



**Sustainability Report 2025**

# **Al Shirawi Enterprises Group**



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## Executive Summary

# Al Shirawi Enterprises is proud to present

**its inaugural Sustainability Report, marking a significant milestone in our journey toward responsible business practices and sustainable growth in the UAE. As a leading provider of sales, aftersales services, and rental solutions for transportation, construction and material handling equipment, we recognize the critical role we play in shaping a more sustainable future for our industry and the communities we serve.**

Our sustainability strategy is anchored in a clear vision: to be a pioneer in delivering sustainable equipment solutions and to proactively achieve carbon-neutral operations. Guided by the Global Reporting Initiative (GRI) Standards, this report details our commitment to environmental stewardship, social responsibility, and robust governance, all of which are integral to our long-term business success.

### Environmental Stewardship

Al Shirawi Enterprises has taken decisive steps to minimize our environmental footprint. We have implemented a range of initiatives, including the installation of solar panels at key locations, the adoption of sustainable uniforms, energy-efficient technologies, and the successful rollout of rechargeable batteries to reduce hazardous waste. Our Environmental Management System (EMS) ensures that we continuously monitor and improve our energy and water consumption, with transparent reporting of associated greenhouse gas emissions. Notably, by conducting life cycle assessments on cotton-based coveralls, we gained a comprehensive understanding of their environmental impacts, which enabled us to shift toward more sustainable uniform options aligned with our environmental commitments. Al Shirawi Enterprises is certified to ISO 9001:2015, ISO 14001:2015, and ISO 45001:2018 standards.

### Social Responsibility

We believe our people are our greatest asset. Our approach to sustainability places a strong emphasis on occupational health and safety, diversity, equal opportunity, and staff development. Through regular training, awareness campaigns, and a focus on employee well-being, we strive to foster a safe, inclusive, and supportive workplace. Our engagement with local communities and preference for local sourcing further reinforce our commitment to creating positive social and economic impacts in the region where we operate. This also includes providing rest areas for our workers, air-conditioned workshops, grievance committees for anti-bullying, and various recreational facilities. We are committed to equal growth opportunities with structured performance appraisal. Additionally, we have introduced Automated External Defibrillator (AED) machines across our facilities to strengthen our emergency preparedness measure. These machines will be made available to the public for emergency situations from our three main facilities: Abu Dhabi, DIP- Dubai, Al Quoz -Dubai.

### Looking Forward

As we continue to advance our sustainability agenda, Al Shirawi Enterprises is focused on building momentum through innovation, collaboration, and continuous improvement. We are committed to deepening our impact by exploring new technologies, strengthening partnerships, and empowering our workforce to drive positive change. This report is both a reflection of our progress to date and a catalyst for further action, as we work to ensure that sustainability remains at the heart of our business and a source of shared value for all our stakeholders.

### Stakeholder Engagement and Materiality

Ongoing dialogue with our stakeholders, including customers, suppliers, employees through our internal ideas portal, employee engagement committees, and regulators, ensures that our sustainability efforts remain relevant and impactful. Through surveys, meetings, audits, and forums, we have identified key material topics such as emissions reduction, product lifecycle management, workplace safety, and customer satisfaction. These priorities guide our actions and reporting, ensuring we address the most significant issues for our business and stakeholders.

### Governance and Accountability

Our sustainability governance framework is overseen by the Top Management and Employee Engagement Committees, supported by comprehensive policies on environmental management, health and safety, and ethical conduct, ensuring accountability for our commitments.

# About This Report



## Reporting Period, Scope, and Boundary

This inaugural Sustainability Report covers the period from January 1, 2025, to December 31, 2025, unless otherwise specified for certain data points (e.g., monthly consumption data). The scope of this report includes all operations and facilities of Al Shirawi Enterprises Group within the United Arab Emirates. The boundary encompasses direct operational control, including sales, aftersales services, and rental activities, as well as associated administrative functions.

## Reporting Principles and Methodology

This report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards. We have applied the principles of accuracy, balance, clarity, comparability, reliability, and timeliness to ensure the quality and credibility of the information presented. Our methodology involves collecting data from internal systems, customers, consultants, suppliers, engaging with all departments, and validating information to ensure its robustness.

## Statement of Use and GRI Compliance

This report has been prepared in accordance with the GRI Standards: Core option.

### 3. GRI Content Index

List of GRI Standards Used

- GRI 2: General Disclosures 2021
- GRI 3: Material Topics 2021
- GRI 201: Economic Performance 2016
- GRI 301: Materials 2016
- GRI 302: Energy 2016
- GRI 303 Water and Effluents 2018
- GRI 305: Emissions 2016
- GRI 306: Waste 2020
- GRI 307 Environmental Compliance 2016
- GRI 308 Supplier Environmental Assessment 2016
- GRI 401 Employment 2016
- GRI 403: Occupational Health and Safety 2018
- GRI 404: Training & Education 2016
- GRI 405: Diversity & Equal Opportunity 2016
- GRI 413: Local Communities 2016
- GRI 416: Customer Health & Safety 2016

#### Disclosure References and Locations

<b>GRI Disclosure</b>	<b>Disclosure Title</b>	<b>Section in Report</b>
GRI 2-1	Organizational Details	4. Organizational Profile / 2-1: Organizational Details
GRI 2-2	Entities Included in the Report	4. Organizational Profile / 2-2: Entities Included in the Report
GRI 2-3	Reporting Period, Frequency, and Contact Point	4. Organizational Profile / 2-3: Reporting Period, Frequency, and Contact Point
GRI 2-4	Restatements of Information	4. Organizational Profile / 2-4: Restatements of Information
GRI 2-5	External Assurance	4. Organizational Profile / 2-5: External Assurance
GRI 3-1	Process to Determine Material Topics	5. Strategy and Materiality / 3-1: Process to Determine Material Topics
GRI 3-2	List of Material Topics	5. Strategy and Materiality / 3-2: List of Material Topics
GRI 3-3	Management of Material Topics	5. Strategy and Materiality / 3-3: Management of Material Topics
GRI 201-1	Direct Economic Value Generated and Distributed	8. Economic Performance / 201-1: Direct Economic Value Generated and Distributed
GRI 201-2	Financial Implications of Climate Change	8. Economic Performance / 201-2: Financial Implications of Climate Change
GRI 301	Materials	9. Environmental Performance / GRI 301: Materials
GRI 302	Energy	9. Environmental Performance / GRI 302: Energy
GRI 303	Water and Effluents	9. Environmental Performance / GRI 303: Water and Effluents (See GRI 302 and GRI 306)
GRI 305	Emissions	9. Environmental Performance / GRI 305: Emissions
GRI 306	Waste	9. Environmental Performance / GRI 306: Waste
GRI 307	Environmental Compliance	9. Environmental Performance / GRI 307: Environmental Compliance
GRI 308	Supplier Environmental Assessment	9. Environmental Performance / GRI 308: Supplier Environmental Assessment
GRI 401	Employment	10. Social Performance / GRI 401: Employment
GRI 403	Occupational Health and Safety	10. Social Performance / GRI 403: Occupational Health and Safety
GRI 404	Training and Education	10. Social Performance / GRI 404: Training and Education
GRI 405	Diversity and Equal Opportunity	10. Social Performance / GRI 405: Diversity and Equal Opportunity
GRI 413	Local Communities	10. Social Performance / GRI 413: Local Communities
GRI 416	Customer Health and Safety	10. Social Performance / GRI 416: Customer Health and Safety

# Organizational Details

Al Shirawi Enterprises was established in the year 1979 and is one of United Arab Emirates (U.A.E)'s leading providers of commercial and industrial equipment. In 1981, it became the exclusive distributor for SCANIA trucks and buses in Dubai and the Northern Emirates, establishing itself as a market leader in the heavy vehicle sector. Over the years, the company has diversified its portfolio to include the distribution of Scania industrial and marine engines, as well as the sales, aftersales services, and rental of construction, agricultural, and material handling equipment from leading global brands.

