

2023

ENVIRONMENTAL, SOCIAL & GOVERNANCE DISCLOSURES

Transforming With Transparency



About This Report

Alucor remains committed to clear and transparent reporting to our stakeholders, including on environmental, social, and governance (ESG) topics. This report includes our commitments, targets, policies and much more.

Core Values

Inspired by our vision, driven by our mission, and underpinned by our core values, we continue to solve the world's most complex challenges and deliver innovative infrastructure, defence, and security solutions to enable a world that is safer, smarter, more sustainable, and more secure. Through an unwavering commitment to our six core values, we continue to provide innovative solutions to our customers while consistently meeting our goals.



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Environmental



Energy Conservation

What We Do:

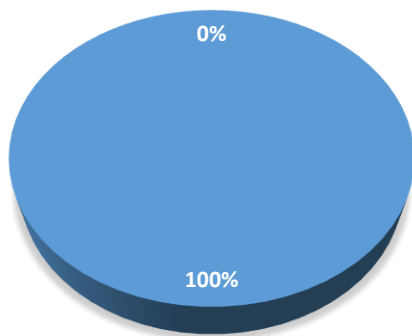
Alucor promotes energy-saving practices within the workplace to create a sustainable and environmentally friendly work environment. We implement the following initiatives:

1. Turning off lights and electronic devices when not in use: We encourage all employees to be mindful of energy consumption and switch off lights and electronic devices in unoccupied areas or during non-working hours.
2. Optimizing heating and cooling systems: We continuously monitor and upgrade our heating, ventilation, and air conditioning (HVAC) systems to ensure they operate efficiently, minimizing energy wastage.
3. Raising awareness about energy-efficient practices: We conduct regular workshops and awareness campaigns to educate our employees about the importance of energy conservation and practical ways to reduce energy consumption at the workplace.

Future Goals:

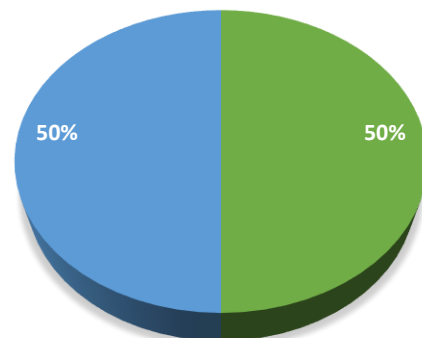
Increase Renewable Energy Usage: By the end of the year 2024, we aim to generate 50% of our workspace's energy needs through renewable sources. To achieve this, we will be installing solar panels on our premises to harness clean and renewable solar energy.

Energy Utilization - 2023



■ Renewable Energy ■ Electricity

Energy Utilization - 2024



■ Renewable Energy ■ Electricity

Waste Management

At Alucor, environmental sustainability is a core value that shapes our business practices. We are dedicated to responsibly managing waste resulting from our activities, adhering to our established policies. Our commitment to the environment is reflected in the implementation of an efficient Environmental Management System (EMS) and comprehensive waste management plans. These plans are guided by the principles of reduce, reuse, recycle, treat, and dispose.

What We Do:

1. Providing reusable mugs and bottles to employees to reduce the usage of single-use plastic bottles or paper cups.
2. To further cut down on single-use plastic, we have provided Jute bags to our employees. These bags serve as an alternative for carrying necessary items and can be used outside of the office, promoting eco-friendly practices.
3. We minimize paper usage by promoting digital documentation, implementing electronic communication channels, and providing training on paperless workflows.

Future Goals:

1. As part of our efforts to reduce single-use plastic, we are working on serving all clients with water in glass bottles as a replacement for single-use plastic bottles during meetings and events.
2. We plan to implement a waste segregation system by placing colour bins in our offices. These bins will be designated for food, plastic, paper, and metal waste, making it easier for employees to dispose of waste responsibly.
3. Collaborate with recycling companies to collect and manage the segregated waste properly. By partnering with reputable recycling companies, we aim to ensure that the waste is recycled efficiently, further contributing to environmental sustainability.



