



شركة الاتحاد الحديد والصلب
UNION IRON & STEEL CO. LLC
MADE IN UAE

INTEGRATED MANAGEMENT SYSTEM

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OBJECTIVES AND TARGETS - YEAR 2022

Rev. Date

18.01.2022

#	Function	Objective description	UOM	Year 2021		Year 2022 Target	Action Plan	Resp.	Monitoring Frequency	Year 2022 Achieved	Corrective Action Required if any / Remarks
				Target	Achieved						
1	Production	Produce 394,700MT of Steel Re-Bar / Year	MT	382000	370575.15	382000	Reduce mill downtime and increase mill utilization by reducing mill shutdown.	Prodn Engr.	Monthly	364,565.10	
		Production with 101% theoretical yield	%	100	99.71%	100%	Implementing special cut length to reduce short bars and utilizing new guides to reduce cobble and non-prime	Prodn Engr.	Monthly	99.52%	
		Reduction of Natural gas consumption MMBTU/ton	MMBTU/Ton	1.5	1.51	from 2021 value to reduce 0.02MMBTU/ton	Reduce gas consumption by actively monitoring mill downtime and reducing the temperature.	Prodn Engr.	Monthly	1.460	
		Optimize by-product production	Kg	-	3704260	.5% reduction from last year	Optimize the by product production by minimizing the mill downtime and optimizing the productivity.	Prodn Engr.	Monthly	3727264.00	
2	Quality	Customer Satisfaction	%	95%	96%	100%	Make every effort clearly communicate to the customer	QA/QC Engr	Yearly	89%	
		Customer complaint	Nos	3	0	0	Immediate action in place to rectify their complaint and analysis of root cause to avoid in further	QA/QC Engr	Yearly	0	
		Reduce Inhouse Rejection	%	0.3	0.23%	0.20%	Frequent combination with the Production team to control the process parameter as per the standard requirements.	QA/QC Engr	Monthly	0.24%	
		Reduce Paper Consumption	%	5%	15.38%	20.0%	Necessary documents are only used for printing on both sides.	QA/QC Engr	Monthly	36.74%	
3	Mechanical Maintenance	Production loss - Mechanical breakdown	%	5.5	2.73	5	By conducting 100% Preventive Maintenance as per schedule	Maint.Engr.	Monthly	4.21	
		Reduce Water Consumption	M3/MT	0.19 M3/MT	0.167M3/MT	0.19 M3/MT	Aim to reduce consumption of:- *Water by 0.19M3/MT by December 2022	HSE & All Departments	Monthly	0.1533	
4	E&I Maintenance	Production loss - E&I breakdown not more than.	%	2	0.92	2	By conducting 100% Preventive Maintenance as per schedule	EM Engineer	Monthly	1.34%	
		Renewable energy	GJ	-	2782.30	2810	Increase use of renewable energy to reduce GWP	EM Engineer	Monthly	12752.50	
		Power Consumption per MT production not more than.	KWh	90	87.86	87.8	By adopting good operational practices/design changes on the basis of power consumption analysis in significant energy consumption areas.(consider proper product mix)	EM Engineer	Monthly	93.957	Due to the operation of billet welding machine, rolling mill load increased and due to low furnace temperature.
		Minimize Occupational Injuries, Accidents, Incidents.	Nos	0	0	0	Site HSE Inspection	HSE	Monthly	0	
							Training / Inhouse / On-job / Induction / Toolbox Talk / External	All Department Heads.	Monthly		

5	HSE	Reduce incidents due to mobile equipment operations within the premises.	Nos	0	0	0	Security & Safety orientation.	Security, HSE and Logistic department	Monthly	0	
		Reduce incidents due to fire.	Nos	0	0	0	Emergency Drills	HSE	Monthly	0	
							Fire fighting equipment Monthly Inspection	HSE	Monthly		
							Third Party Inspection of fire protection equipments	HSE/Maintenance.	Quarterly		
		Reduce NCR / penalties by complying with Legal Requirements and standards.	Nos	0	0	0	Internal Audit	MR	Annually	0	
							HSE inspection	HSE and all Departments	Monthly		
		Improve Positive HSE Culture.	Nos	4	4	4	Conduct 4 HSE walkthrough to involve the senior leaders of the company in the continual improvement and development of company's EHSS management system.	Top management, HSE & all dept.	Monthly	4	
To increase Health, Safety, Sustainability & Environmental Awareness	%	2640 Hrs.	3662 Hrs.	3845 Hrs.	Aim to increase the training hours by 5% than 2021	HR, HSE & all dept.	Monthly	5294.1			
Maximise waste recycling rather than incineration & landfill	KG	-	65250	64597	Minimise waste to incineration & Landfill.	HSE and All Departments	Monthly	47480			
	KG	-	138540	139925	Maximise waste recycling rather than incineration or landfill.	HSE All Departments	Monthly	123800			
6	Purchase	Supply of quality billet as per UIS specification	%	85%	84.82%	90%	Communicating the current quality rating achieved by each supplier and suggesting the area need to be improved. Testing and monitoring the new deliveries and communicate the updated quality rating with the suppliers with continuous support.	Senior Commercial Manager	Quarterly	84.87%	
		Supplier Delivery Performance for critical rolling mill spares ordering from overseas (Against the committed schedule) - 100%	%	-	-	100%	Optimizing overseas orders. Prioritize critical items with the support of end user. Work closely to address the most critical shortages. Proactively communicate with supplier for delivery schedule. Initiate payment with coordinating with finance department.	Procurement Officers	Half yearly	84.50%	
		Procurement of Electrical Appliances carrying the Energy Star service mark, such as computer products and peripherals, Ceiling Fan, kitchen appliances Air Conditioner, Inverter Ac, Colour Television, Direct Cool Refrigerator, General Purpose Industrial Motor, Submersible Pump Set, LED Lamps and other products generally use 20-30% less energy	%	-	-	100%	Identifying the end user needs. Market Survey and analysis Communicating with the suppliers. Calculation of yearly energy consumption.	Procurement Officers	Yearly	87.50%	