Headquartered in Dubai, Al Shirawi Enterprises is a part of the Al Shirawi Group, one of U.A.E's largest privately owned conglomerates. The company provides efficient and comprehensive product support, including genuine spare parts and workshop services, with a keen focus on quality and customer satisfaction. Al Shirawi Enterprises is certified to ISO 9001:2015, ISO 14001:2015, and ISO 45001:2018 standards, thus emphasizing its commitment to the highest standards of quality and continuous improvement of its processes and facilities.

With its workforce of over 600 employees, the company serves a diverse client base across transportation, construction, agriculture, and material handling sectors, and is recognized for its reliability and long-term partnerships with customers, suppliers, financiers, and employees alike. Being a reliable service/spare parts provider helps increase the useful life of the equipment.



Over 600  
Employees

Certificates



# Our Businesses

Sales, aftersales services & rental of construction, agricultural, and material handling equipment from leading global brands, and their spare parts sales.

# Entities Included in the Report

This report covers all operations and entities under the direct operational control of Al Shirawi Enterprises Group within the UAE. The scope includes, but is not limited to, the following entities and their respective activities:

#### Al Shirawi Enterprises LLC

**Al Quoz (HQ):**  
Marketing, Sales, Servicing and Repairing of Vehicles, Construction and Agriculture Equipment, Material Handling Equipment, Power Generating Sets, Engines, Transport Refrigeration Units, and Sales of Spare parts, for Electrical Equipment.

#### Al Shirawi Enterprises LLC

**Abu Dhabi:**  
Sales and Aftersales Services including Spare parts Sales of Construction & Agriculture Equipment, Material handling Equipment, Transport Refrigeration Units. Aftersales, Servicing and Repairing of Construction and Agriculture Equipment, and Transport Refrigeration Units.

#### Al Shirawi Enterprises LLC

**RAK:**  
Aftersales Service of Commercial Vehicles. Sale of Spare Parts for Vehicles and Equipment. Aftersales, Servicing and Repairing of Vehicles. Sales of Spare parts.

#### Al Shirawi Enterprises LLC

**Dubai Investment Park 2 - ASE:**  
Bodyshop Repairs, Construction & Agricultural Equipment Servicing & Repair, Material Handling Equipment Servicing and Repairs. Central Warehouse, Transport and Refrigeration Units Servicing and Repair. Aftersales, Servicing and Repairing of Construction and Agriculture Equipment, Material Handling Equipment, and Transport Refrigeration Units. Fabrication and Sales of refrigerated units. Sales of Spare parts. Provision of Bodyshop activity.

#### Al Shirawi Enterprises LLC

**Sharjah:**  
Sales of Spare parts.

#### Al Shirawi Machinery LLC (ASM)

**Al Quoz:**  
Sales of Construction Heavy Equipment - Hyundai.

#### Al Shirawi Machinery LLC (ASM)

**DIP 2:**  
Aftersales of Construction Heavy Equipment - Hyundai. Aftersales, Servicing and Repairing of Construction Equipment.

#### Al Shirawi Industries LLC (ASI)

**DIP 2:**  
Transport and Refrigeration Units Servicing and Repair. Aftersales, Servicing and Repairing of Transport Refrigeration Units. Fabrication or Assembly and Sales of refrigerated units. Sales of Spare parts.

#### O Rentals LLC

**DIP 2:**  
Rentals of Material Handling Equipment and Soil Compaction Cranes.

#### Al Shirawi Trading LLC (AST)

**DIP 2:**  
Aftersales of Material Handling Equipment - Hyundai. Aftersales, Servicing and Repairing of Construction Equipment and Material Handling Equipment.

#### Al Shirawi Trading LLC (AST)

**Al Quoz:**  
Sales of Material Handling Equipment - Hyundai.

## Reporting Period, Frequency, and Contact Point

### Reporting Period

January 1, 2025  
to December 31, 2025

### Reporting Frequency

Annually

### Contact Point

Mr. Darren Rycroft  
Deputy Director  
HSE & Technical Projects  
[darren.r@alshirawi.ae]

## Restatements of Information

This is the inaugural Sustainability Report for Al Shirawi Enterprises Group; therefore, no restatements of information from previous periods have been made.

## External Assurance

Al Shirawi Enterprises has not sought external assurance for this inaugural Sustainability Report. However, we are committed to enhancing the credibility and transparency of our future reports and will consider obtaining external assurance for subsequent reporting periods.



# Strategy and Materiality

## GRI 3: Material Topics

### Process to Determine Material Topics

Our sustainability strategy comprises of a thorough process for identifying the environmental, social, and governance (ESG) topics that matter most to our business and stakeholders. This process ensures that our efforts and reporting remain focused, transparent, and aligned with both stakeholder expectations and the organization's best practices.

We actively seek input from our key stakeholders using surveys, interviews, and open forums. This engagement helps us understand the issues that are most important to those who are directly or indirectly impacted by our operations. Furthermore, to ensure that we are aligned with global standards and emerging trends, we benchmark our practices against industry peers and frameworks such as the Global Reporting Initiative (GRI) and the Sustainable Development Goals (SDGs).

This allows us to identify sector-specific priorities and anticipate future challenges. Our preliminary list of material topics is then reviewed with internal experts and key stakeholders to ensure that it accurately reflects our most significant impacts and opportunities. This validation process helps us maintain relevance and accountability in our sustainability reporting.

# List of Material Topics

The following material topics have been identified as priorities for our organization:

## Energy Consumption and Emissions

Managing our energy use and reducing emissions are vital for minimizing our environmental footprint and contributing to global climate goals.

## Occupational Health and Safety

The health, safety, and well-being of our employees and contractors are fundamental to our operations and a core organizational value. This includes H&S initiatives and the potential inclusion of AED machines.

## Product Lifecycle and Waste Management

We are committed to responsible product design, use, and end-of-life management, striving to minimize waste and promote circular-economy principles.

## Customer Satisfaction and Service Quality

Delivering high-quality products and services, and maintaining strong customer relationships, are essential to our long-term success.

## Diversity and Equal Opportunity:

Al Shirawi Enterprises Group is dedicated to promoting diversity and inclusion within our workforce, ensuring equal opportunities for all employees. This commitment supports a positive organizational culture and drives enhanced performance. We implement structured performance appraisal systems to provide fair and transparent evaluation processes,

identify skill gaps, and deliver targeted training programs to support employee development. Furthermore, our recruitment and hiring practices are firmly guided by a non-discrimination policy, ensuring equitable treatment and opportunities for all candidates in accordance with GRI 405: Diversity and Equal Opportunity disclosures.

# Management of Material Topics

Our sustainability strategy is guided by a clear vision: to be a pioneer in the industry for sustainable equipment solutions. We are committed to proactively achieving carbon-neutral operations and delivering reliable solutions that benefit both our business and the environment. We recognize that sustainability is not merely a regulatory requirement but a fundamental business responsibility and an integral part of our long-term success.

To turn this vision into reality, we have established achievable targets aimed at reducing our environmental impact and supporting our communities, thereby promoting responsible and sustainable growth. Our key focus areas include the following:

## Clean Energy

ASEG has installed solar panels at most of our locations, with 47% of our total energy consumption now sourced from solar power. This facilitates the use of clean energy, thereby reducing greenhouse gas emissions.

## Paper Reduction

Awareness campaigns on paper reduction, placement of signboards near printers, shredding and recycling old files, and assigning a team to collect old files from all departments for recycling.

