



AL SHIRAWI
Equipment Co.

Our Vision: Carbon-Neutral Manufacturing of Reliable Solutions



SUSTAINABILITY REPORT

2024



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CEO'S Message

MR.SUMEET VALRANI



Building upon a legacy of sustainable progress, Al Shirawi Equipment's commitment to a greener future has not only endured but has intensified. We view sustainability as an evolving principle embedded in every facet of our operations, driving continuous improvement and groundbreaking innovation.

It is with immense pride that I present our 2025 Sustainability Report, a comprehensive account of our unwavering dedication to responsible and forward-thinking business practices. Our vision remains steadfast: to achieve carbon-neutral manufacturing of reliable, future-ready solutions. In the past year, we have strategically amplified our efforts across critical environmental, social, and economic dimensions, recognizing their interconnectedness in realizing true sustainability.

A paramount focus in 2025 has been on achieving tangible Carbon Footprint Reduction. We have made significant strides in meticulously analyzing and actively minimizing our environmental impact. This includes substantial investments in advanced, low-emission technologies and the accelerated adoption of renewable energy sources within our facilities. These decisive actions are propelling us closer to our ambitious goal of carbon neutrality, with a clear roadmap for further reductions in the coming years.

At Al Shirawi Equipment, our people are our most valuable asset, and their Employee Welfare remains central to our sustainability ethos. In 2025, we have deepened our commitment to cultivating a diverse, inclusive, and, above all, safe working environment. This encompasses the introduction of specialized training programs focused on future skills and sustainability awareness, the further strengthening of our comprehensive health and safety protocols through proactive risk assessments, and the implementation of well-being initiatives that actively promote work-life balance. We firmly believe that a thriving, engaged, and empowered workforce is the bedrock of a truly sustainable enterprise.

We recognize that our journey toward sustainability is inherently collaborative. Proactive Stakeholder Engagement has been a key strategic priority in 2025. We have actively sought to strengthen our partnerships with customers through co-innovation projects focused on sustainable solutions, deepened our collaboration with suppliers to promote sustainable sourcing practices throughout our value chain, and fostered stronger ties with the wider community through transparent dialogues and impactful community initiatives. By embracing a collaborative approach, we aim to collectively drive meaningful and lasting change, creating shared value for all stakeholders.

Operational Efficiency and Resource Optimization are fundamental pillars of our sustainability strategy. In 2025, we have further embedded advanced Lean Practices, integrating digital tools for real-time monitoring of equipment performance. By strategically streamlining processes, implementing circular economy principles to minimize waste, and maximizing the efficient utilization of all resources, we have not only enhanced our operational performance but also significantly reduced our environmental footprint. This unwavering commitment to continuous improvement ensures our long-term economic viability and environmental stewardship.

Looking ahead, our commitment to advancing our sustainability agenda is resolute and ambitious. We will continue to set bold, measurable targets, actively pursue innovative and disruptive solutions, and work in close collaboration with all our stakeholders to collectively build a more sustainable, resilient, and equitable future. We are actively exploring solutions for treatment of hypersaline water like RO plant reject water and water produced along with oil and gas to enable opportunities in solutions for treatment and utilization of hypersaline (eg. seawater RO reject and water produced along with oil and gas using solar thermal technology enabling the circular economy for energy).

I extend my deepest gratitude to our dedicated employees, our valued customers, our trusted partners, and all our stakeholders for their unwavering support, active engagement, and shared commitment to this vital and ongoing journey. Together, we are not just envisioning a sustainable future; we are actively building it.

ABOUT US

ESTABLISHED

1976

LOCATIONS

DIC & AL QOUZ

TOTAL EMPLOYEES

1200+

Al Shirawi Equipment Company was formed in Dubai in 1976 to support the manufacture of trailers for 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 (oil and gas, power, hydrogen); shelter (construction); sanitation (waste management; cleaning equipment and water treatment) and equipment for transportation of food (nutrition).

As a manufacturing company serving multiple industries for over forty seven years, we have tried to implement the concept of environmental sustainability in our operations and products.



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) in a sustainable manner.



VALUES OF ASECO



FACILITIES

Located near the heart of Dubai, our oldest Al Quoz branch spans across 25,000 square meters of covered space and 56,000 square meters of total area. Our newer base in Dubai Industrial City spreads over 25,000 square meters of covered space and 90,000 square meters of total area. We also operate from a satellite branch in Oman and have sales offices in Kuwait, Qatar and Saudi Arabia.

ABOUT THE GROUP

Oasis Investment Company LLC (OIC), the holding company of the Al Shirawi Group of Companies, was founded in Dubai in 1971, by two visionary leaders – Abdulla Al Shirawi and Mohan Valrani. From its humble beginnings as a trading and contracting company, the Group has grown into one of the largest private business conglomerates in the UAE. The reigns have now been successfully passed on to the second generation of leaders.

Today, the Al Shirawi Group has more than 34 companies in diverse business sectors.

THE ASECO FAMILY



Al Shirawi Equipment Company along with recent additions of Thor Middle East, Clear Water Solution, Silica Hill Middle East, and Chlor Generator as part of the strategic commitment to advancing sustainable industrial practices. This group brings together specialized expertise in water treatment, environmental technology, and equipment manufacturing to develop integrated, eco-efficient solutions tailored to regional needs. With collaboration among these partners, Al Shirawi aims to drive innovation in resource optimization, reduced environmental impact, and support the group's broader sustainability goals. This collaboration marks a significant step toward fostering a greener future through shared values and collective action.

Thor Middle East

Thor Middle East L.L.C, formerly known as Hiab Middle East L.L.C is a fully owned subsidiary of Al Shirawi Group and part of Al Shirawi Equipment Company.

Thor Middle East LLC was operating in the region as Hiab Middle East L.L.C for over 7 years before being acquired by Al Shirawi three years back. It is currently the clear market leader in its segment of loading and hydraulic equipment in UAE, with a market share of 45% on Loader cranes and 93% on Demountables. Thor has operations in Sharjah, Dubai, Abu Dhabi and Oman.

Clear Water Solutions

Clear Water Solutions, is a part of Al Shirawi Equipment Company. It specializes in wastewater recovery and offers complete design, integration, supply, installation and maintenance services for your entire water cycle. It also offers custom solutions for water and wastewater reuse using advanced treatment technologies especially for the oil and gas field applications.

Silica Hill Middle East

Silica Hill Middle East, is a part of the Al Shirawi Equipment Company, presently supplying Cementing and fluids products to the Major oilfield Service companies in the GCC, Egypt and Libya. It aims to help optimize oilfield operations through reduced logistics, local inventory and warehousing.

Chlor Generators

Chlor Generators, a part of the Al Shirawi Equipment Company's water treatment initiatives, has a worldwide client base and has been manufacturing onsite electro chlorination systems and quality electrolyzers in UK for over 25 years.

