



المتكاملة
integrated

Integrating Sustainability into our Logistics

Our first ESG report
FY 2023





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Dear stakeholders,

I am delighted to present our first sustainability report, which highlights our commitment to environmental, social, and governance (ESG) principles.

Our company was founded in the year 2005 with the vision of providing high-quality logistics services to our customers. Over the years, we have grown to become a leading provider of heavy lift crane rental and transportation service provider in the MENA region. We attribute our success to the dedication, commitment, hard work of our employees, and support extended by our customers and the stakeholders. We have always believed in attaining sustainable growth and while delivering a continually improved services and innovative value addition to our customers.

We have increased our focus on continuous improvement, innovation and sustainability in all the key areas of our corporate functioning including, activities such as safety of our workforce, hiring local manpower, providing intensive training to local graduates, safety and equipment maintenance to the international standards.

The COVID-19 pandemic has exposed the importance of health of our staff to be able to achieve sustainability in growth and other social and business parameters. In 2023, we began the sustainability journey by stakeholder engagement process, materiality assessment and reporting of our current impacts. As we go ahead in 2024, we will develop a new ESG strategy framework that will guide our efforts to create a more sustainable future.

We first initiated the stakeholder engagement process to understand our stakeholder concerns. This report is our first attempt to show our stakeholders our commitment to integrate ESG principles into our strategy.

We hope to reach out to our government regulators and initiate a dialogue about IHC's capabilities to support environmental projects in Kuwait. We are committed to working for a sustainable future for Kuwait and would request the government to develop regulations that support the adoption of sustainable practices by businesses.

Our commitment to improving our customers' experience has made our brand synonymous with trust, quality and reliability. We are well-poised to capitalize on the emerging opportunities.

We welcome the ESG disclosure guide provided by Boursa Kuwait, and used this guide as our first step into the sustainability reporting process for IHC and its subsidiary companies in Kuwait. We are proud of the government's initiatives to encourage sustainability reporting for all listed companies in Kuwait, and hope to work together to build a sustainable future for Kuwait.

Backed by our robust business model, we are looking to expand our operations and increase our value proposition significantly in the coming years. As a continuously evolving heavy lift and logistics industry, we are committed to meeting the needs of our customers, contractors, and business partners.

We are committed to continuous improvement and working with our stakeholders to create a robust sustainable future.

Thank you for your support.

Jassim Mustafa Boodai

As we embark on our very first sustainability report at Integrated, we take great pride in highlighting our journey and accomplishments in health, safety, and sustainability. At Integrated, the Health, Safety, Environment, and Sustainability (HSE&S) is the core value embedded in every aspect of our operations.

Our commitment to sustainable development begins with the safety and security of our employees, customers, contractors, stakeholders, and communities.

Over the years, we have made significant strides in managing risks and enhancing performance. Our HSE&S Division works tirelessly to monitor and mitigate risks, supported by various teams that bring together expertise and experience to ensure the highest standards of safety and sustainability are upheld.

As we move forward, we are committed to expanding our focus beyond safety to encompass broader sustainability goals. We are excited to explore new avenues to enhance our environmental performance, promote social responsibility, and contribute a sustainable future for all.

We are looking forward to 2024 to a year full of possibilities and achievements for a sustainable future

IHC is proud to present its first ever sustainability report to our stakeholders. This report highlights our environmental, social and economic performance during the reporting for the year 2023.

This report focuses on the company's sustainability performance in the past. The scope of the report is limited to the stakeholder engagement process, materiality assessment, the impacts created during the FY 2023, as well as the ESG highlights of the past years.

We have used the ESG metrics provided in the reporting guide provided by Bursa Kuwait. This report has been prepared in referencing the GRI framework, and we have aligned our indicators according to it.

We recognize that sustainability is essential to our long-term success and to the well-being of our stakeholders. This report provides an overview of our sustainability performance in 2023 and outlines our goals for the future.

Stakeholders Engaged





Each stakeholder group was meticulously identified, and tailored questions to address their unique interests and concerns with an active participation of our senior management.

Employees were categorized into support staff, operational managers, head office personnel and others allowing for related relevant questions dedicated to each subgroup.

For our support staff , questions centered around safety, working conditions, and training opportunities, recognizing their pivotal role in our operations. Customer queries focused on our environmental and social impacts, reflecting their growing concern for sustainability practices. Investors, keen on governance practices and financial performance, were engaged with questions pertinent to their interests.

Through this comprehensive stakeholder engagement exercise, we strive to foster meaningful dialogue, strengthen relationships, and drive positive change across our operations.



The stakeholder engagement process was meticulously executed, ensuring inclusivity and fairness for all participants. A random sampling method was employed, ensuring that every employee had an equal chance to participate.

For our dedicated support staff, surveys were distributed through line managers, ensuring that each employee selected at random had the opportunity to provide their feedback. The questions were thoughtfully crafted to be easily understood, catering to employees of all educational backgrounds and job roles.

To maximize participation, surveys were scheduled during on-site hours, ensuring that employees were present. A compliance officer oversaw the process, ensuring adherence to the survey schedule and location.

For stakeholders outside the support staff category, surveys were distributed using Google Forms. Each individual received a personalized survey link via Google Drive, allowing them to fill out the survey at their convenience before the deadline.



Our materiality assessment matrix will then be used to chalk out the long term and short term sustainability goals of the company



Identifying potential materiality topic.



Assessing the impact and significance of each topic:
Low, Moderate and High risk.



Prioritizing the materiality topics



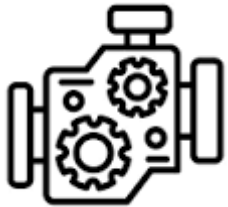
Reflecting our journey so far, here are our ESG highlights



ISO Business Quality Certifications



Purchased crane with engines conforming to Euro 5 standards, reducing emission pollutants.



