

# **TAURANI HOLDINGS**

SUSTAINABILITY REPORT

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**WE ASPIRE TO BE THE  
MOST TRUSTED NAME  
ACROSS OUR VALUE CHAIN**

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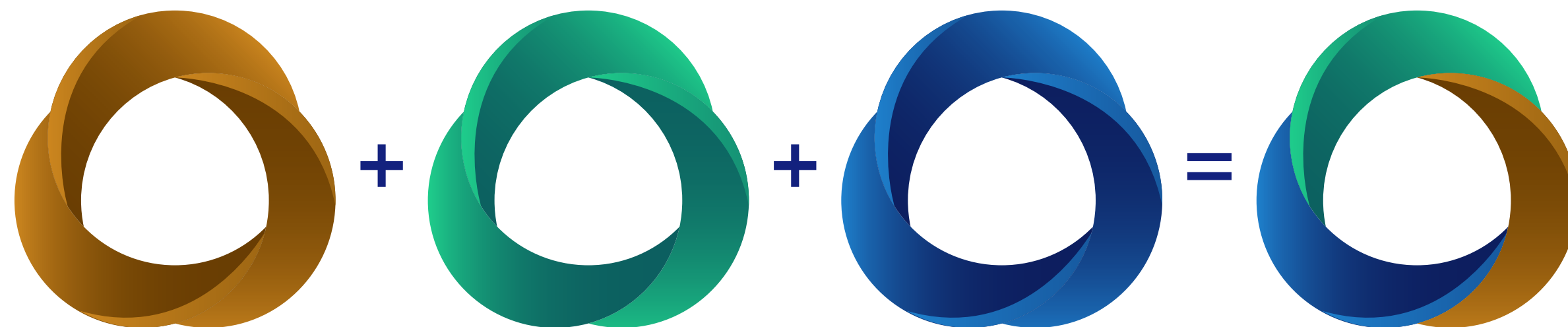
- Environment
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## TAURANI HOLDINGS EMBLEM EXPLANATION

The emblem concept is inspired by the shape of a knot, representing trust, reliability, and interconnectedness. It is designed to symbolize the significance of Environmental, Social, and Governance (ESG) factors in a sustainability report. The emblem captures the essence of responsible and sustainable decision-making, highlighting the importance of transparency and ethical considerations.



## DESIGN ELEMENTS

### KNOT SHAPE

The emblem prominently features a stylized knot shape as its central element. The knot represents the interwoven nature of ESG factors and signifies the interconnectedness of environmental, social, and governance aspects.

### TRUST AND STRENGTH

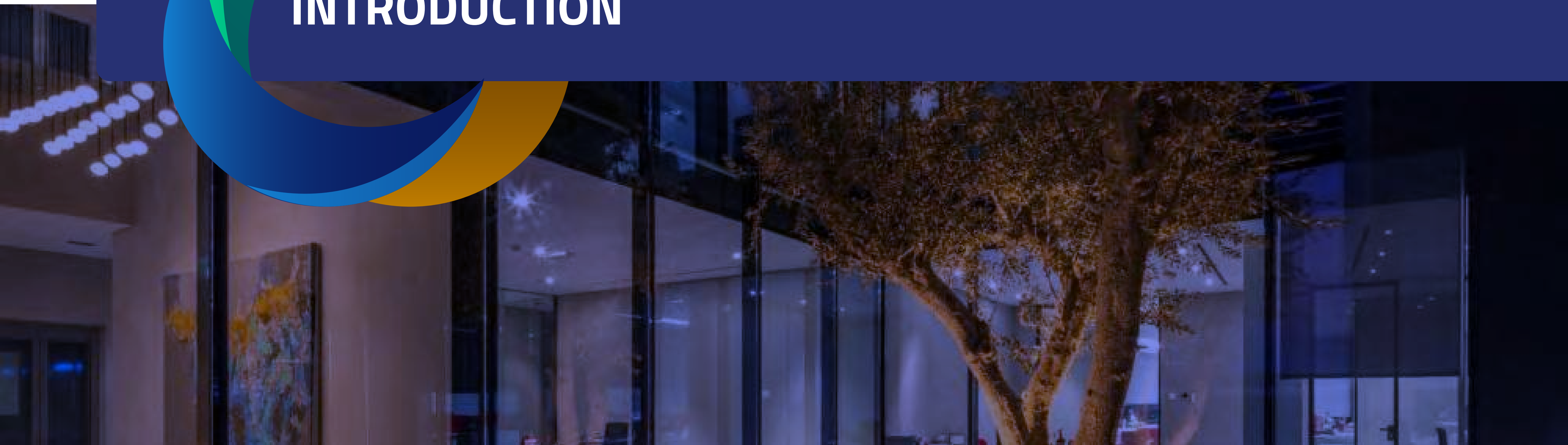
The knot is designed with smooth, flowing lines to convey a sense of trust and strength, symbolizing trustworthiness.

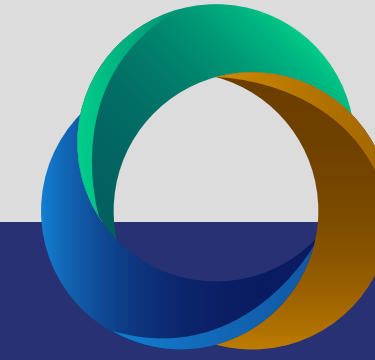
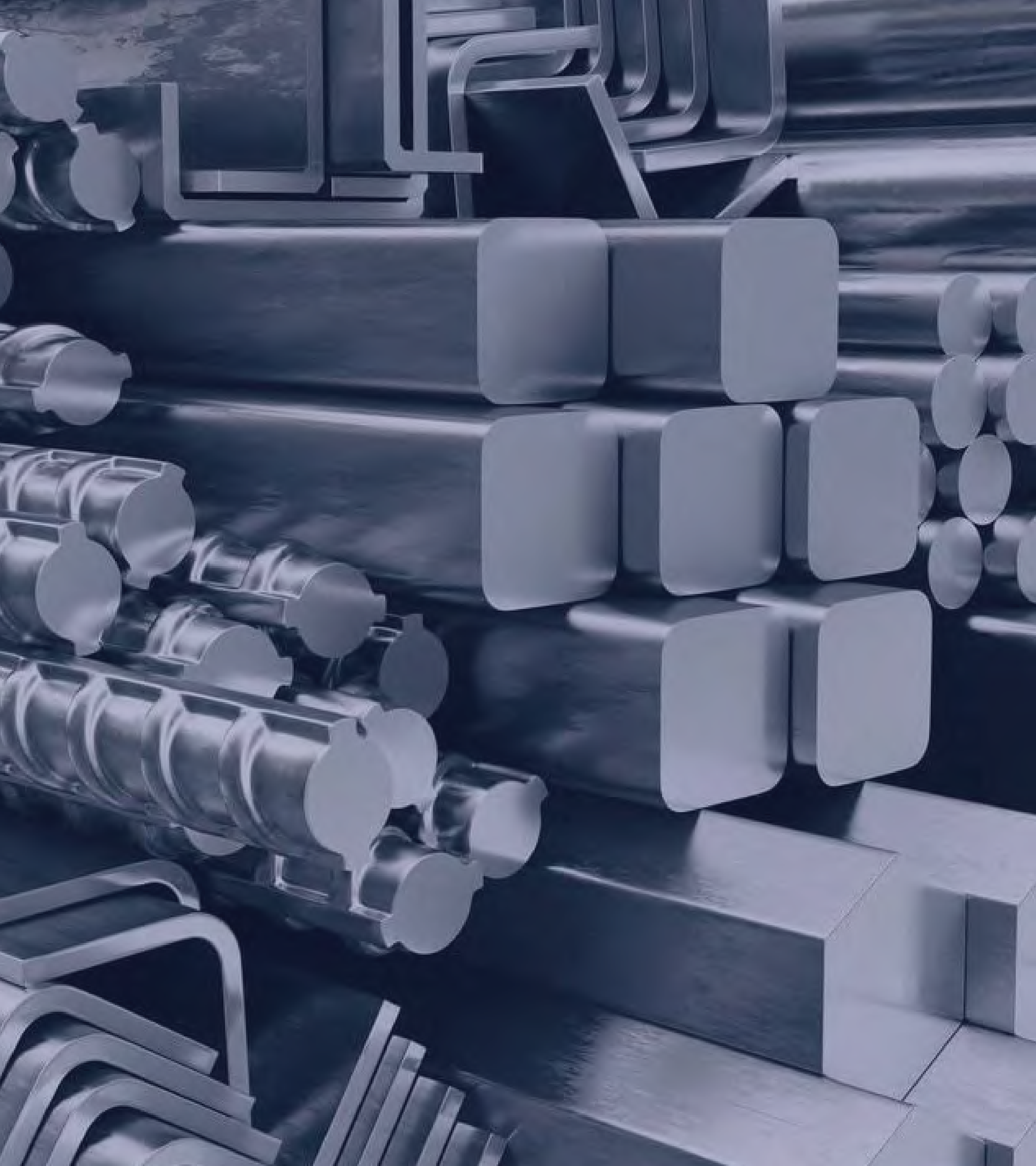
### COLORS

The emblem features the color schemes of sustainability, which are green, blue, and yellow. These colors evoke nature, stability, and ethical values.



# INTRODUCTION





# TAURANI HOLDINGS

## AT A GLANCE

Taurani Group of Companies (the “Group”) is a multinational conglomerate headquartered in Dubai, United Arab Emirates. The company initially started in 1976 as a modest trading operation and has grown to several manufacturing plants in six different locations within the UAE.

With the support of well-defined business strategies, competent leadership, and a highly committed staff of over 4,000 workers worldwide, the Group's products are supplied regionally and internationally through distribution offices in the USA, UK, and Australia.



## MISSION



To deliver continuous improvement in business and exceed expectations by pioneering change and empowering all stakeholders.

## VALUES

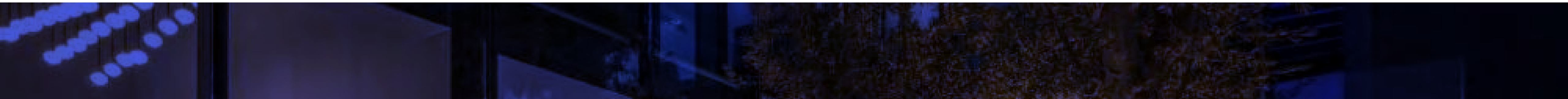


Honorable, synergistic, transformational, customer-centric, sustainable

## VISION



To build a sustainable future through innovation and partnerships.





# LETTER FROM THE MANAGING DIRECTORS



**ANIL A TAURANI**  
 MANAGING DIRECTOR



As the pages of time turn, marking the passage of a year, Taurani Holdings stands resolute in its commitment to forging a sustainable future. In the relentless pursuit of environmental stewardship and social responsibility, Taurani Holdings has dedicated itself to the noble cause of sustainability themes. As a testament to this persistent dedication, we proudly present our second sustainability report, meticulously prepared in accordance with the Global Reporting Initiative (GRI) standards 2021.

Taurani Holdings is excited about seizing opportunities that arise. The global landscape is swiftly transforming with emerging technologies and evolving customer demands. Despite these changes, at Taurani Holdings, we maintain faith in our team, business strategy, and capacity for expansion. In all facets of our operations, we acknowledge the significance of sustainability, coupled with a dedication to pioneering and advancement, supported by a robust business strategy to furnish top-notch products and services to clients, while consistently incorporating technology into every process.

At the heart of Taurani Holdings' operational structure lies a crucial emphasis on sustainability with its environmental, social, and economic pillars. The organization is actively devising strategies to reduce its ecological impact and promote responsible resource utilization.

Moreover, a key objective is the introduction of social responsibility programs that contribute to the well-being of local communities, particularly through initiatives in education and healthcare. Taurani Holdings recognizes the importance of sustainability across both environmental and social spheres, consistently driving initiatives geared towards fostering sustainable development.

On behalf of Taurani Holdings, I would like to extend heartfelt gratitude to our dedicated staff, invaluable partners and everyone who has actively participated in our sustainability journey at Taurani Holdings. We take immense pride in the remarkable milestones we have collectively achieved thus far. It is through the tireless efforts of each individual involved that we have successfully woven the fabric of sustainability into the very essence of our operations. Our unwavering commitment has propelled us towards a more responsible and impactful future. As we reflect on our accomplishments, we look forward with great enthusiasm to the upcoming year, anticipating the unveiling of our next sustainability report.

MANAGING DIRECTOR  
 ANILATAURANI



**LALIT A TAURANI**  
MANAGING DIRECTOR



Respected Partners and Extended Community,

At Taurani Holdings, we are on a journey to promote sustainability, with a focus on responsible business practices, environmental conservation, and social responsibility. Our efforts have reached an important milestone with the release of the second sustainability report prepared according to GRI standard. The report showcases the progress made so far and highlights the ongoing initiatives that will drive our future efforts, a journey that extends beyond mere corporate responsibility to embrace sustainability as both a means and an ultimate goal.

In the fabric of Taurani's tenet, sustainability is not merely a goal to be achieved but a profound means by which the company aspires to make a positive impact for everyone. Recognizing the interconnection of resilient natural environmental, social equity, and economic prosperity, Taurani Holdings views sustainability not as an endpoint but as a continuous journey towards a harmonious coexistence of business and planet.

