



Environmental, Social and Governance Report 2020



Contents

1.0 Overview of ESG

- About
- Our Stakeholders
- Our Materiality Assessment
- Our Sustainability Framework

1.1 Environment

1.2 Social

1.3 Governance

Appendices

1.0 Overview of ESG

About

This section presents IHC's Environment, Social and Governance (ESG) report, outlining the company's ESG performance over the period from 1 January 2020 to 31 December 2020 and documenting our sustainability performance, future commitments and strategic objectives to integrate ESG best practices across IHC and its verticals.

Our inaugural ESG Report focuses on IHC at a holding level. It involves IHC's acquisition portfolio across four industry verticals: Food, Industrial, Leisure and Digital Communications, covering the subsidiary companies below.

This report presents IHC's efforts to support international and national standards, visions and objectives, including the Global Reporting Initiative (GRI) Standards, United Nations Sustainable Development Goals (SDGs), Abu Dhabi Stock Exchange (ADX) ESG Guidance and the United Arab Emirates (UAE) Vision 2021.



Our Stakeholders

We have developed our stakeholder map which incorporates and categorises key internal and external stakeholders based on their influence on IHC and our verticals.

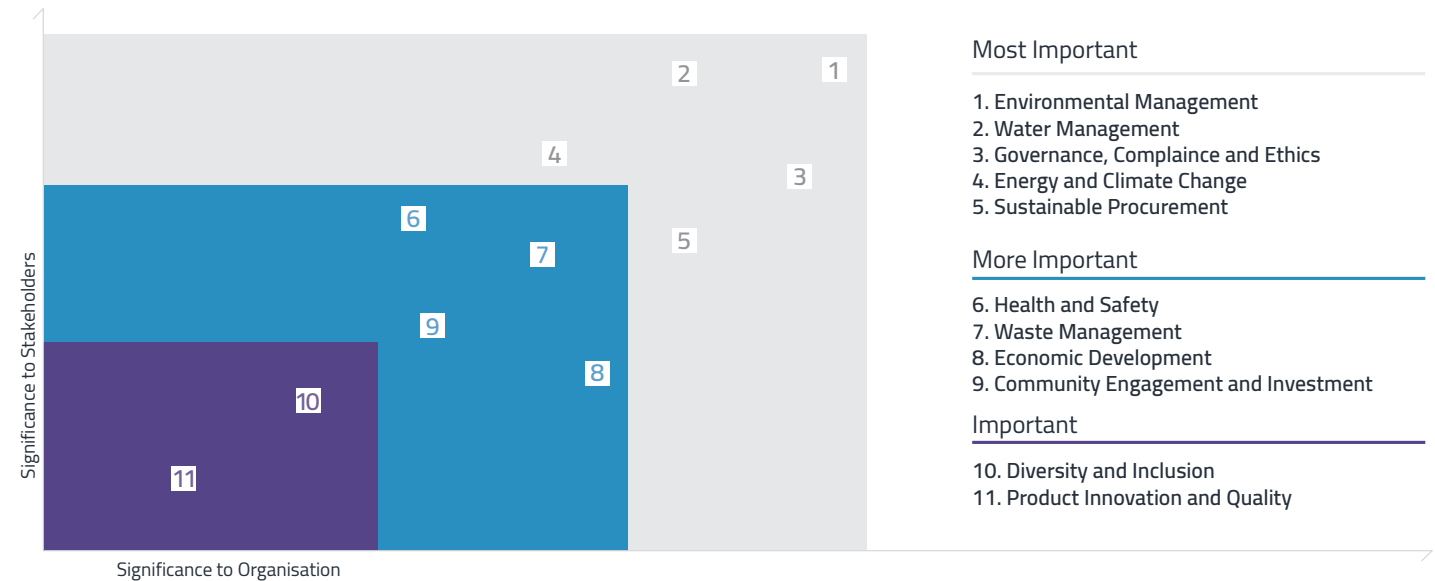
We aim to seek feedback by actively engaging with our stakeholders to identify and understand their priorities and requirements and address potential sustainability risks and opportunities. Their involvement directs our sustainability approach and the material issues we focus on.

Our key stakeholder groups are shown below, and a detailed stakeholder map can be found in the appendices.



Our Materiality Assessment

We have identified 12 material issues that can have a material impact on IHC and its verticals if not managed appropriately. We have ranked these material issues based on their significance to IHC and importance to stakeholders.



- Most Important**
 1. Environmental Management
 2. Water Management
 3. Governance, Compliance and Ethics
 4. Energy and Climate Change
 5. Sustainable Procurement
- More Important**
 6. Health and Safety
 7. Waste Management
 8. Economic Development
 9. Community Engagement and Investment
- Important**
 10. Diversity and Inclusion
 11. Product Innovation and Quality

Our Sustainability Framework

IHC's sustainability framework identifies the key areas that need to be continuously addressed to ensure sustainable practices. Our sustainability framework comprises four pillars that adhere to IHC's corporate mission and values and align with our material issues.