Recycling of used engine oil for recycling company



60% of procurement from local suppliers

2 Female Kuwaiti graduates



Advanced technical training for 6 Kuwaiti graduates at Germany



0% critical injury in 2023



40% ethnic diversity across total workforce



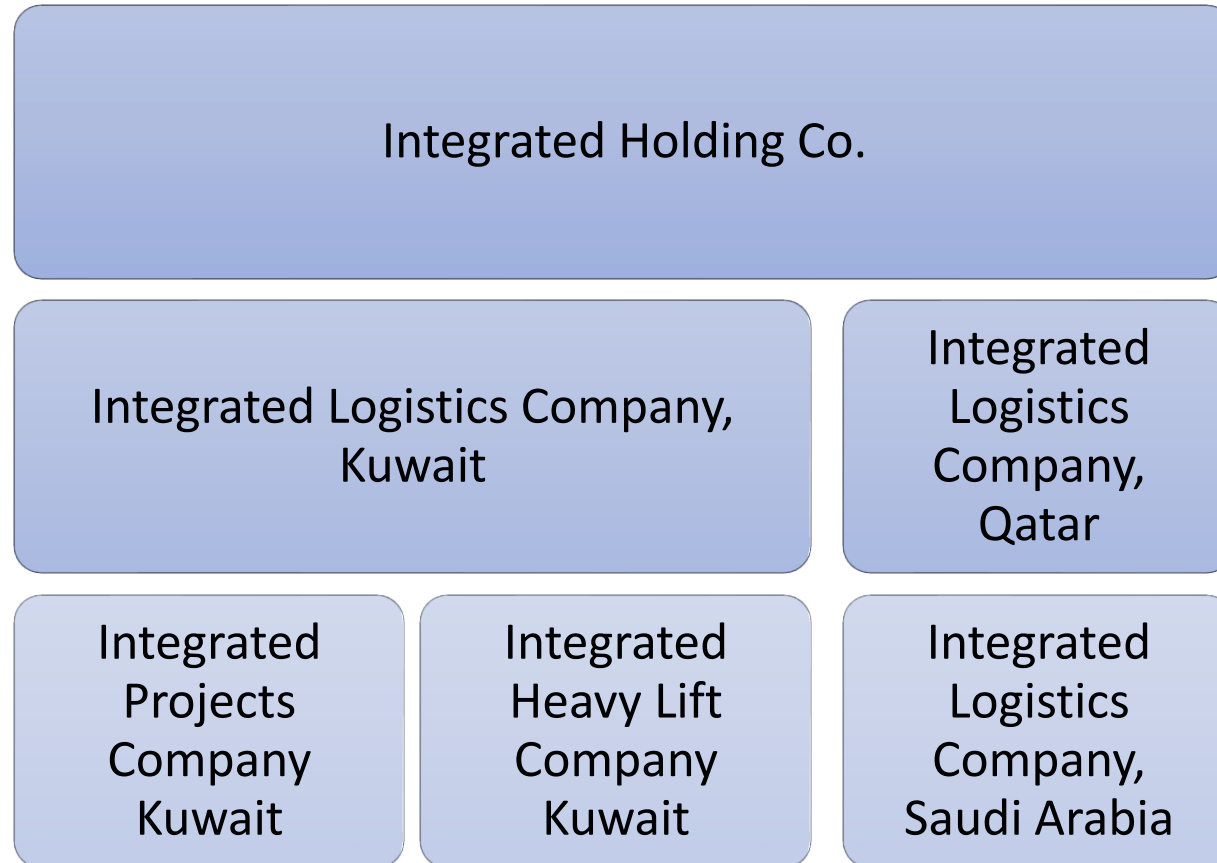
Sustainably sourced grease, lubricants in maintenance of equipment.



Established in 2005, IHC is a Sharia-compliant company engaged in the business of Operational Equipment Rental, Heavy Lift, and Transportation Services mainly to the oil & gas sector, power and infrastructure sector. IHC operates primarily through its subsidiaries in Kuwait, KSA and Qatar.