Taurani Holdings is committed to the integration of its sustainability strategy and objectives with both local regulation and internal sustainable development goals and trends. We acknowledge the intrinsic link between our company's operations and the communities we serve, and our strategy is precisely made to align with the unique needs and priorities of each locale. Through this alignment, our initiatives resonate authentically, fostering a shared commitment to positive impact. Simultaneously, our internal sustainable goals serve as a guiding force, directing our efforts towards comprehensive progress.

Our tireless dedication and rigorous analysis of data, coupled with our unmatched expertise in sustainability, has been the cornerstone of our success. Our unwavering commitment to uphold our company's values continues to drive us forward, and our single-minded focus on sustainability objectives has put us at the forefront of the industry. We take immense pride in our ongoing efforts to create a more sustainable future, and we look forward to continuing to work together towards this honourable goal.

LALIT A TAURANI

# OUR COMPANIES

AL HADDAD



01

KHK  
SCAFFOLDING



05

THL PIPE  
INDUSTRIES



09

ALKHALEEJ  
EQUIPMENT



02

\* 50% OWNED BY TAURANI HOLDINGS

KHK  
STEEL



06

TSS  
TRADING



10

\* 55% OWNED BY TAURANI HOLDINGS

ALKHALEEJ  
STEEL



03

\* 50% OWNED BY TAURANI HOLDINGS

MEVA  
FORMWORK



07

\* 50% OWNED BY TAURANI HOLDINGS

DUCAST  
FACTORY



11

DSS  
STEEL



04

UTP  
PIPE



08

# ASSOCIATIONS AND CERTIFICATIONS

The below table summarizes our certifications for each company:

MEVA	KHK Scaffolding	UTP	THL	Ducast	KHK Steel	AL Khaleej Steel	DSS	TSS
ISO 9001	ISO 9001	LEED Certificate	ISO 9001	ISO 9001	ISO 14001	ISO 9001	ISO 9001	ISO 9001
Certificate of conformity	ISO 14001	BlueScope Steel Limited climate action certificate	ISO 14001	ISO 14001	ISO 45001	ISO 14001	DSS TM certificate	OEKO certificate
	ISO 45001	Sabic Climate action certificate	EPD Certificate	ISO 45001	Certificate of Asateel Installation			Aitex fire reaction certificate
		Tata Steel Climate Action certificate		Kitemark Certificate				B1 certification of fire reaction
		Certificate of waste destruction and recycling		ISO 50001				UKAs of fire reaction
		Sabic Leed certificate						Aenor ER0167/2001
		EPD Certificate						Certificate IQNet
								Certificate of origin
								Certificate Aenor, Eurotest, GC
								Conformity certificate
								CE certificate
								Declaration of conformity
								DEKRA certificate



# SUSTAINABILITY IN TAURANI HOLDINGS



# ABOUT THIS REPORT

We are pleased to present our sustainability report for 2023 to our stakeholders. This report provides insights into the company's performance, direction and future plans. It also covers Environmental, Social, and Governance activities and progress mostly in our 8 subsidiaries located in UAE.

The report showcases the company's strong commitment to innovation, delivering high-quality products and services to its customers while continuing to integrate technology into its processes. Additionally, the report demonstrates Taurani Holdings' strong business model, commitment to growth, and adaptability to changes.

Overall, we ensure at Taurani Holdings that our group continues to prioritize environmental, social, and governance factors in its business practices through integrating ESG elements into the operations and decision-making processes.

Our report is prepared in accordance with Global Reporting Initiative Standards (GRI) 2021.



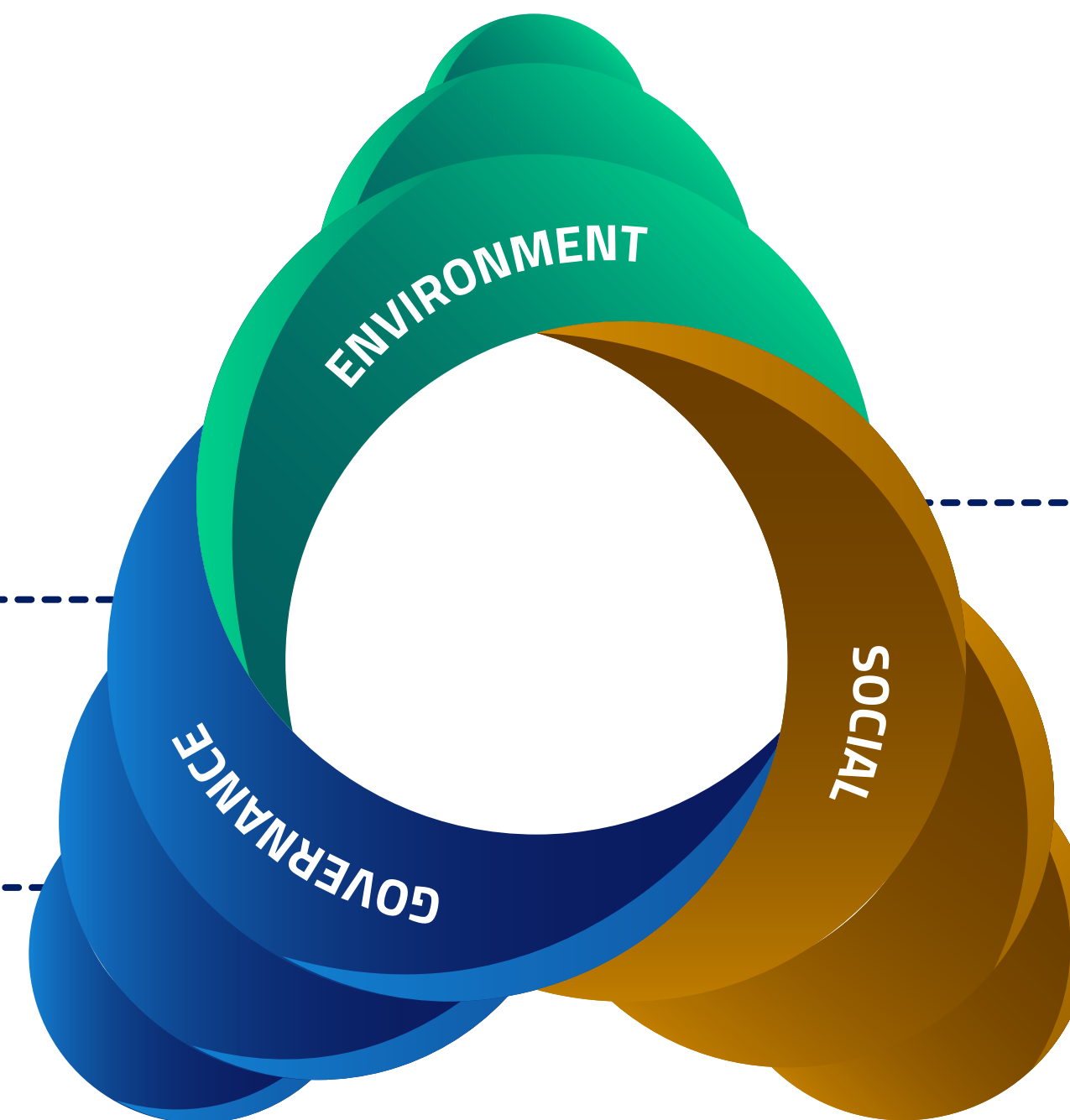
# FUTURE INITIATIVES TO ACHIEVE OUR SUSTAINABILITY GOALS (ESG)

## ENVIRONMENT

- Implementing Net-Zero Strategy and Plan
- Working on Environmentally Friendly Raw Material Replacement
- Increase our Partnerships with Organizations and Peers for Environmental Projects and Plans
- Expand ISO14001 certification

## GOVERNANCE

- Developing a Branding and Labeling Policy or guideline
- Increasing focus on sustainability and social responsibility



## SOCIAL

- Continue to focus on local talent development and hiring
- Increase support local Communities and develop a Plan and Budget for social initiatives
- Develop an employee satisfaction survey
- Engage people in our sustainability initiatives

# OUR SUSTAINABILITY GOALS

Supporting environmentally friendly transportation, Taurani Holdings aspires to mitigate its impact on the environment. Furthermore, we expect to reduce our carbon footprint by investing in:



**Green technologies and implementing innovative measures to reduce emissions**



**We strive to create a positive social impact by engaging in community development initiatives**



**Supporting diversity and inclusion**

By working towards these sustainability goals, Taurani Holdings aims to ensure a long-term viability of its operations, while contributing to a more sustainable future for all stakeholders. On the other side, we will comply with local and international sustainability strategies and regulations, along with the UAE Environment Vision by 2030.

# OUR APPROACH TO SUSTAINABILITY

Taurani Holdings aim to conduct business in a manner that not only meets present demands but also considers the needs of future generations. This involves taking a holistic approach to business practices while considering the environmental, social, and economic impacts of its operations. This involves implementing initiatives that reduce the company's carbon footprint, similar to using renewable energy sources and reducing waste. Also prioritizing ethical business practices, such as fair labor standards and responsible sourcing of materials. Taurani Holdings recognizes that sustainability is not just an abstract concept, it is an actionable strategy that has the potential to benefit both businesses and communities.

We are looking forward to including sustainability in our operations. The company recognizes the importance of protecting the environment and preserving natural resources for future generations. We are working on implementing a number of initiatives to reduce our carbon footprint, by including the use of renewable energy sources such as solar power and the implementation of energy-efficient technologies. In addition, we are aiming to enhance our waste reduction and recycling operations to minimize our impact on the environment. Overall, Taurani Holdings is dedicated to promoting sustainability and making a positive impact on the world.

# SDG ALIGNMENT AND CONTRIBUTION

The company has taken steps to align and commit its operations with the SDGs, with particular focus on sustainable economic growth, environmental protection, social responsibility, and ethical business practices. Through policies and practices that promote fair employment, responsible resource use, and community engagement, Taurani Holding is working towards the achievement of a more sustainable global future. The company recognizes the importance of the SDGs in guiding the global community toward a more equitable, sustainable and prosperous future for all.

Our ESG commitment is directly and indirectly linked to most of the SDGs but most closely aligned with the goals of Gender Equality (SDG 5), affordable and clean energy (SDG 7), Decent Work and Economic Growth (SDG 8), Sustainable Cities and Communities (SDG 11), Climate Action (SDG 13), Life below Water (SDG 14), Life on Land (SDG 15) and Partnerships for the Goals (SDG 17).

**01**  
NO POVERTY

**02**  
ZERO HUNGER

**03**  
GOOD HEALTH AND WELL-BEING

**04**  
QUALITY EDUCATION

**05**  
GENDER EQUALITY

**06**  
CLEAN WATER AND SANITATION

**07**  
AFFORDABLE AND CLEAN ENERGY

**08**  
DECENT WORK AND ECONOMIC GROWTH

**09**  
INDUSTRY, INNOVATION AND INFRASTRUCTURE

**10**  
REDUCED INEQUALITIES

**11**  
SUSTAINABLE CITIES AND COMMUNITIES

**12**  
RESPONSIBLE CONSUMPTION AND PRODUCTION

**13**  
CLIMATE ACTION

**14**  
LIFE BELOW WATER

**15**  
LIFE ON LAND

**16**  
PEACE, JUSTICE AND STRONG INSTITUTIONS

**17**  
PARTNERSHIPS FOR THE GOALS

**SUSTAINABLE DEVELOPMENT GOALS**

# THE PRINCIPLES OF GRI REPORTING:

In accordance with GRI standards, we report on a variety of material topics using disclosures encompassing Economic, Environmental, and social concerns. We use GRI Standards to maintain the quality of the reporting process.

## ACCURACY

The data provided is reliable and sufficient to be aligned with the reporting procedure.



## CLARITY

We ensure all stakeholders are guaranteed access to the data provided in this report, in addition to progress, efforts, and targets.



## RELIABILITY

The numbers and data in this report demonstrate the efficiency in obtaining, documenting, and disclosing information.



## BALANCE

We implemented an evaluation process, to help state the positive performance and future goals, along with areas that need improvement and reevaluation.



## COMPARABILITY

Where applicable, we followed the GRI Disclosure Protocols, and having an annual ESG Report will allow stakeholders to track changes in our performance over time.



## TIMELINES

Taurani Holding is committed to annual ESG Reporting.



## COMPLETENESS

We ensured to collect as much data as possible to provide sufficient information on our activities and impacts.



## VERIFIABILITY

the data presented in this report are documented and can be monitored and examined for more transparency.



## SUSTAINABILITY

The report shows data that are related tot the 3 pillars of sustainability and contribute to sustainability development



# STRATEGIC FOCUS AREAS

Strategic focus areas play a vital role in the success of a sustainability report. These focus areas help our company identify its biggest sustainability challenges and map out a plan to address them.

The typical focus areas include initiatives to reduce environmental impact, such as reducing carbon emissions, water conservation, and sustainable sourcing. Additionally, it focuses on social sustainability, such as improving workplace safety, advancing diversity and inclusion initiatives, and ensuring ethical supply chains. Another key focus area can be governance and ethics, which covers a range of issues including transparency, ethics, and anti-corruption measures. By identifying and addressing the most significant sustainability challenges, organizations can not only improve their environmental and social impact, but also create value for all stakeholders, including employees, customers, and shareholders.

## THE 5 STRATEGIC FOCUSES THAT TAURANI HOLDINGS MAY CONSIDER:

### 01 FINANCIAL PERFORMANCE:

Involves strategies to improve revenue growth, profitability, and cash flow management. It also includes initiatives such as cost reduction, pricing optimization, and investment in new markets or products.