1.1 Environment

Managing our Environmental Impacts

We aim to manage our environmental impact by reducing the adverse effects of our operations. In our attempt to safeguard our planet and protect our natural resources, we set out to combat climate change by reducing energy and water consumption, utilising renewable energy sources whenever possible and limiting waste generation.

Material Issues Covered	Environmental Management Water Management Energy and Climate Change Waste Management
UAE Vision Pillars	Sustainable Environment and Infrastructure 
UN Sustainable Development Goals	   

Environmental Management

At IHC, we recognise the importance of environmental management across our operations and activities.

Our subsidiary, Ghitha, implements and maintains an Occupational Health, Safety and Environment system which aims to minimise our environmental footprint through pollution prevention practices.

Al Ajban Poultry (Al Ajban) follows its own Environmental Policy to ensure its operations are environmentally sensitive. The farming activities at Al Ajban are regularly inspected and audited by external consultants to ensure compliance with the requirements of Environmental Agency - Abu Dhabi (EAD). Third party environmental audits are periodically carried out to inspect the farm site and the surrounding areas, including evaluating air pollution, the storage of medicines and medical waste, wastewater treatment, solid waste disposal in addition to the disposal of deceased animals.

Water Management

At IHC, we aim to keep our waterways clean by treating our operational waste and, by consuming water more responsibly. We aspire to continue finding sustainable solutions for water consumption to reduce the company's impact on the environment.

In 2020, the water consumption from the IHC food verticals amounted to an 8% increase from the previous year. Similarly, the water consumption intensity also increased by 12% from 2019 (ADX #E4). This was largely due to the heightened demand for food products which resulted in larger volumes of water required for livestock watering along with maintenance of animals and equipment general hygiene.

Our food verticals regularly recycle their wastewater for reuse for irrigation and related activities. In 2020, the IHC Food verticals generated a total of 139,019 cubic metres (m³) of wastewater of which over 85% was recycled and reused (ADX #6).

Water Management ¹	2018	2019	2020
Total water consumption (m ³) (ADX #E6)	230,556	191,831	207,468
Water consumption intensity (m ³ /employee) (ADX #E6)	361	285	318

¹Data includes Al Ajban Chicken and Ghitha

Energy and Climate Change

Over the past several years, environmental responsibility at IHC has expanded beyond compliance with all applicable government regulations, to include focus on limiting energy consumption and Greenhouse Gas (GHG) Emissions.

To reduce carbon emissions, Asmak's new factory has installed 29 solar streetlights for its external roads, reducing its total electrical consumption by 43,800 kilowatt per hour (kWh) per annum.

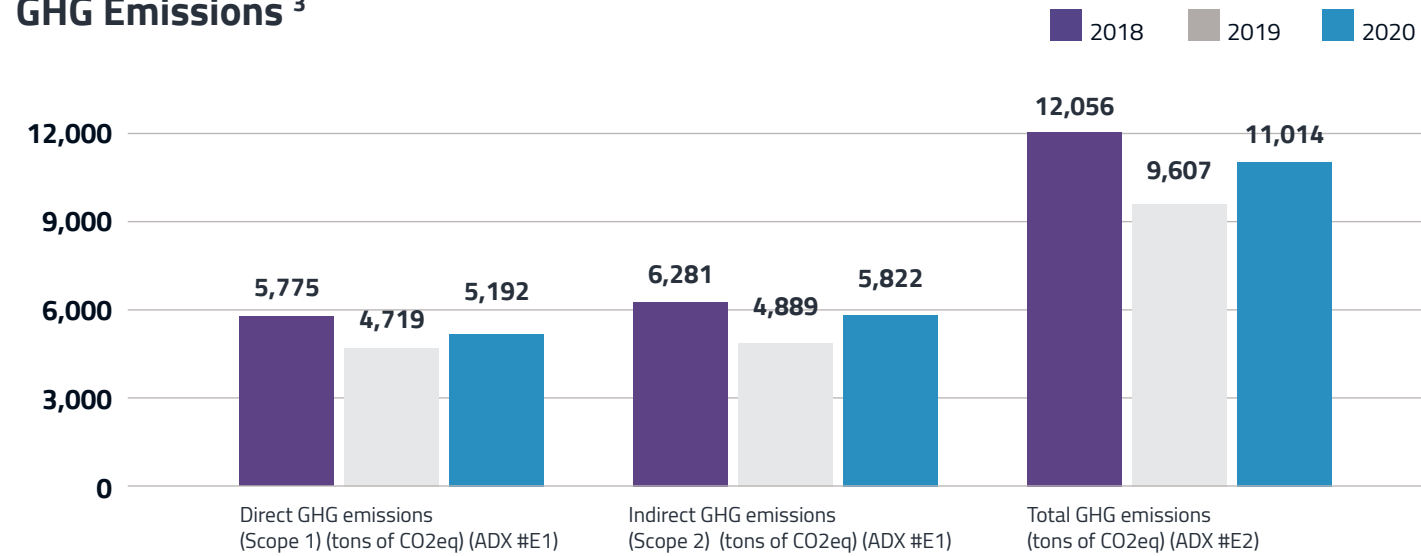
In 2020, our Food vertical's direct and indirect energy consumption amounted to a 13% increase compared to the previous year. This is largely due to the heightened demand for food products which resulted in higher energy consumption required for production and other operations.