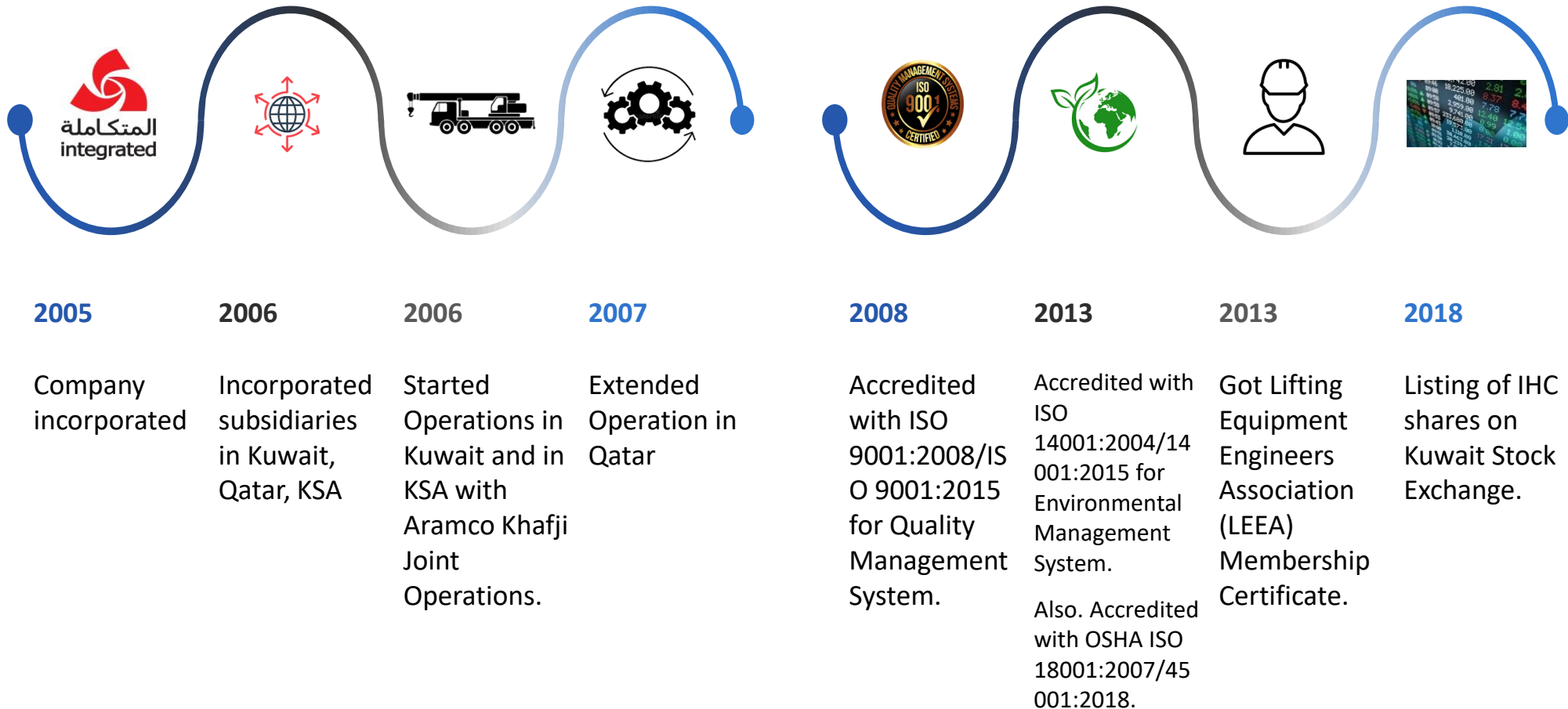
IHC is the largest equipment rental company in the Middle East, and ranked 3rd globally in number of Wheeled Mobile Cranes, 5th globally in Rough Terrain Cranes, and 6th globally in Crawler Cranes. (Cranes Today Magazine 2015).

IHC owns a wide range of equipment required to support large and complex projects, with a fleet comprising of over 2555 units that include Mobile Cranes, Crawler Cranes, Earth-moving Equipment, Tractor Heads & Trailers, Tankers, Hydraulic Trailers, Industrial Equipment, etc.



OUR MILESTONES

ESG report for IHC



Business segment	Description	Est.
Equipment leasing & operating	<ul style="list-style-type: none"> Provides various types of material handling equipment, earth moving equipment, specialized transportation trailers, and industrial equipment, along with highly technical operators 	2006
Heavy lift	<ul style="list-style-type: none"> Undertakes specialized heavy lift-handling projects, and is capable of lifting up to 2,200 tons and transporting cargo of up to 2,000 tons 	2006
Transportation services	<ul style="list-style-type: none"> Provides transportation of heavy cargo, fuel, and other cargo specific to the needs of EPC contractors 	2006
Oil field services	<ul style="list-style-type: none"> Upstream oil field services, artificial lifting systems (sucker-rod pumping, progressive cavity pumps and electrical submersible pumping), oil well intervention services 	2020
Port services	<ul style="list-style-type: none"> Provides various port activities including, General Cargo Stevedoring & Transportation at Kuwait's Shuwaikh and Shuaiba Ports 	2021

Select clients



IHC owns a wide range of equipment required to support large and complex projects

Mobile & Crawler Cranes



Heavy Lift



Transportation Services



Other Equipment



Our range of equipment

Equipment Type	Units
Cranes – Mobile & Crawlers	585
Industrial Equipment – Air compressors, Generators, etc	447
Earth Moving Equipment	321
Tractor Heads & Trailers	237
Vehicles	257
Tankers – Fuel, Water & Vacuum	147
Hydraulic Trailers (axle lines)	126
Forklifts	124
Boom Truck Cranes	99
Manlifts	81
Specialized Transport Trailers	67
Self Propelled Modular Transport (axle lines)	54
Hydraulic Lifting Gantry	4
Flush By Units	6
Total	2,555





Focus 1- ENVIRONMENTAL

REDUCING OUR IMPACT ON THE
EARTH



Environmental Impact

ESG report for IHC

The global logistics industry is reducing its reliance on fossil fuels, limiting emissions, and reducing its environmental footprint. We recognize that growing interest from stakeholders in climate action particularly the role played by the logistics sector, will shape future business development. Stakeholders' demand has also increased in terms of declaring sustainability performance in relevance to their imposed critical issues within the logistics industry.

As a provider of rental services, our primary source of emissions stems from the utilization of fossil fuels, particularly diesel, across a range of equipment. Our objective is to mitigate these emissions by transitioning towards the adoption of eco-friendly fuel alternatives. In our forthcoming sustainability report, we will delve deeper into the specifics of our eco-friendly alternatives and outline our objectives and aspirations in greater detail.

As a sector, we shall keep supporting technologies that lower fuel use and emissions while also strongly pursuing programs that reduce waste and conserve resources. In attaining this, we can make sure that both the environment and logistics industry have a more sustainable future.

Metric	FY 2023
GHG Emissions	10,557 metric tons ^{1 *}
Energy usage	145,939 Giga joules**
Energy Mix	Diesel for fuel- 3734 kL Thermal powered Electricity- 4056921 MJ
Water usage	water consumption is 8,263 tons of water

*Using 2.68 as the GHG emission factor for scope 1 and 0.489 for scope 2.

