



شركة الأسمنت الوطنية ش.م.ع.
NATIONAL CEMENT CO. P.S.C.



Sustainability Report 2023

FOR A BETTER FUTURE ... FOR A BETTER WORLD

A Message from The General Manager

“In our pursuit of excellence, sustainability serves as the bedrock of our business philosophy. It embodies the commitment to enduring stability, unwavering support for our community and the environment, and a relentless dedication to continuous growth and progress. It is not merely a goal but a guiding principle that shapes our decisions, ensuring that every stride we take today resonates positively for generations to come.”

Ladies and Gentlemen,

Welcome to our 2023 Sustainability Report, marking another year of dedicated efforts towards realizing our Sustainability. Twelve months have passed since we articulated our vision to lead the UAE in innovative and sustainable building solutions, while committing to integrate sustainability into the fabric of construction's future.

Our dedication to sustainability has propelled us to achieve significant milestones. In 2023, we not only reduced our carbon footprint by an impressive 10%, but we also increased cement production by a remarkable 42% compared to the previous year. These achievements underscore our determination to align with core sustainability principles while simultaneously driving growth and innovation.

Building the future requires a commitment to better, smarter, and more sustainable practices. In the coming year, we will persist in leveraging the advantages of decarbonization, digital transformation, and innovative business models.

This endeavour is not just for the benefit of our company but aims to positively impact our customers, employees, suppliers, and the communities we serve. Throughout this journey, we will uphold the values of integrity, compassion, humanity, and accountability, as we aspire to shape a better and greener future for all.



Our commitment to transparency is unwavering, and we are dedicated to enhancing our sustainability reporting to create a solid foundation for meaningful dialogue with our stakeholders, including you. Moving forward, we will continue to embed sustainability into our strategy, day-to-day business processes, and decision-making. Your support is crucial, and I look forward to your continued partnership as we advance the cause of sustainability in the months and years ahead. Together, let us shape a future that reflects our shared commitment to a more sustainable and prosperous world.

We are constantly developing our sustainability reporting to increase transparency and create a solid basis for dialogue with you, our stakeholders. In the months and years to come, we will continue to work diligently to drive the issue of sustainability forward – in our strategy as well as in all day-to-day business processes and decisions. I look forward to you being at our side as we do so.

Mohamed Abdullah A. Al Ghurair
General Manager

Inside The Report



Overview

- 4 About the report
- 6 Business Overview
- 7 Our Values
- 7 Our Vision, Mission and Commitment



Corporate Governance

- 9 National Cement Company Board of Directors
- 11 NCC Board of Directors Overview
- 11 NCC Committees
- 12 NCC Stakeholders
- 13 NCC Organizational Structure
- 13 What Matters to Us the Most?



Environmental Sustainability

- 15 Environmental Overview
- 15 Energy and Fuel
- 15 Water Consumption
- 16 Alternative Fuel
- 17 Green House Emissions



Social Sustainability

- 19 Our Employees
- 19 Employees Head Count
- 20 Health and Safety
- 21 Employees Benefits
- 21 Long Service Awards
- 21 Training and Development
- 22 Sports & Leisure
- 22 Community Engagement



Appendix

- 24 Performance Indicators and GRI Index

About The Report

National Cement Company is delighted to publicly disclose on its sustainability performance for the forth time for the year 2023 for a better transparency and a better sustainable decision making. NCC has always and will always be a positive contributor to the community and its surrounding, taking the industry to another level of sustainable practices. NCC serves the local market as well as GCC countries.

This report aims to cover NCC's sustainability performance for the period between January 1st till December 31st 2023 in the emirate of Dubai. It has been prepared in accordance with the core options of Global Reporting Initiative (GRI) standards. It also takes into consideration the United Nation Sustainable Development Goals and Dubai Financial Market (DFM) ESG Reporting Guide for the Key Performance Indicators.

The report covers the sustainability performance of NCC with regards to the three main pillars, Governance, Environmental and Social sustainability. The report is structured according to these pillars, making it clear and easy to follow. The material topic has been determined by external and internal stakeholder through a cross department sustainable group, senior management inputs, and materiality assessment workshops.



Overview

1968

Founded in Dubai 1968
under the patronage of late
H.H. Sheikh Rashid Bin Saeed
Al Maktoum.

1978

- Commissioned with a clinker capacity of 500.000 ton per year
- Wet Process.

1981

- Converted to dry process
- Upgraded, and the capacity increased to 700,000 ton per year.

2023

- Production capacity around 1,200,000 ton per year of clinker.
- Cement grinding capacity of about 1.5 million tons per year.
- Producing OPC, SRC, MSRPC & GGBS.
- Clinker cooler inlet was changed into ABC cooler.

Business Overview

How Did We Start?

National Cement Company, Dubai has been founded in 1968 under the patronage of late His Highness Sheikh Rashid Bin Saeed Al Maktoum, the Former Ruler of Dubai. It had been the first serious stride towards setting up heavy industry in the Emirates of Dubai.

Project contracts were awarded in 1974 to M/s. Costain Civil Engineering to design and construct the cement works and to M/s. F.L. Smidth & Co. Ltd. For the supply of equipment and machinery. The design of the plant had taken into consideration the utilization of abundantly available coastal sand and inland sand in this region. The choice of these raw materials had dictated the selection of wet process for the clinker production as the most suitable process for such raw materials. For overcoming the problem of the availability of good water for the process and cooling of the machinery, it was decided to use sewage wastewater in the process. The combination of these raw materials and usage of sewage water as the main source for the process has made National Cement Company, Dubai a unique plant in the Middle East and even maybe in the world using such raw materials.