It has recently moved its manufacturing base to Dubai to be closer to its customer base.



ARABIA CSR & SUSTAINABILITY AWARD

Al Shirawi Equipment Co. LLC was honored as the First Runner-Up in the Automotive category at the prestigious 17th cycle of Arabia CSR & Sustainability Awards 2024. As one of the region's most respected accolades for Corporate Social Responsibility and Sustainability, this recognition affirms our achievements and ongoing commitment to responsible business practices and sustainable innovation.

The award highlights our efforts to reduce environmental impact, foster community well-being, and lead the sector through sustainable and lean operational practices. From the development of eco-friendly products to the implementation of initiatives aimed at minimizing our carbon footprint, we continue to embed sustainability into every facet of our operations.



This achievement is not an endpoint but a significant milestone—one that reinforces our dedication to creating long-term value for our stakeholders and the environment. It is a testament to the hard work and passion of our team, as well as the continued support of our customers and partners who share in our vision for a more sustainable future.

HSBC SUSTAINABLE BUSINESS ACCELERATOR

Al Shirawi Equipment Co. was proud to complete the HSBC Sustainable Business Accelerator, a program designed to support forward-thinking companies in integrating sustainability into their core strategies through our Sustainability Officer, Ms. Mushbira Yoosaf. Through expert mentorship, workshops, and practical tools, the program enabled us to strengthen our approach to environmental, social, and governance (ESG) performance.



This initiative reinforced our commitment to sustainable growth, innovation, and resilience aligning our business practices with global sustainability standards and long-term value creation.



CERTIFICATES



Al Shirawi Equipment Company is committed to the highest standards of quality, safety, and sustainability, as evidenced by its robust portfolio of certifications. The company holds ISO 9001:2015, ISO 14001:2015, and ISO 45001:2018 certifications for quality, environmental, and occupational health and safety management systems, respectively. It also has API Q1 certification from the American Petroleum Institute for its manufacturing and service capabilities in the oil and gas sector. Additionally, the company possesses ASME Certificates of Authorization for the manufacture of pressure vessels, including Class 1 and Class 2 types.

Reinforcing its contribution to the UAE's local economy, Al Shirawi Equipment has earned an In-Country Value (ICV) certification with a score of 55.78%, reflecting its ongoing support for national industrial growth and localization efforts.

ESG STRATEGY

In the coming year, we will build on last year's progress by refining our ESG strategy based on sustainability report insights. Our focus will be on accelerating climate action, strengthening social impact initiatives, and enhancing governance transparency. This progressive adoption approach ensures we remain aligned with stakeholder expectations and global best practices.



ENVIRONMENTAL



We are advancing our efforts to reduce greenhouse gas emissions, improve energy efficiency, and increase the share of renewable energy in our operations. Our initiatives also support circular economy practices through enhanced waste management, resource optimization, and recovery. We are strengthening responsible sourcing and taking nature-positive actions to minimize our ecological footprint.

SOCIAL

Our strategy emphasizes employee well-being, occupational health and safety, and inclusive workplace culture. We are expanding diversity, equity, and inclusion (DEI) initiatives and fostering stronger community engagement through localized social investment programs. Consistent with GRI's standards on labor practices and human rights, we remain committed to ethical labor conditions and upholding human rights throughout our value chain.



GOVERNANCE



In alignment with GRI's standards on governance and anti-corruption, we are strengthening our internal policies, disclosure practices, and stakeholder engagement mechanisms. ESG considerations are increasingly integrated into strategic decision-making, ensuring we drive sustainable value creation with transparency and integrity. We are reinforcing our ethical foundations by improving ESG risk oversight, board accountability, and data integrity.

By aligning our ESG strategy with the GRI Standards, we ensure that our reporting reflects internationally recognized best practices while maintaining focus on the issues that matter most to our stakeholders and our long-term success.

REPORTING FRAMEWORK

We believe Sustainability, transparency, and accountability are integral to responsible business practices.

This ESG report, prepared in line with the GRI Standards, covers the period from January 1 to December 31, 2024, offering insights into environmental, social, and economic impacts. By adopting this globally recognized framework, the report ensures a structured and comprehensive disclosure of sustainability initiatives. We have remained committed to its Ten Principles and continues to drive progress towards the 17 United Nations Sustainable Development Goals (UNSDGs).

We have started reporting to CDP (Climate Disclosure Project) for the transparency in the a measure of the environmental sustainability of the company based on voluntary disclosure. The practice is intended to help stakeholders who wish to incorporate environmental, social, and governmental (ESG) factors into their decision-making process.



MATERIALITY ASSESSMENT

Our materiality assessment process is fundamental to identifying and prioritizing the most significant sustainability topics for Al Shirawi Equipment and our stakeholders. This process involves engaging with internal and external stakeholders to understand their perspectives on environmental, social, and governance issues relevant to our business operations and value chain.

Through surveys, interviews, and workshops, we identify topics that have a significant economic, environmental, and social impact, or that substantially influence the assessments and decisions of our stakeholders.

The key material topics identified for 2025 include:

- Carbon Footprint Reduction
- Occupational Health and Safety
- Worker Participation and Communication
- Diversity and Equal Opportunity
- Waste Management and Recycling
- Responsible Sourcing
- Community Engagement
- Ethical Business Practices

These material topics guide our strategy, actions, and reporting, ensuring that we focus our efforts where they can create the most positive impact and address the concerns of our stakeholders.



SUSTAINABLE DEVELOPMENT GOALS

We always align our sustainability goals with UN Sustainable Development Goals (SDGs). Al Shirawi Equipment is committed to contributing to the United Nations SDGs, a universal call to action to end poverty, protect the planet, and ensure that all people enjoy peace and prosperity. Our business operations and sustainability initiatives align with 8 SDGs principal, reflecting our dedication to global sustainable development.

Some of our selected actions are as below:



Gender Equality (Goal 5)

Our industry is mostly male dominated. But in the last 4 years the female strength has increased predominantly.



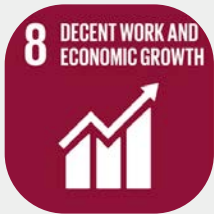
Clean water and sanitation (Goal 6)

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 95% to 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 maximizing efficiency with identifying and minimizing all waste.

**Climate action (Goal 13)**

Our vision statement itself directly commits us to this goal. We have reduced our operational emission by 75% with climate actions as we progress to our target to be carbon neutral manufacturing.

**Partnerships for the Goals (Goal 17)**

We strive to strengthen relationships with our various stakeholders to develop global partnerships for reaching our sustainable development goals.

ENVIRONMENT

UAE Net Zero 2050 Strategy

Al Shirawi Equipment commits to the UAE's Net Zero by 2050 strategic initiative, which aims to achieve net-zero greenhouse gas emissions by mid-century. This national endeavor, the first of its kind in the Middle East and North Africa region, encompasses over 25 programs across six key sectors: power, industry, transport, buildings, waste, and agriculture.