**1L diesel= 38MJ

<https://www.statista.com/statistics/1302656/kuwait-emissions-intensity-from-electricity-generation>

Environmental Impact

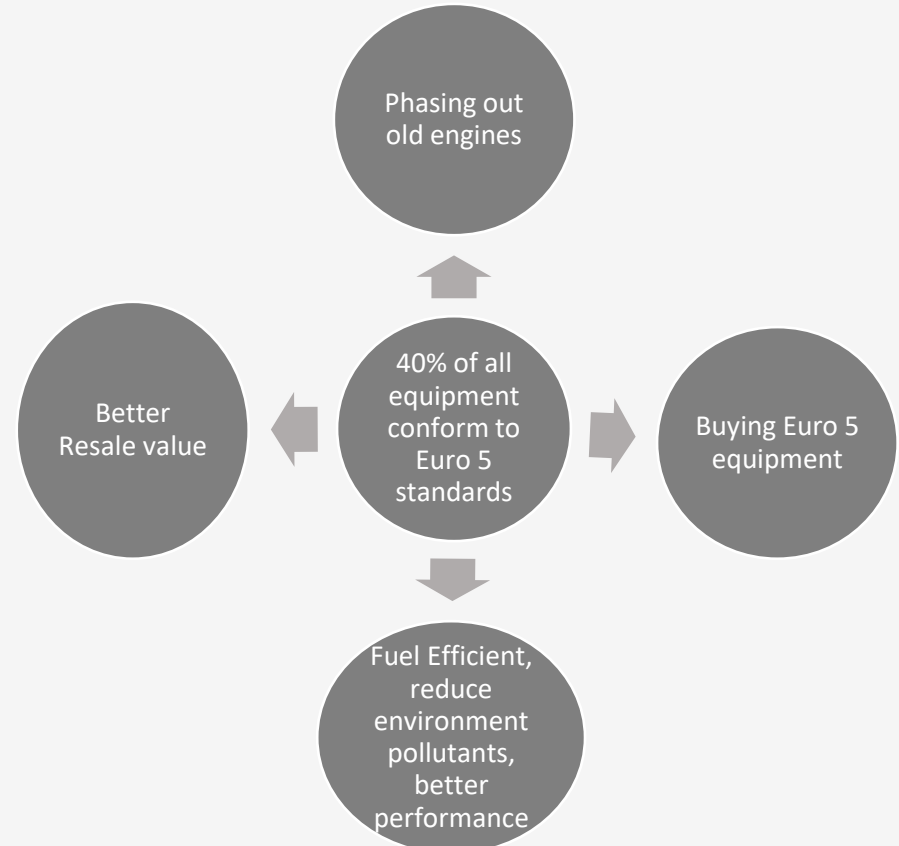
ESG report for IHC

Understanding our emissions

We have calculated our emissions equipment wise and monthly breakup, so that this helps us understand our use of equipment throughout the year, and understand the emission release.

We have taken a huge step in phasing out our equipment and replacing with Energy Efficient and less emission emitting Euro 5 engines conforming to EU standards. This directive is independent of government norms.

Introducing Euro5 engines have resulted in many benefits for our organization, including a better resale value for our equipment once they are end of their life cycle. In addition, their performance and fuel costs are efficient. The exhaust emissions have almost been reduced to 95%



Repurpose and Recycle our resources

In addition, we have realized the value of our by-products and their environmental impact, if they are dumped on the earth.

As a logistic company, we have a lot of tyres that we replace on a frequent basis, as part of our maintenance program. These do not go in landfill, but we have identified a company that recycles old tyres.

Similarly, the waste oil, which is the waste product after the maintenance of all equipment, is not dumped wastefully. It is collected and sent to an authorized waste company for collection.

Once our equipment have completed expected life, we don't discard but resell to other user who refurbishes for better use and we replace those equipment with latest technology which are environment friendly .

Used tyres sent
for recycling

Used engine oil
recycled

Focus 2- SOCIAL

Building a safe place
for people to operate
and work



Building a safe place for people to operate and work

Employee Safety

We prioritize the health and safety of our employees, customers, and contractors, aiming to create a culture of safety awareness. Intensive regular training is imparted to the teams on safety measures and need for reporting even small incidents to the supervisor. This has ensured that minimizing accidents and incidents in the company.

Compliance with health and safety standards is mandatory for all employees, and violations attract severe disciplinary action. We engage employees in safety decision-making processes and adhere to compliance and ensure best industry practices and standards.

Metric	FY 2023
Gender Pay Ratio	15
Employee Turnover	30%
Gender Diversity	Men: 1126 Women: 15
	Entry Men: 100% Women: 0 Mid level Men: 81% Women: 19%
	Senior level Men: 3% Senior level Women: 0
Non-discrimination policy	Yes
Injury rate	0
Global Health and Safety Policy	Yes
Child and Forced Labour Policy	Yes
Human Rights Policy	Yes
Nationalisation	3%

Our 2025 Strategy emphasizes 'Efficient and Safe Operations,'

Building a safe place for people to operate and work

Occupational Health and Safety

We take OH&S very seriously, because of the nature of our services, which includes heavy lift cranes and equipment operations and workshop & maintenance activities.

Operational reporting system

- We have put in place an operational safety reporting system to encourage the staff to report potentially hazardous situations, safety risks, work-related injuries and environmental issues. All staff members have access to and use the reporting system.