Consequently, a higher energy consumption in 2020, resulted in an increase of 18% in GHG Emissions through both direct and indirect sources.

Energy Consumption ²	2018	2019	2020
Total energy consumption (direct and indirect; GJ) (ADX #E3)	97,415	78,040	88,293
Direct energy consumption	-	-	-
Petrol consumption from operations and vehicles (L) (ADX #E3)	76,841	104,085	156,779
Diesel consumption from operations and vehicles (L) (ADX #E3)	2,615,688	2,093,623	2,258,604
Indirect energy consumption	-	-	-
Electricity consumption (office, storage, facilities, etc.; kWh) (ADX #E3)	10,665,958	8,301,050	9,886,027
Renewable energy consumption (office, storage, facilities, etc.; kWh) (ADX #E3)	-	-	43,800

²Data includes Al Ajban Chicken and Ghitha

GHG Emissions ³



³ Data Includes Al Ajban and Ghitha

Waste Management

As an environmentally responsible company operating in the UAE, we continuously strive to reduce waste going to landfills. As such, we have undertaken various initiatives across our food verticals over the years to recycle and reuse office supplies, packaging materials, used vegetable oils as well as fish waste.

Between 2018 and 2020, Ghitha has consistently improved its energy consumption by increasing its reliance on the usage of renewable materials to achieve a circular economy. In 2020, Ghitha’s consumption of renewable materials increased by 9% compared to the previous year. Ghitha also reuses the vegetable oil, initially employed in flash frying of breaded fish, by selling it to third parties that recycle it to generate bio diesel. Through this initiative, Ghitha recycles an estimated 5,040 litres per annum.

Al Ajban uses environmentally friendly food-grade biodegradable chemicals and oils for cleaning, sanitisation and lubricating machines in farms and factories. Al Ajban also opts for ammonia-based systems for refrigeration instead of the traditional systems based on freon, a chemical known to change the ozone layer.

To reduce packaging waste, Al Ajban also took initiatives to recycle packaging generated from its operations, where feasible. This has contributed to reducing landfills and assisted packaging companies to reuse packaging materials for new products. The total packaging waste recycled in 2020 is estimated at 336,000 kilograms per year. The used cartons are sent to special local suppliers, who sanitise and compact them into bales to reduce their volume, before handing them to paper mills. These are then used to produce corrugated paper (cardboard) or are rolled to produce core pipes. In order to tackle Styrofoam waste, a supplier transforms it into plastic polystyrene (PS) pellets which are eventually used to produce decorative mouldings and profiles, as well as hangers and picture frames.

1.2 Social

Empowering our People and Supporting our Communities

Our employees play an integral role in the success of IHC. We ensure that they are genuinely appreciated and valued. We provide them with training and development opportunities to advance their learning and enhance their skills. By offering employees a safe, healthy, and inclusive work environment, we promote equal opportunities, and encourage a culture of feedback and transparent communication. We recognise our huge role and are committed to supporting the communities where we operate by participating and investing in initiatives directed at improving people’s holistic well-being.

Material Issues Covered	Health and Safety Diversity and Inclusion Community Engagement and Investment
UAE Vision Pillars	 Competitive Knowledge Economy  Cohesive Society and Preserved Identity
UN Sustainable Development Goals	 3 GOOD HEALTH AND WELL-BEING  5 GENDER EQUALITY  8 DECENT WORK AND ECONOMIC GROWTH  10 REDUCED INEQUALITIES

Health and Safety

At IHC, we are committed to creating a safe workplace for our employees, contractors and visitors. We believe that operating safely is essential to protecting our employees and with that, driving business success. We adhere to safe labour practices and laws regarding working hours to protect and ensure the well-being of our people.

Our subsidiaries abide by their company’s health and safety policies and regulations to ensure the protection of their employees as well as the communities they serve. Accordingly, Ghitha undertakes several Occupational Health and Safety (OHS) measures to guarantee the continual improvement of its OHS management system, and development of a positive healthy and safe culture.

In 2020, our Food and Industrial verticals maintained their employee total recordable injuries to a minimum level. One employee fatality was recorded at Ghitha, which was a result of a car accident. Consequently, the total employee recordable and lost time injuries decreased by 42% compared to 2019.

Health & Safety ⁴	2018	2019	2020
Total employee manhours (#) (ADX #S7)	3,403,365	3,979,706	4,841,024
Employee fatalities (#) (ADX #S7)	-	-	1
Employee total recordable injuries (#) (ADX #S7)	9	16	16
Employee lost-time injuries (#) (ADX #S7)	5	8	4

⁴ Data includes Al Ajban, Ghitha and Eltizam

Diversity and Inclusion

IHC strives to maintain respect for personal dignity, privacy and the rights of every employee. We are committed to maintaining a workplace free from discrimination and harassment. Based on our Code of conduct, employees are expected not to discriminate based on origin, nationality, religion, race, gender, age or sexual orientation, or engage in any kind of verbal or physical harassment.