The plant was commissioned in the month of August 1978 for the production of 1500/- TPD of clinker. However, taking into consideration the soaring cost of energy in 1981 the management decided to convert the kiln from a wet process to a short three-stage pre-heater dry process kiln with an increase in production capacity from 1500 TPD to 1850 TPD. The contracts for this modification were concluded in June 1982 with M/s. SKET Export-Import, East Germany for reducing the energy cost, improving the process, and meeting the cement demand in Dubai and in the U.A.E. in general. The plant had been successfully commissioned in February 1985. Subsequently, National Cement Company took a further step to increase the capacity by a small modification to the kiln pre-heater and the burning process and concluded a contract in 1989 with M/s. KHD Humboldt Wedag, West Germany to produce about 2100 TPD of clinker. Recently a new kiln modification work has been completed, the project was concluded with M/s.

F.L. Smidth & Co. Introducing Kiln Feed Calciner and Four Stages Cyclone Preheater with the latest State of Art in clinker cooling technology by introducing SF Cross Bar Clinker Cooler. Moreover, a modern Tyre Burning System has been introduced just to create more savings in energy consumption and to assist in cleaning the environment by getting rid of plenty of used / unwanted rubber tires. Today the plant is producing about 3,300 TPD of clinker and the grinding capacity of the plant is about 1.5 million Mton per annum. Moreover, during these years National Cement Company has taken a major share in the Dubai Market and U.A.E. in general.

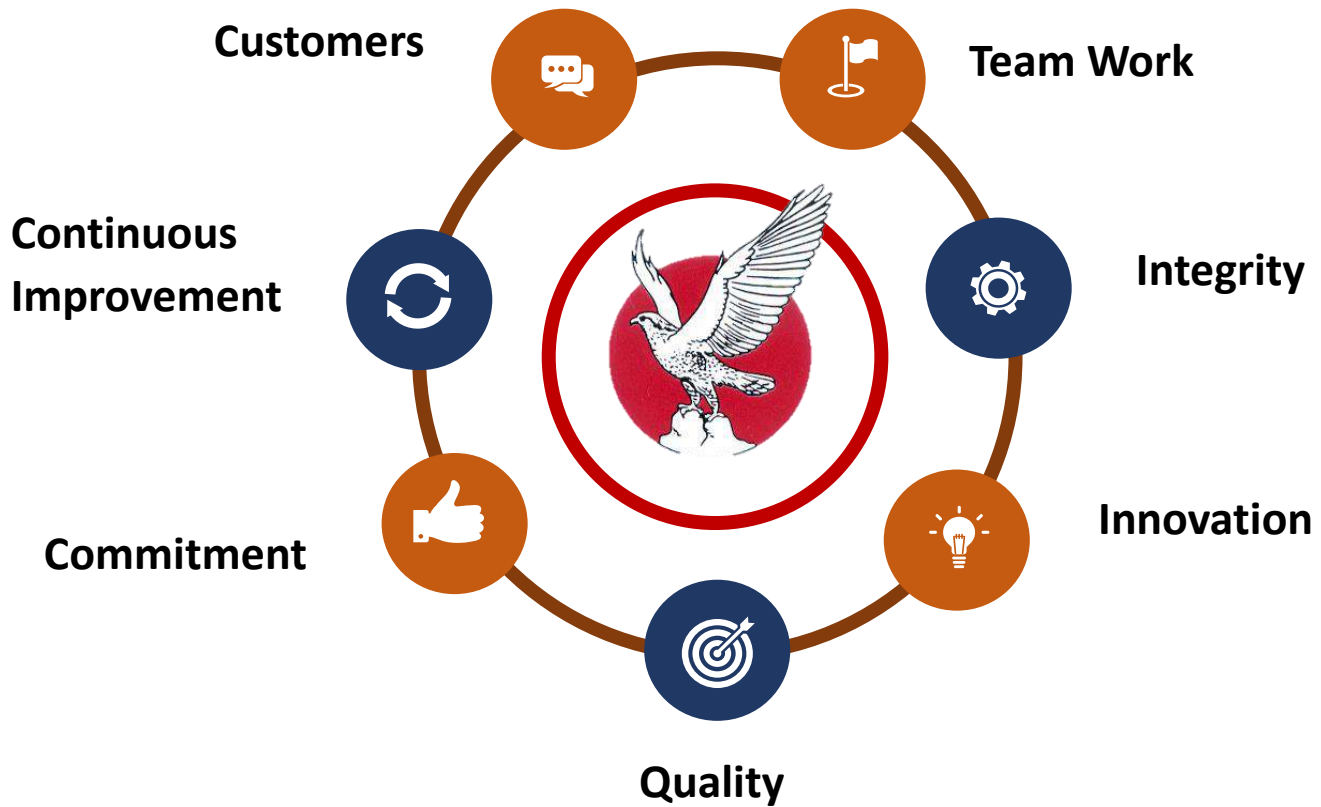


National Cement Company's range of production at present includes four types of cement in addition to grinding of pure granulated blast furnace slag which satisfies all present market demands. Nevertheless, National Cement Company has the potential and technical know-how to meet the future demands for other types of cement. The following types of cement are being produced under a stringent quality control system to meet all the specified specifications.