## Rechargeable Battery Usage

Following a successful trial, the use of rechargeable batteries was implemented in Al Quoz. Rechargeable batteries replaced regular alkaline batteries, thereby reducing battery waste and costs. This initiative is being implemented across all locations, with charging stations set up for employees to use.

## Waste Management System

Companywide Awareness sessions for employees, cleaners on waste segregation and disposal, implementation of correct waste segregation practices, and the use of different colored signages for each type of waste is implemented.

## Environmental Management System (EMS):

ASEG's EMS includes actions to control and minimize environmental impacts. This involves using LED bulbs, natural light, occupancy sensors, regular maintenance of HVAC systems, and energy-efficient appliances. The goal is to reduce energy consumption and greenhouse gas emissions.

## Life Cycle Assessment (LCA) of Cotton-based Coveralls

An LCA was conducted to determine the carbon footprint of cotton-based coveralls. The assessment covers all phases of the life cycle, from extraction to end-of-life, and aims to understand and minimize the environmental impact by transitioning to sustainable uniforms.

## Commitment to Environmental, Social and Governance (ESG) Practices:

Al Shirawi Enterprises Group (ASEG) is committed to sustainability by focusing on reducing environmental impact. Initiatives include minimizing paper usage, improving waste management, reducing greenhouse gas emissions (GHG) from electricity and fuel, reduction in battery consumption, and developing a comprehensive GHG inventory.



# Governance

## **Governance Structure and Composition**

Our sustainability governance framework is overseen by our Top Management, Business Excellence department, HSE & Technical Projects department and Employee Engagement Committees, who regularly monitor and review our sustainability practices to ensure continuous improvement and alignment with our vision. This structure ensures that sustainability is embedded into our decision-making processes.

## **Roles and Responsibilities in Sustainability**

The Top Management and Employee Engagement Committees are responsible for guiding our sustainability efforts. They are supported by comprehensive policies on environmental management, health and safety, and ethical conduct, ensuring accountability for our commitments.

# Stakeholder Engagement

## Stakeholder Identification and Engagement Process

Stakeholders play a pivotal role in augmenting an organization's success. Ongoing engagement with them provides valuable feedback and ensures that our sustainability journey remains relevant and impactful. Our approach is shaped by input from a diverse group of stakeholders, including:

**Customers:** Organizations and individuals who use our products and services.

**Suppliers:** Partners who deliver goods and services which are essential to our operations.

**Employees:** The dedicated workforce whose engagement and development drive our progress.

**Regulators:** Government agencies and industry bodies that oversee compliance and standards.

**Local Communities:** Residents and organizations within the United Arab Emirates.

To facilitate meaningful dialogue and continuous improvement, we employ a range of engagement methods:

### Surveys

Regular feedback surveys help us evaluate stakeholder satisfaction and identify emerging concerns.

### Meetings

Scheduled meetings and open forums provide opportunities for direct dialogue with stakeholders.

## Key Topics and Concerns Raised

Through these ongoing engagement efforts, several key topics have been identified:

### Equipment Emissions

Stakeholders have voiced their opinions about the environmental impact of our operations, particularly emissions from equipment.

### Safety Standards

The health and safety of our employees and surrounding communities remain paramount.

### Local Sourcing

There is strong support for sourcing locally, which helps boost community economic development and reduces emissions from transportation compared to importing goods.

### Staff Development

Employees have recognized the importance of ongoing training and career development opportunities.

We are committed to addressing these topics through targeted initiatives and transparent reporting. Stakeholder feedback continues to shape our sustainability strategy and drive continuous improvement across all aspects of our operations.

# Economic Performance

## Direct Economic Value Generated and Distributed

Al Shirawi Enterprises Group plays a crucial and foundational role in the UAE's infrastructure and industrial development through its extensive heavy equipment supply. As the exclusive distributor for a portfolio of globally recognized brands, the Group provides essential, high-performance machinery that underpins critical sectors including large-scale construction, efficient transportation networks, modern agriculture, sophisticated warehousing, and various industrial manufacturing processes.

Beyond direct sales, it also offers flexible rental services for specialized equipment such as dynamic compaction cranes, and a wide range of general plant and machinery. This rental option provides businesses with adaptable solutions, enabling them to manage project-specific demands and capital expenditure more efficiently, thereby fostering greater agility in the national economy.

Al Shirawi Enterprises Group stands as a significant employer in the region, providing over 600 direct and indirect employment opportunities.

These roles span diverse and specialized fields, including sales, engineering, logistics, and after sales services, contributing substantially to the local job market and supporting livelihoods across the Emirates for citizens and expatriates. This commitment to job creation extends beyond mere numbers, focusing on sustainable career paths within high-demand technical and service sectors.

## Financial Implications of Climate Change

Al Shirawi Enterprises Group is deeply committed to sustainability initiatives, aligning its operations and offerings with the UAE's progressive vision for a green and sustainable economy. This commitment is vividly demonstrated through its engagement in partnerships for cutting-edge solutions such as electric vehicles (including Scania's sustainable transport solutions), advanced electric material handling equipment (like STILL forklifts), waste management solutions (such as TANA landfill compactors), and recent collaboration with Electra - Electric Commercial Vehicles.

Beyond its product offerings, the Group's own operational practices incorporate significant sustainable measures, including the installation of solar panels, the widespread adoption of energy-efficient technologies across its facilities, and the implementation of comprehensive waste management systems, all contributing to a reduced environmental footprint in the UAE.

**Other relevant economic disclosures**  
Al Shirawi Enterprises Group actively and strategically supports the UAE's overarching goal of economic diversification, aiming to reduce reliance on oil revenues and foster a more balanced economy. It achieves this by operating across a comprehensive range of vital sectors, including construction, transportation, warehousing, manufacturing, marine, and agriculture. By leveraging its broad and specialized product portfolio, the Group helps to build robust non-oil economic pillars, contributing directly to the nation's resilience against global market fluctuations.