The impact of the COVID-19 pandemic and containment measures led to a contraction across our workforce. In 2020, a 3% reduction in the total workforce was noted from 2019 (ADX #S5). Although there were numerous global challenges faced by the economy, we managed to control our workforce size and limit the decrease. In 2020, our total workforce was composed of over 15% females.

Workforce Profile ⁵	2018	2019	2020
Workforce size			
Total number of employees (#) (ADX #S5)	2,477	3,015	2,917
▪ Full-time employees (#) (ADX #S5)	2,477	3,015	2,916
▪ Part-time employees (#) (ADX #S5)	-	-	1
Workforce by gender profile			
Female full-time employees (#) (ADX #S4)	363	448	444
Male full-time employees (#) (ADX #S4)	2,114	2,567	2,473

⁵ Data includes Al Ajban, Ghitha, Eltizam and Palm Sports

The employee turnover rate in 2020 increased by 10% compared to 2019, mainly due to impacts of COVID-19, which includes both voluntary and involuntary turnover. Despite the increase in employee turnover, our food and industrial verticals also hired a total of 308 new employees out of which over 23% were female.

Hiring and Turnover	2018	2019	2020
Employee turnover⁶			
Total number of employees who left the company (#) (ADX #S3)	416	451	495
▪ Full time (ADX #S3)	416	451	495
▪ Part time (ADX #S3)	-	-	-
New employee hires by gender⁷			
Total new employee hires (#)	576	933	308
▪ Female (#)	93	142	58
▪ Male (#)	483	791	250