1. Ordinary Portland Cement,
2. Sulphate Resistant Cement,
3. ASTM type II Cement,
4. Portland Blast furnace slag cement,
5. Ground Granulated Blast Furnace Slag.



Our Values



Our Vision, Mission, and Commitment

To supply high quality products and services to customers, and to continue to be the leading producer and supplier of cement in the region.

To be the most sustainable and competitive company in the industry.

- To enhance customer satisfaction by providing quality products and services through competent, trained, and knowledgeable personnel and state of art technology.
- To promote teamwork and provide our staff with a safe and friendly working environment.



Mission



Vision



Commitment



Corporate Governance



The board of directors is consisted of 7 members



4 meeting has been held for the board of directors during the year of 2023

Meet Our Board of Directors



**Rashid Saif Ahmad
Al-Ghurair**

Chairman
Non-Independent
Non-Executive

Duration since first appointment: 6 years.

Currently, Mr. Rashid Saif Ahmad Al-Ghurair is Chairman for Taghleef Industries SAOG. He is also on the board of Mashreq Bank P.S.C., Sahara Petrochemical Co. and Al Jazeera Petrochemical Co.



Iyad Mazhar Saleh Malas

Vice Chairman
Non-Independent
Non-Executive

Duration since first appointment: 3 years.

Mr. Iyad Mazhar Saleh Malas is a member of the Board of Directors and CEO of Al Ghurair Group, and a member of the boards of directors of Al Shafar General Contracting Company, Bin Dawood Holding Company, and many other companies. He has MBA from George Washington University, USA



Thani Abdulla Suhail Al Zaffin

Board Member
Independent
Non-Executive

Duration since first appointment: 3 years.

Mr. Thani Abdulla Suhail Al Zaffin is the Vice Chairman of Emirates Real Estate Solutions and Digital Economy Solutions, and a member of the board of directors of Emirates Technology Solutions and Zajil parcel delivery company. He has a Bachelor's degree in computer science from California State University, USA.



**Salem Ali Abdulla Alsharhan
Alnuaimi**

Board Member
Independent
Non-Executive

Duration since first appointment: 3 years.

Currently, Mr. Salem Alnuaimi is a member of the board of directors of the Dubai International Financial Centre and the American University of Ras Al Khaimah, and Ras Al Khaimah University of Medicine and Health Sciences. He holds Bachelor's degree in accounting and business administration from UAEU.

Meet Our Board of Directors -Cont.



Raja Mohammed Ghanim Almazrouie

Board Member
Independent
Non-Executive

Duration since first appointment: 2 years.

Ms. Raja Almazrouie is a board member at Harvard Business School in the Middle East and North Africa, Dubai Fintech Projects, Afkar Ventures, and the Arab Investment Bank and foreign trade. She has a Bachelor of Business Information Technology from Higher Colleges of Technology.



Omar Issam Ashur

Board Member
Independent
Non-Executive

Duration since first appointment: 3 years.

Mr. Omar Ashur is currently working as Chief Financial Officer of Future Management Group Limited and CEO of the Family Office at Future Holding Group. He holds an MBA in Finance, an MBA in Business Economics and a PhD in Business.



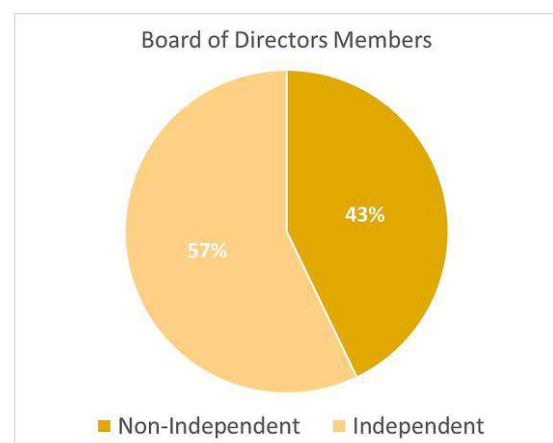
Sultan Abdulla Ahmed Al-Ghurair

Board Member
Non-Independent
Non-Executive

Duration since first appointment: 6 years.

Mr. Sultan Al-Ghurair is a member of the Audit Committee of Mashreq Bank, Director of Abdulla Al Ghurair Holding, CEO of Al Ghurair Properties LLC and Al Ghurair Energy DMCC, Vice Chairman of Libyan Emirates Refinery Company and Board Member of RAK Petroleum plc.

The role of the Board Chairman and the General Manager are distinct, separate and there is a clear division of responsibilities. The Chairman leads the Board and ensures the effective engagement and contribution of all Directors. The General Manager has the responsibility for all the company and its strategy, policy, and operational management.



NCC Board of Directors

Overview

National Cement Company Board of directors currently comprises of seven directors as mentioned above. All the Board Members are non-executive. Out of the seven directors, four board members are independent and three board members are non-independent, fulfilling to the criteria of Article (40/2) of Resolution No.7 of 2016 of The Chairman of Authority's.

Currently, six out of seven board of directors of NCC are males and one director is a female as NCC is looking to increase the participation of women in the governance body of NCC. The female presence in NCC board of directors for the year 2023 was 14.30%.

NCC Committees

A total of three board committees has been appointed to look after specific takes. In addition to that a fourth internal committee consisting of 3 members of NCC executives appointed to oversee the board decisions implementation as well as preparing and reviewing the financial statements of the company.