Safety Risk identification

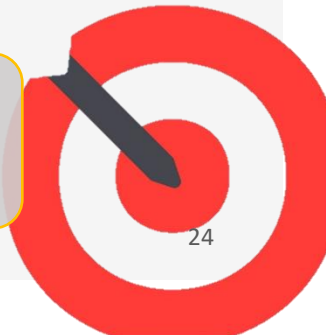
- After safety risks have been evaluated, proper safety risk controls are put into place to reduce or eliminate risks using the right applications and techniques.
- Through audits and inspections, we ensure rigid compliance and mandatory timely escalations, reporting and documentation.

Reporting format

- Our staff members identify and report any workplace hazards that may cause ill health utilizing a variety of methods, including written reports, e-mail messages and most-frequently the company Safety Reporting System.
- To reduce the risk involved, concerned safety personnel assess, review and take appropriate action on the hazard.

Safety compliance restructuring

- Our safety management system is regularly revisited to ensure effectiveness and make necessary modifications where necessary



Building a safe place for people to operate and work

Key Health and Safety initiatives and Practices

To assess our occupational health and safety related performance and impacts, we have developed and implemented multiple processes in place, including HSE awareness and trainings.

Job Risk Assessment



- Information on specific job hazards that may require further protective measures.
- Eliminates or minimizes the hazards before they result in injuries or damage.
- Audits and trainings ,safety induction programs, work authorization related trainings

Near Misses Monitoring



MONITORING

- All near misses are reported immediately to the Safety and Occupational Health department.
- The department also investigates potential causes and coordinates with the area owner to initiate an immediate action to prevent recurrences and communicates results with the concerned departments

Safety and fire drills



- Mock drills help verify the level of readiness to protect workers, buildings, and equipment and to test emergency and evacuation plans.

Building a safe place for people to operate and work

Covid management

During the COVID-19 pandemic, our top priority was the health and safety of our employees and their families. We swiftly implemented measures to ensure safe working conditions, including distributing personal protective equipment (PPE) and conducting online meetings to raise awareness about the virus.



Supporting the National Labour Support Tax (NLST), Kuwait Foundation for the Advancement of Sciences (KFAS) and Zakat.

More than 200 employees of the company participated in this blood donation program, which collected more than 100 bags of blood of all blood types.



Humanitarian aid by providing diesel generators to the hospital:

The company has donated 10 new generators with a total capacity of 1650 KVA and worth around KD 65k through the United Nations and humanitarian partners to be installed in hospitals and clinics in war-affected areas in Gaza.



The company has provided standby support to the Firefighting Department with necessary equipment and manpower whenever required during the period of emergency

The company has offered financial assistance to Kuwait University's graduation support projects for the students. This project opens up the creativity of the students and helps them to develop their ideas.



Building a safe place for people to operate and work



Building a safe place for people to operate and work

Performance and Talent Management

We seek for and develop a workforce that is not only productive but also likely to be stay with us for the long term. This approach, when carefully applied, aids us in enhancing the overall performance of our business and ensuring its competitiveness. Our approach for talent management is choosing the best candidates and helping them to utilize their strengths and maximize productivity

Organisational approach for training employees

Employees who undergo training and development learn new skills and upskill current ones, perform better, become more productive and turn into better job candidates in the market. We make every effort to ensure that people perform at the highest level because a company is the result of what each person accomplishes individually. Our constant focus has been on providing professional development and necessary training programs and directing efforts towards recruiting and training national labour.

Scope of training programs

The success of any business or venture is depends on the expertise of its skilled workforce. Therefore, company invest in ongoing training for all the employees so that they can continue to offer value and remain aligned with company objectives and vision. It has been our priority to offer appropriate training programs and professional development, as well as to target company hiring processes towards recruiting and developing the local workforce