^{6,7} Data includes Al Ajban, Ghitha, Eltizam and Palm Sports

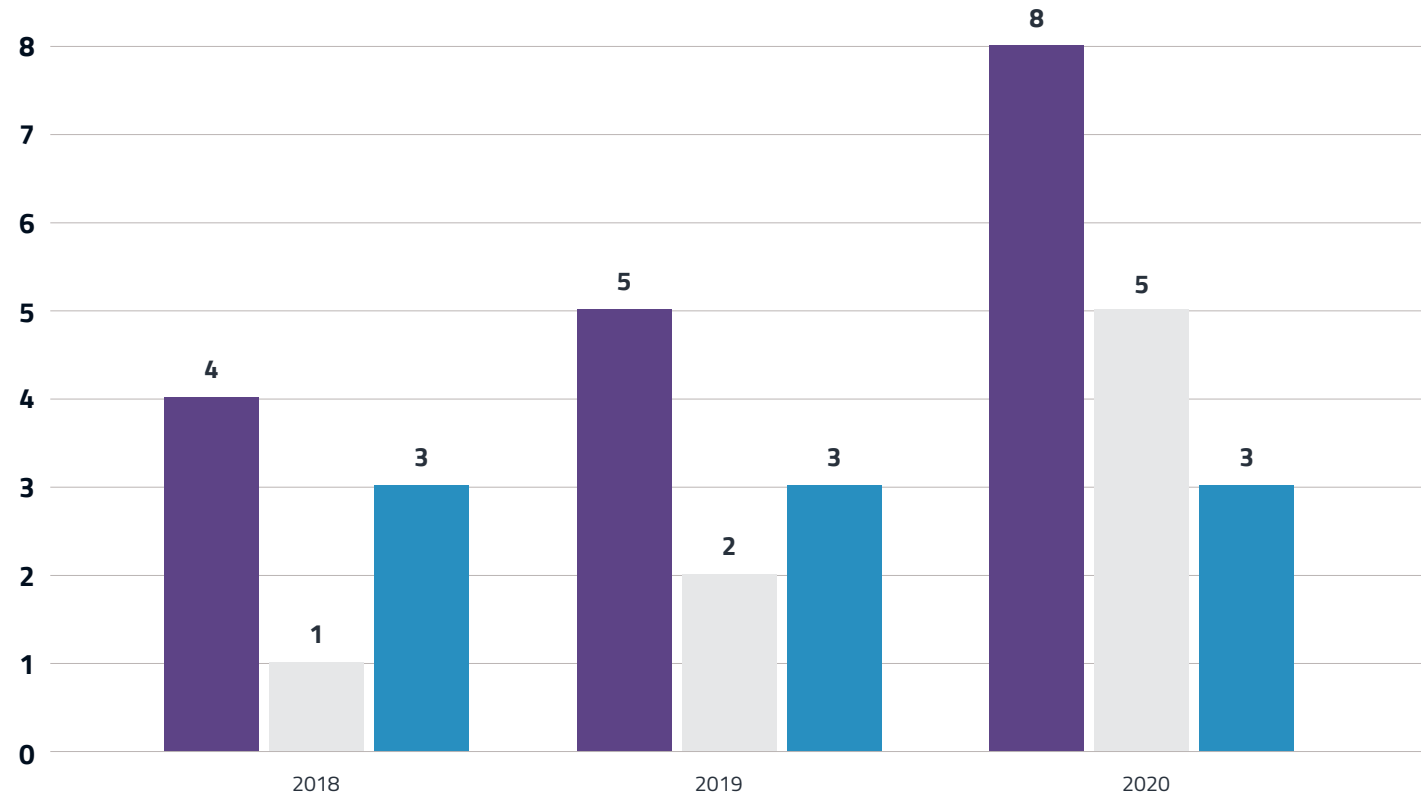
Talent Development and Nationalisation

We consider it imperative that we continue to retain high-calibre experts across IHC and its verticals. Through vocational, technical and compliance training, we ensure that our employees obtain the necessary certifications and qualifications and pursue their professional growth.

Palms Sports has a targeted professional development programme which aims to provide coaches with the skills and knowledge for personal development and career advancement. Professional development is scheduled throughout the year and encompasses all types of facilitated training along with informal practical learning opportunities. Palms Sports applies several approaches to professional development, including coaching and mentoring, case studies, reflective supervision and technical assistance. The programme is delivered through a combination of lectures, collaborative group work and technical coaching assistance.

In line with the UAE Vision 2021, our Food and Industrial verticals have increased the number of UAE Nationals in its total workforce by 60% in 2020, out of which over 62% are female UAE Nationals.

Nationalisation⁸



■ UAE Nationals among total full-time workforce (#) (ADX S#11) ⁸ Data includes Al Ajban, Ghitha, Eltizam and Palm Sports
 ■ Female UAE National full-time employees (#)
 ■ Male UAE National full-time employees (#)

Community Engagement and Investment

We are committed to investing in the communities where we operate in a way that has a positive, measurable and lasting effect. In 2020, IHC and its subsidiaries rolled out a series of social and environmental programmes to confirm their role as responsible citizens.

During the Holy Month of Ramadan in 2020, Al Ajban donated 23,850 kg of chicken to the UAE’s Emirates Red Crescent in support of those impacted by the COVID-19 pandemic.



Zee Stores began producing sanitisers under the brand name ZEAL in response to the increased market demand. Zee Stores also provided food packs to several non-profits to be distributed to victims of the pandemic and social workers. All packed goods converted to using paper products to keep plastic products under 1% of the total waste.

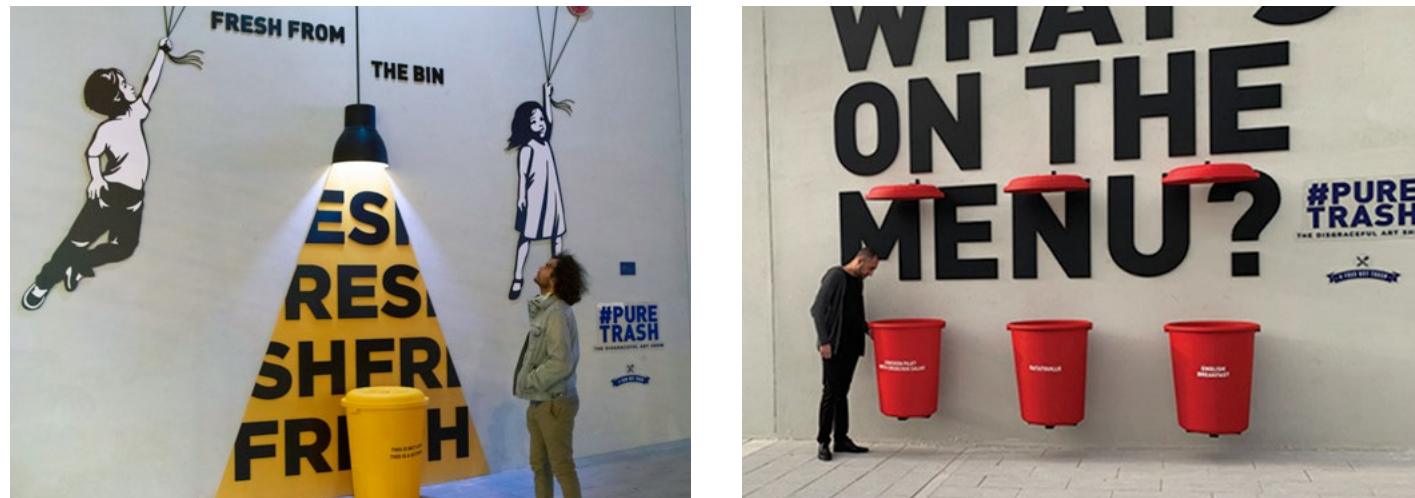
Palms Sports also carried out several community engagement initiatives in 2020. Palms Sports conceptualised the ‘UAE Warriors’ platform for local and international fighters to showcase their combat skills. UAE Warriors has, to date, delivered nineteen events, including five in 2020, despite the significant challenges presented by COVID-19. In January 2020, a swimming tournament was held for students of determination, in partnership with Zayed Higher Organisation for People of Determination and Al Ghazali School. Over fifty students participated in the event, showcasing their athletic competencies. The event incorporated the highest standards in health and safety.

