



شركة الاتحاد الحديد والصلب في دبي
UNION IRON & STEEL COLLEGE
MADE IN UAE

CHARACTERISTICS OF THE APPROACH TO SUSTAINABILITY IN DEVELOPING ORGANIZATIONS

Sustainability Principles	Practices	UNION IRON AND STEEL MATURITY MATRIX 2023			OBJECTIVES & PLANS / PROGRAMMES
		IMMATURE	ENGAGED	PROACTIVE AND LEARNING	
Inclusivity	Stakeholder identification and mapping		A comprehensive list of stakeholders has been created. And stakeholder engagement method.		Stakeholder engagement programmes and general discussion in Management & board meetings
	Open engagement in various formats for various stakeholders		Relationship between our employers, customers, suppliers and local people , and media based on patency, transperncy and informing (Commercial procedures) stakeholders opinion and complains is taken and kept in priorities by concernDepartment and reviewed.		Identification of Interested parties,their needs and expectations and general discussing Management review meetings
	Stakeholder issue identification		To identify stakeholders priorities and suggestions, complaints and opinion is collected by different means.		Identification of Internal & external issues,whetheer issues are opportunities or threats and general discussing Management review meetings
	Communication of organization response to issues raised		issues has been resolved by using communications methods of email, phone, fax and meetings.		
Integrity	Leadership shown - clear Accountabilities documented			Respsibilities and accountabilities defined in the organisational hierarchy	Discussion in MRM (Management review meetings) withrelation to any change in organisational hierarchy
	Code of Conduct adopted			Management system policies, code of ethics,objectives integrated with organisational purpose, visions and values.	Discussion in MRM (Management review meetings) and annual reports
	Integrity risks identified and managed		Environmental Aspect Impact Register and Assessment and Health and Safety Assessment and reviwed regularly.	Approved Certified HSE complied with local regulatory(OSHAD & EAD requirements).	Successful regualtory compliance certification
	Leadership shown -In establishing standards			Proper commitment in establishing standards	Successful management system certification
Stewardship	Sustainable development culture			Sustainability management system and objectives.	Successful sustaniability cetiification & Discussion in MRM (Management review meetings)
	Responsible/Sustainable Supply chain approach adopted		Suppliers were selected from firms which approvals to ISO 9001 and ISO 14001 and OHSAS 18001. Sustainability Aspects of locations of the suppliers and type of material used have been taken into account.		Interested parties involvement through meetings & Discussion in MRM (Management review meetings)
	Systematic Environmental Management		Potential Environmental impacts and risk has been investigated and decisions on work have been made considering these investigated issues. ISO 14001 standard has been applied .		Environmental permit and licenses & Discussion in MRM (Management review meetings)
	Systematic Social Management		Employment and social rights principles states avoiding child labour, involuntary labour, inhuman treatment. UAE Labour law has been stricly implemented.		Labour law compliance & Discussion in MRM (Management review meetings)
	Systematic Economic Management		Top management provides supporting to local economy by local purchase. And improving code of ethics.		involvement of local Interested parties through meetings & Discussion in MRM (Management review meetings)

	Skills and training		Training Matrix. Plan to give training for Sustainability & Responsible Sourcing.		Training programmes & discussion of training requirements in MRM (Management review meetings)
	Career development		Methods has been created on performing and assessing of increasing of conscious level, implementing management system efficiently, planing necessary trainings to provide continual improvement.		boosting emiratization programmes & Discussion in MRM (Management review meetings)
Transparency	Identify appropriate metrics/KPIs		Performance indicators of all departments have been identified and followed by. Record of Environmental Aspects, Record of Social Aspects and Record of Economic Aspects.		KPI evaluation in MRM (Management review meetings) and board meetings
	Monitor performance		Environmental, Health and Safety Management System Procedure & SOP , Quality Management System and Procedure. Calibration procedure.		Implementing processes through procedures & Discussion in MRM (Management review meetings)
	Publicly report management practices and performance		Company website www.uis-uae.com		Annual reports
	Review performance		Performance indicators has been reviewed annually in Top Management Review.		Discussion in MRM (Management review meetings) and annual reports