

Diversity & Inclusion | Emiratization

OVERVIEW

We have approximately 12,000 employees across the group, with 6,064 employees working in our factories at our headquarters in Ras Al Khaimah. We strive to provide a workplace where individuals have an equal opportunity to work and contribute to the Company's growth. We offer equal employment, advancement opportunity and remuneration to all individuals without discrimination based on age, color, race, religion, gender or disability. In 2022, we hired 1,071 professionals, and 677 employees left the company.

EMIRATIZATION

We continue to focus our efforts on employing national talent to align with the UAE's 2021 vision of Emiratization. Our Human Resources team works closely with the Ministry of Human Resources and Emiratization to increase the number of Emiratis in our workforce. In 2022, the percentage of Emiratis in our administrative functions has increased by 8%.

DIVERSITY & INCLUSION

In 2022, women accounted for 30% of administrative employees, and we have targeted to include 30 more women in our team by 2023. We also made strong strides towards employing youth, with 60% of all new hires being youth aged below 30. We also do not tolerate a gender pay gap, and women in our company, on average, were paid 2.32 and 2.56 times more than men in 2021 and 2022 respectively.



6,064

Employees in UAE

8%

Emiratization rate in 2022

30%

Females in Administrative Roles

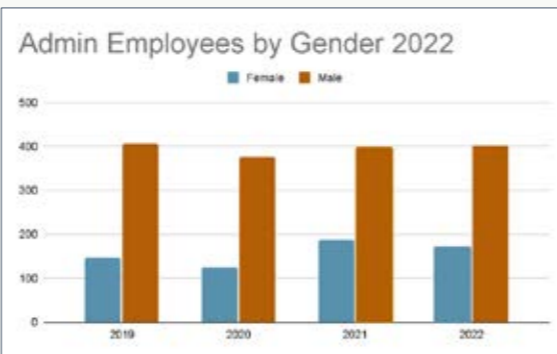
1,071

New hires in 2022, of which

60%

were youth aged below 30.

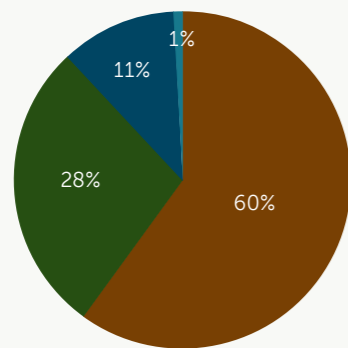
Ratio of Total Remuneration – Women to Men		
	2021	2022
Band 1 (para professionals)	2.19	2.34
Band 2 (professionals)	1.58	1.62
Band 3 (middle management)	1.11	1.11
Average	2.32	2.56



Initiatives for 2023

We are ramping our efforts towards diversity, and aim to add 30 more women to our team in 2023

New Employee Age Group



● Under 30 years old ● Between 30 and 39 years old
● Between 40 and 49 years old ● Above 50 years old

Employee Safety & Wellbeing

EMPLOYEE HEALTH & SAFETY OVERVIEW

We prioritize the safety and well-being of our employees. We believe that a safe and healthy working environment is essential for their happiness and productivity. Here's an overview of our Health & Safety framework:

1. Health and Safety Policy: Our comprehensive policy adheres to UAE Regulations, including ISO-45001 and OSHAD Code of Practice, as well as international best practices. It covers all employees, contractors, and visitors across our production units, office buildings, workers' accommodation, and workshops. Our goal is to prevent accidents, injuries, and occupational illnesses.

2. Health & Safety Governance: Our dedicated EHS and facility management team ensures the day-to-day management of our health and safety systems. We have a Safety Committee consisting of representatives from various departments that meets regularly to address safety issues and propose necessary controls.

3. Monitoring & Audits: Our NEBOSH certified safety officers and technical team conduct daily monitoring, semi-annual internal audits, and routine inspections. This helps identify hazards, eliminate or control risks, and identify areas for improvement. All machinery moving parts are properly guarded, and risk assessments and plant inspections are regularly performed.

4. Safety Protection, Trainings & Awareness: We prioritize employee safety through safety induction training for all employees, visitors, and contractors. Safety bulletins and hazard posters are displayed strategically to raise awareness. Dust masks and earplugs are provided to mitigate the health risks associated with dust, noise, and silica exposure. Regular safety trainings are conducted to enhance awareness and knowledge.

5. Employee Reporting: Our EHS team operates a 24-hour hotline for reporting unsafe conditions, accidents, or incidents. Upon receiving a report, an internal

investigation is conducted, and appropriate control measures are implemented to prevent recurrence.

6 Managing Specific Safety Risks:

- Inhalation of dust and exposure to chemicals: We conduct air quality testing, employ dust collector systems, and provide personal protective equipment (PPE) such as dust masks for respiratory protection.
- High levels of noise: Silencers are installed, and earplugs are provided to mitigate the risk of hearing problems.
- Our efforts have shown positive results in reducing work-related injuries. Between 2021 and 2022, major work-related injuries decreased by 37% (from 19 to 12), and minor work-related injuries decreased by 22% (from 213 to 167).
- Through these initiatives and continuous improvement, we strive to create a safe and healthy workplace for all our employees.

37%

Reduction in Major Work Related Injuries

22%

Reduction in Minor Work Related Injuries

Audits conducted	Total Findings	Percentage
General	952	93%
Electrical	841	98%
Mechanical	659	85%
Environmental	149	86%

Initiatives for 2023

Continue to make efforts towards our Health & Safety framework, by identifying & resolving hazards, and eliminating work related injuries.