Despite 2020 being a challenging year for all sectors and industries, Eltizam recognised national frontline workers on a weekly basis. It also provided financial management assistance to two non-profit educational institutions.

Additionally, Eltizam was a Gold Sponsor of Cityscape Real Estate Summit 2020, the first ever summit to be organised by the leading industry event, to provide investors, developers, analysts, government and legal professionals, consultants, and architects a common platform to tackle the sector’s challenges and co-create a new era of real estate, all in a safe and secure environment.

Our digital communications company Multiply carried out a successful initiative 'Food Not Trash', aimed to raise awareness about food waste in the UAE. The initiative urged community members to gain an understanding of the problem of food waste by educating them about the importance of planning and purchasing responsibly, storing food effectively and reusing leftovers efficiently. Tamouh Investments supported the initiative through providing access to all their communities across Abu Dhabi to host the activities.

'Food Not Trash' also held an art exhibition, showcasing food waste assembled into art pieces. The show displayed photographs and various food art installations. The initiative garnered interest and support from several renowned international and local agencies such as World Food Programme, Tadweer and Red Crescent.



Responsible Business Practices

Using disruptive technology and digital advancements, we offer sustainable products and services spanning across different categories, including eco-packaging and green buildings. We are committed to ethical sourcing by applying social and environmental screening when selecting suppliers, sourcing locally whenever possible.

Material Issues Covered	Product Quality and Innovation Sustainable Procurement
UAE Vision Pillars	Sustainable Environment and Infrastructure  Competitive Knowledge Economy 
UN Sustainable Development Goals	 



Product Quality and Innovation

We aim to deliver value-added solutions and the highest quality products and services for our customers enabling us to widen the current scope and get additional business. We continuously aim to identify areas of improvement with the latest technology to deliver an unmatched experience.

The raw material suppliers at Al Abjan are verified by the highest certifications in the industry, therefore solidifying our determination to provide the best poultry products on the market. Similarly, Ghitha strives for continuous improvement with the aim to exceed both international and local best practices.

To engage with customers and encourage sustainability goals, Al Ajban, uses social media channels such as Facebook, Twitter and Instagram, managed by Multiply.

Sustainable Procurement

As a responsible major purchaser, we engage with suppliers and associates in fostering commitment to sustainability. We ensure that goods and services are sourced sustainably and that our suppliers are certified according to the highest industry standards. As part of our sustainable procurement goals, we aim to make a significant contribution to raising social and environmental standards throughout our supply chain. To achieve this, we require all suppliers to adhere to our Supplier Code of Conduct where applicable.

The Supplier Code of Conduct at Ghitha ensures that suppliers put into place safe working conditions, while managing responsible and environmentally friendly production processes.

Al Ajban routinely carries out supplier audits and evaluations to measure the ability of suppliers to deliver products and/or services as required, as well as to assess the degree of compliance with Quality, Environmental and Occupational Health and Safety requirements. In 2020, Al Ajban increased its local procurement to 31% compared to the previous year – subsequently increasing its procurement spending on local suppliers by 9%. A similar trend was seen with Palm Sports, which also increased its local procurement by 26% from 2019.

In 2020, Eltizam adopted its first Sustainable Procurement Policy which also aims to prioritise eco-friendly suppliers as well as achieve the goal of complete eradication of single-use plastic by the end of 2021.

1.3 Governance

Good Governance and Strong Intuition

IHC is committed to conducting its business according to the highest standards of integrity, transparency, and accountability. Our robust governance structure is guided by a sound risk management framework. We work diligently to eliminate all sorts of fraud, bribery, corruption, and all forms of financial crime, while advocating human rights. IHC is a valuable contributor to the economic vitality of UAE and the overall attainment of the UAE Vision 2021. We aim to achieve continual, stable financial growth and attract investment for the benefit of our stakeholders.

Material Issues Covered	Governance, Ethics and Anti-Corruption Economic Development
UAE Vision Pillars	 Competitive Knowledge Economy
UN Sustainable Development Goals	  

Governance, Ethics and Anti-corruption

Our Board of Directors is composed of five members, four male and one female (ADX #G1). There are three Board of Director Committees: Audit Committee, Nomination and Remuneration Committee and Follow-Up and Insider Transaction Supervision Committee. All committees consist of three members each, all of whom are non-executive (ADX #G2). Furthermore, 100% of the Board Committee members are independent. There are currently one female members in two committees (ADX #G1).

The Code of Conduct and business ethics at Ghitha encourages staff members to conduct themselves with competence and integrity while respecting confidentiality where necessary. The Code of Conduct covers all imperative subjects related to governance including fraud, bribery, corruption, discrimination and harassment.

Economic Development

Our aim is to drive growth and value through business combinations, supply chain integration and cost efficiency across all our verticals. Expanding our horizons was the beginning of the success and growth that IHC is looking to achieve.