Sector	Brands / Products	Sustainability Features
<b>Agriculture</b>	CASE IH (Agriculture Tractors), CASE Construction Equipment (Agriculture Tractors)	Fuel-efficient engines, Precision agriculture technologies
<b>Construction, Transportation &amp; Mobility</b>	CASE Construction Equipment (Backhoe Loader, Skid Steer Loader, Wheel Loader, Single Drum Loader, Crawler Excavator), MANITOU (Rotating Telehandler, Fixed Telehandler, Heavy Duty Forklift, Manlift), HYUNDAI Construction Equipment (Crawler Excavator, Wheel Loader, Wheeled Excavator, Mini Excavators), DYNAPAC (Asphalt Paver, Tandem Roller, Double Drum Roller, Single Drum Roller), Electra Commercial Vehicles Ltd (Electric Trucks, Tippers, Construction Support Vehicles), SCANIA (Distribution, Long Haulage, Construction, Petroleum & Chemical, Special Use Type Truck/Vehicles), Heil Trailer (Stainless Steel Chemical Tank Trailers, Bitumen Tank Trailers, Petroleum Truck Tanks & Tank Trailers)	Fuel-efficient ICE refrigeration units. Battery powered mobile refrigeration units. 20% lighter refrigerated transport containers using GRP – Saves Fuel. High durability & repairability. High Thermal Resistance – Retains Temperature.
<b>FMCG</b>	Carrier Transcold (Trailer Refrigeration, Truck Refrigeration, Light Commercial Vehicle Refrigeration), O.reefers (Refrigerated Transport Containers) SCANIA (Industrial Engines), Boge Compressed Air Systems (Air Compressors, Compressed Air Treatment, Accessories), Hyundai XiteSolution (Industrial Forklifts), Fluid Transfer International (Aviation and Industrial Refueling Equipment), Cryotech (Gas containers and Cryogenic Equipment)	Fuel-efficient engines, Fully electric and hybrid vehicles. Energy-efficient refrigeration. All equipment meets International Safety Standards.
<b>Material Handling</b>	STILL Material Handling (Electric Forklift, Diesel and LPG Forklift, Warehouse Equipment), DIMOS (Multidirectional Sideloader, Multidirectional Reach Truck), Hubtex (Multidirectional Counterbalance Forklift), Weland (Vertical Storage Lifts), HYUNDAI XITES SOLUTION (Heavy Line Forklift, Diesel Forklift, Electrical Forklift, LPG Forklift, Warehouse Equipment), Electra Commercial Vehicles Ltd (Electric Delivery Trucks, Refrigerated Trucks, Final Mile Vehicles), Taylor (Container Handlers, Heavy Line Forklift, Reach Stackers), ROYPOW (Li-ion Battery Energy Storage System)	Zero-emission electric and hydrogen trucks. Electric forklifts. All equipment meets International Safety Standards. AI assisted Safety Features.
<b>Industrial Power, Components &amp; Systems</b>	SCANIA Engines (Industrial Power Engines, Power Generation Engines, Marine Power Engines), BOGE Compressed Air Systems (Air Compressors, Air Treatment), Garrett (Turbochargers), Cryotech (Gas containers and Cryogenic Equipment), Facet (Heavy Equipment, Marine Filtration), BOSCH (Fuel Systems), Delphi Technologies (Fuel Systems)	Euro 6 engines and biofuel compatibility, Zero air loss condensate drain system (BOGE Compressors). Intelligent Machine Control Systems (BOGE Compressors). Increased fuel efficiency (Garrett Turbochargers, BOSCH, Delphi Technologies).
<b>Municipal &amp; Environmental</b>	MADVAC (Outdoor Vacuum Litter Picker), PIQUERSA (Street & Road Sweeper), TANA (Landfill Compactors, Waste Shredders), PILOT CAR (Utility Vehicles), Electra Commercial Vehicles Ltd (Waste & Utilities, Traffic, Motorway/Highways Maintenance Vehicles), PIQUERSA (Street & Road Sweeper), MACH (Sweepers, Scrubber Dryers)	Electric waste collection vehicles, Efficient vacuum systems. Low-emission sweepers, Electric and low-emission equipment.
<b>Aviation</b>	Facet Filtration (Aviation Fuel Filtration), Fluid Transfer International (Aviation Refueling Equipment), Heil Trailer (Stainless Steel Chemical Tank Trailers, Bitumen Tank Trailers, Petroleum Truck Tanks & Tank Trailers)	High-efficiency filtration systems reducing fuel contamination.
<b>Passenger Transport</b>	SCANIA Buses & Coaches (Touring, Citywide, 4-series), BONLUCK Buses & Coaches, Electra Commercial Vehicles Ltd (Electric Passenger Buses)	Hybrid and electric buses. Fully electric passenger buses.

# Environmental Performance

## GRI 301: Materials

### Life Cycle Assessment (LCA) of Cotton-based Coveralls:

An LCA was conducted to determine the carbon footprint of cotton-based coveralls. The assessment covers all phases of the life cycle, from extraction to end-of-life, and aims to understand and minimize the environmental impact.

**Sustainable Uniform Initiative**  
As part of our sustainable uniform initiative, we provided 300 productive staff members with 1,500 uniforms made from durable, eco-friendly fabrics supplied by Klopman. Each employee received 4 sets, with one third receiving shirts and pants (500 sets) and two thirds receiving coveralls (1,000 coveralls).

Klopman's fabrics are produced using sustainable processes and are certified to EU Ecolabel, STeP by OEKO-TEX®, and ISO 50001 standards, supporting our commitment to reducing textile waste and promoting responsible resource management.

## GRI 302: Energy

### Energy Consumption: Electricity & Water Consumption

Monitoring and managing the consumption of electricity and water is a very important factor for our organization's commitment to environmental stewardship and responsible resource use. Since the global demand for both electricity and water is continually on the rise, it is imperative for organizations to monitor, report and optimize their consumption to minimize negative environmental impact.

Electricity and water are interdependent on each other.

Energy is required to extract, treat and distribute water, while water is used in electricity generation and cooling processes. In regions facing water scarcity or high energy demand, such as the Middle East, these challenges are particularly acute, with desalination and large-scale water transfer driving significant increases in energy use. Addressing these interdependencies is essential for achieving broader sustainability goals, including the United Nations Sustainable Development Goals (SDGs), particularly SDG 6 (Clean Water and Sanitation) and SDG 7 (Affordable and Clean Energy).

This section presents our latest data on water and electricity consumption, providing transparency on our performance and progress. By tracking these key indicators, we aim to identify opportunities for efficiency improvements, support our decarbonization strategies, and contribute to the sustainable development of our community and stakeholders.



Electricity

**1294543 kWh**

(Jan - Dec)



Emissions

**523124.83 kg CO<sub>2</sub> eq.**

(Jan - Dec)

The highest electricity consumption was found to be in the month of August at 221951 kWh and the least consumption was found to be in the month of March at 13502 kWh. The total electricity consumption from January to December is 1294543 kWh.

The emissions associated with electricity consumption were highest in the month of August at 89690.40 kg CO<sub>2</sub> equivalent and the least in the month of March at 5456.16 kg CO<sub>2</sub> equivalent. The total emissions from January to December is 523124.83 kg CO<sub>2</sub> equivalent.

These emissions were calculated using an electricity emission conversion factor of 0.404 kg CO<sub>2</sub> eq per kWh.



#### Average Energy Intensity

**987.05 kWh/1000 man-hours**

(Jan - Dec)

From January to December 2025, our operations recorded significant fluctuations in energy intensity, measured in kilowatt-hours (kWh) per 1000 man-hours. Energy intensity began at 327.80 kWh/1000 man-hours in January and declined to the annual low of 123.05 kWh/1000 man-hours in March. Following March, energy intensity rose progressively, reaching 259.15 kWh/1000 man-hours in April, 743.32 kWh/1000 man-hours in May, and continuing its upward trajectory through mid-year. The intensity peaked in August at 2124.15 kWh/1000 man-hours, marking the highest consumption level recorded in 2025.

After August, energy intensity decreased but remained relatively elevated, registering 1934.22 kWh/1000 man-hours in September, 1451.06 kWh/1000 man-hours in October, and 969.99 kWh/1000 man-hours in November. By December, intensity declined further to 512.54 kWh/1000 man-hours, closing the year on a downward trend. Overall, the average energy intensity for 2025 stood at 987.05 kWh/1000 man-hours, reflecting the combined effect of early-year reductions and mid-year increases.

Overall, this dataset provides insights into operational energy performance across a standardized metric, supporting ongoing efforts to identify trends, evaluate efficiency, and implement targeted improvements.

## Consumption vs Solar



Solar Energy Contribution Percentage from AI Quoz & DIP Facilities for Overall Operations

**47.32%**

(Jan - Dec)



Solar Energy Contribution Percentage at AI Quoz & DIP Facilities

**65.93%**

(Jan - Dec)

Our solar energy systems have generated clean power, resulting in the equivalent environmental benefits of:



**102**

fewer cars on road



**~21357 trees**

worth of carbon offset



**65 homes**

Energy to power



### Water consumption

**34872.56 m<sup>3</sup>**

(Jan - Dec)



### Emissions

**479846.40 kg CO<sub>2</sub> eq.**

(Jan - Dec)

The highest water consumption was found to be in the month of August at 3694.62 m<sup>3</sup> and the least consumption was found to be in the month of March at 2227.97 m<sup>3</sup>. The total water consumption from January to December is 34872.56 m<sup>3</sup>. The emissions associated with water consumption were highest in the month of August at 50837.98 kg CO<sub>2</sub> equivalent and the least in the month of March at 30656.85 kg CO<sub>2</sub> equivalent. The total emissions from January to December is 479846.40 kg CO<sub>2</sub> equivalent.