### 02 CUSTOMER SATISFACTION:

Implementing strategies to enhance customer experience, loyalty, and retention. It includes initiatives such as enhancing customer service, improving product quality, and personalizing customer interactions.

### 03 OPERATIONAL EXCELLENCE:

Focusing methods for boosting productivity, efficiency, and operational quality. It covers programs like process improvement, automation, and lean management.

### 04 INNOVATION:

Including methods to develop new products, services, and business models. It includes initiatives such as investing in research and development, fostering a culture of creativity, and collaborating with external partners.

### 05 TALENT MANAGEMENT:

Attracting, developing, and retaining talent. It highlights the efforts in training and development, compensation and benefits, and diversity and inclusion programs for our employees.



# STAKEHOLDERS AND MATERIALITY MATRIX

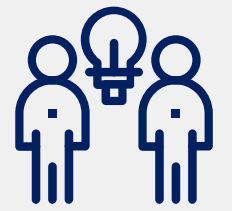


# STAKEHOLDER ENGAGEMENT

Taurani Holdings recognizes the significance of stakeholder engagement for the sustainable growth of the organization. The company values its stakeholders and considers them as an integral part of its business operations. Thus, Taurani Holdings engages with its stakeholders through effective communication and periodic consultations to understand their needs and expectations. The organization conducts regular meetings with its stakeholders, including customers, shareholders, employees, suppliers and the local community, to improve its services, products, and operational activities. Furthermore, the company investigates and addresses all grievances reported by the stakeholders to maintain a healthy relationship with them. Taurani Holdings is committed to ensuring the satisfaction of its stakeholders and is continuously engaged in creating value for them.



**OUR CUSTOMERS AND PARTNERS**



**OUR EMPLOYEES**



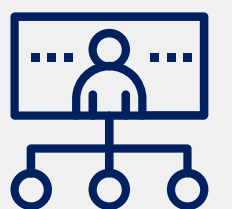
**OUR SUPPLIERS**



**OUR COMMUNITY**



**SHAREHOLDERS / INVESTORS**



# STAKEHOLDER ENGAGEMENT

Taurani Holdings Group has various stakeholders who have a business interest in the company, including shareholders, employees, customers, suppliers, regulators, and the broader community. Engaging with these stakeholders is crucial for the success and sustainability of the company.

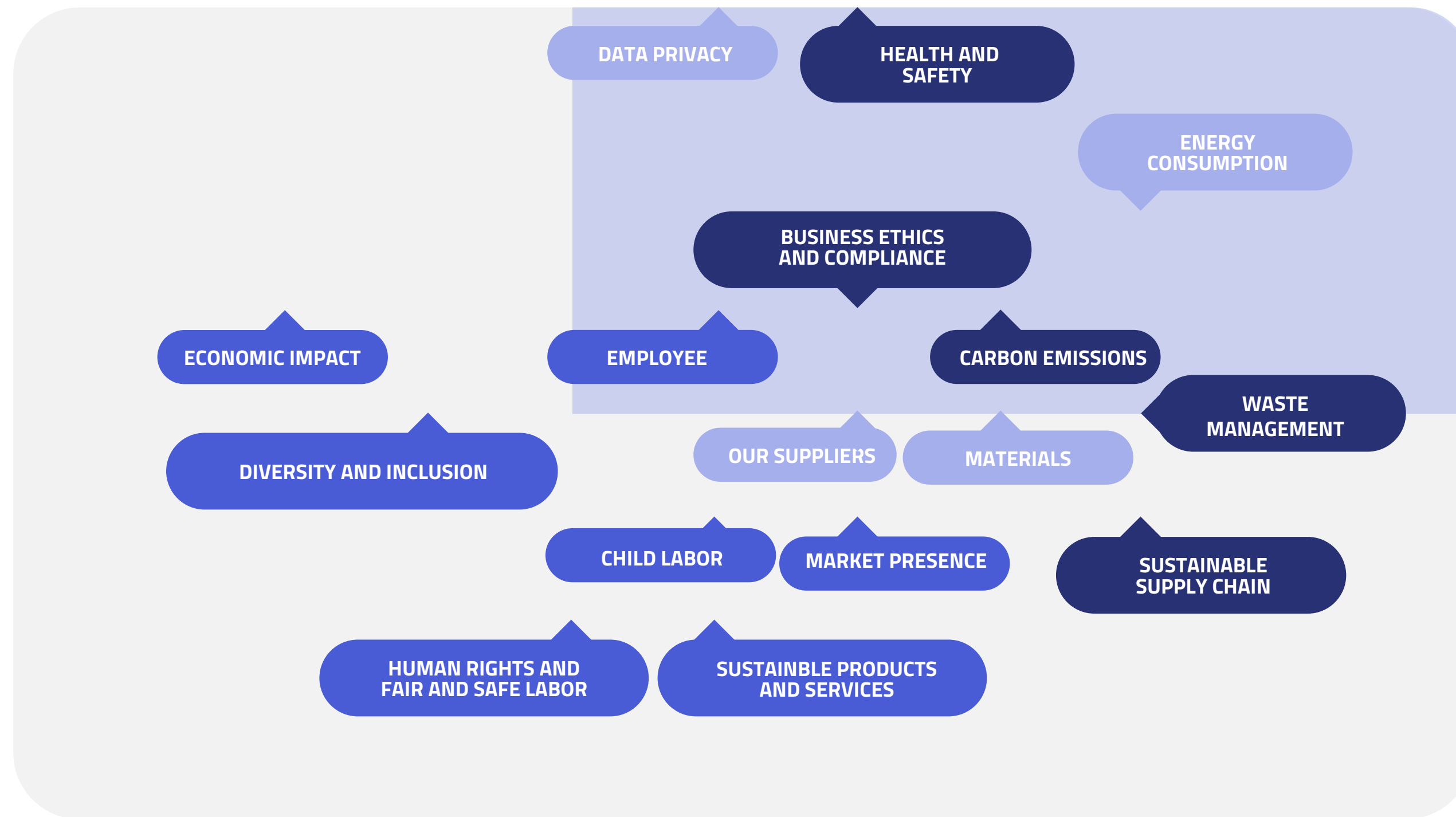
The following are some stakeholder engagement objectives that Taurani Holdings Group could consider:



In conclusion, stakeholder engagement is critical for the success and sustainability of Taurani Holdings. By prioritizing engagement with its shareholders, employees, customers, suppliers, and the broader community, the company can build strong relationships, foster goodwill, and create value for all stakeholders involved.

# MATERIALITY MATRIX

Importance to Stakeholders



Importance to Company

- Environment
- Economic
- Social

TOPICS	RELEVANT GRI TOPICS
Biodiversity (non-material topic)	GRI 304: Biodiversity 2016
Economic Impact (non-material topic)	GRI 201: Economic Performance 2016
Business ethics and compliance	GRI 205: Anti-corruption 2016
Diversity and inclusion	GRI 405: Diversity and Equal Opportunity 2016
Human rights and fair and safe labor	GRI 409: Forced or Compulsory labor 2016
Carbon emissions	GRI 305: Emissions 2016
Sustainable products and services	GRI 416: Customer Health and Safety 2016
Indirect Economic Impact (non-material topic)	GRI 202: Indirect Economic Impacts
Waste management	GRI 306: Waste 2020
Health and safety	GRI 403: Occupational Health and Safety 2018
Freedom of association and collective bargaining (non-material topic)	GRI 417: Marketing and Labeling 2016
Sustainable Supply Chain	GRI 204: Procurement Practices 2016
Materials	GRI 301: Materials 2016
Security practices	GRI 204: Procurement Practices 2016
Our Suppliers	GRI 308: Supplier Environmental Assessment 2016
Energy Consumption	GRI 302: Energy 2016
Employee	GRI 401: Employment 2016
Market Presence	GRI 202: Market Presence 2016
Data Privacy	GRI 418: Customer Privacy 2016
Risk Management	GRI 2: General Disclosures 2021
Governance reporting	GRI 2: General Disclosures 2021
Water	GRI 303: water and effluents
Child Labor	GRI 408: Child Labor 2016
Tax (non-material topic)	GRI 207: Tax 2021
Labor/Management Relations (non-material topic)	GRI 402: Labor/Management Relations 2016
Public policy (non-material topic)	GRI 415: Public Policy 2016
Training and Education	GRI 404: Training and Education 2016
Non-discrimination	GRI 406: Non-discrimination 2016
Local communities	GRI 413: Local Communities 2016
Rights of indigenous peoples (non-material topic)	GRI 411: Rights of indigenous peoples 2016
Supplier social assessment	GRI 414: Supplier Social Assessment 2016

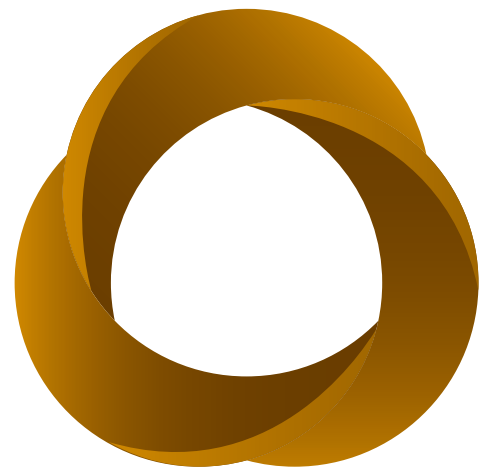


# ESG IN TAURANI GROUP



## ENVIRONMENT

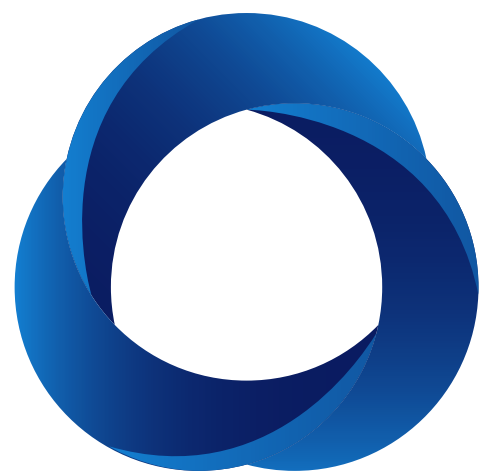
We believe that our industry can have an impact on the environment. As a result, we are trying to address all related issues that will assist us in reducing and mitigating our carbon footprint and proactively optimizing our operations toward green energy and efficiency.



## SOCIAL

Taurani Holdings is one of the largest private sector employers in the United Arab Emirates. With the help of a powerful, consistent, and meritocratic HR framework, Taurani Holdings continues to maintain a progressive people environment, where purpose-driven talent is attracted and engaged. Taurani Holdings' entrepreneurial culture aims to motivate all employees to play an integral role in the organization's growth.

To create value for our business and increase our influence, we approach our social impact by investing in local communities and connecting with their needs, as well as concentrating on the operational capabilities of our people.



## GOVERNANCE

Our policies and procedures at Taurani Holdings involve the process of our operations, workers, and stakeholders complying with local and international regulations. We strive for good governance by enforcing strict risk and compliance controls and regulations across our operations.

We have our code of conduct and internal policies to assure the governance of our sustainability strategy, which play an important role in our organization since they give a framework for decision-making and direct actions toward reaching specified goals. Our code of conduct applies to all our associated parties and is in accordance with local and international laws and regulations. Policies, on the other hand, are likewise in accordance with local and international laws and rules. (for more please see governance section page 49).

# 01



## OUR PLANET

Our commitment to sustainability and responsible manufacturing practices drives us to ensure that our production processes are environmentally friendly. We strive to provide our customers with the best quality products at competitive prices, and exceptional customer service.

We are aware that our industry has a great impact on our natural capital, such as emissions and material use, therefore, we labeled it as one of our primary material topics. In line with the UAE vision, we started considering our impacts on the environment, such as waste management, carbon emissions, water usage, and protection of the ecosystem.

We recognize that we have a significant environmental impact due to the nature of our industry. To mitigate these impacts, we are adopting sustainable practices in most of our subsidiaries, and we are aiming to implement environmental sustainability in our supply chain whenever possible. We are also planning to get ISO 14001 environmental management systems in some of our locations.

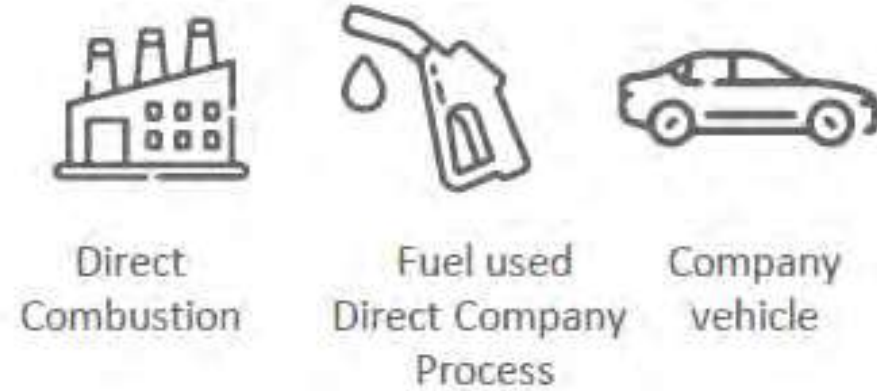
ENVIRONMENT  
**OUR PLANET**

# CARBON EMISSIONS:

The carbon footprint calculations were done according to GHG Protocol Guidelines, IPCC Tools, Defra, and other local emission factors.

