

 <small>إحدى الشركات المساهمة في</small> UNION IRON & STEEL HOLDING <small>MADE IN UAE</small>		CHARACTERISTICS OF THE APPROACH TO SUSTAINABILITY IN DEVELOPING ORGANIZATIONS			
Sustainability Principles	Practices	UNION IRON AND STEEL MATURITY MATRIX 2024			
		IMMATURE	ENGAGED	PROACTIVE AND LEARNING	OBJECTIVES & PLANS / PROGRAMMES
Sustainability Principles	Practices (Please add any additional practices that are relevant to your approach to sustainability management)	Characteristics of the approach to sustainability in developing organizations			
		Maturity			
		Ad-hoc engagement, an informal approach to stakeholders in relation to these Practices. Limited understanding of the implications of the Practices on business priorities and decision making.	Policies and approach documented and well understood. Accountable party identified and responsible implementing roles/tasks resourced, trained and operational. Certified or uncertified management systems in place to manage the Practices. Demonstrable performance improvements.	Engaged' plus: Proactively using sustainability to drive innovation into the organisation at every level to deliver improved performance. Company success is viewed in broader terms than foundation financials only. Positive and negative impacts on our natural capital, wellbeing, local communities and economic contribution should be considered and built into all decision making. Science and context based transition plans and targets are in place that define a pathway towards sustainable and responsible operations. Performance improvements aligned to the context and scientific pathways.	
		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, transparency and informing (Commercial procedures) stakeholders opinion and complains is taken and kept in priorities by concerned department and reviewed.		1.Customer Satisfaction survey 2. Supplier Satisfaction survey, 3. Employees grievance records
	Stakeholder issue identification		To identify stakeholders prioroties and suggestions, complaints and opinion is collected by different means.		1.Customer complaint form / Log 2.Grievance/Suggestion form
	Communication of organization response to issues raised		issues has been resolved by using communications methods of email, phone, fax and meetings.		Stakeholder issues & expectations discussed during operation and MRM through feedback forms, materiality matrix, grievance, identified risks. outcomes are incorporated to risk identification process & formulation of objectives for continual improvement.
Integrity	Leadership shown - clear Accountabilities documented		Respsibilities and accountabilities defined in the organisational hierarchy	ISO 9001/14001/45001/SCS&BES MS manual & policy	1.Org Policies 2. Management System Certificates. 3.SCS & BES Certificate
	Code of Conduct adopted		Management system policies, code of ethics,objectives integrated with organisationals purpose, visions and values.		1.All Policies 2. Objective & Targets 3.Vision & Mission Statement
	Integrity risks identified and managed		Approved Certified HSE complied with local regulatory(ADOSH & EAD requirements).		1.ADOSH Certificate 2, Aspect Impact register 3. Risk Registers
	Sustainable development culture			Sustainability management system and objectives.	Succesful sustaniability cetiifcation & Discussion in MRM (Management review meetings)

Stewardship	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.		1.Interested parties involvement 2. Training Records 3. Objective & Targets
	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 .		1.Environmental permit and licenses. 2. Responsible Sourcing policy.
	Systematic Social Management		Employment and social rights principles states avoiding child labour, involuntary labour, inhuman treatment. UAE Labour law has been strictly implemented.		1.Labour law compliance. 2.Human Resources Policy & Procedure.
	Systematic Economic Management		Top management provides supporting to local economy by local purchase. And improving code of ethics.		1.involvement of local Interested parties 2.Code of responsible sourcing
	Skills and training		Training Matrix. Plan to give training for Sustainability & Responsible Sourcing.		1.HR Procedure 2. Training programmes
	Career development		Methods has been created on performing and assessing of increasing of conscious level, implementing management system efficiently, planning necessary trainings to provide continual improvement.		Boosting emiratization programmes
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.		1.KPI evaluation in MRM 2.Objective & Target 3. Risk Registers
	Monitor performance		Environmental, Health and Safety Management System Procedure & SOP , Quality Management System and Procedure. Calibration procedure.	We utilize multiple platforms to track and evaluate our performance by systematically monitoring our objectives, risks and KPIs.	1.KPI evaluation in MRM 2.Objective & Target
	Publicly report management practices and performance		Company website www.uis-uae.com		1. Comp Website 2.Annual reports
	Review performance		Performance indicators has been reviewed annually in Top Management Review.		1. Weekly/Monthly department meeting 2. Management Review Meeting