The three board committees and their members together with their main tasks are as follow:

The Audit Committee

Salem Ali Abdulla Alsharhan Alnuaimi: **Chairman**
Iyad Mazhar Saleh Malas: **Member**
Thani Abdulla Suhail Al Zaffin: **Member**
Sultan Abdulla Ahmed Al-Ghurair: **Member**

Main Tasks:

- Follow up and monitor the external auditor.
- Monitoring the integrity of the company's financial statements.
- Reviewing the company's financial control, internal control, and risk management systems.
- Monitoring the extent to which the company adheres to the rules of professional conduct.

Nomination and Remuneration Committee

Raja Mohammed Ghanim Almazrouie: **Chairman**
Thani Abdulla Suhail Al Zaffin: **Member**
Omar Issam Ashur: **Member**

Main Tasks:

- Ensure the independency status of the independent board members.
- Make recommendation on rewards, benefits, and remuneration to the company's senior executive management.
- Prepare, monitor, and review the company's human resources and training policies.

Investment Follow-up Committee

Iyad Mazhar Saleh Malas: **Chairman**
Rashid Saif Ahmad Al-Ghurair: **Member**
Salem Ali Abdulla Alsharhan Alnuaimi: **Member**
Raja Mohammed Ghanim Almazrouie: **Member**

Main Tasks:

- Follow up with the company investments.
- Oversees the company investment plans and strategies.
- Asses investment performance.

NCC Stakeholders



Shareholders

NCC engages with its shareholders through committee and board meetings, formal reports, and updates.

Guiding principles:

- To conduct our business in conformance with all legal requirements and to the highest moral and ethical standards.
- To plan and undertake all business opportunities in a professional manner, weighing risk exposure against identified returns.
- To deliver a planned and progressive increase in financial returns to our owners.

Customers

NCC engages with its customers through online platforms, newsletters, and regular customer satisfaction surveys.

Guiding principles:

- To provide value added assistance that consistently meets agreed requirements and specifications.
- To accept contracts only if we can meet our customers' requirements and where those requirements are compatible with our expertise and business activities.
- To provide products and services that meet and exceed the customer expectation.

Employees

NCC engages with its employees through surveys, newsletters, and performance assessment.

Guiding principles:

- To ensure that the working environment and conditions are conducive for effective working and constitute minimum hazards for all employees
- To provide a climate where employees are given the opportunity to maximize their potentials and to participate fully in the operation of the business.

Community

NCC engages with its community through volunteering, sponsorships, and lead by example.

Guiding principles:

- To create job opportunities for the local community and support causes.
- To minimize any adverse impact on the environment that results from our business.
- To create awareness regarding sustainability.
- To help divert waste from landfilling as per UAE vision 2030.



Suppliers

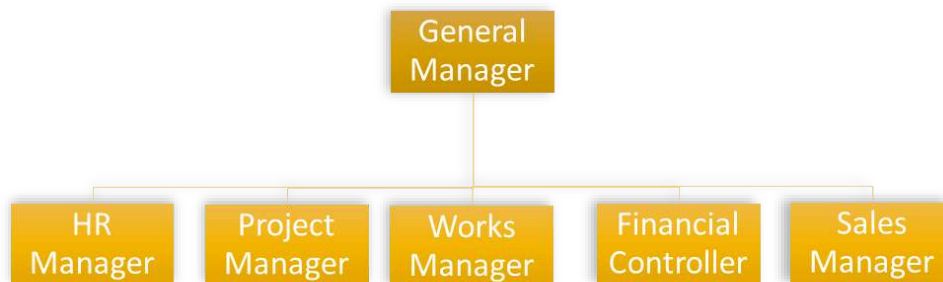
NCC engages with its suppliers through procurement process, code of conduct, meetings, and workshops.

Guiding principles:

Partnership with reliable suppliers and provide a long-lasting partnership.

Ensure that every supplier is compliance to NCC procurement process and code of conduct. In 2023 100% of the suppliers were compliant.

NCC Organizational Structure



What Matters to Us the Most?

Materiality Assessment

NCC understands the importance of engaging with its stakeholders as a key for success, and that our sustainability journey is not one we make in isolation. It is influenced and driven by both our internal and external stakeholders, ranging from our employees, our partners and to the communities in which we operate. Our material topics are determined by workshops held regularly. The objective of these workshops is to identify and priorities issues or material topics and better support our reporting and decision making. Addressing key questions will enable us to have smart, sustainable and inclusive growth that is both profitable and sustainable.

During 2020, internal and external key stakeholders took part in a materiality survey to identify key topics that may impact on the way we do business. These workshops gave us great insight into how we can continue to serve and build a stronger long-term relationship with our stakeholders, in return creating shared value for everyone involved. The following matrix shows the most important materiality topics for National Cement Company.



Projects and Initiatives

National Cement Company has demonstrated a strong commitment to sustainability and cost efficiency through a series of strategic initiatives and projects implemented in 2023. The company's proactive measures include

- **Cooler Inlet Replacement**

National Cement Company implemented a strategic cooler upgrade, replacing the SF cooler inlet with the advanced ABC cooler. This modification resulted in an impressive 10 kcal/kg clinker heat consumption reduction, translating into an estimated annual cost savings of AED 0.50 million.