In alignment with these objectives, Al Shirawi Equipment has undertaken significant measures to reduce its carbon footprint. Notably, the company's Dubai Industrial City branch operates entirely on solar energy, and Al Quoz branch derives 88% of its energy from solar sources.

Reduction and recycling of waste, implementation of energy-efficient operations, and alignment with the Net Zero Strategy 2050 are our other initiatives towards this goal.



Solar Power

At Al Shirawi Equipment, both our facilities are equipped with integrated solar power plant (Total Capacity of 3.1MW) . These rooftop solar panels capture the abundant sunlight, generating clean, renewable electricity that powers more than 95% of our operations electricity requirements.

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.



Total Renewable Energy produced since commissioning our solar installations is 17558 Mwh, in 2024 our solar plants produced 4899 Mwh.

Steel Scrap

Steel fabrication produces a considerable amount of waste, of which nearly 70% is reused and 30% is at our plants. Central to this recycling effort is the use of Electric Arc Furnace (EAF), which efficiently processes steel scrap.



This method prevents the release of around 0.357 tons of CO₂ for every ton of steel manufactured. The adoption of technologies like EAF is important for the manufacturing sector to meet sustainability targets, as it greatly reduces the ecological footprint of steel production.

We have recycled 2388 tons of steel via EAF, saving 852.5 tons of CO₂.

Hazardous Waste

With third party partnership for mineral recovery techniques, we've generated 30,000 kilograms of alternative raw material tailored for the cement industry. Additionally, we've repurposed 67,080 kilograms of paint sludge, 19,820 Kilogram of Resin waste and 3,240 kilograms of waste paint thinner, 27,260 kilograms of waste cans, further strengthening our environmental stewardship by effectively recycling these materials.



This initiative has achieved a remarkable 100% reduction in soil and water contamination and landfill diversion leading to a substantial decrease of 160,739 kilograms of CO2 emissions. This leads to reduction in Virgin Fossil Fuels of 98,318 kilograms and Virgin Raw Materials of 21,860 kilograms. 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 331 kilograms of E-waste, we've effectively saved 186.95 kilograms of CO2e.

This initiative reflects our dedication to environmental responsibility and resource efficiency, highlighting the important role of effective waste management in reducing our carbon footprint and promoting a sustainable future.

Paperless Workplace

We have achieved partial digitalization of our internal processes, effectively eliminating paper waste and strengthening our recycling efforts. This transition to digital workflows has resulted in increased operational efficiency and improved collaboration across departments. Importantly, it has contributed to a significant reduction in our environmental impact by decreasing paper consumption, minimizing waste generation, and conserving natural resources. Through the adoption of digital technologies, we reaffirm our commitment to sustainability and the responsible use of resources, while simultaneously enhancing organizational connectivity and performance. This initiative aligns with our objective to conduct operations in an environmentally responsible manner and to support broader environmental conservation efforts.

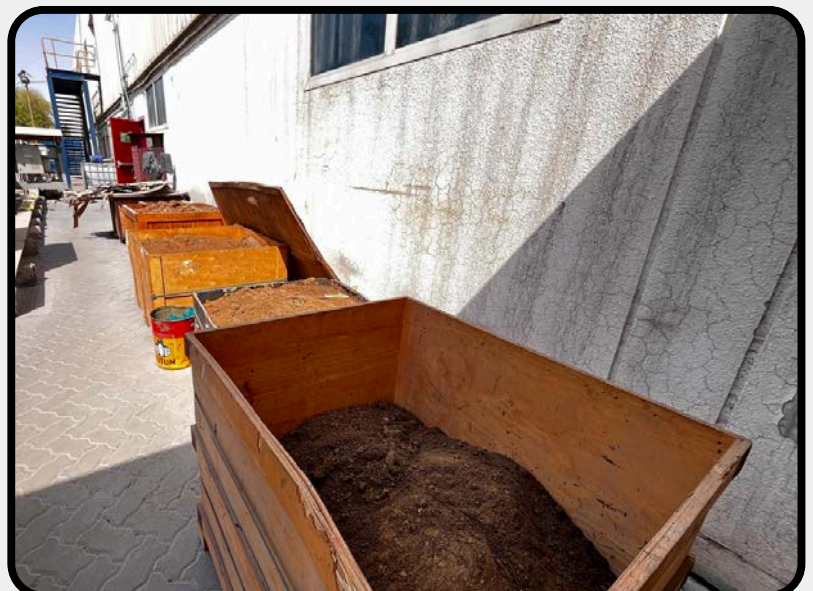
Cutting Edge Gas

We've made a significant shift in our manufacturing processes by substituting Acetylene Gas with Cutting Edge Gas (CEG), resulting in a remarkable reduction of 80% CO₂e emissions as compared to acetylene use. 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.



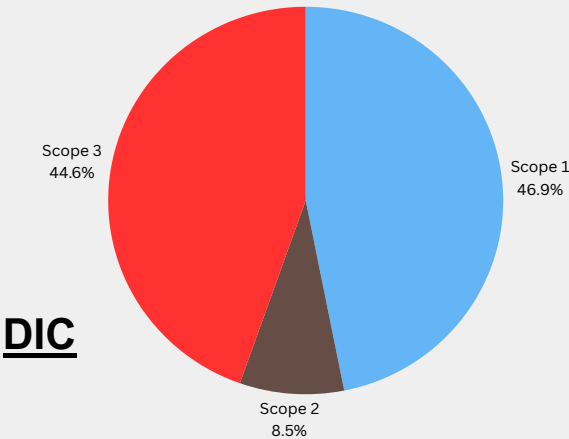
Food Waste

Our food waste management initiatives deliver substantial environmental benefits, notably the reduction of approximately 0.75 metric tons of CO₂ emissions for every metric ton of food waste processed. We have processed **400 kg** of food waste and produced **420 kg** of compost, which has been effectively utilized in our in-house landscaping and vegetable garden. Beyond emissions mitigation, these efforts aim to decrease overall waste volumes and enhance soil quality through composting practices. In alignment with circular economy principles, we emphasize sustainable alternatives to landfill disposal, promoting resource efficiency and environmentally responsible operations. Collectively, these measures reflect our commitment to environmental stewardship and play a significant role in climate change mitigation and the advancement of a more sustainable future.