These emissions were calculated using a water emission conversion factor of 13.76 kg CO<sub>2</sub>e per m<sup>3</sup> of water consumed.



### Average Water Intensity AI Quoz & DIP Facilities

**26.55 m<sup>3</sup>/1000 man-hours**

(Jan - Dec)

From January to December 2025, our operations exhibited a consistent pattern of variation in water intensity, measured in cubic meters (m<sup>3</sup>) per 1000 man-hours. Water intensity began the year at 23.28 m<sup>3</sup>/1000 man-hours in January and remained relatively stable throughout the early months. During February, intensity increased slightly to 24.68 m<sup>3</sup>/1000 man-hours, before decreasing to 20.30 m<sup>3</sup>/1000 man-hours in March and stabilizing at 20.43 m<sup>3</sup>/1000 man-hours in April. This steady trend continued into May, which recorded 24.85 m<sup>3</sup>/1000 man-hours, keeping early-year fluctuations within a narrow operational range.

In June, water intensity rose to 29.96 m<sup>3</sup>/1000 man-hours, marking the beginning of a period of increased consumption. This upward trend continued in July, reaching 30.21 m<sup>3</sup>/1000 man-hours, before escalating further to the annual peak of 35.36 m<sup>3</sup>/1000 man-hours in August. Following the August peak, water intensity decreased but remained elevated through September at 28.80 m<sup>3</sup>/1000 man-hours, October at 29.38 m<sup>3</sup>/1000 man-hours, and November at 27.74 m<sup>3</sup>/1000 man-hours. By December, the trend moderated further, ending the year at 23.59 m<sup>3</sup>/1000 man-hours, returning to levels similar to those recorded in January.

## Green Energy Initiatives

We have proactively integrated green energy solutions, including the use of solar power, and remain committed to broadening the implementation of renewable energy throughout our operations. By increasing our dependence on solar and other sustainable energy sources and employing comprehensive energy conservation strategies such as conducting energy audits, identifying areas for improvement, and promoting company-wide reporting of energy waste and opportunities we aim to further reduce our carbon footprint and support a more sustainable future.

## Water Conservation Measures

To address water consumption, we plan to optimize our processes and enhance operational efficiency. This will involve:

Conducting regular audits to identify areas of high-water usage.

Implementing water-saving technologies and best practices.

Raising awareness among staff about responsible water use.

Through these efforts, we strive to minimize our overall water consumption while maintaining operational excellence.

# GRI 305: Emissions

## Fuel Consumption

Managing the consumption of fuel effectively is a key foundation of our sustainability strategy, which reflects our commitment to reducing greenhouse gas emissions and thus minimizing environmental impact. Since the consumption of fuel is linked to both operational efficiency and carbon emissions, monitoring and reporting the consumption of fuel helps us in identifying the current patterns, opportunities for improvement, set reduction goals and track the progress over time.

In accordance with the best practices, we ensure that the data for fuel consumption is both accurate and transparent. This approach not only supports compliance with regulatory frameworks but also aligns with global sustainability standards, including those for emissions calculation and disclosure. By understanding and analyzing our fuel consumption patterns, we can understand our environmental footprint better and implement initiatives that foster efficiency, cost savings and long-term resilience.



**Fuel Consumption (L)**

**1185587.39 L**

(Jan - Dec)



**Emissions**

**3003033.76 kg CO<sub>2</sub> eq.**

(Jan - Dec)

The highest fuel consumption was found to be in the month of October at 115475.97 L and the least consumption was found to be in the month of March at 71270.67 L. The total fuel consumption from January to December is 1185587.39 L. The emissions associated with fuel consumption were highest in the month of September at 295646.93 kg CO<sub>2</sub> equivalent and the least in the month of March at 181213.90 kg CO<sub>2</sub> equivalent. The total emissions from January to December is 3003033.76 kg CO<sub>2</sub> equivalent.

These emissions were calculated using emission conversion factors of 2.39 kg CO<sub>2</sub>e per liter for petrol and 3.10 kg CO<sub>2</sub>e per liter for diesel.



**Average Fuel Intensity**

**900.94 L/1000 man-hours**

(Jan - Dec)

From January to December 2025, our operations recorded measurable variations in fuel intensity, expressed as liters (L) per 1000 man-hours. Fuel intensity began at 814.55 L/1000 man-hours in January and increased to 864.39 L/1000 man-hours in February. In March, the intensity declined to 649.50 L/1000 man-hours, representing the lowest monthly value of the year. Subsequently, fuel intensity rose to 838.75 L/1000 man-hours in April and 897.63 L/1000 man-hours in May, reflecting a return to higher consumption levels.

In June, fuel intensity reached 1029.67 L/1000 man-hours, initiating a period of elevated mid year consumption. This trend continued through July at 924.47 L/1000 man-hours and August at 906.33 L/1000 man-hours. The annual maximum occurred in September, when fuel intensity increased to 1035.69 L/1000 man-hours. Following this peak, intensity values remained relatively high but began to stabilize, recording 1008.51 L/1000 man-hours in October and 992.39 L/1000 man-hours in November. By December, fuel intensity decreased to 849.33 L/1000 man-hours, aligning with early year levels.

## As part of our ongoing commitment to sustainability, we are taking decisive steps to minimize emissions resulting from fuel consumption across our operations.

**Fleet Upgrades** We plan to systematically upgrade our vehicle fleet to models with lower emissions. This initiative will include:

Encouraging the adoption of hybrid and electric vehicles to significantly reduce greenhouse gas emissions.

Phasing out older, less efficient vehicles in favor of newer, environmentally friendly alternatives.

**Process Optimization** For operational processes that require fuel, we are committed to:

Enhancing efficiency through careful planning to minimize unnecessary fuel use.

Investing in advanced, energy-efficient equipment that delivers the required performance with lower fuel consumption.

## Refrigerant Use

Refrigerants are essential for the operation of various cooling appliances within our facilities, including air conditioners, refrigerators, and potentially industrial cooling systems. However, we recognize that improper handling or leakage of refrigerants can contribute significantly to greenhouse gas emissions and environmental harm due to their high global warming potential.

## Current Status and Commitment

At present, we do not have comprehensive data on the types or quantities of refrigerants used across our operations. Nevertheless, we are committed to establishing a robust refrigerant management program as part of our broader sustainability efforts.

## Planned Actions

To ensure responsible refrigerant use and minimize environmental impact, we will:

Engage certified service providers for the maintenance and servicing of cooling equipment to prevent leaks and ensure proper refrigerant recovery and disposal.

Conduct an inventory of all equipment containing refrigerants, including air conditioners, refrigerators, and, where applicable, industrial cooling systems.

Train relevant personnel in the safe handling, storage, and disposal of refrigerants in accordance with local regulations and international best practices.

Initiate systematic monitoring and record-keeping of all refrigerants used in our cooling appliances.

Explore opportunities to transition to low-global warming potential (GWP) or natural refrigerants in future equipment upgrades.



## GRI 306: Waste Wastewater Generated

Effective management of wastewater generation is a critical aspect of our sustainability efforts, reflecting our responsibility to protect public health, conserve water resources, and minimize environmental impact. Wastewater, which results from industrial activities, can contain contaminants that, if not properly treated, pose risks to ecosystems and communities.

By monitoring and reducing wastewater generation, we not only help prevent pollution but also contribute to the circular use of water, enabling safe reuse and supporting the resilience of our operations.