FOCUS 3- GOVERNANCE

Living our values: Responsible
Governance in action



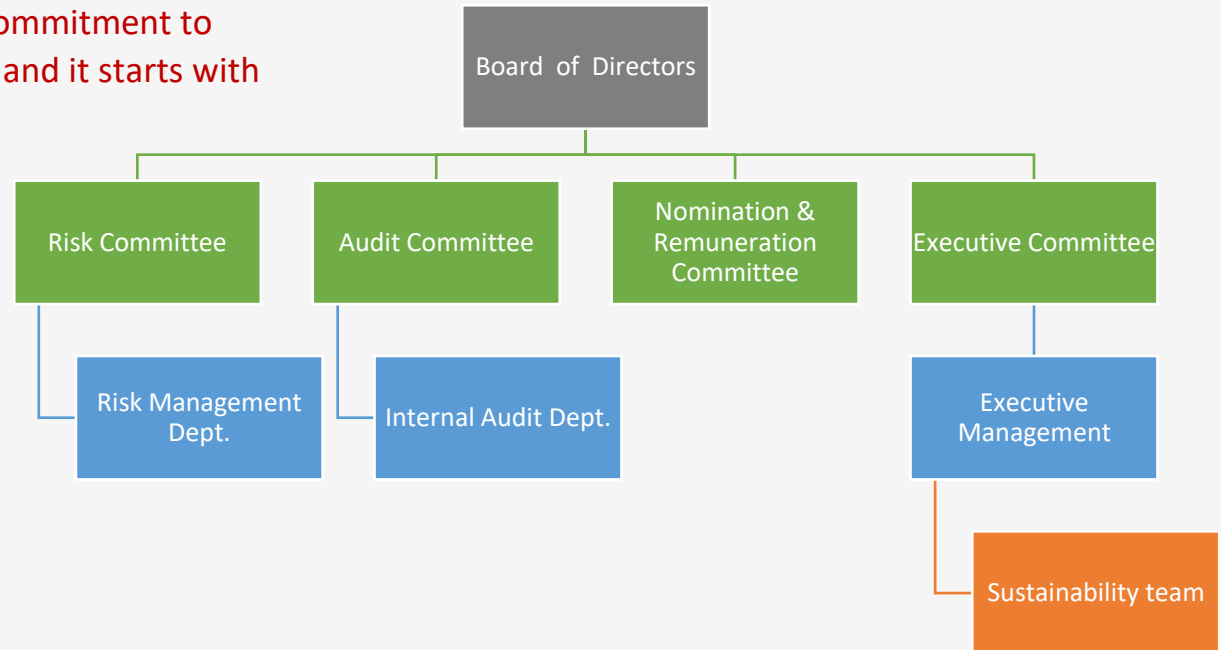
Living our values: Governance in action

IHC is governed by Board of Directors and the top management team, who are responsible for upholding the commitment and accountability to the stakeholders. IHC's CEO leads a top management team. Management team members have oversight of five other subsidiary companies, in addition to administration and finance.

We are dedicated to building a long-standing commitment to fostering an inclusive and diverse environment and it starts with our leadership.

Our Corporate Governance

IHC's operations are overseen by a 9 members of the Board of Directors – the Chairman of the board and 7 non-executive members and one independent member, including IHC's CEO. Board members have a 3-year tenure. The board's mandate is to ensure that IHC fulfils its commitments to its stakeholders.



Living our values: Governance in action

Data Protection

Access control is the key mechanism to ensure data protection. The IT team frequently sends out mails and words of caution relating to spams, virus etc. Training material is circulated to keep the members posted on the latest developments and security measures. Regular backups are taken to ensure that the data is not lost and programs run to ensure that there is no hacking

We have a privacy policy that outlines how we gather, utilize and safeguard the data within our organization. On a regular basis, the IT department executes backup of the ERP System Manual and electronic file kept in the company database system, including the eDOCS system. The IT department keeps the backed-up data in a secure location that is only accessible to authorized individuals.

Business Reliance

Business resilience is crucial to our company's success because it ensures quick recovery from unforeseen setbacks or adjustment to shifts in market / customer demand or regulatory requirements. Only through attaining resilience can we be protect ourselves attacks related to cybercrimes.

Privacy policy

Internal control and audit

Effective internal controls are necessary to ensure that goals and objectives are met. They offer credible financial reports for decision-making.

Internal Control and audit ensure the credibility of the information being given to the management and the relevant stake holders to be correctly informed in the areas of their respective interests

At IHC, internal controls are essential for us to expand with assurance and integrity. A mix of investor and regulatory requirements drives us to invest in and maintain strong control processes.

Living our values: Governance in action

Regulatory Compliance

The Company has absolute respect to regulatory compliances and zero tolerance to any deviations therefrom. This ensures the credibility of the company with all its stake holders.

Compliance Training

At IHC, compliance isn't just about a small group of individuals who are up to date on regulations and what they mean for business operations. Instead, everyone in our organization is informed about the most recent developments and has received training on how they will affect them. All our operational workforce as well as the senior management (as applicable) have undergone regulatory trainings to equip themselves with the knowledge necessary to ensure adherence to the applicable regulatory and industry requirements.

Compliance Framework

We abide and adhere to the laws, executive orders, rules and regulations set forth by the Ministry of Commerce and Industry, the CMA, Boursa Kuwait and any other relevant regulatory authorities. Along with supplying information, data, documents and any other requests made by representatives of the relevant regulatory authorities, we also cooperate with them through follow-up.

Living our values: Governance in action

Shareholder rights

There is absolute and total compliance to share holders rights as stipulated by Law. These rights These rights can be exercised through their participation in general body meetings in person or by proxy

Executive Compensation Voting Rights

The overall compensation is stated in the financial statements, which has obtained shareholder approval. According to the latest CMA resolution, effective from 1 April 2021 (for reporting year 2021–22), the corporation shall report the total compensation and benefits awarded to the top five senior executives.

Shareholder Policy

The Company has a policy to maximize the returns to its shareholders by pursuing sustainable balanced and forward looking business models and practices. The company encourages shareholders to attend general meetings of the company and vote on all resolutions. In order to vote on all resolutions adopted by the Annual General Assembly, each shareholder is entitled to attend the General Assembly meeting without any charge in person or by proxy.

Shareholder Feedback

At IHC, we give a strong importance to shareholder feedback. Understanding the perspectives of our shareholders enables us to more effectively customize their stock policies and communications to foster lasting connections. An organization's ties with shareholders can determine its long-term effectiveness by assuring commitment. We undertake shareholder feedback on sustainability practices at regular intervals to ensure their satisfaction and loyalty.

Living our values: Ethics and Integrity

At Integrated, we stand for our aim and vision and believe in achieving this through our code of conduct. This code defines our values- Integrity, dignity, commitment and sustainability- which represents us and how we conduct ourselves with our stakeholders, shareholders and our communities.

Code of Conduct

The code of conduct upholds the company's policy and serves as a guide for preserving a work environment that respects each person's integrity and dignity.

The company's code of conduct and ethical standards were approved by the Board of Directors.

These also include best practices and professional conduct to advance the interests of the company, shareholders and other stakeholders rather than just those of a specific group.

Whistle blower policy

We are committed to upholding the greatest standards of transparency, probity and accountability. The company's reporting and investigation of improper or illegal conduct, as well as the protection provided to 'whistle-blowers', are governed by the whistle-blower policy. All employees benefit from the policy's cooperative and transparent work environment. It enables employees to inform the Board of Directors about unfair practices and improper conduct. These processes are carried out within a framework that assures whistle-blower protection and the required investigation and oversight of these processes are being offered

Risk Management

There is a Risk Management team which has been created within the organization constituting the qualified, experienced personnel. They bring with them the experience and industry best practices to ensure that the company is well equipped to manage and handle risk in a timely and efficient manner.