We consider ourselves as one of the UAE’s foremost holding companies with investments in diversified businesses across the UAE and beyond. IHC’s acquisition portfolio spans six industry verticals, namely IHC Food, IHC Utilities, IHC Real Estate, IHC Digital, IHC Industrial and IHC Capital.

Our economic performance has continually improved year on year. IHC’s mission and vision are underpinned by a clear objective of enhancing strategic acquisitions and business conditions, and maximising cost efficiency through operational synergies.

IHC subsidiaries have positioned themselves to contribute substantially to the development and diversification of the UAE’s economy. As an active agent in the UAE’s economic growth, Al Ajban Chicken produced over 8 million birds, holding 37% of the egg market, the largest share in the UAE. To further promote the development of society and the positive economic implications that come with it, Palms Sports completed over 116,000 weekly trainings, awarding 63,000 Jiu-Jitsu belts, and hosted five UAE Warriors events.

For further details on our economic performance please refer to the Financial Statements in this Annual Report.







Appendices




A. IHC Stakeholder Map





Stakeholder Group	Importance to IHC	Needs and Expectations	Methods of Engagement
Customers	The success and growth of IHC and its verticals depends on our ability to maintain strong and healthy relationships with our customers. Through expansions of geographic footprint and customer distribution, we are building customer partnership models while maintaining the highest quality of products and services. We continuously aim to identify areas of improvement with the latest technology to deliver an unmatched experience to our customers.	<ul style="list-style-type: none"> Innovative and sustainable products and services Efficient and pro-active customer channels Friendly and responsive customer service 	<ul style="list-style-type: none"> Social media channels such as Twitter, Facebook, Instagram and LinkedIn Customer service offices for IHC vertical companies
Our People	The hard work, commitment, and contribution of every employee is integral to the success of IHC. Our goal has always been to establish an outstanding workplace where every employee can show commitment and seek out opportunities for personal growth, while undertaking new tasks and initiatives.	<ul style="list-style-type: none"> Employee engagement and growth, through cultivating a diverse and inclusive workforce A safe and secure work environment Fair compensation Recognition and rewards 	<ul style="list-style-type: none"> Employee trainings including orientations, professional training, and certifications Health and safety policies Social gatherings such as annual picnics
Shareholders & Investors	We aim to diversify our investments across operating asset classes and generate solid returns, to create value for our shareholders. Our efforts are coordinated towards capturing a higher market share to generate sustainable income for our shareholders.	<ul style="list-style-type: none"> Strong balance sheet and continuous cash flows Transparency and disclosure ESG criteria incorporation into business operations and activities Dynamic risk management Strong market position 	<ul style="list-style-type: none"> Annual reports Corporate Governance reports Quarterly financial statements Annual General Meeting (AGM)

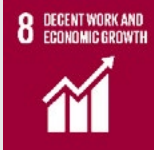


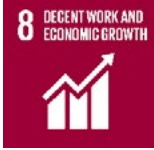

Stakeholder Group	Importance to IHC	Needs and Expectations	Methods of Engagement
Communities	IHC aims to contribute to the development of the community and the preservation of the environment. Corporate social responsibility is deeply integrated into our business activities, reflecting our commitment to make a positive impact on the world and reduce our operations' environmental footprint.	<ul style="list-style-type: none"> Charitable initiatives to help less privileged communities Social initiatives and programmes to promote health, education, security, sports and culture Partnerships with other organisations to address social concerns 	<ul style="list-style-type: none"> Sponsorship of educational expenses for people with disabilities Participation in seminars and lectures related to sustainability and the environment Donation to charitable causes Social welfare campaigns
Government Regulators	Promoting a compliance culture is paramount to our strategy. IHC demonstrates its responsibilities to its various stakeholders through developing and enhancing the Company's transparency and accountability. We are committed to complying with all rules and regulations and strive to raise the standards and levels of corporate governance in line with the regional and global best practices.	<ul style="list-style-type: none"> Alignment with national strategies and visions (UAE Vision 2021) Compliance with legal and regulatory requirements Protection of customers and shareholders Transparency and disclosure 	<ul style="list-style-type: none"> Internal audit External audit Internal control and risk management systems Compliance department Audit Committee Annual Reports
Partners	IHC creates and maintains alliances with various partners to facilitate consistent growth and strategic positioning. Strengthening partnerships with the best suppliers, distributors and trade partners allows us to meet our customers' needs.	<ul style="list-style-type: none"> New opportunities for engagement and interaction Open communication channels Fair and respectful treatment of suppliers Timely payments Fair and transparent bidding procedures 	<ul style="list-style-type: none"> Supplier survey to obtain feedback Supplier portal Procurement department