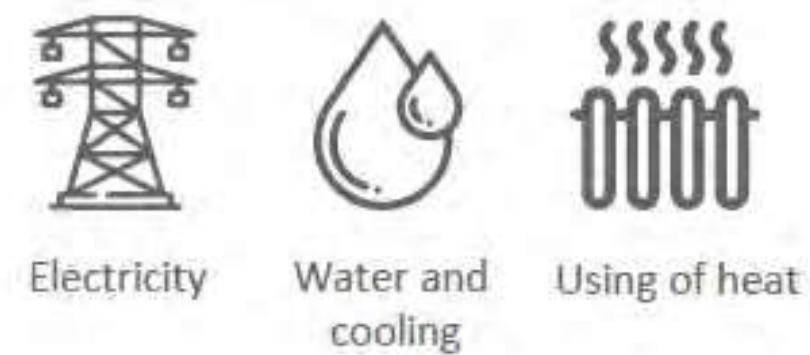
## SCOPE 1:

Direct emissions: Emissions from fuel combustion, during operations or logistics.



## SCOPE 2:

Indirect Emissions: Emissions resulting from utilities (electricity, water or heating).



## SCOPE 3:

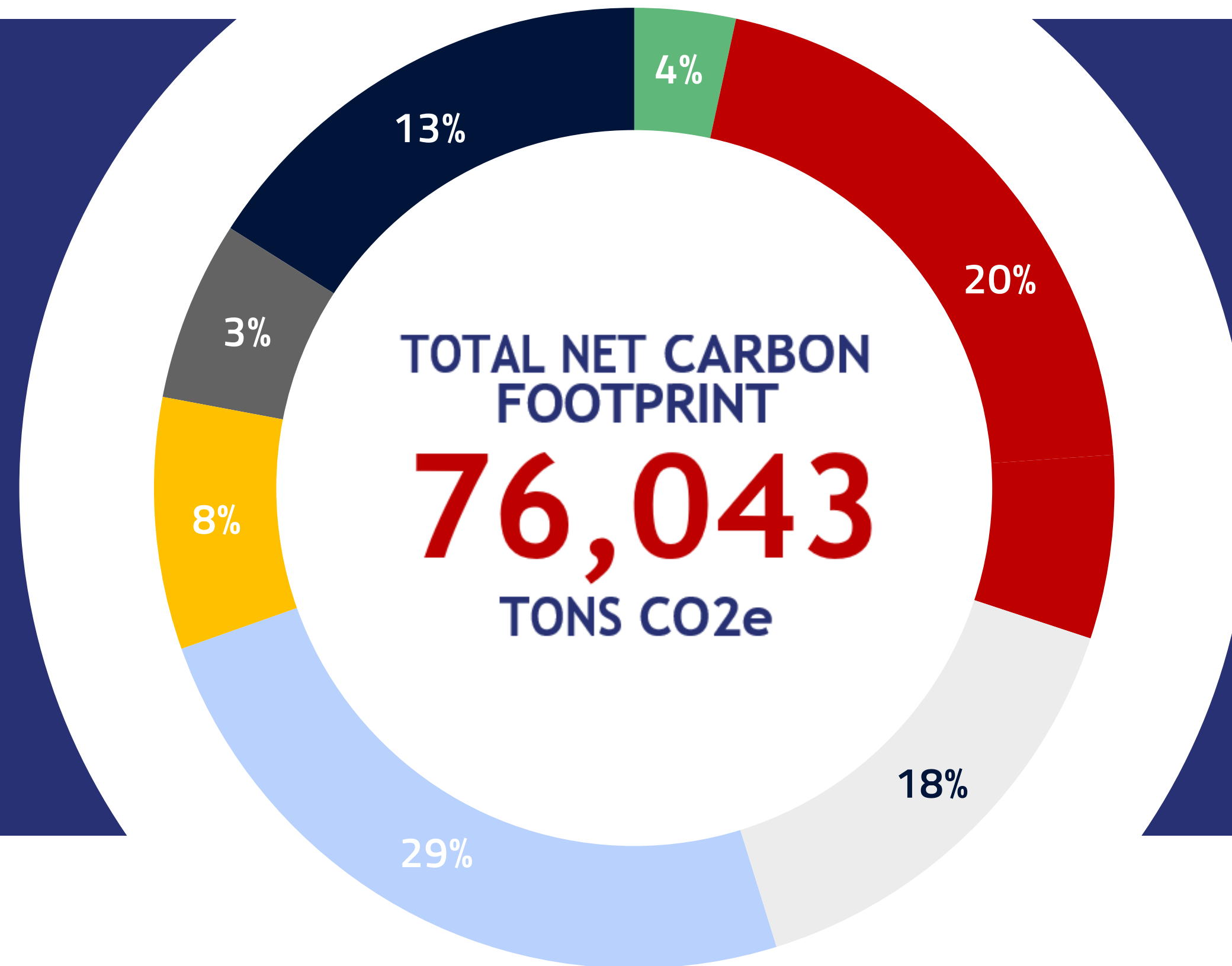
Indirect Emissions: Scope 3 emissions refer to all other indirect emissions that occur in a company's value chain, including upstream and downstream activities.



ENVIRONMENT  
**OUR PLANET**

We measure our emissions based on the Green House Gas (GHG) Protocol accounting tool and utilize an operational control approach to measure our emissions.

- Al Haddad Transport  
4,147
  - Al Khaleej Steel  
7,608
  - DUCAST  
19,722
- KHK Scaffolding  
37,089
  - KHK Steel  
4,316
  - THL Industries  
380
  - UTP  
6,914



The attribution of CO<sub>2</sub> footprint for the following entities has been adjusted while considering ownership structure of the Al Khaleej Steel: %50

ENVIRONMENT  
**OUR PLANET**

## OUR CARBON OFFSETS:

Carbon Offset helps us reduce our carbon footprint; we are currently supporting initiatives that help mitigate the environmental impact of our operations. We recognize the importance of reducing carbon emissions, therefore Taurani Holdings adopted a carbon offset strategy that ensures reducing greenhouse gas emissions, by investing in renewable energy and carbon offsetting. We are committed to maintaining the environment and providing a crucial contribution to a sustainable future.

SOLAR PLANTS TO COVER ABOUT **45%** OF FACILITY CONSUMPTION

COMPANY	SCOPE 2 EMITTED TONCO2	SCOPE 2 AVOIDED TONCO2	SCOPE 2 FOOTPRINT TONCO2	SOLAR SAVING (KWH)
THL	1,412	1,228	184	2,804,481
UTP	4,320	1,063	3,256	2,428,450



The companies are discussing installing a solar plant as part of the company's efforts of

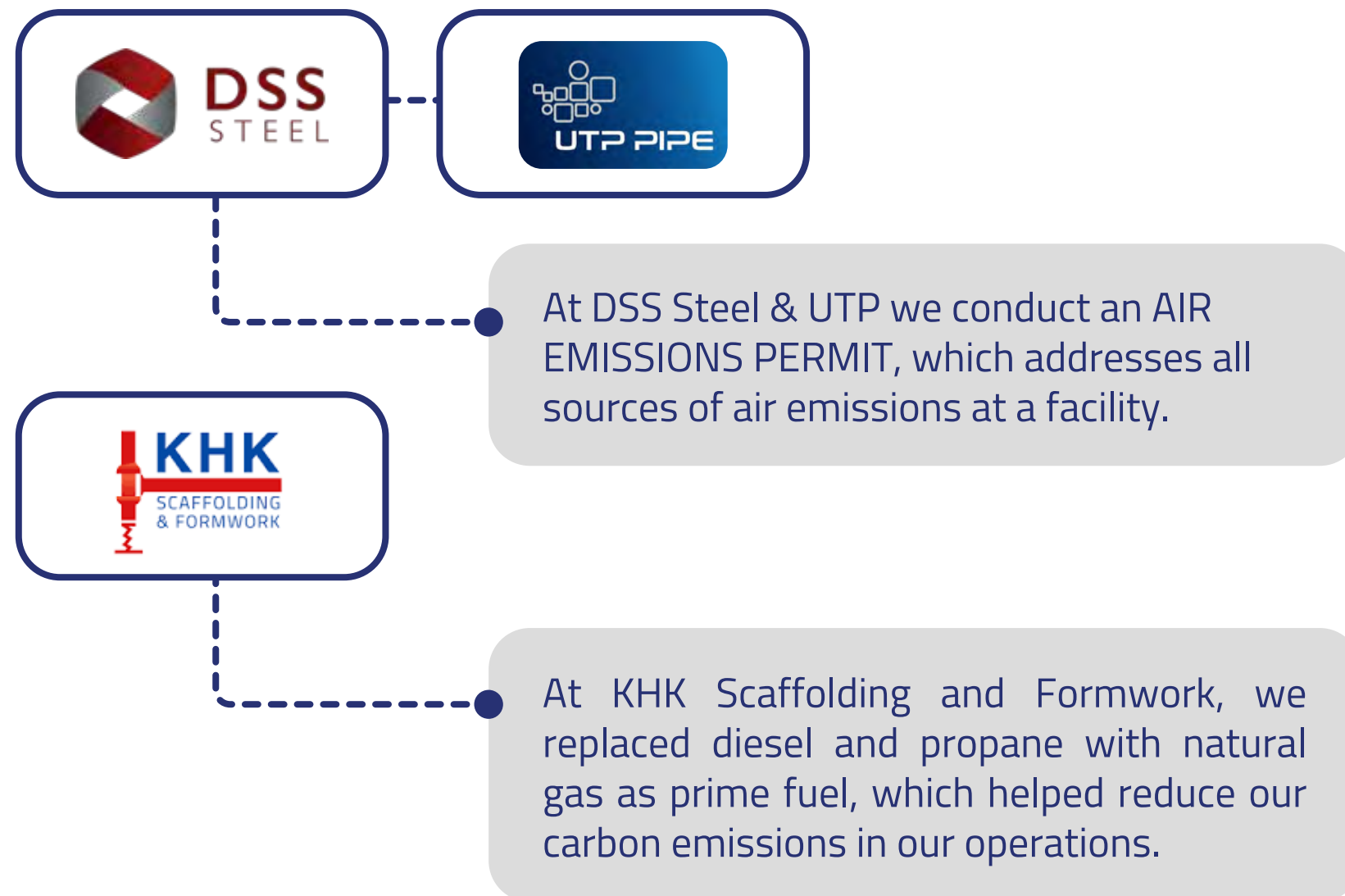


**3200kw**  
OF SOLAR ENERGY INSTALLED

ENVIRONMENT  
**OUR PLANET**

## AIR EMISSIONS PERMIT:

An air emissions permit is a legal document that authorizes us to release pollutants into the air within certain limits. The permit specifies the types and quantities of emissions that are allowed, as well as the methods and equipment that must be used to minimize the impact of those emissions on the environment and public health. Ensuring compliance with the conditions stipulated in the air emissions permit is our obligation, and penalties may be incurred in the event of any violations of the permit's terms.



## POLICES AND STANDARDS

Environmental policies play a crucial role in our efforts to achieve environmental targets and goals. These policies address the significant impacts on the environment, as well as on human health and well-being.

Taurani Holding's Environmental Policy and Code of Conduct outline its commitment and objectives for the preservation of the environment and the climate.

Our Environmental Policy includes a wide range of measures intended to help minimize pollution, maintain natural resources, and support long-term growth. The importance of reducing greenhouse gas emissions is highlighted in the policy, along with our attempts to use renewable energy sources, such as solar power plants. The policy also encourages and controls the use of chemicals and other potentially hazardous materials. (A list of environmental certifications is on page 07.)

ENVIRONMENT  
**OUR PLANET**

# SPOTLIGHT ON ENVIRONMENTAL PROJECTS



ENVIRONMENTAL  
MANAGEMENT SYSTEM



ENVIRONMENTAL IMPACT  
ASSESSMENT REPORT



WASTE AND RECYCLING



CIRCULAR ECONOMY



ENERGY  
EFFICIENCY



ELECTRIC DEVICES



LANDSCAPING &  
GREEN OFFICES

ENVIRONMENT  
**OUR PLANET**

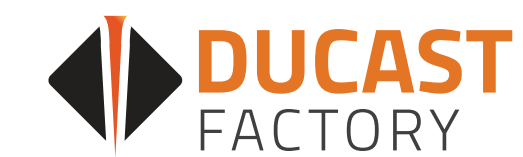
# SPOTLIGHT ON ENVIRONMENTAL PROJECTS

## ENVIRONMENTAL MANAGEMENT SYSTEM

Through our accredited environmental management system, we're gradually striving to reduce our environmental impact, combat climate change, and encourage greater environmental responsibility. With the goal to limit material consumption and waste, along with maximizing the usage of recycled materials and products, we also try to use environmentally friendly materials in our production and research operations.

## ENVIRONMENTAL IMPACT ASSESSMENT REPORT

The Environmental Impact Assessment report includes the identification, assessment, and evaluation of potential environmental impacts associated with our projects and our industrial operations. The environmental assessment provides a detailed description of the environmental setting of the proposed project and its surroundings and identifies the interaction between the proposed project and the various environmental components.