Living our values: Governance in action

Metric	FY 2023
Board diversity	Board seats Men: 8 Women: 1
	Committee Chairs Men: 4 Women: 0
Board Independence	Men: 1
	Does your company prohibit its CEO from serving as board chair? Yes
Incentivised Pay	No
Collective Bargaining	Not allowed in the company
Supplier code of conduct	Yes, All suppliers
Data Privacy Policy	Yes
Ethics and Anti-Corruption Policy	Yes
Sustainability data included in regulatory filings	<i>Corporate social governance report is separately filed.</i>

ESG Strategy going forward



Stakeholder engagement results

Materiality matrix

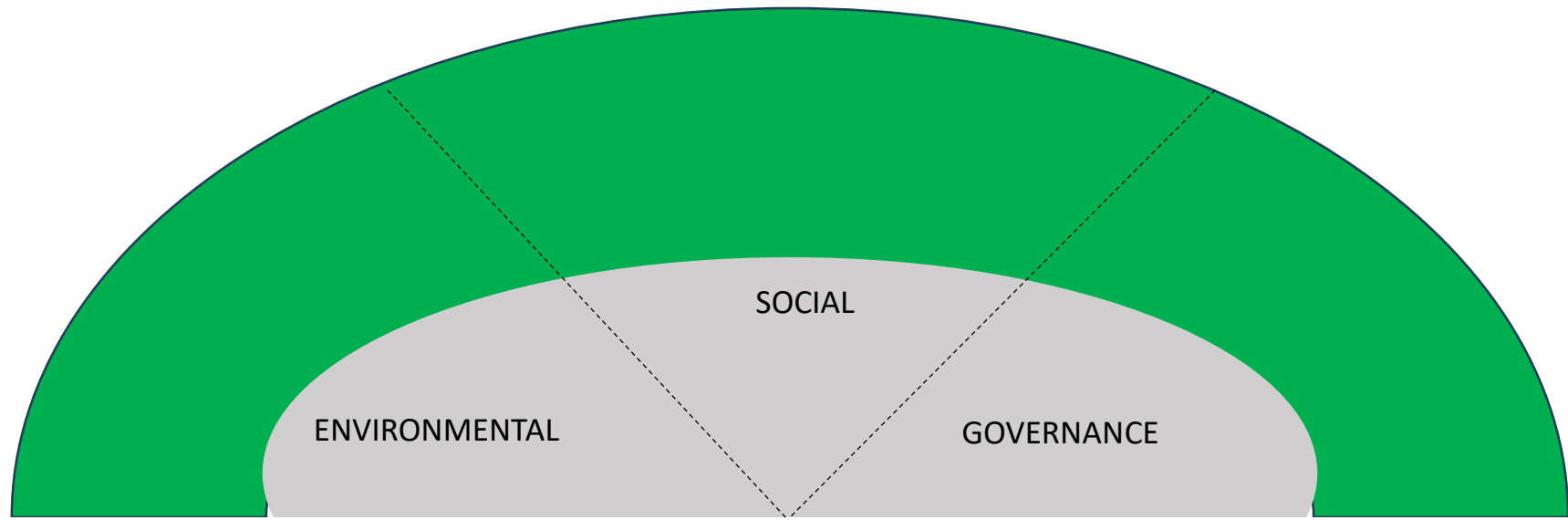
Triple Targeted Path To Sustainability

3 prominent topics from each tier will be chosen, and efforts to improve will be strategized in the next year's report.



Our ESG Framework

Sustainability risks will be incorporated in our risk management disclosures and impact topics will be identified for short term, medium term and long term goals.



SUSTAINABILITY IN THE RISK MANAGEMENT APPROACH

Appendix

Integrating with UN Sustainable Development Goals

Worker wellbeing
Safety work place
and job
opportunities and
staff training

Being accountable
Risk management
and ability to
handle various
scenarios

Continually evolve
Promote
technology that
drives climate
action



"Our company envisions a future where sustainable practices are at the core of our operations, aligning with all Sustainable Development Goals (SDGs). While working towards this future, we are committed to aligning with SDG 1 (No Poverty), SDG 3 (Good Health and Well-being), SDG 4 (Quality Education), SDG8(Decent work and economic growth) and improving the quality of life and economic prosperity of all our blue collared workers. By touching upon SDG 9 (Industry, Innovation, and Infrastructure)- we are improving the company's innovation and leadership in this sector. And finally, we are touching SDG 12 (Responsible Consumption and Production), and SDG 13 (Climate Action), thus promoting and leading the way in sustainability.

Boursa Kuwait Index

Boursa Kuwait Index Environmental

Metric	Calculation	Corresponding GRI	Corresponding Kuwait 2035 Vision Pillars
GHG Emissions	E1.1 Total amount, in CO ₂ equivalents, for Scope 1 (if applicable) E1.2) Total amount, in CO ₂ equivalents, for Scope 2 (if applicable) E1.3) Total amount, in CO ₂ equivalents, for Scope 3 (if applicable)	GRI 305: Emissions 2016	Sustainable living environment.
Emissions Intensity	E2.1) Total GHG emissions per output scaling factor E2.2) Total non-GHG emissions per output scaling factor	GRI 305: Emissions 2016	Sustainable living environment.
Energy Usage	E3.1) Total amount of energy directly consumed E3.2) Total amount of energy indirectly consumed	GRI 302: Energy 2016	
Energy Intensity	Total direct energy usage per output scaling factor	GRI 302: Energy 2016	
Energy Mix	Percentage: Energy usage by generation type	GRI 302: Energy 2016	Sustainable living environment.
Water Usage	E6.1) Total amount of water consumed E6.2) Total amount of water reclaimed	GRI 303: Water and Effluents 2018	