B. ADX ESG Guidance

Metric	Calculation	Corresponding GRI Standard	Corresponding SDG	Coverage
Environment				
E1. GHG Emissions	E1.1) Total amount in CO2 equivalents, for Scope 1 E1.2) Total amount, in CO2 equivalents, for Scope 2 (if applicable) E1.3) Total amount, in CO2 equivalents, for Scope 3 (if applicable)	GRI 305: Emissions 2016		Energy and Climate Change
E2. 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		Energy and Climate Change
E3. Energy Usage	E3.1) Total amount of energy directly consumed E3.2) Total amount of energy indirectly consumed	GRI 302: Energy 2016		Energy and Climate Change
E4. Energy Intensity	Total direct energy usage per output scaling factor	GRI 302: Energy 2016		Energy and Climate Change
E5. Energy Mix	Percentage: Energy usage by generation type	GRI 302: Energy 2016		Environmental Management
E6. Water Usage	E6.1) Total amount of water consumed E6.2) Total amount of water reclaimed	GRI 303: Water and Effluents 2018		Water Management

Metric	Calculation	Corresponding GRI Standard	Corresponding SDG	Coverage
E7. Environmental Operations	E7.1) Does your company follow a formal Environmental Policy? Yes/No E7.2) Does your company follow specific waste, water, energy, and/or recycling policies? Yes/No E7.3) Does your company use a recognised energy management system?	GRI 103: Management Approach 2016		Environmental Management Water Management No
E8. Environmental Oversight	Does your management team oversee and/or manage sustainability issues? Yes/No	GRI 102: General Disclosures 2016		Yes
E9. Environmental Oversight	Does your board oversee and/or manage sustainability issues? Yes/No	GRI 102: General Disclosures 2016		No
E10. Climate Risk Mitigation	Total amount invested, annually, in climate-related infrastructure, resilience, and product development			Environmental Management
Social				
S1. CEO Pay Ratio	S1.1) Ratio: CEO total compensation to median FTE total compensation	GRI 102: General Disclosures 2016		N/A
	S1.2) Does your company report this metric in regulatory filings? Yes/No			No
S2. Gender Pay Ratio	Ratio: Median male compensation to median female compensation	GRI 405: Diversity and Equal Opportunity 2016		N/A

Metric	Calculation	Corresponding GRI Standard	Corresponding SDG	Coverage
S3. 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/consultants	GRI 401: Employment 2016		Diversity and Equality
S4. 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		Diversity and Equality
S5. 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 102: General Disclosures 2016		Diversity and Equality
S6. Non-Discrimination	Does your company follow a non-discrimination policy? Yes/No	GRI 103: Management Approach 2016*		Governance, Ethics and Anti-corruption
S7. Injury Rate	Percentage: Frequency of injury events relative to total workforce time	GRI 403: Occupational Health and Safety 2018		Health and Safety
S8. Global Health and Safety	Does your company follow an occupational health and/or global health and safety policy? Yes/No	GRI 103: Management Approach 2016*		Health and Safety

Metric	Calculation	Corresponding GRI Standard	Corresponding SDG	Coverage
S9. Child & Forced Labour	S9.1) Does your company follow a child and/or forced labour policy? Yes/No S9.2) If yes, does your child and/or forced labour policy also cover suppliers and vendors? Yes/No	GRI 103: Management Approach 2016*		Yes Yes
S10. 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		Yes, we abide by UAE regulations covering human rights.
S11. Nationalisation	Percentage of national employees			Talent Development and Nationalisation
S12. Community Investment	Amount invested in the community, as a percentage of company revenues	GRI 413: Local Communities 2016		Community Engagement and Investment
Governance				
G1. 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		Governance, Ethics and Anti-Corruption
G2. Board Independence	G2.1) Does your company prohibit CEO from serving as board chair? Yes/No G2.2) Percentage: Total board seats occupied by independent board members			Governance, Ethics and Anti-Corruption

Metric	Calculation	Corresponding GRI Standard	Corresponding SDG	Coverage
G3. Incentivised Pay	Are executives formally incentivised to perform on sustainability?			No
G4. Supplier Code of Conduct	G4.1) Are your vendors or suppliers required to follow a Code of Conduct? Yes/ No G4.2) If yes, what percentage of your suppliers have formally certified their compliance with the code?			Sustainable Procurement
G5. Ethics and Prevention of Corruption	G5.1) Does your company follow an Ethics and/or Prevention of Corruption policy? Yes/No G5.2) If yes, what percentage of your workforce has formally certified its compliance with the policy?			Governance, Ethics and Anti-corruption
G6. Data Privacy	G6.1) Does your company follow a Data Privacy policy? Yes/No G6.2) Has your company taken steps to comply with GDPR rules? Yes/No			N/A
G7. Sustainability Reporting	Does your company publish a sustainability report? Yes/No			Yes
G8. Disclosure Practices	G8.1) Does your company provide sustainability data to sustainability reporting frameworks? Yes/No G8.2) Does your company focus on specific UN Sustainable Development Goals (SDGs)? Yes/No G8.3) Does your company set targets and report progress on the UN SDGs? Yes/No			Yes Yes No
G9. External Assurance	Are your sustainability disclosures assured or validated by a third party audit firm? Yes/No	* GRI 103: Management Approach 2016 is to be used in combination with the topic specific Standards		No



ihcuae.com