List of Environmental Activities

1. World Water Day
2. Beach Clean ups
3. World Environment Day
4. Mountain Clean ups
5. Desert Clean ups
6. E-waste Collection Drive
7. Plantation Drive
8. Waste Management Training
9. Environmental Sustainability Training

Environmental Initiatives

1. Installation of solar panels
2. Replacing plastic water gallons with Dubai Can water coolers



Social



Employee Health and Wellness Benefits

What We Do:

1. We provide medical insurance with comprehensive benefits.
2. Organizing team building activities to support employees physical and mental health.
3. 30 days annual paid leave to encourage a healthy work-life balance.
4. Flexible working hours and remote work to accommodate our employees' diverse needs and preferences.
5. To support our employees in their personal lives, we offer paid maternity and paternity leave, recognizing the importance of family and parental responsibilities.

Future Goals:

1. Healthy eating workshop
2. Eye checkup for staff and workers
3. Meditation and mindfulness programs
4. Ergonomic awareness training
5. Employee assistance program
6. Implementation of screen lock software along with eye exercise videos for desk employee.



Employee Safety Training

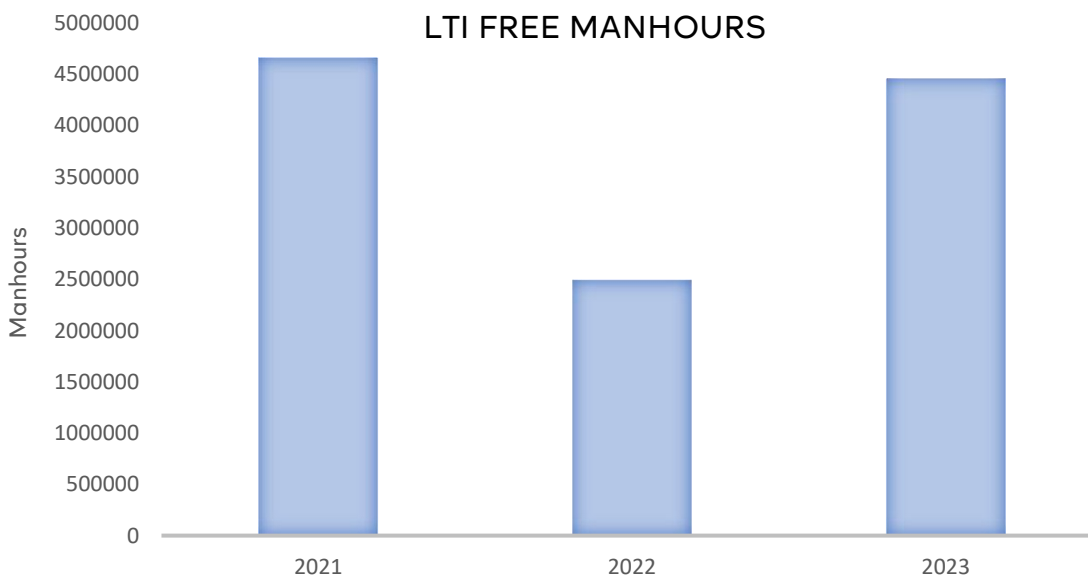
Safety management is a top priority for Alucor as we continuously strive to meet and uphold high standards and safety objectives. Continuous HSSE improvement measures, along with various programs and initiatives, demonstrate the company's commitment to its HSSE principles. Through effective training and policies, Alucor has achieved zero lost time injury-free manhours.

What We Do:

1. Risk Assessment
2. Safe Work Method Statement Addressing
3. Materials Safety Data Sheet Addressing
4. Toolbox Talk
5. Safety Awareness Talk
6. Emergency Management
7. Basic fire extinguisher fire fighting
8. Manual Handling
9. Fire Hazards & smoke Alarm
10. Confined space Training
11. Near miss reporting awareness training
12. Fire Warden Training
13. Personal Protective Equipment
14. Hand and power tools operation

Future Goals:

1. Increase training hours for workers
2. Fire safety e-training for staff



Learning and Career Development

What We Do:

Internal Job Transition Process: At Alucor, we have implemented an internal job transition process that allows employees to explore career growth opportunities within the organization. This process enables those interested in changing departments to receive comprehensive training and personalized assistance based on their existing knowledge and skill sets.

Future Goals:

Access to Prominent Learning Platforms: Moving forward, we are pleased to announce the addition of new learning initiatives. Our future goal is to provide our employees with access to prominent learning platforms such as Coursera and LinkedIn Learning. These platforms will empower our employees to expand their knowledge, acquire new skills, and further enrich their professional development.



Employee Volunteer Programs

What We Do:

Encourage our employees to engage in community service activities by organizing volunteer events, offering paid volunteer time off, and supporting employee-led initiatives.

