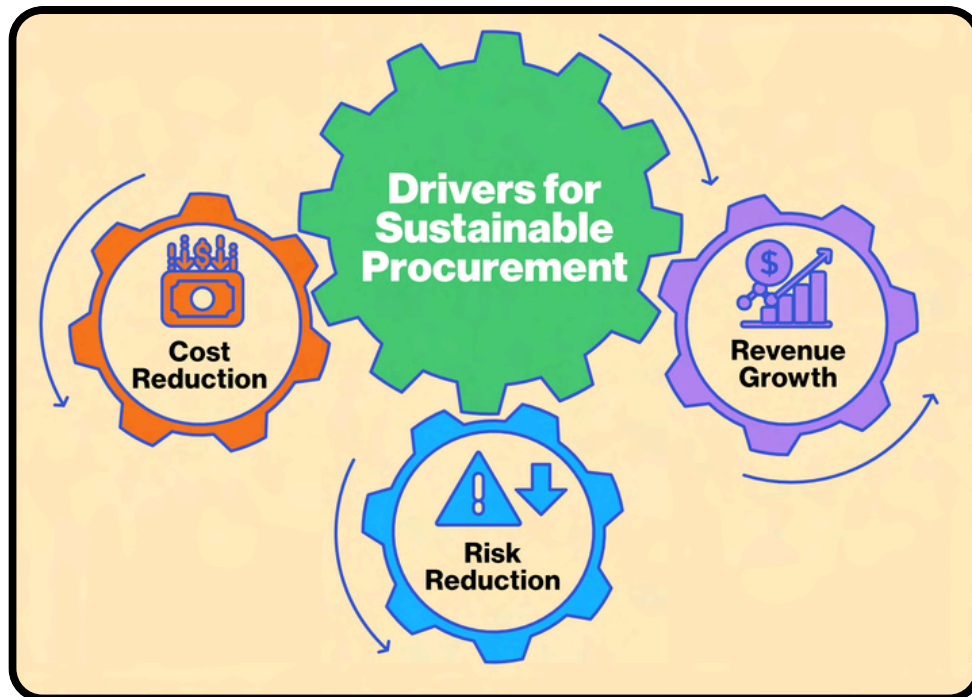


Ethics and integrity are foundational principles that guide our organization's culture and operations. We are committed to upholding the highest standards of ethical behavior and integrity in all aspects of our business. This commitment extends to how we interact with our employees, customers, suppliers, communities, and other stakeholders.

In practice, ethics and integrity mean adhering to moral principles and conducting ourselves with honesty, fairness, and transparency. We hold ourselves accountable for our actions and decisions, ensuring they align with legal requirements and ethical norms. Our organization fosters a culture where ethical conduct is valued and promoted at all levels, from top leadership to every individual contributor.

Integrity is the bedrock of our relationships with stakeholders. We believe in open communication, respect, and trust. We strive to maintain consistency between our words and actions, fostering a reputation for reliability and credibility. Upholding ethics and integrity not only builds strong relationships but also enhances our reputation and sustainability as an organization. At our core, ethics and integrity are not just values we espouse; they are embedded in our day-to-day operations and decision-making processes. We continuously evaluate and improve our practices to ensure that ethics and integrity remain central to everything we do. By maintaining a steadfast commitment to ethical behavior and integrity, we contribute positively to a responsible and trustworthy business environment.

Sustainable Procurement



Sustainable procurement is a strategic approach that involves integrating environmental, social, and ethical considerations into the purchasing process. At our organization, we prioritize sustainable procurement practices to minimize negative impacts on the environment and society while maximizing positive contributions.

Our sustainable procurement strategy focuses on several key principles:

- **Supplier Engagement:** We collaborate closely with our suppliers to promote sustainability throughout the supply chain. This includes working with suppliers who share our values and commitments to ethical labor practices, environmental protection, and social responsibility.
- **Life Cycle Assessment:** We assess the environmental and social impacts of products and services across their lifecycle, from sourcing raw materials to end-of-life disposal or recycling. This helps us identify opportunities to reduce resource consumption, minimize waste, and select environmentally friendly alternatives.
- **Compliance and Standards:** We adhere to relevant sustainability standards, certifications, and regulations in our procurement activities. This ensures that our suppliers meet specific environmental, labor, and ethical criteria.
- **Local Sourcing:** We prioritize local sourcing whenever feasible to support local economies, reduce transportation emissions, and foster community engagement.
- **Continuous Improvement:** We continuously evaluate and improve our procurement processes to align with evolving sustainability goals and industry best practices. This includes exploring innovative solutions and technologies that enable us to procure goods and services more sustainably.
- By adopting sustainable procurement practices, we aim to mitigate risks, enhance our brand reputation, and contribute to broader sustainability objectives. Our commitment to sustainable procurement reflects our organization's dedication to responsible business practices and our role in driving positive change toward a more sustainable future.