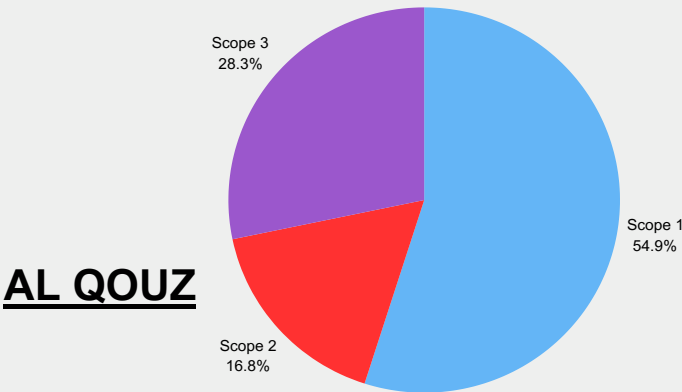
CARBON FOOTPRINT

Total Carbon Footprint - 1093.3 Tonnes CO2e



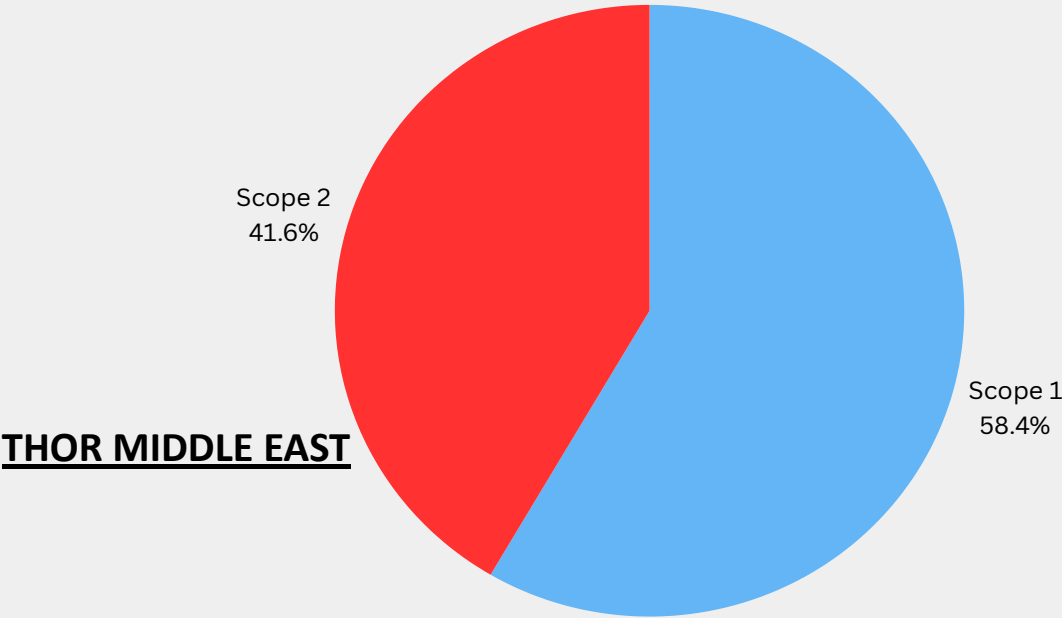
Scope 1 512.4 Tonnes CO2e	Scope 2 93.2 Tonnes CO2e	Scope 3 487.6 Tonnes CO2e
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Total Carbon Footprint - 926.3 Tonnes CO2e



Scope 1 508.8 Tonnes CO2e	Scope 2 155.7 Tonnes CO2e	Scope 3 261.8 Tonnes CO2e
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Total Carbon Footprint - 29.9 Tonnes CO2e



<div>Scope 1</div> <div>17.5 Tonnes CO2e</div>	<div>Scope 2</div> <div>12.4512 Tonnes CO2e</div>
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HEALTH AND SAFETY

At Al Shirawi Equipment, ensuring the health and safety of our employees, contractors, and stakeholders is a core component of our sustainability commitment. We prioritize a proactive safety culture by implementing robust health and safety management systems, adhering to regulatory standards, and continuously improving workplace practices. Our approach not only protects the well-being of our workforce but also contributes to long-term operational resilience and social sustainability and contributes to a socially sustainable future.



We prioritize the **health** and well-being of our employees. We believe that a healthy workforce is productive, and we actively promote physical, mental, and emotional well-being to ensure individual and organizational success.

We implement comprehensive control measures and programs to foster a proactive **safety** culture. We prioritize the well-being of all individuals within our premises, demonstrating our unwavering commitment to life and quality of life through a disciplined approach to safety



Ensuring a safe and healthy working environment is a fundamental priority. The organization is committed not only to complying with applicable safety regulations but also to consistently exceeding them. All employees undergo regular and comprehensive safety training programs designed to equip them with the necessary knowledge and skills to respond effectively to emergencies and to uphold a safe working environment.

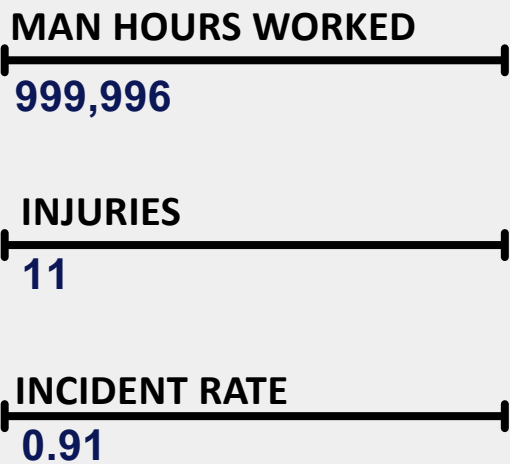
These training sessions encompass a broad range of topics, including the correct use of personal protective equipment (PPE), fire safety protocols, first aid procedures, and safe machinery operation. The use of PPE is strictly enforced in designated operational areas, and all equipment is maintained in accordance with the highest safety standards.

A proactive approach to workplace safety is embedded within the company's operations through routine safety audits and an open reporting culture that encourages employees to identify and communicate potential hazards. This continuous improvement framework supports risk mitigation efforts and reinforces our commitment to safeguarding the health and well-being of our workforce