**Wastewater Generated**

**4705.40 m<sup>3</sup>**

(Jan - Dec)

The highest wastewater generation for Al Quoz and DIP Facilities was found to be in the month of September at 500.09 m<sup>3</sup> each and the least generation was found to be in the month of March at 318.24 m<sup>3</sup>. The total wastewater generated from January to December is 4705.40 m<sup>3</sup>. Since Al Shirawi Enterprises does not have a wastewater treatment plant within its facility, the emissions associated with the treatment are not considered to be a part of the organization.

From January to December 2025, our operations showed a consistent pattern of variation in wastewater intensity, measured in cubic meters (m<sup>3</sup>) per 1000 man-hours. Wastewater intensity began the year at 3.63 m<sup>3</sup>/1000 man-hours in January and increased marginally to 3.65 m<sup>3</sup>/1000 man-hours in February. In March, the intensity declined to 2.90 m<sup>3</sup>/1000 man-hours, the lowest monthly value recorded during the year. This was followed by an increase in April to 3.23 m<sup>3</sup>/1000 man-hours, with similar levels observed in May at 3.21 m<sup>3</sup>/1000 man-hours, indicating stable conditions during the early second quarter.

In June, wastewater intensity rose to 3.54 m<sup>3</sup>/1000 man-hours, continuing a gradual upward trend. This increase persisted through July at 3.59 m<sup>3</sup>/1000 man-hours and August at 3.48 m<sup>3</sup>/1000 man-hours. The annual peak occurred in September, when wastewater intensity reached 4.49 m<sup>3</sup>/1000 man-hours, marking the highest monthly value of 2025. Following this peak, the intensity declined but remained comparatively elevated, recording 3.97 m<sup>3</sup>/1000 man-hours in October, 3.66 m<sup>3</sup>/1000 man-hours in November, and moderating further to 3.55 m<sup>3</sup>/1000 man-hours in December.

#### **Solid Waste Generated**

Our operations generate a diverse range of waste streams, including general solid waste, recyclable materials, hazardous waste, used oils, batteries and metal scraps. Recognizing the potential environmental and public health impacts of improper waste handling, we have established robust procedures to ensure all waste is managed responsibly and in full compliance with local regulations.

#### **Comprehensive Waste Segregation and Handling**

Each type of waste is carefully segregated at the source to facilitate appropriate handling, recycling, or disposal. Our waste management practices are guided by the latest environmental standards and are designed to minimize our ecological footprint while safeguarding public safety.

#### **Collaboration with Approved Vendors**

To ensure the highest standards of responsible disposal and recycling, we exclusively engage Dubai Municipality-approved vendors for all our waste management activities. These authorized service providers are fully licensed to collect, transport, process, and recycle waste materials in accordance with the requirements set by Dubai's Waste Management Department. By partnering with these reputable vendors, we guarantee that all waste generated by our operations is handled safely, ethically, and in an environmentally responsible manner.

### **Commitment to Data Transparency and Continuous Improvement**

We are committed to establishing a comprehensive waste disposal tracking system by Q2 2026 to accurately quantify waste streams. Our goal is to set measurable reduction targets for key waste categories and report on progress in our next sustainability report.

### **Emissions compared to per capita for UAE**

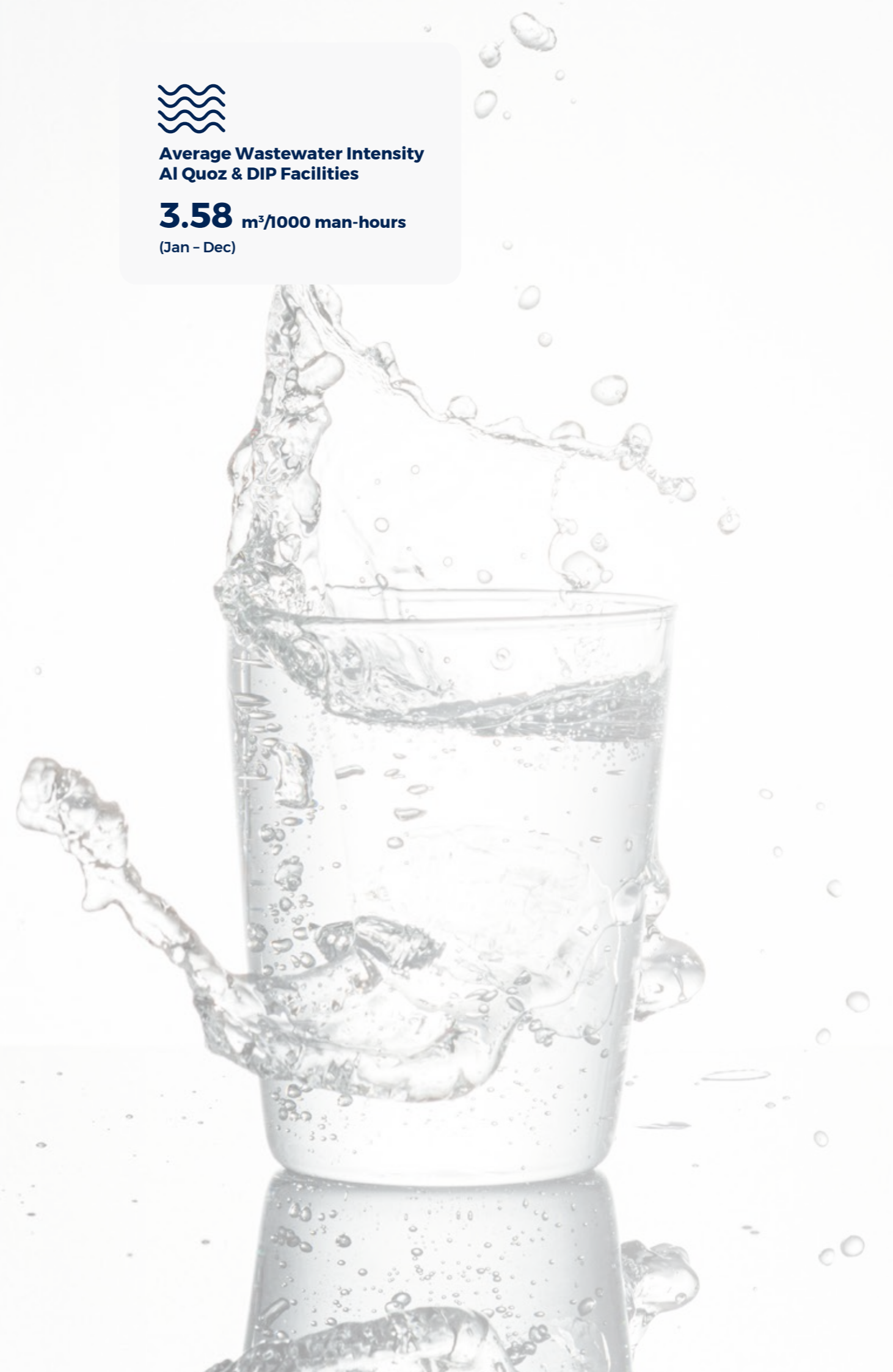
To evaluate our environmental impact, we compared Al Shirawi Enterprises Group's greenhouse gas (GHG) emissions per person to the latest available national data for the United Arab Emirates (UAE) from 2021. The UAE reported total GHG emissions of 190,901,000 tonnes in 2021, with a population of 9,861,007, resulting in an average per capita emission of 19,359.18kg CO<sub>2</sub> equivalent for the year. Reliable and recent national data beyond 2021 is currently unavailable; therefore, the 2021 figures, sourced from official government websites, provide the most accurate baseline for comparison.