Health, Safety & Environment

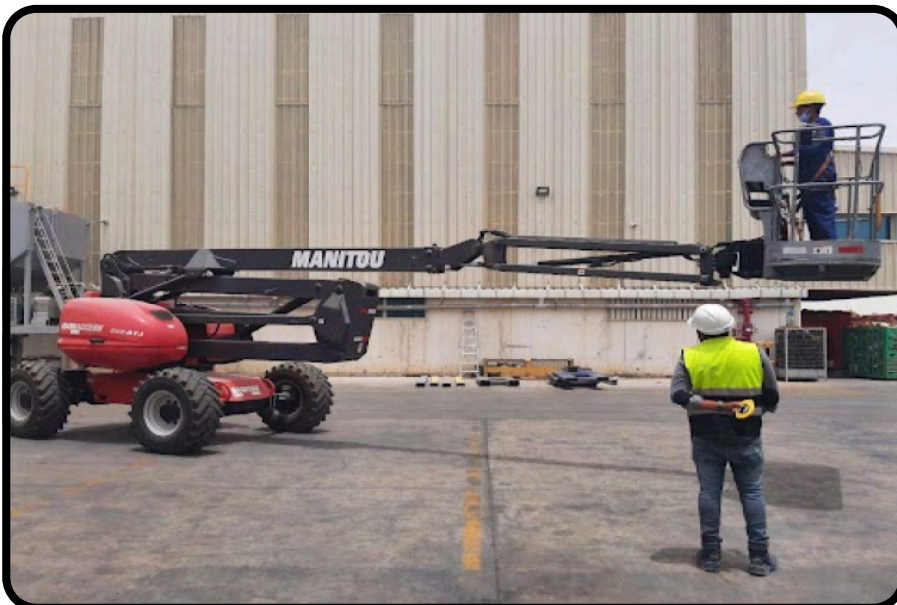


Creating a safe working environment is a core principle at Al Shirawi Equipment. We don't just comply with safety regulations; we strive to exceed them. Every employee undergoes regular safety training, equipping them with the knowledge and skills to handle emergencies and maintain a safe workspace. These training sessions cover a wide range of topics, including the proper use of personal protective equipment (PPE), fire safety, first aid, and machinery handling. PPE is mandatory in various operational areas, and we ensure that all our equipment is maintained to the highest standards. We take a proactive approach to safety by conducting regular audits and encouraging employees to report any hazards. This continuous improvement cycle helps us to minimize risks and protect our workforce.

Objectives & Key Results

At Al Shirawi Equipment, our objectives are set to inspire and guide both company and team efforts toward excellence in health, safety, and environmental sustainability. Our company objectives include achieving zero issues related to UAE government compliance for Occupational Health & Safety and Environment, ensuring profitable growth by reducing PPE costs through meticulous HSE consumable management, and contributing to carbon-neutral manufacturing by planting and maintaining new trees. Additionally, we aim to reduce water consumption for washing by 50%, complete through a Kaizen project, and control irrigation water flow by installing flow meters and maintaining records. We are also committed to reducing and eliminating waste through the application of Lean principles.

To measure our progress, we have established key results. These include reducing the cost of consumables by 2% by the end of the financial year 2023-2024, using low-emission, battery-operated equipment, and initiating and participating in at least two Kaizen projects and Root Cause Analyses (RCAs). Furthermore, we will enhance housekeeping by using red tags to remove unwanted materials and communicating these efforts to all employees through chat rooms. These measurable benchmarks will help ensure we meet our objectives and continue to improve our sustainability and operational efficiency.