Environmental Operations	<p>E7.1) Does your company follow a formal Environmental Policy? Yes, No</p> <p>E7.2) Does your company follow specific waste, water, energy, and/or recycling polices? Yes/No</p> <p>E7.3) Does your company use a recognized energy management system? Yes/No</p>	GRI 103: Management Approach 2016	
Environmental Oversight	Does your Board/Management Team oversee and/or manage climate-related risks? Yes/No	GRI 102: General Disclosures 2016	
Environmental Oversight	Does your Board/Management Team oversee and/or manage other sustainability issues? Yes/No		
Climate Risk Mitigation	Total amount invested, annually, in climate- related infrastructure, resilience, and product development?		Sustainable living environment.

Social

Metric	Calculation	Corresponding GRI	Corresponding Kuwait 2035 Vision Pillars
Gender Pay Ratio:	Median male compensation to median female compensation	GRI 405: Diversity and Equal Opportunity 2016	Creative human capital.
Employee Turnover	S3.1) Percentage: Year-over-year change for full-time employees S3.2) Percentage: Year-over-year change for part-time employees S3.3) Percentage: Year-over-year change for contractors and/ or consultants	GRI 401: Employment 2016	
Gender Diversity	S4.1) Percentage: Total enterprise headcount held by men and women S4.2) Percentage: Entry- and mid- level positions held by men and women S4.3) Percentage: Senior- and executive-level positions held by men and women	GRI 102: General Disclosures 2016 GRI 405: Diversity and Equal Opportunity 2016 GRI 405: Diversity and Equal Opportunity 2016	Creative human capital.

Temporary Worker Ratio	S5.1) Percentage: Total enterprise headcount held by part-time employees S5.2) Percentage: Total enterprise headcount held by contractors and/or consultants	GRI 303: Water and Effluents 2018	
Non-Discrimination	Does your company follow a sexual harassment and/or non-discrimination policy? Yes/No	GRI 103: Management Approach 2016	Effective civil service/ Public Administration
	Total amount invested, annually, in climate- related infrastructure, resilience, and product development?		
Injury Rate	Percentage: Frequency of injury events relative to total workforce time	GRI 403: Occupational Health and Safety 2018	

Global Health & Safety	Does your company follow an occupational health and/or global health & safety policy? Yes/No	GRI 103: Management Approach 2016	
Child & Forced Labor	S9.1) Does your company follow a child and/or forced labor policy? Yes/No S9.2) If yes, does your child and/or forced labor policy also cover suppliers and vendors? Yes/No	GRI 103: Management Approach 2016	Sustainable diversified economy
Human Rights	S10.1) Does your company follow a human rights policy? Yes/No S10.2) If yes, does your human rights policy also cover suppliers and vendors? Yes/ No	GRI 103: Management Approach 2016	Effective civil service/ Public Administration
Nationalization	S11.1) Percentage of national employees S11.2) Direct and indirect local job creation		Sustainable diversified economy.

Governance

Metric	Calculation	Corresponding GRI	Corresponding Kuwait 2035 Vision Pillars
Board Diversity	G1.1) Percentage: Total board seats occupied by men and women G1.2) Percentage: Committee chairs occupied by Men and women	GRI 405: Diversity and Equal Opportunity 2016	Endorsing Ethical Practices and Transparency
Board Independence	G2.1) Does your company prohibit its CEO from serving as board chair? Yes/No G2.2) Percentage: Total board seats occupied by independents	GRI 102: General Disclosures 2016	Endorsing Ethical Practices and Transparency
Incentivized Pay	Are executives formally incentivized to perform on sustainability? Yes/No	GRI 102: General Disclosures 2016	Endorsing Ethical Practices and Transparency - Governance
Collective Bargaining	Percentage: Total enterprise headcount covered by collective bargaining agreement(s)	GRI 102: General Disclosures 2016	
		GRI 303: Water and Effluents 2018	
Supplier Code of Conduct	G5.1) Are your vendors or suppliers required to follow a Code of Conduct? Yes/ No G5.2) If yes, what percentage of your suppliers have formally certified their compliance with the code?	GRI 102: General Disclosures 2016 GRI 103: Management Approach 2016	Minimizing environmental impact- Responsible Supply Chain

Ethics & Anti-Corruption	G6.1) Does your company follow an Ethics and/or Anti-Corruption policy? Yes/No G6.2) If yes, what percentage of your workforce has formally certified its compliance with the policy?	GRI 102: General Disclosures 2016 GRI 103: Management Approach 2016	Endorsing Ethical Practices and Transparency
Data Privacy	G7.1) Does your company follow a Data Privacy policy? Yes/No G7.2) Has your company taken steps to comply with GDPR rules? Yes/No	GRI 103: Management Approach 2016	Responsible Banking and Financing- Future Ready Digital Banking
Sustainability Reporting	Total amount invested, annually, in climate- related infrastructure, resilience, and product development?		

Disclosure Practices	<p>G9.1) Does your company provide sustainability data to sustainability reporting frameworks? Yes/No</p> <p>G9.2) Does your company focus on specific UN Sustainable Development Goals (SDGs)? Yes/No</p> <p>G9.3) Does your company set targets and report progress on the UN SDGs? Yes/No</p>		
External Assurance (Recommended)	Are your sustainability disclosures assured or validated by a third party? Yes/No	<p>GRI 102: General Disclosures 2016</p> <p>GRI 103: Management Approach 2016 is to be used in combination with the topic specific standards</p>	-