For the reporting period, Al Shirawi Enterprises Group recorded total GHG emissions of 4,006,004.98kg CO<sub>2</sub> equivalent, with 648 employees. This equates to 6,182.11kg CO<sub>2</sub> equivalent per person one year. Based on the data available, our group's per person emissions in the last year remain substantially lower than the national average per capita emissions for 2021. This comparison highlights our continued focus on managing and reducing our environmental footprint. The insights gained through this analysis will inform us of our future sustainability initiatives.



#### **Average Wastewater Intensity Al Quoz & DIP Facilities**

**3.58** m<sup>3</sup>/1000 man-hours  
(Jan - Dec)



## GRI 307: Environmental Compliance

Al Shirawi Enterprises is committed to full compliance with all applicable environmental laws and regulations, as outlined in our Environmental Policy and managed through our ISO 14001:2015-certified Environmental Management System (EMS). We maintain a comprehensive legal register that is regularly updated to track all relevant environmental legislation and requirements applicable to our operations in the UAE.

Compliance is ensured through scheduled internal and external audits, as well as regular environmental-themed site observations conducted by our Health, Safety, and Environment (HSE) officers. These proactive measures enable us to systematically monitor, evaluate, and continually improve our environmental performance. Our EMS also supports transparent reporting and ongoing training to ensure all employees are aware of their responsibilities regarding environmental compliance.

## GRI 308: Supplier Environmental Assessment

We plan to conduct periodic supplier audits to ensure that our suppliers uphold our standards for quality, ethics, and sustainability.



# Environment

# Social Performance

The social section of our sustainability report showcases a year of meaningful engagement and positive community impact, driven by the Corporate Social Responsibility (CSR) Committee. Our approach to CSR is rooted in a commitment to advancing public health, supporting vulnerable populations, and fostering social well-being through targeted initiatives.

## GRI 401: Employment

Al Shirawi Enterprises Group stands as a significant employer in the region, providing over 600 direct and indirect employment opportunities. These roles span diverse and specialized fields, including sales, engineering, logistics, and aftersales services, contributing substantially to the local job market and supporting livelihoods across the Emirates. This commitment to job creation extends beyond mere numbers, focusing on sustainable career paths within high-demand technical and service sectors.

## GRI 403: Occupational Health and Safety

At Al Shirawi Enterprises Group, our commitment to sustainability is inseparable from our dedication to occupational health, safety, and environmental protection. This commitment is strongly supported by our top management, who actively champion a culture of safety throughout the organization. Guided by our ISO 45001:2018-certified Occupational Health and Safety Management System, we prioritize the well-being of every individual in our organization as a core element of operational excellence.

## Stakeholder Engagement and Committee Participation

Our HSE management system is shaped by continuous stakeholder engagement and the proactive involvement of our Work Environment and Safety (WES) Committees. These committees, comprising representatives from all levels of the workforce, play a vital role in identifying hazards, recommending improvements, and promoting a culture of safety throughout the organization. Regular meetings, surveys, audits, and forums ensure that feedback from all employees is discussed, and wherever possible integrated into our HSE policies and practices, keeping them relevant and effective.

## Incident Reporting and Performance

In 2025, the organization achieved a significant milestone in workplace safety, recording a 62.69% decrease in reported incidents compared to 2024. This improvement is a direct result of intensified safety meetings, targeted awareness campaigns, risk assessments and a revamped training framework.

## HSE Training and Awareness

We believe that effective HSE management is rooted in continuous education. Our modernization strategy leverages the ASEG Digital platform to ensure all employees receive timely and relevant instruction. Over the past year, we delivered 2,576 hours of HSE training to our staff, with a total of 3,857 participations. Training topics included risk assessment, emergency response, safe work practices, and environmental protection.

# Legal Compliance and Continuous Improvement

We maintain a comprehensive legal register to ensure ongoing compliance with UAE health, safety, and environmental regulations. Compliance is verified through scheduled audits and regular HSE-themed site observations by our officers. The active participation of the WES Committees further strengthens our ability to identify risks and implement improvements. These measures, combined with our commitment to continual improvement, help us foster a safe, healthy, and sustainable workplace for all.

# Key HSE Initiatives (2025)

## Equipment List & Certifications Tracker

Centralized system for managing equipment and certifications, ensuring compliance and timely renewals.

## Fire Protection System Monitoring

Daily status updates and prompt notifications to relevant personnel for immediate response.

## Buckle Up Campaign

Promoted mandatory seat belt use on all company transport.

## Post-Incident Knowledge Transfer

Rapid deployment of revised SOPs and safety alerts following internal investigations to prevent recurrence.

## Closed-Loop Incident Handling

Utilizing data-driven extraction from the Incident Reporting System to formulate effective Corrective and Preventive Actions (CAPA).

## Key Management Campaign

Piloted a key management system at Dubai Investment Park, with plans for wider rollout.

## Sustainability Awareness Program

Launched a company-wide initiative to educate all staff on environmental impacts and energy conservation. This program is driven by worker committees through targeted awareness sessions and high-visibility educational posters placed across all operational zones.

## Chemical Safety

Active review and approval of chemicals to eliminate/reduce environmental and health impacts.

## Observe & Report

Monthly behavioral safety initiatives to foster a proactive reporting culture and increase KPI counts for safety observations.

## Compliance & Welfare Inspections

The HSE team conducts regular site inspections at major project locations to ensure HSE compliance, worker welfare, and alignment with client-specific safety requirements.

## Sustainable Uniforms

Introduced uniforms made from sustainable materials, supporting responsible sourcing and reduced environmental impact.

## Safe Working Platforms

Deployed new, certified working platforms to enhance workplace safety.

## Lockout/Tagout

Piloted lockout/tagout procedures to prevent use of unsafe equipment.

## Changing Room Improvements

Upgraded facilities with new bins, organized storage, awareness sessions, and regular HSE officer inspections.

## Emergency Response Readiness

Investment in Automated External Defibrillator (AED) machines alongside comprehensive staff proficiency training for life-saving interventions.

## Method Statement and Risk Assessment (MSRA)

Implemented MSRA for contractor activities, including induction and permit-to-work systems.

## Energy Reduction Strategy

Conducted a comprehensive identification of energy reduction opportunities in collaboration with the WES Committee. All identified opportunities have been listed, prioritized, and are currently being actioned to optimize facility efficiency.

## Facility Optimization

Establishment of dedicated scrap management and recycling zones at the Al Quoz workshop.

## Contractual Integration

HSE terms and conditions are now standard components of all major contracts, ensuring clear safety expectations from the outset.

## Operational Reviews

Completed comprehensive Risk Assessment reviews for specialized departments, including Sales and SME units.

## ISO Certification

Achieved ISO 45001 and ISO 14001 certifications, demonstrating our commitment to best practices in occupational health, safety, and environmental management.

## Hazard Light Awareness

Increased awareness of hazard light usage within Dubai Investment Park facilities.

## Two-Way Radio Communication

Provided radios for security and safety teams at all major locations.

## Column Numbering

Marked workshop columns for easy Location identification in Dubai Investment Park during emergency.

## Single-Use Plastic Reduction

Distributed 400 reusable stainless-steel bottles to production staff and transitioned to ceramic cups for hot beverages, significantly reducing plastic and paper waste.

## Workplace Environment Safety (WES) Committees

Active participation of WES Committees to identify localized risks and implement rapid improvements.

## Waste Management Compliance

Successfully redirected all waste processing and recycling activities through Government-approved channels to ensure full transparency and environmental compliance.

## Health & Fitness

Provision of a dedicated gym in worker accommodations to support long-term physical well-being.

## Performance Tracking

Mandatory monthly HSE performance reports from contractors to ensure site-wide transparency.