Safety Culture

Man Hours Worked

2,851,295

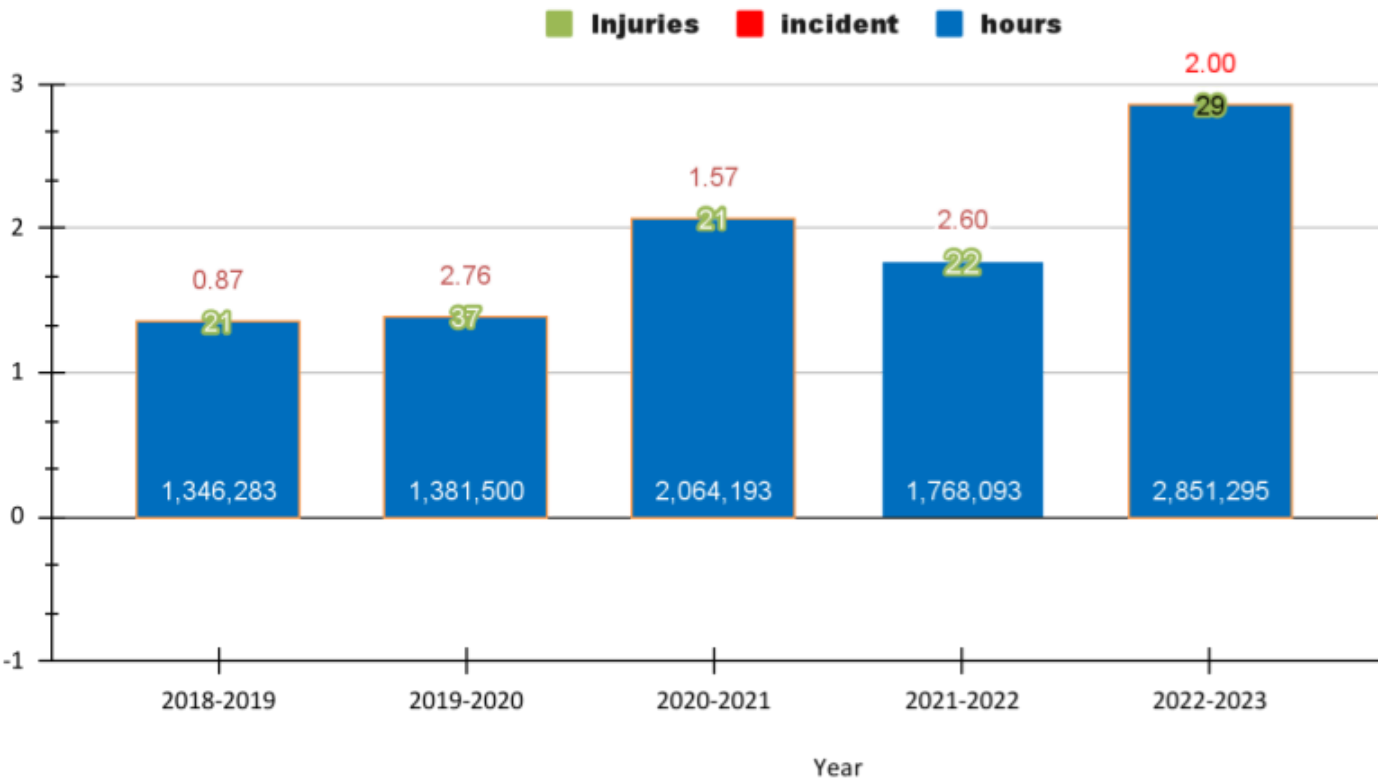
Injuries

29

Incident Rate

2.00

In 2023, Al Shirawi Equipment underscored its commitment to a strong safety culture with employees working 2,851,295 hours and reporting 29 injuries, resulting in an incident rate of 2.00. This achievement reflects our rigorous safety protocols and comprehensive training programs, ensuring employees are equipped with the knowledge to maintain a safe work environment. We emphasize the use of personal protective equipment (PPE) and regular machinery maintenance to prevent accidents. Our proactive safety measures, including frequent audits and an open incident reporting system, foster a culture of continuous improvement. Al Shirawi Equipment remains dedicated to achieving a zero-incident workplace through unwavering vigilance and ongoing efforts.



Safety Training

At Al Shirawi Equipment, we prioritize employee safety through comprehensive and regular training programs. These sessions cover the proper use of personal protective equipment (PPE), safe machinery handling, fire safety, and first aid. New employees receive initial safety orientation, followed by periodic refresher courses and practical drills. Specialized training is provided for high-risk tasks to ensure preparedness for any hazards. This proactive approach fosters a culture of safety awareness, aiming to minimize incidents and promote a secure working environment for all.



Conclusion

In conclusion, Al Shirawi Equipment remains steadfast in our commitment to sustainability. As articulated in our 2023 Sustainability Report, we firmly believe that sustainability is an imperative for responsible business practices and not merely an option. Our vision to achieve carbon-neutral manufacturing by 2025 underscores our dedication to this cause. We have made significant strides in environmental stewardship, social responsibility, and economic resilience throughout the year.

As we move forward, we recognize that sustainability is an ongoing journey, and we are dedicated to continual improvement and evolution in our practices. Our efforts will continue to focus on reducing our environmental footprint, fostering a diverse and inclusive workplace, and maintaining strong economic health. We extend our heartfelt thanks to our employees, customers, partners, and stakeholders for their unwavering support and dedication to sustainability. Together, we are poised to build a better world for present and future generations.