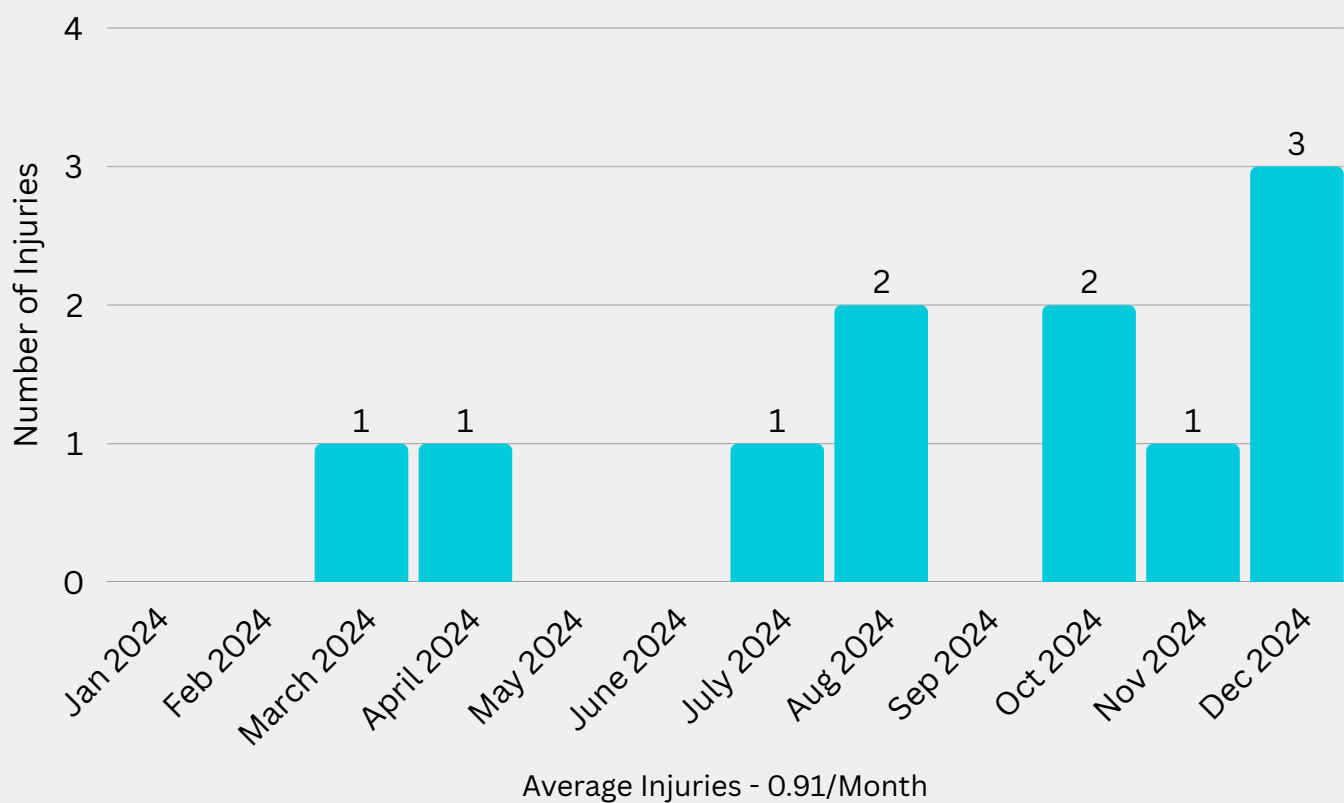
Al Shirawi Equipment is committed to maintaining a safe and sustainable workplace through clear HSE objectives. These include achieving zero non-compliance with UAE health, safety, and environmental regulations, reducing PPE costs through efficient consumable management, and supporting carbon neutrality by planting trees. We also aim to cut water usage for washing by 50% through Kaizen initiatives, control irrigation with flow meters, and reduce waste by applying Lean principles.

Safety Culture



At Al Shirawi Equipment, health and safety remain a top priority, ensuring a secure working environment through proactive measures, regular training, and continuous monitoring of incidents. The company is committed to minimizing workplace injuries and promoting a culture of safety among all employees.

Incident Trend 2024



Safety Training

At Al Shirawi Equipment, employee safety is a core priority, supported by structured and ongoing training programs. All personnel receive comprehensive instruction on the correct use of personal protective equipment (PPE), safe operation of machinery, fire safety procedures, and first aid.

New hires undergo a mandatory safety orientation, followed by regular refresher sessions and practical emergency drills. Additionally, specialized training is conducted for high-risk tasks to ensure preparedness and hazard mitigation. This proactive and continuous learning approach strengthens our safety culture and supports the prevention of workplace incidents.



SOCIAL

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.

Eye Check-Up Camp

We hosted an eye check-up camp for our employees to prioritize their health and well-being. This initiative offered an 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.



Funday 2024

As part of our ongoing commitment to employee well-being and inclusive workplace culture, Al Shirawi Equipment Co. LLC hosted Funday 2024, our much-anticipated annual day dedicated to celebrating the contributions of our factory workforce.



Held at our manufacturing facility, the event brought together all our employees for a day filled with games, team-building activities, cultural performances, and refreshments. It served as a platform to recognize the dedication, hard work, and unity of our team, while fostering a sense of belonging.

Stakeholder Engagement With Sister Companies



As part of our commitment to transparent and comprehensive sustainability reporting, we engaged with our sister companies across the Al Shirawi Group to align sustainability goals and share best practices for sustainability reporting.

This collaborative approach enabled the exchange of data, insights, and successful initiatives, contributing to a more unified and accurate sustainability report. By involving key stakeholders within our group, we ensured that the report reflects a broader organizational impact while fostering a culture of shared responsibility and continuous improvement across business units.



Holistic Health

As part of our commitment to employee well-being, Al Shirawi Equipment Co. LLC partnered with Fitness Trail to host a wellness webinar titled "Holistic Health: Exercise, Nutrition, and Lifestyle." The session focused on educating employees about the importance of maintaining a balanced lifestyle through informed choices in physical activity, nutrition, and daily habits.

This initiative reflects our belief that holistic health is a key pillar of sustainable success. By promoting awareness and healthy living practices, we continue to support the physical and mental well-being of our workforce.



Long Service Award

As part of our commitment to fostering a stable, motivated, and values-driven workforce, we proudly hosted the Long Service Award ceremony to honor employees who have completed 25, 30, and 35 years of dedicated service. This initiative underscores our recognition of long-term contributions and the importance of human capital in achieving sustainable organizational growth.



Cultural Celebration

As part of our commitment to fostering an inclusive, diverse, and socially sustainable workplace, we organize cultural and community-building events. These celebrations reflect our dedication to creating a positive and respectful work environment where employees of all backgrounds feel valued and recognized.

These cultural events promote unity, morale, and cross-cultural understanding among our workforce. Through festive activities, team interactions, and shared celebrations, employees are encouraged to connect beyond their professional roles, contributing to a more cohesive and collaborative organizational culture.



Child Labor and Forced Labor

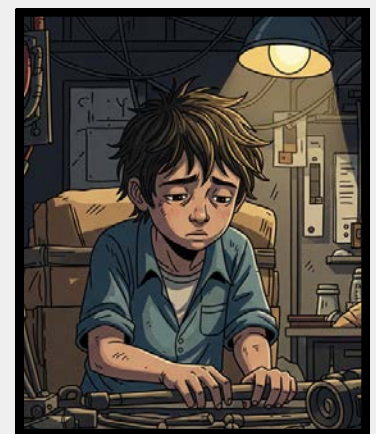
Al Shirawi Equipment maintains a zero-tolerance policy against child labor and forced labor, fully aligned with UAE laws and international human rights standards.

This commitment is formally embedded in our Human Resources Policy, ensuring all employment is fair, voluntary, and legally compliant across our operations and supply chain.

Regular audits, employee training, and monitoring systems reinforce our dedication to ethical labor practices. These efforts directly support key UN Sustainable Development Goals, including :

SDG 8 ,SDG 16,SDG 5 & SDG 10.