DUCAST had an existing Ductile Iron casting manufacturing unit in the Al Quoz Industrial Area in Dubai. With an increase in market demand, the Dubai manufacturing facility consistently increased its production rate by adding additional machinery and personnel. DUCAST achieved its peak production of 1200 tons/month in 2022; hence, the facility in Dubai has no further scope for increasing the production capacity due to space & logistics constraints. However, the continuous increase in demand for the products remains unabated, especially in Abu Dhabi. Therefore, DUCAST management has decided to develop a modern greenfield, fully mechanized, automated, environmentally friendly plant with enhanced volume per man hour to achieve cost-effective products that fulfill the demand for near-net shape and precision dimensioned castings.

ENVIRONMENT  
**OUR PLANET**

# SPOTLIGHT ON ENVIRONMENTAL PROJECTS

## WASTE AND RECYCLING

We are focusing our attention on reducing raw material disposal and waste volume, due to cost increases of raw materials, high waste disposal expenses, and the extensive harm that waste contributes to the environment and communities. As a result, all subsidiaries are now concentrating on reducing waste generation while optimizing plastic recycling. Similarly, we are determined to recycle extra waste or resources used in our manufacturing process.

We'll keep putting more effort into minimizing our ecological footprint and water consumption, advancing the recycling of our waste products, and working with our clients to develop and manufacture new products using recycled plastics. Here are a few examples of our waste management and recycling practices in our business operations:

- 01 Sludge and waste oil were disposed of in an approved recycling facility, and disposal certifications were obtained.
- 02 There are giant waste bins located at every machine inside the facilities for keeping steel scrap.
- 03 We have scrap bins for different grades of steel and all steel scrap has been recycled. The steel scrap is also eco-friendly.
- 04 At KHK Steel Facility, waste is segregated along with demarcation, to prevent waste disposal in public areas. We hold an annual agreement for the removal of waste in our operations.
- 05 Tires recycling/ vehicle oil is maintained by the servicing company.
- 06 We have a definitive process for determining our water-related objectives, which characterize our solution to manage water and effluents, this process is linked to state policies or local conditions of each area experiencing water shortage.



### SPOTLIGHT ON OUR WASTE MANAGEMENT:

THL has an ETP plant (Effluent Treatment Plant), which is a process designed for treating industrial wastewater for its reuse or safe disposal in the environment.

Al Khaleej Steel is managing the disposal of plastic paper, plastic, foil, wood waste, wastewater, food waste, electrical and electronic equipment waste, and metal scrap waste by deploying an approved recycling company.

ENVIRONMENT  
**OUR PLANET**

# SPOTLIGHT ON ENVIRONMENTAL PROJECTS

## CIRCULAR ECONOMY

Taurani Holdings is an innovative and environmentally conscious company, we recognize the importance of implementing circular economy in our operations. By reusing and recycling materials, the circular economy supports our approach to preventing waste. Taurani Holdings ensures the efficient use of resources by adopting sustainable practices such as renewable energy and closed-loop systems. We are working towards our contribution to Sustainability, Green steel, Circular economy, and ESG.

Circular economy initiatives like scrap and tire recycling play an essential role in promoting sustainable resource management and reducing waste by repurposing materials and extending their lifespan.

The combined steel output from all manufacturing subsidiaries amounts to 7,509 tonnes, which is then utilized and harvested back to DUCAST to avoid waste, resulting in 126 tonnes of carbon emission reduction.

Overall, we have significantly improved our sustainability approach, reduced costs, and created new business opportunities. We also sell scrap to vendors, and it is either processed or reused for other purposes.

## LIFE CYCLE ASSESSMENT

We recognize the importance of sustainable practices and the Life Cycle Assessment (LCA) methods in evaluating our environmental impact. Taurani Holdings also understands that LCA enables us to assess the environmental consequences of the products and processes from beginning to end, including raw material extraction and end-of-life disposal. By identifying areas that need improvement, we can enhance our operations, decrease energy consumption, minimize waste, and improve resource efficiency.



UTP had an Environmental Product Declaration of high-frequency welded Steel Pipes and Tubes In accordance with ISO 14025 and EN 15804, the report discusses the full lifecycle and the environmental performance of high-welded Steel Pipes and Tubes manufactured by Universal Tube & Plastic Industries.

This Environmental Product Declaration (EPD) has been developed using the Life Cycle Assessment (LCA) methodology. The assessed life cycle includes all phases in the manufacturing process of high-frequency welded Steel Pipes and Tubes in a “Cradle to Gate with options” scope including the end of Life and Resource Recovery Stage. This LCA covers the supply of raw material (HR coil) and all other processes up to the distribution of the final product. This EPD has been conducted according to the program operator regulations and it has been verified and registered in The International EPD.

ENVIRONMENT  
**OUR PLANET**

## SPOTLIGHT ON ENVIRONMENTAL PROJECTS

### ENERGY EFFICIENCY

We are committed to promoting energy efficiency in all our operations. We recognize the importance of sustainable business practices and take proactive measures to reduce our carbon footprint. We implemented various energy-efficient technologies and practices across our facilities, including the use of energy-efficient lighting, HVAC systems, and equipment. We also encourage our employees to adopt energy-efficient habits, such as turning off lights and equipment. Our commitment to energy efficiency is not only beneficial for the environment but also helps us reduce our operating costs.

We continue to work toward obtaining the ISO 14001 certification for our facilities, as well as the climate action certificate and permits for hazardous waste disposal. In addition, we plan to get LEED certification in all our facilities and also examine different buildings to measure electricity consumption and propose potential energy reductions.

We are also conducting an Impact Risk Examination to identify our potential exposure to vulnerabilities and build strategies to reduce them. This includes classifying physical hazards, evaluating the influence on our supply chains and markets, as well as keeping up with the changes in governmental laws. We conduct an Air Quality Assessment which measures our impact on local air quality.

We implemented an environmental monitoring procedure and report at Al Khaleej Steel to assess whether the facility's operations adhere to OSHAD / EAD regulations. Monitoring was carried out, and a set of observations were collected and reported within the framework of the facility's environmental management. The environmental monitoring task consists of Ambient & Occupational Air Quality, Ambient & Occupational Noise Levels, and Stack Emissions Monitoring has been carried out by the Green Crescent Environmental Engineering Consultants (GCEEC) representative.



ENVIRONMENT  
**OUR PLANET**

# SPOTLIGHT ON ENVIRONMENTAL PROJECTS

## ELECTRIC MACHINERY



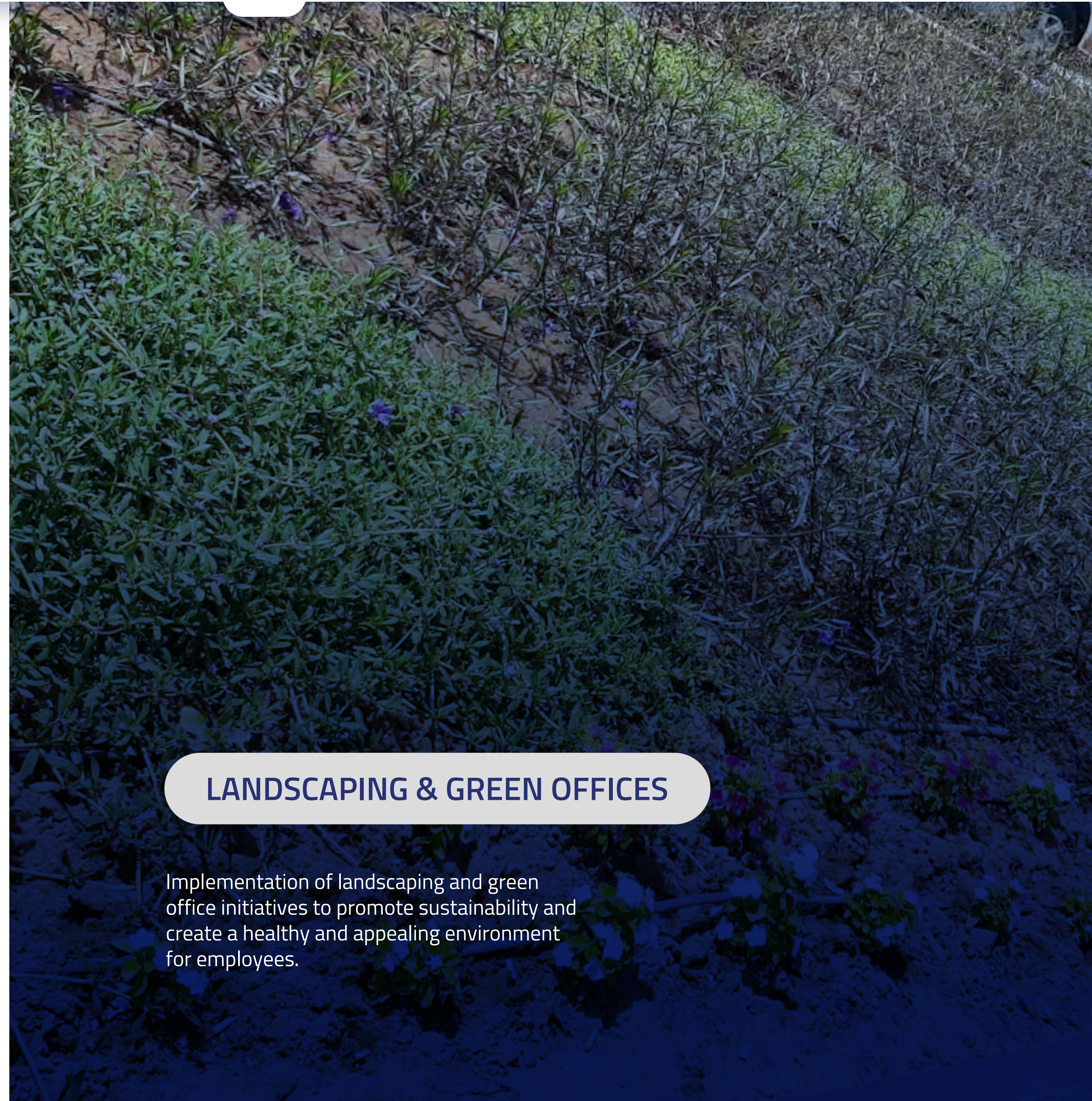
A battery-operated forklift is used at the facility to reduce diesel consumption and promote electric vehicle usage



DUCAST has put in place a plan to convert their LPG to Natural Gas

## LANDSCAPING & GREEN OFFICES

Implementation of landscaping and green office initiatives to promote sustainability and create a healthy and appealing environment for employees.



# 02

## OUR COMMUNITY

Taurani Holdings places a high value on its employees and social responsibilities. We understand that our employees are our greatest asset, and we strive to create a safe, healthy, and pleasant work environment for them. We also recognize our responsibility towards the community and we are devoted to running a company in a socially responsible manner.

The company takes part in various social initiatives and philanthropic activities dedicated to improving the lives of people in the community. This approach creates a harmonious relationship between the organization and its employees, along with the community. As a result, we were able to build a passionate and driven workforce that is motivated to work and help achieve the company's goals.