Future Goals:

1. Supporting local sustainability programs
2. Conducting charity run for breast cancer

Diversity and Inclusion

Embracing diversity, equity, and inclusion (DEI) in all aspects of our business is fundamental to our corporate culture and vital to our continued growth and success.

At Alucor, we take great pride in our global presence and recognize that our achievements stem not only from our products and services but also from the remarkable diversity of talents, viewpoints, and backgrounds that each of our team members, brings to the organization.

By promoting an inclusive and supportive workplace, we believe we can leverage the collective strength of our diverse workforce to drive innovation, creativity, and excellence in all our endeavours.

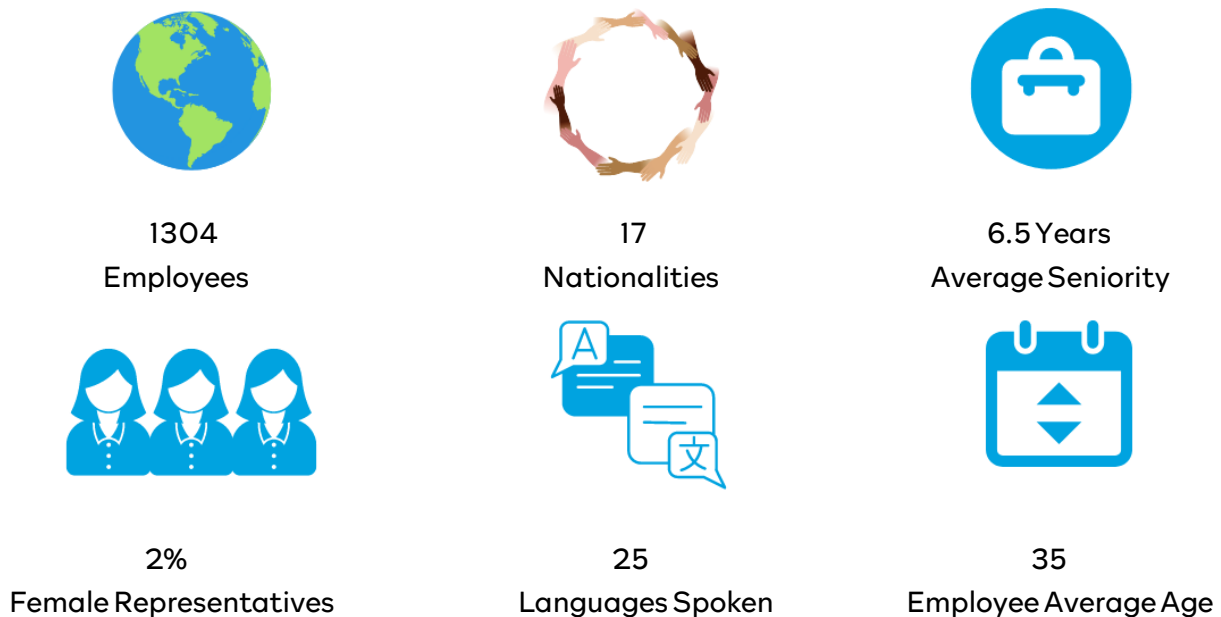
What We Do:

1. Diverse workforce
2. Internship for students
3. Equal opportunity

Future Goals:

1. Hiring 20% female employees by 2024
2. 5% inclusion for people of determination

Overview of Diversity as of November 2023



Governance



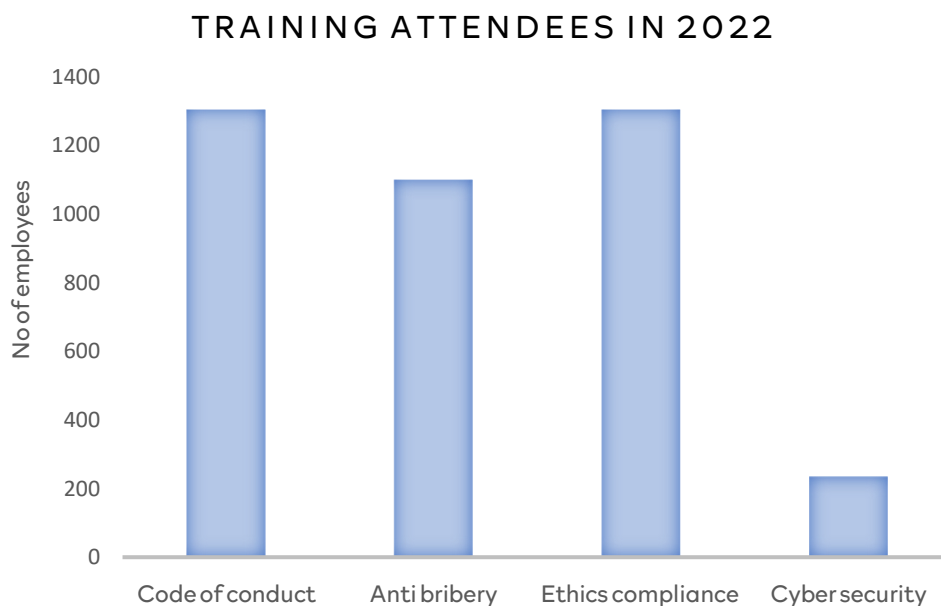
Code of Conduct and Ethics Training

What We Do:

1. **Code of Conduct and Ethics Training:** We conduct regular trainings to ensure that all our employees fully comply with the Code of Conduct and Ethics Policy.
2. **Anti-Bribery and Corruption Training:** Our employees receive specialized training to raise awareness and prevent bribery and corruption practices.
3. **Cybersecurity Awareness:** We prioritize cybersecurity by providing our staff with awareness training to protect against potential threats and risks.
4. **Whistleblower Mechanism Implementation:** To maintain a culture of ethics and compliance, we have implemented a robust whistleblower mechanism. This empowers both employees and third parties to confidentially report any potential violations of ethics and compliance within the organization.

Future Goals:

1. **Data Privacy and Protection Training:** Implementing specialized training on data privacy and protection to safeguard sensitive information and comply with relevant regulations.
2. **Work Harassment and Discrimination Training:** Conducting training to promote a respectful and inclusive workplace for all employees.
3. **Whistleblower Protection Training:** Training employees on when and how to raise complaints against policy violations and discomforting issues.
4. **Intellectual Property Protection Training:** Training employees to recognize and safeguard intellectual property, preserving our innovative creations and ideas.
5. **E-Training Integration:** Converting all manual trainings to e-training and integrating to My Portal.



Employee Compensation

What We Do:

1. Salaries are paid on time to all staff and workers through WPS for their regular work hours and responsibilities.
2. Company provides well maintained accommodation, furnished with a wide range of amenities, to our esteemed staff and workers. Additionally, we offer convenient company transportation services for their daily commute. For those employees who opt not to avail the company-provided accommodation, will be offered with allowances as an alternative.
3. Reimbursements or financial support for expenses related to work, such as travel, stay, transportation and meal allowances are provided.
4. Salary increment is given based on periodic evaluations of an employee's performance and contributions.
5. Group life insurance is provided, where company will bear 50% of the premium cost, demonstrating our commitment to your well-being and financial security. The remaining 50% will be borne by employees.

Future Goals:

Incorporating measures for pay parity for same roles and position.

Employee Recognition Program and Feedback Engagement

What We Do:

1. Through monthly performance recognition awards, we express our appreciation to individuals who consistently demonstrate exemplary performance and commitment to their roles.
2. We promote continuous development and alignment with company objectives through a year-round one-on-one (1:1) conversation model.
3. Providing long service awards to honour employees who have been with the company for significant milestones, such as 5, 10, or 20 years of service.

Future Goals:

1. Rewarding employees who have worked overtime and successfully completed projects with one day compensatory time off (comb-off).
2. Conducting regular employee satisfaction surveys, quarterly townhall meetings and focus groups to understand employee needs, gather suggestions, and foster a culture of continuous improvement.

Responsibilities

Top Management:

The Top management is responsible for approving all ESG activities and initiatives.

HSE Department:

The HSE department is responsible for conducting Environmental events and HSE training.

HR Department:

The HR department is responsible for:

- Conducting Employee Wellness Programs
- Managing Compliance Training
- Organizing Team Building Activities
- Implementing Recognition Programs.

Marketing Department:

The Marketing Department is responsible for ESG initiatives and closely work with all departments to ensure successful implementation of ESG activities.

IT Department:

The IT Department is responsible for:

- Implementing screen break software along with 2 min eye exercise videos across all systems
- Assisting the HSE and HR departments in creating E-training videos
- Adding a training section to My Portal
- Conducting Data Protection and Cybersecurity Awareness Training.