Through these actions, we uphold human dignity and contribute to a socially sustainable future.



Child Labor

Driver's Day

Al Shirawi Equipment Team embarked on a series of engaging initiatives, venturing out to connect with truck drivers and extend personal, a warm acknowledgement of their importance to our business.



This valuable interaction also served as an opportunity to gather direct feedback on the products they currently utilize, as well as their perspectives on other options available in the market. As a gesture of our appreciation for their time and insights.



LEAN MANAGEMENT

Driving Sustainability Through Innovation and Operational Excellence

At Al Shirawi Equipment Company, our commitment to sustainability is deeply integrated into every aspect of our operations—from design and manufacturing to product development and corporate culture. Guided by our vision of “Carbon Neutral Manufacturing of Reliable Solutions,” we have adopted a holistic approach that balances innovation, operational efficiency, and environmental responsibility.

All these initiatives are strategically aligned with the United Nations Sustainable Development Goals, particularly:



SDG 9 – Industry, Innovation and Infrastructure, which calls for resilient infrastructure, inclusive and sustainable industrialization, and the upgrading of industries to adopt clean and environmentally sound technologies.



SDG 12 – Responsible Consumption and Production, which advocates for sustainable management and efficient use of natural resources, waste reduction, and the promotion of environmentally friendly practices and technologies.

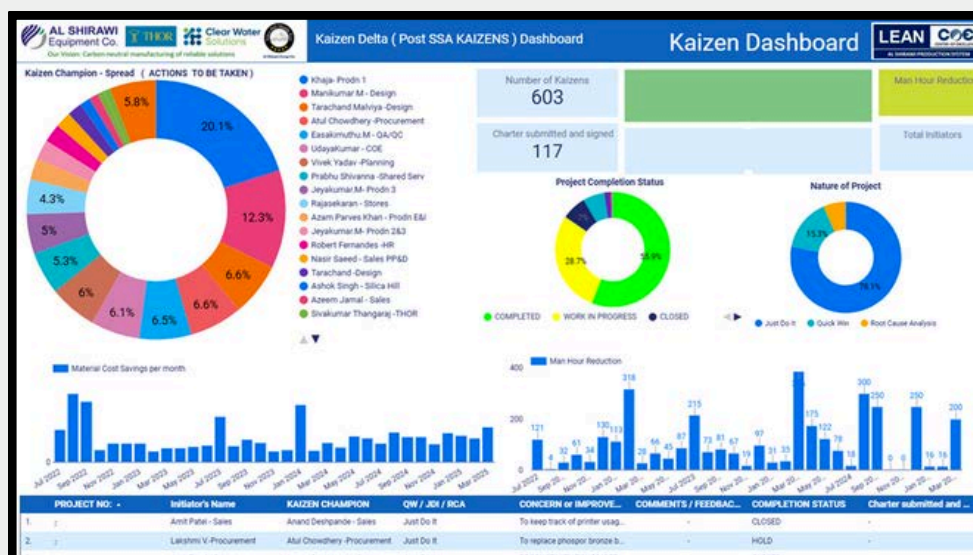
Engineering Products to Global Standards with a Sustainable Edge

All our products and services are designed to meet stringent international and industry standards, with a strong emphasis on sustainability. Our new product lines feature innovative, eco-conscious designs, integrating Human Machine Interface (HMI) and automation technologies to reduce manual interventions, optimize resource use, and significantly lower carbon footprints.

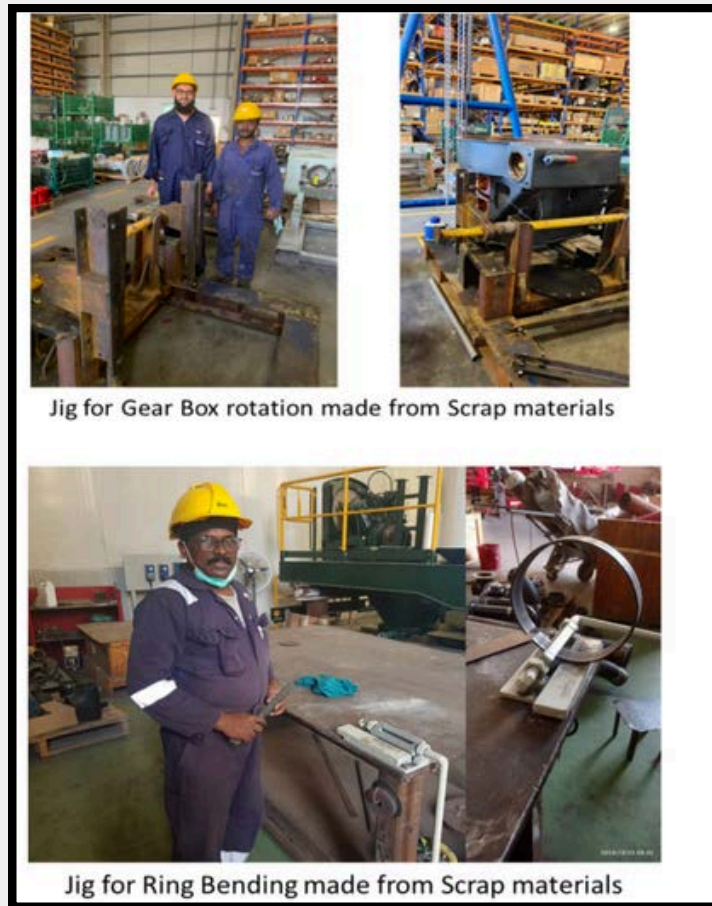


SCADA (Supervisory Control and Data Acquisition System)

Kaizen (Continuous Improvement): We cultivate a culture where employees are empowered to identify inefficiencies and propose impactful solutions. These initiatives not only boost productivity but also drive environmentally conscious outcomes, such as reduced waste and lower emissions.



We also follow the 3R principles – Reduce, Reuse, Recycle – across our operations and maintenance activities, reinforcing our commitment to environmental preservation.



Training, Engagement, and Knowledge Sharing

We believe that sustainability starts with awareness and education. Our onboarding programs include modules on Lean thinking, product and system knowledge, and personality development. Additionally, our Lean Centre of Excellence conducts extensive internal workshops and external sessions for educational institutions to build the next generation of sustainable thinkers.

Employees are encouraged to participate in:

KISS (Knowledge Information Sharing Sessions): Open forums for sharing ideas and innovations that create organizational impact.



Kaizen Idea Submissions: A platform where every employee can contribute to solving challenges and reducing the “8 Wastes” (Defect, Overproduction, Waiting, Underutilized Talent, Transportation, Inventory, Motion, Extra Processing).