SOCIAL  
**OUR COMMUNITY**

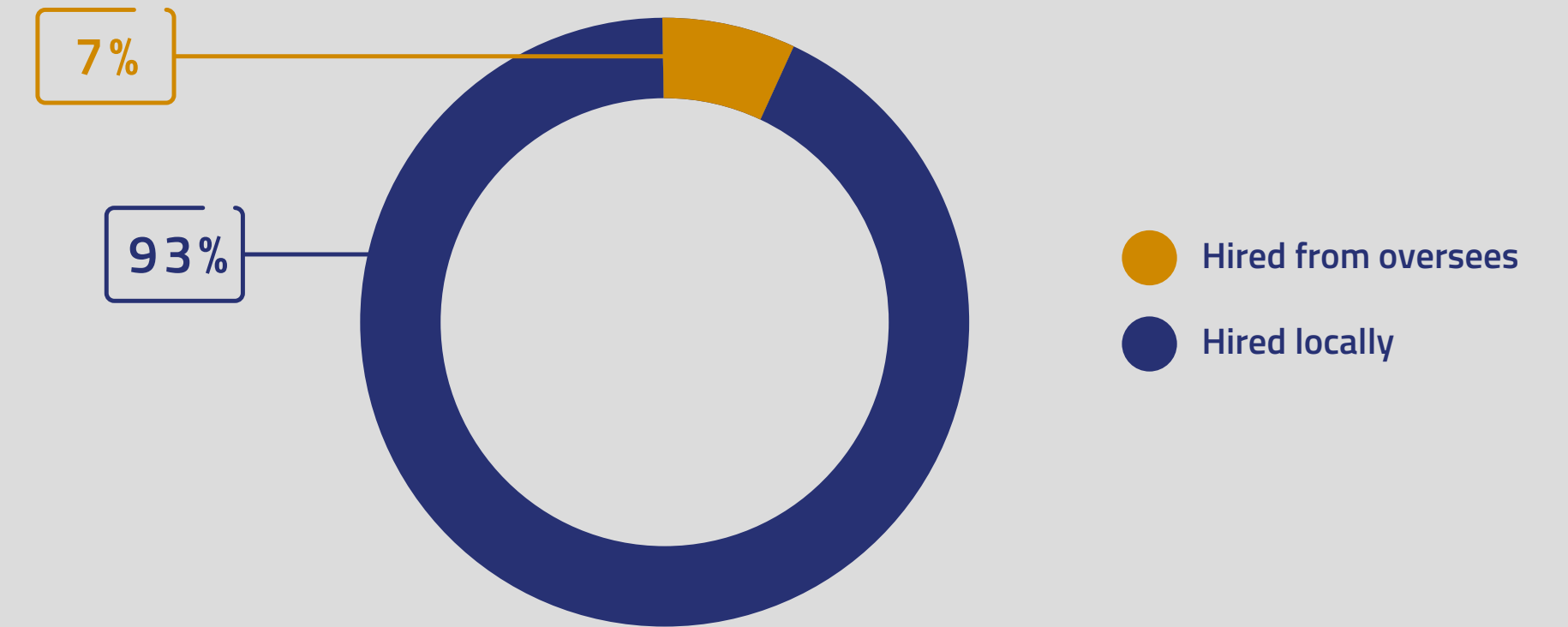
# OUR PEOPLE

## GENDER EQUALITY AND INCLUSION

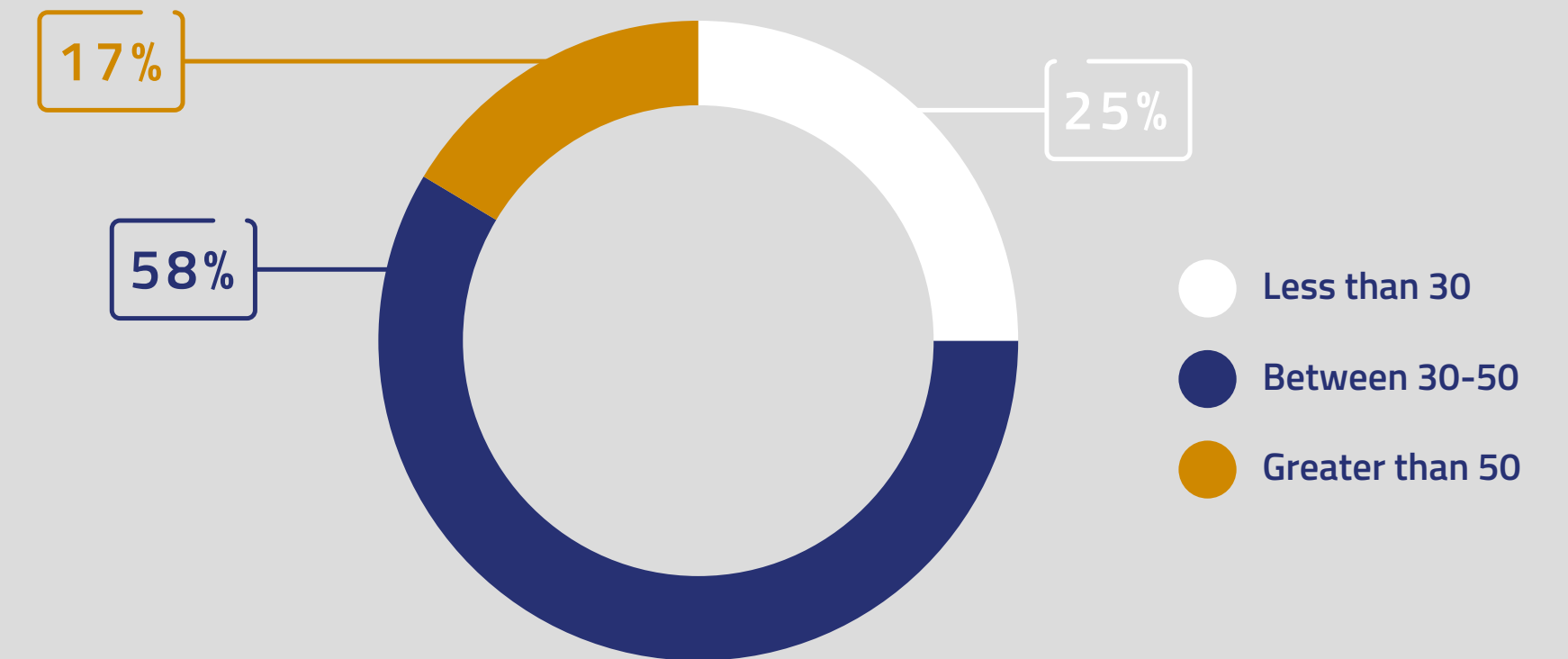
We recognize that there is a male predominance in the majority of our key markets for the required positions (2% female Vs. 98% male). By providing training and development programs focused on diversity and inclusion, the company is taking proactive steps to educate its employees about the significance of creating a supportive and respectful work environment. Such initiatives can help raise awareness and sensitivity towards gender-related issues and contribute to a more welcoming atmosphere for all employees, regardless of their gender, age, disability, or religion. Taurani Holdings is dedicated to upholding the highest standards of gender equality and inclusion. By continually improving policies and practices, the company ensures that all employees have an equal opportunity to succeed, regardless of their gender.

**THERE IS NO GENDER GAP IN BASIC COMPENSATION IN TAURANI HOLDINGS, FURTHERMORE, THE PAY IS DETERMINED BY POSITION AND GRADE RATHER THAN GENDER.**

**% OF SENIOR MANAGEMENT AT SIGNIFICANT LOCATIONS OF OPERATION THAT ARE HIRED FROM THE LOCAL COMMUNITY**



**COUNT OF LESS THAN 30 AND GREATER THAN 30**



SOCIAL  
**OUR COMMUNITY**

## OUR PEOPLE

### EMPLOYEE ENGAGEMENT

At Taurani Holdings, we believe that employee engagement is an effective way to maintain a productive and motivated workforce. Opportunities for growth and development are essential for employees to feel valued and motivated. By offering training programs, mentorship opportunities, and career advancement paths, Taurani Holdings enables its employees to enhance their skills, expand their knowledge, and reach their full potential.

### HUMAN CAPITAL MANAGEMENT & STRATEGY

At Taurani Holdings, we focus on managing and developing talent to ensure that employees possess the necessary skills and competencies for our company. Each subsidiary conducts its own training, we also provide our employees with training and development opportunities, career path, and performance management practices. For leadership & executive coaching, training has been initiated by the top management across all subsidiaries.

Our recruitment policy aligns with all local and international rules and regulations. Our main strategy for our people is creating a work culture that is positive, supportive, and flexible, which allows employees to achieve their career aspirations while supporting the organization's objectives. This helps us optimize employees' productivity, boost employees' morale, and increase employee retention.

## EMPOWERMENT AND DEVELOPMENT / EMPLOYEE TRAINING

Our primary purpose is to provide employees with the resources and tools they require to thrive. We aim to adopt a management strategy that involves a comprehensive approach, which begins with the recruitment of the right candidates based on merit and competencies. Once hired, employees are provided with adequate training and development opportunities to ensure continuous growth. Additionally, higher management provides regular feedback, recognition, and support to employees, along with motivating them to perform at their best. We foster a culture of open communication and teamwork, which leads us to a motivated and engaged workforce that supports business objectives.

In our companies, such as Al Khaleej Steel, KHK Scaffolding, UTP, and THL, we have suggestion and complaint boxes in place to engage employees and improve communication between management and employees.

We regularly conduct anti-corruption policy training for all employees and sponsor educational programs for them, including PROs for Arabic language learning for our employees. All employees including board members sign-off the code of conduct declaration form.

In Al Khaleej Steel we conduct awareness and training on reducing the usage of ink cartridges by saving records digitally. Also developing software for all reports to ensure that the use of ink can be reduced by 50%.

On the other side, KHK Scaffolding conducts regular employee training which covers self-development, leadership development, safety awareness, and other related topics that help with career development.

SOCIAL  
**OUR COMMUNITY**

## OUR PEOPLE

### EMPOWERMENT AND DEVELOPMENT/ EMPLOYEE TRAINING

#### LEADERSHIP & EXECUTIVE COACHING OUTCOMES:

Leadership and executive coaching provide personalized guidance, fostering authentic leadership styles that empower individuals to lead with clarity and effectiveness. This leads to empowered teams and drives organizational success by leveraging unique strengths and creating a positive work culture.

THE AVERAGE TRAINING HOURS OF EMPLOYEES  
ACCORDING TO POSITION

Higher Management	Middle Management	Junior Staff
68	99	473

This training has been initiated by the shareholders across all subsidiaries, and the focus areas are:



Define leadership from an organizational context.



Develop an in-depth strong understanding of self and team leadership needs.



Formulate an internal and external strategy to enhance results and relationships.



Recognize the importance of leadership in sustaining an engaged organizational culture.

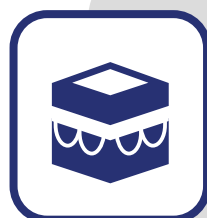
SOCIAL  
**OUR COMMUNITY**

## OUR PEOPLE

### EMPOWERMENT AND DEVELOPMENT/ EMPLOYEE TRAINING

#### EMPLOYEE BENEFITS

We have a clear human rights policy against discrimination on the basis of gender, ethnicity, disabilities, religion, or age, along with a Code of Conduct. We also have policies that manage annual leave, sick leave, parental leave, daily work, work remotely, business travel policy, a fuel allowances and company cars policy, a grievance redressal policy, a recruitment policy, a retirement policy, a Compensation & Rewards Policy, and a Succession Planning Policy all of which are available for all employees, the policies are subject to periodic reviews and shared.



Paid Hajj leave of 12 days is provided to Muslim employees, as per law.

#### PERFORMANCE APPRAISAL PROCESS

Each subsidiary follows its own performance process, we are in the process of developing a common appraisal process. We have a well-established performance appraisal in all subsidiaries designed to help employees understand their strengths and areas of improvement, set goals, and develop their skills and knowledge. The process involves setting annual performance goals and objectives, followed by regular check-ins and feedback sessions between employees and their managers. These sessions enable employees to discuss their progress, receive feedback on their performance, and identify areas of development. At the end of the year, a formal performance review is conducted, which takes into account the employees' achievements throughout the year, their overall performance, and their potential for growth within the organization.

#### SPOTLIGHT

Reward and Recognition policy: Our company's reward and recognition policy are based on acknowledging our employees for their exceptional performance and contribution towards achieving our goals. We believe in recognizing employees for their hard work and dedication. Our policy includes regular evaluations and performance appraisals, as well as rewards and benefits for outstanding performance. In addition, we organize employee recognition events and award ceremonies to acknowledge and celebrate their contributions. The policy also covers career development opportunities and training programs to enhance their skills and knowledge. We believe that our reward and recognition policy encourages a culture of excellence and motivates our employees to deliver their best, which ultimately helps drive our business forward.

SOCIAL  
**OUR COMMUNITY**

## OUR PEOPLE

### HEALTH AND SAFETY

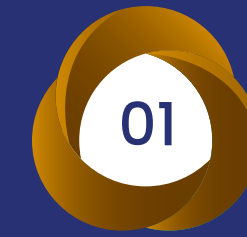
Taurani Holdings adheres to ensuring the health and safety and well-being of all employees, customers, and stakeholders. We have implemented various measures to minimize risks and hazards in our operations. We have a comprehensive health and safety policy that highlights the procedures and guidelines for maintaining a safe and healthy workplace, our policy covers areas such as risk assessment, emergency response, personal protective equipment, and training. We also conduct regular audits and inspections to identify and address potential hazards. Taurani Holdings values the health and safety of its employees and believe that a safe workplace is essential for our operations, so we are consolidating the following measures to ensure the implementation of our health and safety policy and procedures:



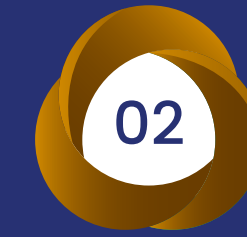
At Al Haddad Transport, we signed a safety induction by port authorities which provides us with essential safety information for entering port-controlled facilities and other areas in and around the port.



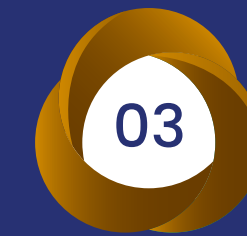
TSS Trading has extensive Industry Approved Training Programs for Height Safety activities.



We are implementing a monthly HSE report, which provides a summary of activities, incidents, and performance related to HSE topics, analysis trends, corrective actions, and recommendations or improvement.



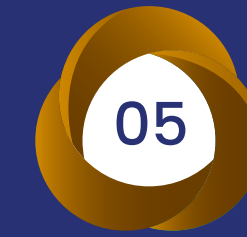
All employees are covered under the life insurance policy. And all our offer letters and appointment letters bear this statement.



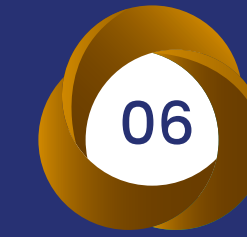
All employees are covered either through medical insurance or all their medical bills are paid by the company.



We conduct a monthly checkup for all our employees. High-risk case employees are monitored every week, follow the treatment plans per the doctor's instructions, and provide health education seminars in order to reduce emergency instances.



We place great importance on the mental and social health of our employees; therefore, we initiated a program that focuses on promoting a healthy lifestyle through sports activities, tournaments, and external events.



We conducted several health and safety training in our facilities for employees, including fire equipment training, firefighting training, propane gas training, first aid training, and PPES training.



We run a regular health campaign for our employees.