- **RO Water Plant Upgradation**

Recognizing the importance of water conservation, the company upgraded its RO water plant capacity from 15 m³/hr to 25 m³/hr. The enhanced facility efficiently treats effluent water, enabling its use in WHR cooling towers and eliminating the need for external treated water procurement.

This forward-thinking move is projected to generate substantial annual savings, estimated at 3.20 million AED.

- **Solar Panel Installation**

In a significant step towards sustainable energy practices, National Cement Company installed solar panels, harnessing clean and renewable energy. The solar panel integration is anticipated to contribute to an annual cost savings of 30,000 AED, showcasing the company's commitment to environmental responsibility.

- **Cement Packing Plant Compressor Upgradation**

Prioritizing efficiency and reliability, the company upgraded compressors in its cement packing plant. This upgrade not

only improves operational efficiency but also results in notable annual savings of 150,000 AED, attributed to reduced maintenance and electricity costs.

- **Laboratory AC Chiller System and Labor Camp AC Upgradation**

National Cement Company invested in the enhancement of AC chiller systems in its laboratory and labour camp facilities. This improvement is expected to yield an annual savings of 200,000 AED, underscoring the company's commitment to energy optimization and employee well-being.

- **Raw Material Change for Clinker Production**

The company strategically shifted its raw material sourcing for clinker production, opting for Kaolin instead of laterite. This well-considered change resulted in an annual cost saving of 3.00 million AED, showcasing National Cement Company's adept management of resources.

- **Alternative Fuel Utilization**

National Cement Company embraced sustainability by incorporating waste as an alternative fuel source instead of coal, utilizing 5770 tons of burnable waste. This eco-friendly initiative is estimated to lead to an annual savings of 3.00 million AED, aligning with the company's dual commitment to environmental stewardship and financial prudence.

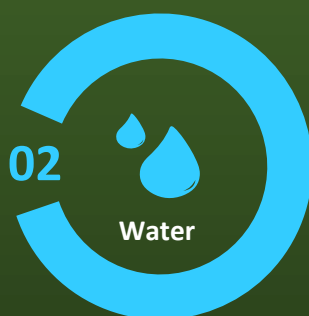
National Cement Company's diverse initiatives in 2023 reflect a comprehensive approach towards sustainability, operational excellence, and fiscal responsibility, positioning the company as a leader in the cement industry.



Environmental Sustainability



5.80 thousand MTons of Alternative Fuel used in NCC in 2023.



330 thousand m3 of water used in NCC in 2023.



In 2023 CO₂ emission factor was 0.804 ton CO₂ per ton clinker

Environmental Overview

Energy, Alternative Fuel and GHG

National cement company (NCC) is one of the oldest and leading companies for cement manufacturing in the UAE. Minimization of resource consumption and recycling of waste are important factors for ensuring the future welfare of humankind. That is why NCC has taken the lead step by collaborating with Dubai municipality for recycling some of the industrial wastes that are being produced from other industries. Waste recycling is taking place along with the production of cement; therefore, a very strict quality control system is applied to ensure that the quality of the final product (cement) is not compromised when incorporating waste recycling.

NCC monitors closely GHGs emitted from its cement factory with a continuous online analyzer for these gases. In addition to that, one of the main points in the management strategy is the utilization of alternative fuel which helps in reducing GHGs. It also monitors closely the soil quality and air quality and noise levels in the surrounding area where it assigns an external laboratory to carry out these tests regularly throughout the year.

In addition to the government regulations and Ministerial decree number (137) for 2012, NCC has developed its guidelines and policies for waste recycling. Moreover, it possesses ISO 14001 certification for environmental management which certifies that NCC is following the international best practice in its environmental operations.

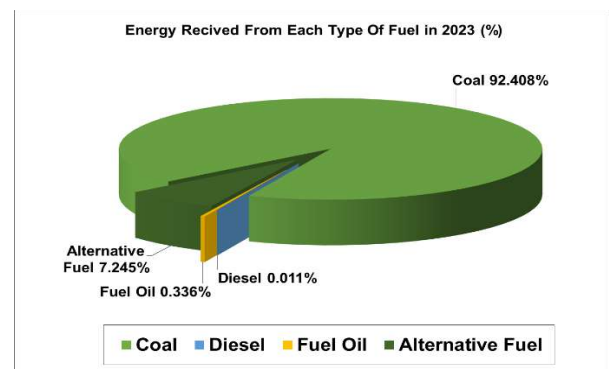
In terms of energy performance, NCC is having a daily management meeting where the energy performance and review are discussed daily.

Energy and Fuel

There are four main sources of thermal energy in NCC factory, these are:

- Coal, (the main source of energy)
- Fuel Oil,
- Diesel,
- Alternative Fuel.

The following figure shows the percentage of total energy received from each type of fuel used in NCC:



When we look at the energy in terms of the total thermal energy consumed in NCC, putting into consideration coal as the prime source of energy we find that the total thermal energy consumed in 2023 was around 2.09 million GJ

In terms of energy consumption for clinker manufacturing, in 2023 an average of 742 kcal/kg of clinker was recorded which represents a reduction of 8% from the previous year.

Water Consumption

Water is a vital element for any industry, it is mainly used in NCC for process uses and domestic uses. The process uses mainly involves the cooling tower for machinery cooling. It also involves cooling gasses and capturing dust particles in kiln gases conditioning towers along with other miner uses. In NCC, water consumption for the year 2023 was recorded to be around 330 thousand m³.