Product Innovations & Green Process Enhancements

Innovation is at the core of our sustainability initiatives. Some recent milestones include:

- Vertical Material Storage Racks: Redesigned to save over 30% space.
- KANBAN 2-Bin System: Optimizing inventory management for over 100 fastener types.
- Hardox Wear Plates: Use of globally recognized, high-performance green steel in our tipper and dump body designs enhances durability while reducing weight and environmental impact.

- **Energy Efficiency:** Replaced EXD 400W metal halide lights with EXD 160W LED flood lights on trailer-mounted equipment, lowering energy usage.
- **STT-GMAW Welding Technology:** Reduced grinding operations and material consumption on tanks and pipe assemblies.
- **Steel Scrap Management:** 70% of leftover steel is reused in jobs; the remaining 30% is responsibly recycled.
- **Sweep Blasting:** Introduced to reduce environmental impact from traditional blasting methods.

A Model for Sustainable Industrial Leadership

Al Shirawi Equipment Company is proud to be a growing leader in sustainable business practices within the industrial manufacturing sector. By aligning with SDG 9 and SDG 12, and through continuous innovation, employee empowerment, and structured Lean implementation, we are not only meeting today's challenges but also shaping a cleaner, more efficient future for generations to come.

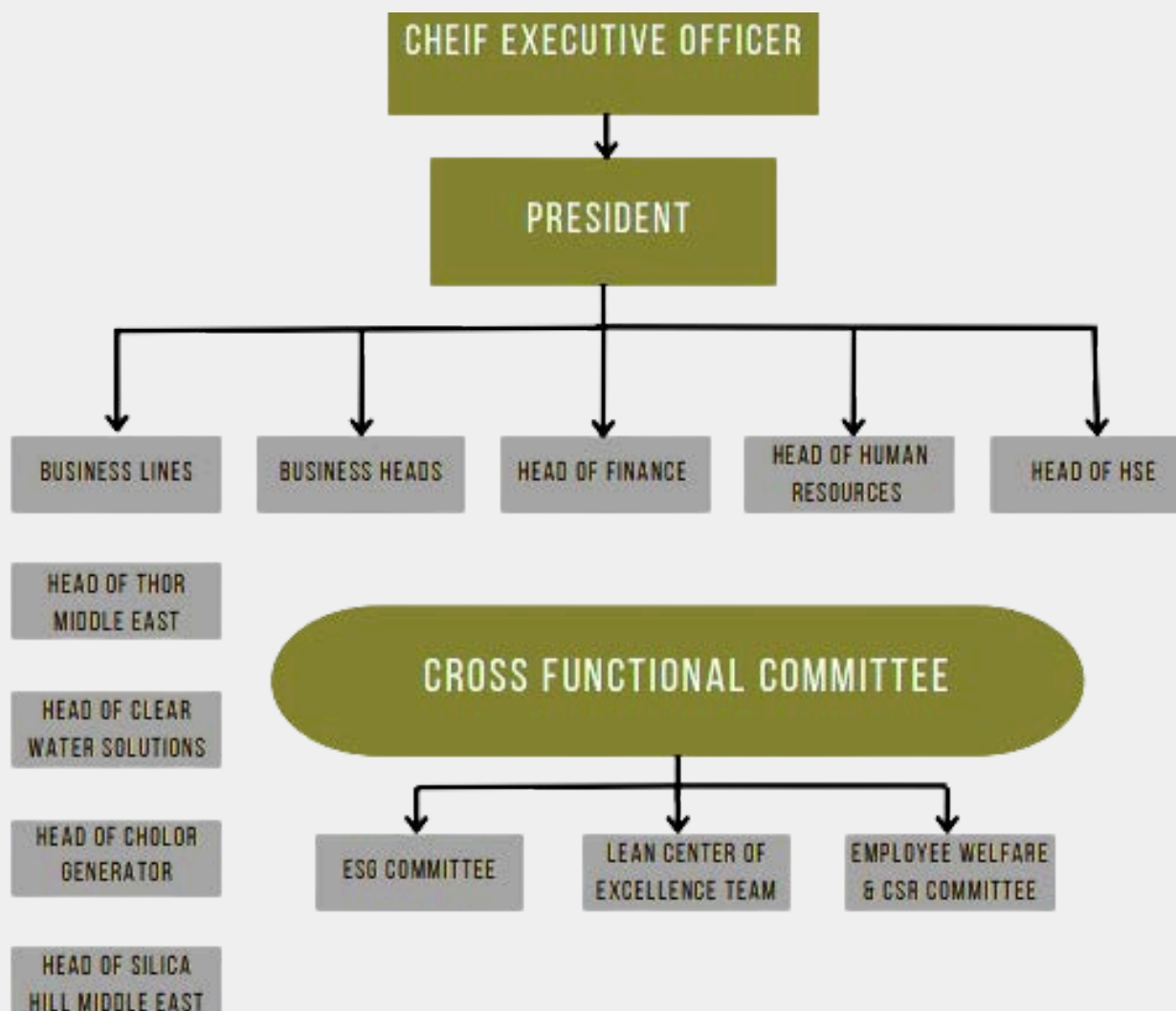


GOVERNANCE

At Al Shirawi Equipment, effective governance is the cornerstone of our commitment to ethical business practices, responsible decision-making, and long-term sustainability. Our governance framework is designed to uphold transparency, accountability, and compliance with both international standards and local regulations, National Labor Law enabling us to operate with integrity while creating lasting value for our stakeholders.

Our governance structure is led by the Board of Directors—the highest decision-making authority—entrusted with defining the company’s strategic direction and providing oversight of financial, operational, and sustainability performance. The Board plays a critical role in aligning our business objectives with our sustainability goals.

The Board of Directors at Al Shirawi Equipment meets at least on a quarterly basis to review key aspects of the business, including risk management, ESG performance, financial results, and regulatory compliance. These regular evaluations ensure that the company remains aligned with its long-term strategic goals while upholding the highest ethical standards.



ESG Committee

At Al Shirawi Equipment, the ESG Steering Committee plays a pivotal role in driving our sustainability agenda. The committee is responsible for reviewing and endorsing the company's ESG strategy, setting measurable sustainability objectives, and closely monitoring progress against these goals. It also ensures transparent and accurate disclosure of our environmental, social, and governance performance through regular ESG reporting.

Lean Centre of Excellence Team

The Lean Centre of Excellence Team at Al Shirawi Equipment operational efficiency and continuous improvement across the organization. By promoting Lean principles, the team drives process optimization, waste reduction, and productivity enhancements. It also supports cross-functional collaboration, training, and the adoption of best practices to embed a Lean thinking & culture of excellence and innovation in our day-to-day operations.

Employee Welfare and CSR Committee

The Employee Welfare and CSR Committee at Al Shirawi Equipment is responsible for promoting the well-being and professional growth of our workforce while fostering a culture of inclusivity and engagement. The committee also oversees the planning and implementation of corporate social responsibility initiatives, ensuring our commitment to both employee welfare and positive community impact is consistently upheld.