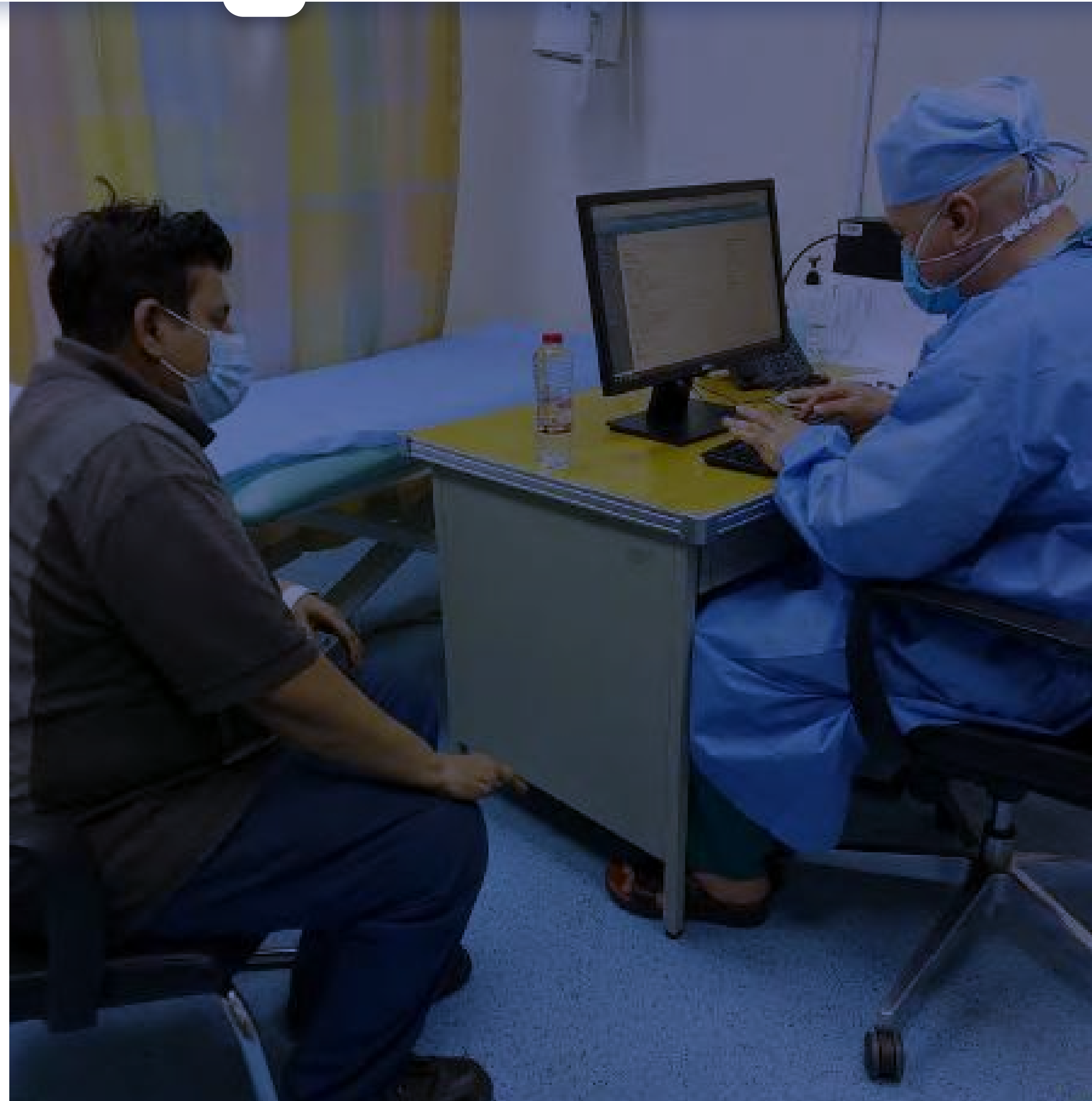
SOCIAL  
**OUR COMMUNITY**

## OUR PEOPLE

### HEALTH AND SAFETY

#### SPOTLIGHT ON EMPLOYEE HEALTH CHECK-UP PROCESS

The health and well-being of our employees is of the highest priority to Taurani Holdings. To reflect this fact, we have implemented a monthly health check-up program for all our employees. This program is designed to help identify any potential health issues early on, before they become more serious and impact an employee's ability to work effectively. Each month, employees are given a comprehensive health check that includes monitoring blood pressure, heart rate, cholesterol levels, and other vital signs. We also monitor high-risk case employees by every week, follow up on the treatment plan as per the doctor's instructions, and provide health education for reducing emergency cases. By prioritizing the health of our employees, we aim to create a workplace culture that values and supports the people, leading to a happier and more productive workforce.



SOCIAL  
**OUR COMMUNITY**

## OUR SUPPLIERS

The suppliers are a valuable asset to our business, and they play a significant role in the company's success. We engage with our suppliers through various channels, as part of our supply chain, and in accordance with applicable rules and regulations. We improved our due diligence process, we are attentive when it comes to the vendor selection process, we are working with high-quality suppliers and they comply with local and international laws and Standards such as ASTM Standards or BS EN Standards.

We have worked closely with our raw material suppliers in fine-tuning individual product chemistry to satisfy respective customer needs and end-users, particularly those of precision machined part manufacturers throughout the world.



SOCIAL  
**OUR COMMUNITY**

## OUR SUPPLIERS

### STANDARDS FOR SUPPLIERS/ OUR CONTRACTS:

Our values and expectations for our suppliers are set out in our various contract annexes. These contracts seek to ensure suppliers reduce environmental impacts, respect labor and human rights, ethics, health and safety, and responsible sourcing of materials. This will help us minimize risks to our operations and reputation in the following areas: business continuity, information security, privacy, health and safety, environment, corporate responsibility, and financial stability.

The supplier selection process involves a thorough evaluation of potential suppliers to ensure that they meet the company's standards in terms of quality, reliability, and pricing. At Taurani Holdings, we follow a rigorous process that involves pre-qualification, request for proposal (RFP), supplier evaluation, and contract negotiation. During the pre-qualification stage, we assess suppliers based on their capability, financial stability, and industry reputation. We then issue an RFP that specifies our requirements and expectations. Suppliers are evaluated based on their response to the RFP, and their track record. We negotiate a contract that describes the terms and conditions of the partnership. Through this process, we confirm that we are partnering with suppliers that share our commitment to excellence and can help us meet our business standards.

### LOCAL SUPPLIERS:

We support and prioritize local suppliers in accordance with local laws and regulations, as well as encourage local industries, as long as it is consistent with our code of conduct and business demands.



**DSS: AED 400 million purchase value from local UAE Supplier & 107,000 MT - 85% local**

SOCIAL  
**OUR COMMUNITY**

## OUR COMMUNITY

### COMMUNITY DEVELOPMENT

We pledge to create a positive and thriving community. Our goal is to leave a meaningful impact on the local communities, stakeholders, and the broader society. We believe that a successful business can only exist if it improves the quality of life of those around it. Hence, we have initiated and participated in various community development projects that reflect our values. Our investment in education, healthcare, environment, and social development has positively influenced thousands of people. We are proud of the progress we have made and are constantly seeking new opportunities to give back to the community.

### COMMUNITY ENGAGEMENT

Community engagement is an essential aspect of our corporate social responsibility, and it involves interacting with individuals, organizations, and communities to contribute positively to society's welfare.

### EMPLOYEE COMMUNITY ACTIVITIES

- Donations, Volunteering and Charity Events and Engagement
- Camps, Food Donation

### YOUTH DEVELOPMENT

We engage in community development programs that address social, economic, and environmental issues. These programs include initiatives such as providing internships for University Students and hiring from the local community, health and wellness, and disaster relief as we donated steel to the temple in India from Universal Tube & Plastic Industries, and sponsor employees that wish to pursue their education or give offer them time flexibility. Participating in such programs not only brings positive social impact but also helps to enhance our reputation, build relationships with stakeholders, and gain customer loyalty.

Emiratization is a key priority for our company, we implemented various programs and initiatives to attract, develop and retain UAE national talents to achieve UAE Vision.

We have provided internships from local colleges such as BITS Pilani and Manipal University. Students are also considered on a full-time employment basis after successful completion of the internship.

# 03



## GOVERNANCE

GOVERNANCE  
**GOVERNANCE**

# ORGANIZATION STRUCTURE & BOARD OF DIRECTORS

## OUR INTEGRITY AND GOVERNANCE

At Taurani Holdings we place a high value on integrity and effective governance practices, as we recognize that these are essential for maintaining a sustainable and responsible business. We are committed to upholding ethical standards and promoting transparency in all of our operations, including our decision-making processes, financial reporting, and interactions with stakeholders. Our governance structures are designed to facilitate accountability and responsible decision-making at all levels, with clear lines of authority and well-defined processes for oversight and review. We regularly assess our governance practices to ensure that they are aligned with best-in-class standards and evolving regulatory requirements. Our focus on integrity and governance reflects our deep commitment to sustainable and responsible business practices, which are fundamental to our long-term success as an organization.



GOVERNANCE  
**GOVERNANCE**

## STRICT POLICIES AND PROCEDURES

In order to apply the governance concepts (responsibility, accountability, awareness, impartiality, and transparency) at Taurani Holdings and improve workplace integrity, we implemented the following policies, which cover all elements of integrity and governance:

CODE OF CONDUCT

HR POLICIES

LEAVE POLICY

RETIREMENT AND  
GRATUITY POLICY

GRIEVANCE REDRESSAL  
AND FEEDBACK PROCESS

REMUNERATION POLICY

BUSINESS TRAVEL POLICY

SUCCESSION  
PLANNING POLICY

RETIREMENT POLICY

FUEL & CAR  
ALLOWANCE POLICY

EMPLOYEE BENEFITS  
POLICY (CIRCULAR FORM)

QUALITY POLICY

GOVERNANCE  
**GOVERNANCE**

# RISK MANAGEMENT GOVERNANCE AND PROCESS

Our risk management governance refers to the general oversight and accountability of risk management practices within our company. We involve creating a framework that sets out the roles and responsibilities of all stakeholders in managing risk. By establishing a risk management policy, identifying, and analyzing potential risks, developing strategies to manage potential risks, and monitoring and reviewing the effectiveness of those strategies. We were able to minimize potential losses, improve decision-making processes, and enhance overall business performance.



**1 IDENTIFY**

We analyze external and internal factors that may impact our business.

**2 ASSESS**

We assess our risk based on the likelihood and impact of each risk.

**3 TREAT**

We develop mitigation strategies, including risk avoidance, risk transfer, risk reduction, or risk acceptance.

**4 MONITOR & REPORT**

The value of these strategies is continuously evaluated through proactive monitoring, which involves regular risk reviews and updating the risk management plan as necessary.

# OUR CODE OF CONDUCT

At Taurani Holdings, we are devoted to maintaining the highest standards of ethical conduct in everything we do. Our code of conduct serves as a guiding framework for all employees, by outlining the principles and values that we uphold as a company. This code of conduct covers a wide range of topics, including honesty, integrity, respect, and accountability. It also highlights our commitment to maintaining a safe and inclusive workplace, protecting the environment, and complying with all relevant laws and regulations. All employees are required to familiarize themselves with this code of conduct and to conduct themselves in accordance with its principles at all times.

The Code of Conduct is explained at onboarding/induction, and the policy is handed out with a signed declaration. As part of the induction procedure, all HR policies are also explained. Whereas training details are handled by different departments, including HR and HSE, depending on the type of training provided, a total of 262 employees have participated and have all received induction and briefing on policies and codes of conduct.

**All employees including board members except shareholders sign-off code of conduct declaration.**



Conflict of Interest



Non-discrimination



Conditionality and Non-disclosure



Licensing and Copyright



Financial Authority/ Media & Public Relation



Personal Benefits



Dress Code



Reporting Fraud Theft and Illegal Activities



Compliance with Group Regulations and Local Law



# APPENDICES AND ANNEXES



# GRI CONTENT INDEX

For the Content Index - Advanced Service, GRI Services reviewed that the GRI content index is clearly presented, in a manner consistent with the Standards, and that the references for all disclosures are included correctly and aligned with the appropriate sections in the body of the report. The service was performed on the English version of the report.