Alternative Fuel

National Cement Company is aspiring to be one of the most environmentally friendly plants in the region, therefore, several projects have been executed to reduce the consumption of fossil fuel and substitute it with alternative fuels to reduce its carbon footprint and preserve national resources.

Some of the current projects that are taking place in NCC factory are:

Waste Heat Recovery

NCC is equipped with a Tire Derived Fuel (TDF) system, and gravimetric weigh feeder (Pfister). The choice of feeding strategy depends upon the type, physical and chemical characteristic of the fuel. Some of these fuels are:

- Food items and chocolate,
- Plastic products and cotton rags
- Grease and waste oil,
- Tires and rubber pieces,
- Paint sludge, paint powder and resins,
- Waste paper and cartons,
- Wood, carbon dust, tobacco,
- Other burnable.

Mineral Industrial Waste Used as Raw Materials

These are industrial wastes that are being generated from different companies and being incorporated with raw materials. The waste material will be mixed with the raw materials in a calculated manner before processing it in the plant. Mixing of the waste material will be according to its chemical composition which will determine the type of raw material that will be mixed with.

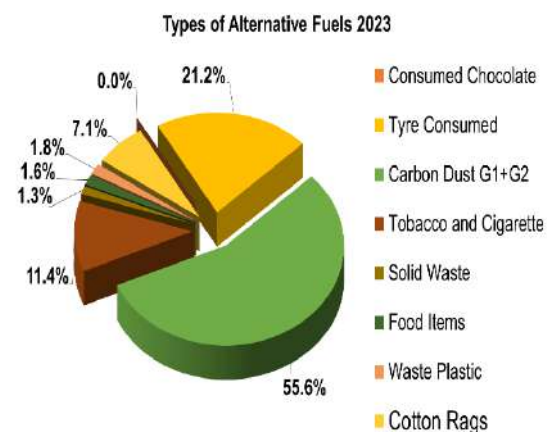
The total Industrial (non-burnable) waste materials consumed in NCC in 2023 is estimated to be around 22 thousand metric tons.

Bailing and Wood Shredding Machines

As per the NCC vision which aims to reduce fossil fuel and increase the use of alternative fuel to provide a clean source of energy, another strategy was made to get rid of the in-house waste internally by burning them inside the system. This plan came to life in August-2017 after which 100% of NCC-generated waste is being disposed internally. Wastes from NCC factory and labor camp are being accumulated bailed into blocks and then fed to the kiln through the TRF system. In 2023 the quantity of domestic waste disposed internally is around 407.23 ton.

In addition to that, a wood shredding machine was installed in 2018 to increase the utilization of alternative energy. It is being used as means of preparation to shred big pieces of wood into a fine powder which is being fed through a Pfister weigh feeder.

The following figure shows the distribution of the main streams of Alternative fuel used in NCC's kiln in the year 2023, where the highest percentage of waste was recorded for carbon dust with a percentage of 55.60% followed by scraped tires with a percentage of 21.20%.



In terms of the overall alternative fuel (burnable) consumed in the kiln, the percentage achieved of waste utilization recorded in 2023 was 5.80 thousand metric tons. This quantity is equivalent to a thermal substitution percentage of about 7.25% of the total required thermal energy for the kiln in 2023.

Green House Emission

One of the direct results of using Alternative Fuels as a source of energy in cement factories is the reduction of greenhouse gases because of fossil fuel reduction.

For scope 1 GHG emissions include the CO₂ emissions from fuel consumption and limestone calcination. In 2023, the total emissions from NCC factory were 541.35 Gg of CO₂ which represents a reduction of 10% from the previous year.

For scope 2 GHG emission includes emissions resulting from the generation of purchased or acquired electricity. In NCC, the total indirect CO₂ emissions from purchased electricity for the year 2023 were recorded to be 30.36 Gg of CO₂.

In terms of the CO₂ emissions associated with clinker production. In 2023 the CO₂ emission recorded for NCC was 0.804 tons of CO₂ per ton clinker.





Social Sustainability



Total Number of
employees 437 in
2023.



13,500 total man-
hours of training
in 2023.

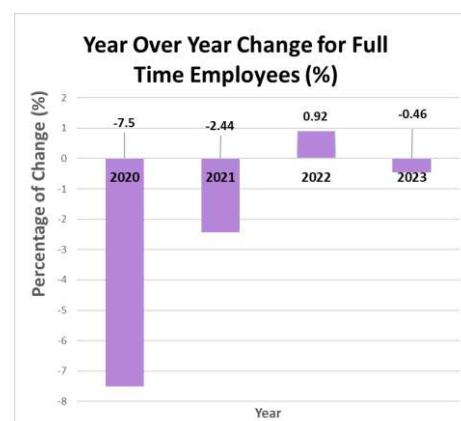
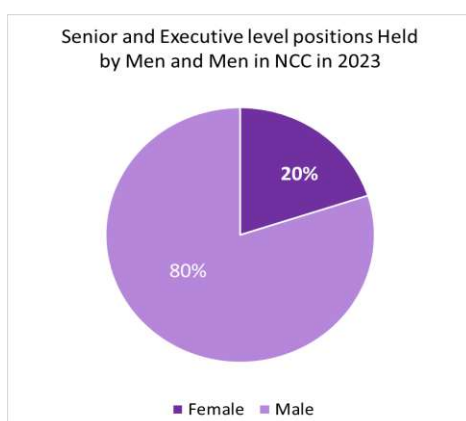
Our Employees