Corporate Ethics and Risk Management

At Al Shirawi Equipment, corporate ethics and robust risk management are integral to our governance framework. We have established comprehensive policies to prevent bribery and corruption, supported by a confidential whistleblower mechanism and responsible supply chain management practices that reinforce ethical conduct across all operations.

We actively engage with regulatory authorities, industry bodies, and key stakeholders to stay ahead of emerging risks, evolving regulations, and ESG expectations. In line with national labor standards, Al Shirawi Equipment enforces strict policies against child labor and is committed to maintaining a safe, fair, and ethical workplace for all employees.

Sustainability Leadership

Our sustainability leadership is embedded at the highest levels of our organization and guides our long-term strategic direction. Our leadership team is deeply committed to integrating sustainable practices across all business functions, ensuring that environmental, social, and governance (ESG) principles are not only upheld but actively championed.

We recognize that true sustainability leadership goes beyond compliance; it involves setting ambitious goals, fostering innovation, and leading by example. Our vision to achieve carbon-neutral manufacturing by 2025 reflects this proactive approach and underscores our role as a responsible industry leader. We prioritize transparent decision-making, stakeholder engagement, and continuous improvement in all areas of our sustainability performance.

Townhall Meetings

At Al Shirawi Equipment, open communication and employee engagement remain central to our organizational culture. As part of this commitment, our CEO, Mr. Sumeet Valrani, conducts town hall meetings on a timely and regular basis. These sessions provide an open forum where employees are encouraged to voice their concerns, share suggestions, and directly engage with the leadership.

During the latest town hall, Mr. Valrani addressed key topics such as AI integration in operations, business continuity strategies, and the company's unwavering dedication to employee well-being. His transparent and reassuring communication continues to foster a sense of trust, unity, and resilience throughout the organization.

This initiative stands as a testament to our leadership's focus on social sustainability—ensuring every team member feels informed, valued, and connected. By maintaining this open dialogue, we strengthen our collective ability to navigate challenges, grow together, and build a supportive and thriving workplace.



Compliance

At Al Shirawi Equipment, compliance is a cornerstone of our governance strategy and a key enabler of sustainable growth. We are committed to upholding high standards across environmental, social, and governance (ESG) dimensions by ensuring strict adherence to applicable laws, industry regulations, and internal policies. Our robust compliance framework promotes ethical conduct, transparency, and accountability across all levels of the organization.

We proactively monitor and evaluate our compliance practices to mitigate risks and meet stakeholder expectations. Continuous improvement is embedded in our approach, enabling us to adapt to evolving regulatory landscapes and align with industry best practices. Through these efforts, we foster a culture of integrity and responsible governance, contributing to long-term value for both our business and society.



Ethics & Integrity

At Al Shirawi Equipment, ethics and integrity form the foundation of our corporate culture and operational philosophy. We are committed to upholding the highest standards of ethical conduct across all levels of the organization. This commitment is reflected in how we engage with our employees, customers, suppliers, communities, and stakeholders—with honesty, fairness, and transparency guiding our interactions.

We ensure that all actions and decisions align with legal obligations and ethical norms, fostering a culture of accountability and trust. Ethical behavior is promoted through leadership by example and organizational practices that reinforce integrity as a core value. Open communication, respect, and consistency between words and actions are central to our stakeholder relationships, strengthening our reputation for reliability and responsibility.

By embedding ethics and integrity into our daily operations, we reinforce our long-term commitment to sustainable growth and responsible governance. Continuous evaluation and improvement of our ethical standards ensures that these principles remain integral to our business strategy and decision-making processes.



Sustainable Procurement Policy and Awareness

As part of our broader commitment to sustainability, Al Shirawi Equipment is in the process of developing a Sustainable Procurement Policy aimed at ensuring that all goods and services are sourced responsibly. This policy will prioritize environmental stewardship, fair labor practices, ethical sourcing, and supplier accountability throughout our supply chain.

To effectively implement and integrate this policy, we recognize the importance of building awareness and capabilities across our organization. Therefore, we plan to host webinars to educate employees and key stakeholders on sustainable procurement principles, best practices, and compliance expectations in the upcoming year. This initiative will support informed decision-making, encourage responsible purchasing behavior, and further align our operations with global sustainability standards.



CONCLUSION

At Al Shirawi Equipment, sustainability remains a core pillar of our business strategy and operations. As highlighted in our 2024 Sustainability Report, we view sustainable development not as a choice, but as a responsibility—integral to long-term success and global well-being. Our commitment to achieving carbon-neutral manufacturing by 2025 reflects our proactive stance on climate action and resource efficiency.

Over the past year, we have advanced our environmental, social, and economic sustainability goals through meaningful initiatives and measurable outcomes. From reducing emissions and enhancing operational efficiency to fostering an inclusive workplace and ensuring business continuity, we have laid strong foundations for a resilient future.

Looking ahead, we acknowledge that the path to sustainability requires continuous effort, innovation, and collaboration. We remain dedicated to further reducing our environmental impact, promoting social equity, and strengthening economic stability. We are grateful to our employees, partners, and stakeholders whose support drives our progress. Together, we will continue to shape a more sustainable and responsible future for all.

**"Go back to your children, tell them
you are also saving the
environment by making sure that
there is no waste and waste is the
worst thing that we can do"**

Sumeet Valrani - CEO



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	2-5 External assurance	Not Available	
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GRI STANDARDS/OTHER SOURCE	DISCLOSURE	LOCATION	REMARKS
GENERAL DISCLOSURE			
GRI 2: General Disclosures 2021	2-19 Remuneration policies	N/A	In consideration of the sensitive nature of the organization's operations, and in alignment with internal confidentiality protocols, detailed remuneration policies are not disclosed in the public domain
	2-20 Process to determine remuneration	N/A	In consideration of the sensitive nature of the organization's operations, and in alignment with internal confidentiality protocols, process to determine remuneration are not disclosed in the public domain
	2-21 Annual total compensation ratio	N/A	In consideration of the sensitive nature of the organization's operations, and in alignment with internal confidentiality protocols, annual total compensation ratio are not disclosed in the public domain
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	403-2 Hazard identification, risk assessment, and incident investigation	Page: 23	
	403-4 Worker participation, consultation, and communication on occupational health and safety	Page: 24	
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	403-9 Work-related injuries	Page: 23	
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GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Page: 25,35	
	405-2 Ratio of basic salary and remuneration of women to men	N/A	In consideration of the sensitive nature of the organization's operations, and in alignment with internal confidentiality protocols, ratio of basic salary and remuneration of women to men are not disclosed in the public domain
Child labor			
GRI 3: Material Topics 2021	3-3 Management of material topics	Page: 28	
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Page: 28	
Security practices			
GRI 3: Material Topics 2021	3-3 Management of material topics	Page: 25 - 28	
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	Page: 25 - 28 , 39	