STATEMENT OF USE	Taurani Holdings has reported in accordance with the GRI Standards for the period [January 2022 - December 2022].
GRI 1 USED	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	[Titles of the applicable GRI Sector Standards]



CONTENT INDEX  
ADVANCED SERVICE

2024

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
<b>GENERAL DISCLOSURES - RISK MANAGEMENT/GOVERNANCE REPORTING</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality matrix page 24				
GRI 2: General Disclosures 2021	2-1 Organizational details	About this Report - Page 15				
	2-2 Entities included in the organization's sustainability reporting	About this Report, Our Approach to Sustainability - Pages 15-17				
	2-3 Reporting period, frequency and contact point	A letter from Mr. ANIL TAURANI, A letter from Mr. LALIT TAURANI, pages 12,13,15				
	2-4 Restatements of information	Health and Safety pages 43,44				
	2-5 External assurance	There is no external assurance activity performed				
	2-6 Activities, value chain and other business relationships	Our suppliers, page 45 ,46				
	2-7 Employees	Our People (pages 39-44)				
	2-8 Workers who are not employees	Our People (pages 39-44)				

# GRI CONTENT INDEX

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
<b>GENERAL DISCLOSURES - RISK MANAGEMENT/GOVERNANCE REPORTING</b>						
GRI 2: General Disclosures 2021	2-9 Governance structure and composition	Organization structure, page 49				
	2-10 Nomination and selection of the highest governance body	Organization structure, page 49				
	2-11 Chair of the highest governance body	Organization structure, page 49				
	2-12 Role of the highest governance body in overseeing the management of impacts	Organization structure, page 49				
	2-13 Delegation of responsibility for managing impacts	ESG In Taurani Group , page 26				
	2-14 Role of the highest governance body in sustainability reporting	Letter from the CEOs , organization Structure pages 11-13,49				
	2-15 Conflicts of interest	Risk Management Governance and Process, Our Code of conduct pages 51,53)				
	2-16 Communication of critical concerns	Our Approach to Sustainability, Organization Structure, pages 17,49				
	2-17 Collective knowledge of the highest governance body	Governance , page 49-51				
	2-18 Evaluation of the performance of the highest governance body	Governance , page 49-51				
2-19 Remuneration policies	Strict policies and Procedures, page 50					

# GRI CONTENT INDEX

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
<b>GENERAL DISCLOSURES - RISK MANAGEMENT/GOVERNANCE REPORTING</b>						
GRI 2: General Disclosures 2021	2-20 Process to determine remuneration	Strict policies and Procedures, page 50				
	2-21 Annual total compensation ratio	(insignificant)		Confidentiality Constraints	Due to the nature of our entity this information is not disclosed as a private family owned business	
	2-22 Statement on sustainable development strategy	About this Report, Our Approach to Sustainability Pages 15,17				
	2-23 Policy commitments	Strict policies and Procedures, page 50				
	2-24 Embedding policy commitments	Strict policies and Procedures, page 50				
	2-25 Processes to remediate negative impacts	About this Report, Our Approach to Sustainability, Our people, Governance, pages 15,17,39,49				
	2-26 Mechanisms for seeking advice and raising concerns	Our people pages (39-44)				
	2-27 Compliance with laws and regulations	Governance , our code of conduct , pages 49,53				
	2-28 Membership associations	Associations and certification page 7				
	2-29 Approach to stakeholder engagement	Stakeholder Engagement, Materiality matrix pages 21,22,24				
	2-30 Collective bargaining agreements	(insignificant)		Not Applicable	Due to the nature of our entity and the local legislation, collective bargaining is not available	

# GRI CONTENT INDEX

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
<b>MATERIAL TOPICS</b>						
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Materiality matrix page 24				
	3-2 List of material topics	Materiality matrix page 24				
<b>ECONOMIC IMPACT (non-material topic)</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality matrix page 24				
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	(insignificant)		Confidentiality Constraints	Due to the nature of our entity this information is not disclosed as a private family owned business	
	201-2 Financial implications and other risks and opportunities due to climate change	Our carbon offset , spotlight on environmental project pages 30-32				
	201-3 Defined benefit plan obligations and other retirement plans	(insignificant)		Confidentiality Constraints	Due to the nature of our entity this information is not disclosed as a private family owned business, however we follow the local laws	
	201-4 Financial assistance received from government	(insignificant)		Confidentiality Constraints	Company is not affiliated with any political and governmental system	
<b>MARKET PRESENCE</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality matrix page 24				
GRI 202: Market Presence 2016	202-1 Direct economic value generated and distributed	(insignificant)				
	202-2 Proportion of senior management hired from the local community	Our People (pages 39-44)				

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GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
<b>INDIRECT ECONOMIC IMPACTS (non-material topic)</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality matrix page 24				
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Stakeholder Engagement pages 21,22				
	203-2 Significant indirect economic impacts	Stakeholder Engagement pages 21,22				
<b>SUSTAINABLE SUPPLY CHAIN</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality matrix page 24				
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Our Suppliers pages 45,46				
<b>BUSINESS ETHICS AND COMPLIANCE</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality matrix page 24				
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Associations and Certifications , Risk management governance and process pages 7, 51				

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GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
<b>TAX (non-material topic)</b>						
GRI 3: Material Topics 2021	3-3 Management of material topic	Materiality matrix page 24				
GRI 207: Tax 2019	207-1 Approach to tax	(insignificant)		Not Applicable	We comply to the Local Legislations as per the corporate tax law	
	207-2 Tax governance, control, and risk management	(insignificant)		Not Applicable	We comply to the Local Legislations as per the corporate tax law	
	207-3 Stakeholder engagement and management of concerns related to tax	(insignificant)		Not Applicable	We comply to the Local Legislations as per the corporate tax law	
	207-4 Country-by-country reporting	(insignificant)		Not Applicable	We comply to the Local Legislations as per the corporate tax law	
<b>MATERIALS</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality matrix page 24				
GRI 301: Materials 2016	301-1 Materials used by weight or volume	Life cycle assessment, Circular economy , GRI Index page 35,36,57				
	301-2 Recycled input materials used	Life cycle assessment, Circular economy , GRI Index page 35,36,57				
	301-3 Reclaimed products and their packaging materials	Life cycle assessment, Circular economy , GRI Index page 35,36,57				
<b>ENERGY CONSUMPTION</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality matrix page 24				

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GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
<b>ENERGY CONSUMPTION</b>						
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Our planet , our carbon offset page 27-30				
	302-2 Energy consumption outside of the organization Our planet	Our planet , our carbon offset page 27-30				
	302-3 Energy intensity	Our planet , our carbon offset page 27-30				
	302-4 Reduction of energy consumption	Our planet , our carbon offset page 27-30				
	302-5 Reductions in energy requirements of products and services	Our planet , our carbon offset page 27-30				
<b>WATER</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality matrix page 24				
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Our planet pages 27-37				
	303-2 Management of water discharge-related impacts	Our planet pages 27-37				
	303-3 Water withdrawal	Our planet pages 27-37				
	303-4 Water discharge	Our planet pages 27-37				
	303-5 Water consumption	Our planet pages 27-37				
<b>BIODIVERSITY (non-material topic)</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality matrix page 24				

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GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
<b>BIODIVERSITY (non-material topic)</b>						
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	(insignificant)		Not Applicable	Not applicable, Low Relevance or high biodiversity areas	
	304-2 Significant impacts of activities, products and services on biodiversity	(insignificant)		Not Applicable	Not applicable, as we strictly adhere to the policy of abstaining from leasing or possessing land adjoining protected or high biodiversity areas	
	304-3 Habitats protected or restored	(insignificant)		Not Applicable	Not applicable, since we ensure that we do not lease or own land adjacent to protected or high biodiversity areas	
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	(insignificant)		Not Applicable	Not applicable, since we ensure that we do not lease or own land adjacent to protected or high biodiversity areast	
<b>CARBON EMISSIONS</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality matrix page 24				

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GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
<b>CARBON EMISSIONS</b>						
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Carbon emissions pages 28,29				
	305-2 Energy indirect (Scope 2) GHG emissions	Carbon emissions pages 28,29				
	305-3 Other indirect (Scope 3) GHG emissions	Carbon emissions pages 28,29				
	305-4 GHG emissions intensity	Carbon emissions pages 28,29				
	305-5 Reduction of GHG emissions	Carbon emissions pages 28,29				
	305-6 Emissions of ozone-depleting substances (ODS)	(insignificant)		Not Applicable	These emissions fall below established thresholds and are deemed insignificant in relation to our overall operational activities.	
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	(insignificant)		Not Applicable	These emissions fall below established thresholds and are deemed insignificant in relation to our overall operational activities.	
<b>WASTE MANAGEMENT</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality matrix page 24				
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Materiality matrix, waste and recycling , Life cycle Assessment, Circular Economy, pages 24,34,35,36				
	306-2 Management of significant waste-related impacts	Materiality matrix, waste and recycling , Life cycle Assessment, Circular Economy, pages 24,34,35,36				

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GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
<b>WASTE MANAGEMENT</b>						
GRI 306: Waste 2020	306-3 Waste generated	Materiality matrix, waste and recycling , Life cycle Assessment, Circular Economy ,pages 24,34,35,36				
	306-4 Waste diverted from disposal	Materiality matrix, waste and recycling , Life cycle Assessment, Circular Economy ,pages 24,34,35,36				
	306-5 Waste directed to disposals	Materiality matrix, waste and recycling , Life cycle Assessment, Circular Economy ,pages 24,34,35,36				
<b>OUR SUPPLIERS</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality matrix page 24				
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Our Suppliers page 45,46				
	308-2 Negative environmental impacts in the supply chain and actions taken	Our Suppliers page 45,46				
<b>EMPLOYEE</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality matrix page 24				
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Our People (pages 39-44)				
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Our People (pages 39-44)				
	401-3 Parental leave	Our People (pages 39-44)				

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GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
<b>LABOR/MANAGEMENT RELATIONS (non-material topic)</b>						
GRI 3: Material Topics 2021	3-3 Management of material	Materiality matrix page 24				
GRI 402: Labor/ Management Relations 2016	402-1 Minimum notice periods regarding operational changes	Our People (pages 39-44)				
<b>HEALTH AND SAFETY</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality matrix page 24				
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Health and Safety, Spotlight on employee health check-up process , Risk management governance and process , pages 43,44,51				
	403-2 Hazard identification, risk assessment, and incident investigation	Health and Safety, Spotlight on employee health check-up process , Risk management governance and process , pages 43,44,51				
	403-3 Occupational health services	Health and Safety, Spotlight on employee health check-up process , Risk management governance and process , pages 43,44,51				
	403-4 Worker participation, consultation, and communication on occupational health and safety	Health and Safety, Spotlight on employee health check-up process , Risk management governance and process , pages 43,44,51				
	403-5 Worker training on occupational health and safety	Health and Safety, Spotlight on employee health check-up process , Risk management governance and process , pages 43,44,51				
	403-6 Promotion of worker health	Health and Safety, Spotlight on employee health check-up process , Risk management governance and process , pages 43,44,51				
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Health and Safety, Spotlight on employee health check-up process , Risk management governance and process , pages 43,44,51				

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GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
<b>HEALTH AND SAFETY</b>						
GRI 403: Occupational Health and Safety 2018	403-8 Workers covered by an occupational health and safety management system	Health and Safety, Spotlight on employee health check-up process , Risk management governance and process , pages 43,44,51				
	403-9 Work-related injuries	(insignificant)		Confidentiality constraints	The incidence within our organization is deemed insignificant due to our comprehensive safety measures, employee training programs, and low frequency of incidents, reflecting our dedication to maintaining a secure work environment.	
	403-10 Work-related ill health	(insignificant)		Confidentiality constraints		
<b>TRAINING AND EDUCATION</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality matrix page 24				
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Empowerment and development / employee training page 40 -42				
	404-2 Programs for upgrading employee skills and transition assistance programs	Empowerment and development / employee training page 40 -42				
	404-3 Percentage of employees receiving regular performance and career development reviews	Empowerment and development / employee training page 40 -42				
<b>DIVERSITY AND INCLUSION</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality matrix page 24				
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Strategic focus areas, Materiality matrix ,Gender equality and inclusion pages 23,24,39				
	405-2 Ratio of basic salary and remuneration of women to men	Gender equality and inclusion ,Strict policies and procedures pages 39,50				

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GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
<b>NON-DISCRIMINATION</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality matrix page 24				
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Gender equality and inclusion page 39				
<b>FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING (non-material topic)</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality matrix page 24				
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	(insignificant)		Not Applicable	Due to the nature of our entity and the local legislation, collective bargaining is not available	
<b>CHILD LABOR</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality matrix page 24				
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Materiality matrix page 24				
<b>HUMAN RIGHTS AND FAIR AND SAFE LABOR</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality matrix page 24				
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Risk Management Governance and Process page 51				

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GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
<b>SECURITY PRACTICES</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality matrix page 24				
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	Health and safety, Risk Management Governance and Process, Our Code of conduct , page 43-44,51,53				
<b>RIGHTS OF INDIGENOUS PEOPLES (non-material topic)</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality matrix page 24				
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	(insignificant)		Not Applicable	Our UAE-based operations prioritize compliance with local laws and regulations, ensuring that the rights of indigenous peoples are respected. No incidents of violations involving indigenous peoples' rights have been reported, reflecting our commitment to responsible and culturally sensitive business practices in the region	
<b>LOCAL COMMUNITIES</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality matrix page 24				
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Materiality matrix , Our community (Youth development) pages 24,47				
	413-2 Operations with significant actual and potential negative impacts on local communities	Materiality matrix , Our community (Youth development) pages 24,47				
<b>SUPPLIER SOCIAL ASSESSMENT</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality matrix page 24				

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GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
<b>SUPPLIER SOCIAL ASSESSMENT</b>						
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Our Suppliers pages 45,46				
	414-2 Negative social impacts in the supply chain and actions taken	Our Suppliers pages 45,46				
<b>PUBLIC POLICY (non-material topic)</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality matrix page 24				
GRI 415: Public Policy 2016	415-1 Political contributions	(insignificant)		Not Applicable	We dont affiliate ourselves with any political or government system	
<b>SUSTAINABLE PRODUCTS AND SERVICES</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality matrix page 24				
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	Materiality matrix , health and safety pages 24,43,44				
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	(insignificant)		Not Applicable	Internal information -We are implementing a monthly HSE report, which provides a summary of activities, incidents, and performance related to HSE topics, analysis trends, corrective actions, and recommendations or improvement.	
<b>MARKET PRESENCE</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality matrix page 24				

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GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
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<b>MARKET PRESENCE</b>						
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	Materiality matrix, Our People , page 24,39				
	417-2 Incidents of non-compliance concerning product and service information and labeling	Materiality matrix, Our People , page 24,39				
	417-3 Incidents of non-compliance concerning marketing communications	Materiality matrix, Our People , page 24,39				
<b>DATA PRIVACY</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality matrix page 24				
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Objective stakeholder engagement, Materiality matrix page 22,24				