## GRI 404: Training and Education

Al Shirawi Enterprises Group is committed to the continuous development, well-being, and career growth of our workforce, alongside ensuring customer satisfaction and safety. Our performance management system, overseen by the Business Excellence Department, identifies skill gaps and training needs to provide targeted development opportunities for all employees. We prioritize skill development and career progression within the organization,

supporting employees through a variety of internal and external training programs and awareness sessions covering technical skills, soft skills, physical and mental health, workplace safety, environmental protection, and customer service excellence. To further encourage professional growth, the company offers five days of paid leave annually for study purposes. Our fully equipped training rooms at Dubai Investment Park (DIP) and Al Quoz facilities are staffed with experienced technical trainers who deliver customized courses.

Additionally, three full-time equipment operations trainers conduct hands-on training for both staff and customers, ensuring safe and efficient equipment use. A key milestone in our commitment is the establishment of the first Scania training center outside Europe, located in Dubai. This state-of-the-art facility plays a pivotal role in enhancing the technical skills and expertise of the local workforce, specifically in handling and maintaining complex, modern machinery.

Through these comprehensive initiatives, Al Shirawi Enterprises Group fosters employee capability, promotes health and well-being, supports career advancement, and extends safety and satisfaction to our customers contributing to a skilled, motivated, and customer-focused workforce that drives the UAE's industrial and technological growth.

### GRI 405: Diversity and Equal Opportunity

Al Shirawi Enterprises Group is dedicated to promoting diversity and inclusion within our workforce, ensuring equal opportunities for all employees. This commitment supports a positive organizational culture and drives enhanced performance. We implement structured performance appraisal systems to provide fair and transparent evaluation processes, identify skill gaps, and deliver targeted training programs to support employee development. Furthermore, our recruitment and hiring practices are firmly guided by a non-discrimination policy, ensuring equitable treatment and opportunities for all candidates in accordance with GRI 405: Diversity and Equal Opportunity disclosures.

### GRI 413: Local Communities

Al Shirawi Enterprises Group consistently demonstrates a strong and active commitment to Corporate Social Responsibility (CSR) and Environmental Initiatives. It actively participates in prominent national campaigns such as 'Clean Up UAE', contributing directly to environmental awareness and action across the Emirates. Its unwavering dedication to sustainable practices has also earned its significant recognition, including being awarded the prestigious "Arabia CSR & Sustainability Awards" and "Sustainable Renovation project of the year" for its various entities, underscoring its leadership in responsible and ethical business conduct. Moreover, Al Shirawi Enterprises Group implements impactful CSR activities that extend beyond environmental efforts, encompassing vital health awareness campaigns (like blood donation drives and breast cancer awareness), humanitarian aid, and broader community support initiatives. These actions reflect its deep commitment to societal well-being and actively contribute to the overall national welfare and social cohesion.

# CSR Committee Initiatives

### Gaza Contribution:

Providing humanitarian support to communities affected by crisis.

### Cloth Donation Drive:

Encouraging employee participation in supporting those in need through the donation of clothing.

### Break Up with Stress

**(February 2025):** Promoting emotional wellbeing and stress management through an educational session.

### Iftaar Meals Distribution (March 2025):

Promoting inclusivity and compassion by distributing meals during the holy month of Ramadan.

### Heart Health Awareness Session (June 2025):

Educating employees and the wider community on cardiovascular health and preventive care.

### Cancer Prevention Session (July 2025):

Educating employees on early detection, risk factors and lifestyle practices that support long-term health and well-being.

### Flu Shot Drive (October 2025):

Enhancing community health and resilience by facilitating access to vaccinations.

### Breast Cancer Awareness Month (October 2025):

Raising awareness and promoting early detection through educational campaigns.

### World Diabetes Day (November 2025):

Raising awareness on diabetes prevention and early detection through an educational session shared with employees.

### Mental Health Awareness (November 2025):

Promoting emotional wellbeing and stress management through an educational session.

### Cleanup UAE (December 2025):

Supporting environmental stewardship by participating in a beach cleanup activity in Umm Al Quwain.

### Tobacco Awareness (December 2025):

Increasing understanding of the health risks associated with tobacco use through an informative awareness webinar.

## The Recreational Committee has played a vital role in enhancing employee engagement, promoting cultural diversity, and supporting holistic well-being throughout the year.

### Al Shirawi Enterprises Cinema (January & February 2025):

Promoting relaxation and entertainment.

### In-house Badminton Set Up (January 2025):

Encouraging regular physical activity.

### Bowling for Blue Collars (February 2025):

Engaging all staff levels through fun and friendly competition.

### Hag Al Laila (February 2025):

Strengthening community bonds and cultural appreciation.

### Ramadan Month Theme (February 2025):

Promoting reflection, charity, and unity.

### Eid Al Fitr (March 2025):

Distribution of date boxes.

### Al Shirawi Enterprises Bowling (March 2025):

Fostering teamwork and recreation.

### Badminton & Table Tennis Tournament (May 2025):

Encouraging fitness and wellness.

### Eid Al Adha (June 2025):

Distribution of fruit baskets.

### Onam Celebration (September 2025):

Embracing cultural diversity and promoting inclusiveness.

### Dubai 30x30 Challenge and Dubai Run (October 2025):

Promoting Physical Fitness.

### Halloween Celebration (October 2025):

Festive decorations.

### Diwali Celebration (November 2025):

Highlighting joy and unity with traditional decorations.

### UAE Flag Day (November 2025):

Reinforcing national pride.

### UAE National Day (November 2025):

Patriotic celebration with cultural themes and quizzes.

### ASEC Indoor Football, Cricket & Throw Ball Championship (December 2025):

Strengthening camaraderie and team spirit with active participation in indoor football, cricket and throw ball events.

### Christmas and New Year Celebration (December 2025):

Enhancing camaraderie and goodwill.



# GRI 416: Customer Health and Safety

Al Shirawi Enterprises Group ensures that all transport and construction equipment sold is homologated and sourced from leading global brands known for their high safety and environmental standards. To safeguard customer safety and product quality, all equipment undergoes a rigorous Pre-Delivery Inspection process.

The company further enhances customer safety by providing comprehensive operation and maintenance training, delivered by four full-time trainers and a team of experienced sales engineers. For equipment that is serviced or repaired, stringent inspection and testing are conducted prior to delivery to maintain safety and environmental performance. Additionally, onsite service technicians follow a detailed service checklist to ensure adherence to safety and environmental protocols at customer locations.

## Appendices

### Data Tables

(See tables within relevant sections for Energy Consumption, Emissions, and Wastewater Generated)

**CSR:** Corporate Social Responsibility

**EMS:** Environmental Management System

**ESG:** Environmental, Social, and Governance

**GRI:** Global Reporting Initiative

**GWP:** Global Warming Potential

**H&S:** Health and Safety

**LCA:** Life Cycle Assessment

**SDGs:** Sustainable Development Goals

**UAE:** United Arab Emirates

## 12. Conclusion

Al Shirawi Enterprises' inaugural sustainability report demonstrates a clear commitment to integrating environmental, social, and governance (ESG) principles into every aspect of its operations. Through targeted initiatives such as the adoption of renewable energy, implementation of waste management systems, and the promotion of responsible resource consumption the company is actively working to reduce its environmental footprint and foster a culture of continuous improvement. Stakeholder engagement and a robust materiality assessment have ensured that the company's priorities align with both global standards and the expectations of its diverse stakeholders. By setting measurable targets and transparently reporting progress, Al Shirawi Enterprises is laying a strong foundation for sustainable growth and long-term value creation for its customers, employees, partners, and the wider community. The company remains dedicated to advancing its sustainability journey and setting new benchmarks for responsible business practices in the UAE and beyond.