At National Cement Company, we consider employees to be our strengths. We understand how employee satisfaction translates into direct economic and social impacts for a company. Efficient employee management also improves employee retention, productivity, and overall engagement. We owe a lot of our achievements to the dedication, determination, and passion exhibited by our employees. Our employees have taken up our sustainability initiatives with purpose, enabling us to grow sustainably and responsibly. Consequently, we are dedicated to ensuring a safe and satisfactory work environment for our employees. In this line, our Healthcare Policy and EHS Policy were put in place with the efforts of the Human Resources Department and safety office to ensure that our employees are taken care of. We make continual efforts to provide a conducive environment to our employees for their growth and development which helps in building their careers. We aim to continue to improve our performance while focusing on employee engagement, interaction, training programs, etc.

Employee Headcount

NCC Cement recognizes that employee diversity in terms of multiple factors such as gender and age is important to facilitate sustainable, profitable, and responsible growth. As a growing company, we are constantly looking out for fresh talent along with experienced minds. By 2023, our total number of employees was recorded to be 437 employees. Out of which 99.54% were male and 0.46% were females. However, the representation in the senior and executive levels was about 20% for females and 80% for males, and we are looking for ways to increase this percentage furthermore in the future. The median compensation for males and females is equal. All NCC employees were full-time employees

In 2023 the percentage of change for the headcount was recorded to be -0.46%. The reduction in headcount came naturally since NCC is well known for its high retention ratio during its +50 years of operation, and most of the staff were there throughout the entire journey which resulted in an increased percentage of retired staff. The entry level positions percentage for the year 2023 was recorded to be 10.30% of the total headcount.



Health and Safety

Our occupational health and safety policy is applied all over the company. The basic principles governing this policy are detecting and managing the possible risks arising from our occupational activity, internal communication, and generating a safe and healthy working culture. It is also important to constantly search for solutions to prevent risks and improve working conditions and comply with health and safety legislation. In order to apply these principles, a formal occupational risk management system exists, and a follow-up in the form of internal and external audits. On the other hand, our safety office has run a program called Committed to Safety aimed at reaching zero damage and injury to people.

Our Health and Safety Policy follows the United Arab Emirates Regulations, including ISO-14001 and International Best Practice Standard. The Policy covers all employees, contractors, and visitors to all our production units, office buildings, workers' accommodations, and workshops, with our goal to prevent all accidents, injuries, and occupational illnesses. We also display safety bulletins and safety hazard posters in strategic areas around our factories to emphasize the importance of health and safety.

The Environment, Health, and Safety Office (EHSO) team are responsible for the day-to-day management of our health and safety systems. In 2023, the injury rate relative to the total workforce was recorded to be 0.23%.

Employee Benefits

- All employees are provided with medical insurance covering all work-related and non-work-related health issues or injuries and free health check-ups. Moreover, we have a monthly awareness campaign carried out by the health and safety office on a variety of topics including health and risks inside the workplace and outside the workplace.
- Retirement benefits such as gratuity are considered as defined benefit obligations; it is provided following UAE Laws.
- Women employees are entitled to maternity leave. All female employees are eligible for 45 days of maternity leave following UAE Laws and can be extended to another 45 days subject to management approval.
- Local minimum wage rules are followed, and employees are paid above the local minimum wage. Merit is the main parameter for recruitment. We are an equal-opportunity employer providing equal remuneration for women and men.



- All employees are granted leave travel allowance, graded according to their Company designation, paid at prevalent market rates.
- Employees are provided with accommodation following the NCC accommodation Policy. If no accommodation is provided, employees are provided with an accommodation allowance

determined by their respective pay grades. Free transportation is provided to all employees residing in the emirate of Dubai.

- A health bounce is being paid to the employees depending on the number of sick leaves availed by each employee to encourage them to take care of their health. In 2023 a health was given to every eligible employee.

Long Service Awards

Employees who spend more than a decade with the organization are felicitated with 'Long Service Awards. There are two categories for these awards, these are 15 years awards and

25 years awards. The award is being granted to the employees regardless of their grades. For factory employees, the induction training also covers detailed guidelines from the EHS office regarding health and safety at work.

Training and Development

in 2023, around 13,500 man-hours were spent undertaking employee education for all factory employees. The largest initiative was Manufacturing Excellence, which included the principles of lean manufacturing and Total Productive Maintenance cutting across various management levels. External industry webinars were widely attended by employees.

All employees receive regular performance and career development reviews. At the start of any year, employees along with their managers set out specific key performance indicators that the employee will work towards throughout the year, and employees are reviewed based on these metrics. As for the new joiners, the Human Resources team leads a general induction program for new starters, followed up by departmental-specific training organized by individual departments.

New starters are also provided with a copy of the Employee Code of Conduct during induction. Furthermore, all new employees receive a performance review upon completion of their probation period.

Sports & Leisure

A big part of employee well-being is to live an active life that involves exercising and practicing sports, therefore NCC has provided recreational facilities for the employees in both the factory and the worker's accommodation, including a gym, volleyball, and badminton courts, and a football field. NCC also organizes regular sports tournaments in chess, badminton, cricket, and football to stimulate the employees mentally and physically.

Community Engagement

NCC offers internship-training programs for talented students from local and international universities and hosts educational tours for students with visits to our manufacturing plants. This initiative inspires the next generation, who may wish to work in the cement industry in the future.