											Fossil Fuel Emissions						
											Mode of Transport	Scope	Fossil Fuel CO2 (metric tons)	CH4 (metric tons)	N2O (metric tons)	Total GHG Emissions, (metric tonnes CO2e)	
		Reduce emission from Transport	%	-	24,925.29 metric tons CO2e	1 % reduction than previous year	Increase local Purchasing to minimize the environmental impacts by transport.	Procurement Officers	Yearly	1.065 % reduction (24,659.931 metric tons CO2e)		Road	Scope 3	3,302.46	0.03892	0.03	3,302.06
												Water	Scope 3	21354.929	1.82406	0.622852	21357.376
												Total Emissions		24,657.42	1.86298	0.652852	24,659.93
												Total GHG Emission (metric tons CO2e)		24,659.93			
7	Marketing	Achieve sales target 98% of Production	MT	382,859	364,438	374,360	Maintain the sufficient order booking with compliance of T&C	Sr. Com. Manager	Monthly	363640							
		Delivery schedule adherence	%	100	100.00	-	Regular coordination with Customer and Production team to ensure completion of order delivery within agreed time frame	Logistics. Officer	Monthly	1.019							
		Increase and maintain export of total sales	%	20	26%	30%	To achieve the target maintain the continue order from GCC customers	Sr. Com. Manager	Yearly	0.08							
		Reduce of Gasoline Consumption	%	-	-	-	Reduction of 1 % from 8400 GL (2021 Consumption)	Maintain the productive use of Gasoline operated Machine	Logistics Sup.	Monthly	0.0425						
8	HR	Recruitment Lead Time - Maximum 3 Months from Vacancy notification date	Days	60	55	60	Prepare succession plan for critical positions and follow regular networking with similar industry personnel's for leads.	Sr HR Manager	Half Yearly	40 DAYS							
		Training Hours - Minimum 20 Hours / Employee / Year	Years	0.8	0.5	20 hrs/year	Monitoring training plan beginning of every month to follow schedule .	Sr HR officer	Monthly	27.97 Hrs							
		Contribution towards Local Employment.	Nos	-	4	5	fulfill the legal requirements	Sr HR officer	Monthly	5							
		To reduce business travel impacts	KM	-	-	25000	To reduce business travel impacts by conducting onliline business meetings / by travelling through economic instead of business.	Sr HR officer	Annually	24364							Business travel objective was set from 2022, business travel covering from Company to Airport by car (road) - Airport to Airport by plane (Air) - Airport to destination by car (road) etc.
		To reduce employee travel impacts	KM	-	-	23462	To reduce employee travel impacts by reducing the number of trips.	Sr HR officer	Annually	23230							Employees transportation from accomodation to factory.
		Positive contribution to community.	Nos	-	-	2	increase community initiatives	Sr HR officer	Annually	2							
		Skill Development - 5% Job Rotation by Multi skill development program	%	-	-	5	In line with the yearly appraisal and performance evaluation , review beginning of every quarter .	Sr HR Manager	Half Yearly	2.25							
		Customer / Stakeholder Claim on ethical	Nos	-	-	0	To mimize customer Claim / Complaint	Sr HR Manager	Annually	0							
		Worker Claim on ethical	Nos	-	-	0	To mimize worker Claim / Complaint	Sr HR Manager	Annually	0							
		Greivance	Nos	-	-	0	To mimimise greivances raised by stakeholders	Sr HR Manager	Annually	1							
9	Warehouse	FG Stock accuracy	%	2	0.16	100%	Effective communication and monitoring regarding receiving and dispatching of FG.	Warehouse coordinator	Monthly	99%							
		Billet Stock accuracy	%	0	0	100%	Effective communication and monitoring regarding receiving and dispatching of billet.	Warehouse coordinator	Monthly	100%							
10	Store	Stock accuracy- All items	%	1	0.33	100%	Monitoring of all items needed in the plant to ensure availability anytime.	Warehouse coordinator	Monthly	100%							

		Reduce Paper Consumption	%	-	-	5%	Using both sides of the paper	Warehouse coordinator	Monthly	2.67%	
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