NCC has also participated in and sponsored several environmental initiatives organized by Dubai Municipality such as "Our Place, Our Planet, Our Responsibility" and "clean up the world" initiatives. In addition to that, NCC is listed as an accredited recycler for Dubai Municipality where it helps in Dubai's vision to achieve 100% of waste diversion from landfilling, being the only cement factory in Dubai with a scope of waste recycling and management. In addition to that, NCC is listed as an accredited recycler for Dubai Municipality where it helps in Dubai's vision to achieve 100% of waste diversion from landfilling, being the only cement factory in Dubai with a scope of waste recycling and management.

NCC Social Responsibility Initiatives

National Cement Company has taken proactive steps to fulfil its corporate social responsibility (CSR) by implementing several impactful initiatives. These initiatives reflect the company's commitment to making a positive contribution to the community and the environment. Some of these initiatives are:

Community Development Programs

National Cement Company actively engages in community development programs by supporting local schools, educational institutions, and healthcare facilities. This includes infrastructure improvements, scholarships, and donations to enhance the overall well-being of the community.

Employee Well-being Initiatives

The company prioritizes the health and well-being of its employees by providing comprehensive healthcare benefits, wellness programs, and a safe working environment. Initiatives may include health screenings, fitness programs, and mental health support services to ensure the holistic well-being of its workforce.

Environmental Conservation Efforts

National Cement Company demonstrates environmental responsibility through initiatives aimed at reducing its ecological footprint. This involves tree planting campaigns, waste reduction programs, and water conservation measures to contribute positively to the local environment.

Skills Development and Training

National Cement Company invests in the community's future by providing skills development and training programs. This includes vocational training, workshops, and mentorship initiatives aimed at empowering individuals with the skills necessary for employment and personal development.

Energy Efficiency and Sustainability Programs

As part of its commitment to sustainable practices, the company implements energy-efficient technologies such as the use of alternative fuels. Additionally, national cement was able to become a zero-waste company where no waste is being generated from the plant. This not only aligns with environmental sustainability goals but also sets an example for responsible business practices in the industry.

Partnerships with Non-Profit Organisations

National Cement Company establish partnerships with local non-profit organizations working on various social issues. This collaboration involves financial support, employee volunteering programs, and joint initiatives to address specific community needs such as education and healthcare.

By engaging in these CSR initiatives, National Cement Company in Dubai demonstrates a strong sense of social responsibility and actively contributes to the well-being of the local community and the broader environment. These efforts not only showcase the company's commitment to ethical business practices but also foster positive relationships with stakeholders.



Indicators



3 key indicators
(ESG)



GRI Index

Performance Indicators

Governance

GRI Indicator	GRI Ref	2023	2022
Sales			
Net sales (million AED)	201-1	187,922	137.00
Cement (million tonnes)		1.010	0.712
Clinker (million tonnes)		0.00	0.058
Aggregates (thousand tonnes)		0.282	0.393
Materials			
Total clinker production – all segments (million tonnes)	301-1	0.673	0.735
Total cement production – all segments (million tonnes)		1.010	0.712
Total raw material consumption – all segments (million tonnes)		1.25	1.27
Alternative raw materials substitution rate – cement production (%)	301-2	2.72	5.84
Waste-derived resources – all segments (thousand tonnes)		27.50	48.60
Financial			
Revenue (million AED)		187,922	137.00
Profit/Loss (million AED)		62,234	(28.72)

Overview

Governance

Environmental

Social

Indicators

Social

GRI Indicator	GRI Ref	2023	2022
Workforce			
Injury rates (%)	403-2	0.23	0.00
Deaths (%)		0.00	0.00
Full-time employees (%)	102-8	100	100
Part-time employees (%)		0.00	0.00
Employee turnover and retention			
Overall employee turnover rate (%)	401-1	12.34	7.80
Hirings (%)		10.30	10.25
Hours of training per employee	404-1	13,500	13,200
Diversity: Female Workforce			
Senior management level (%)	405-1	20	20
Non-management level (%)		0.23	0.44
Women in total workforce (%)		0.46	0.68

Environmental

GRI Indicator	GRI Ref	2023	2022
Waste and recycling			
Burnable hazardous waste disposed of (thousand tonnes)	306-2	5.77	7.00
Mineral Hazardous waste disposed of (thousand tonnes)		27.50	41.60
CO ₂ emissions			
Specific CO ₂ emissions – gross (kg/tonne clinker)	305-4	804	819
Total Scope 1 emissions (thousand tonnes of CO ₂) (Cement, aggregates, ready-mix and own-power generation)	305-1	541	602
Total Scope 2 emissions (thousand tonnes of CO ₂) (From the generation of purchased or acquired electricity)	305-2	30	28
Energy			
Total power consumption – all segments (MWh)	302-1	8.45	7.87
Total fuel consumption – all segments (million GJ)		2.09	2.47
Clinker production (Kcal/tonne clinker)		742	803
The thermal energy mix of clinker production			
Dry Coal (thousand tons)		75.10	96.59
Oil (thousand tons)		0.175	0.36
Alternative fossil fuels (thousand tons)		5.77	7.00
Water			
Total water consumption – all segments (thousand m ³)	306-1	330	320
From treated effluent municipal water supplies (thousand m ³)		188	257
From drinking municipal water supplies (thousand m ³)		69	51
From other water sources (thousand m ³)		71	13



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