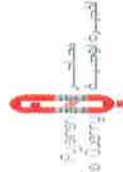


Fujairah Building Industries PJSC

Environment, Social, Governance (ESG) Report 2022

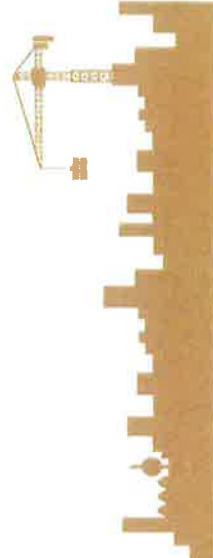


فجيرة
لصناعات
البناء
Fujairah Concrete Products



Index

1. Introduction	3 -4
2. FBI's Mission, Vision & Values	5 – 6
3. FBI's Commitment	7 – 8
4. Stakeholder Engagement	9 – 10
5. Material ESG Goals that matter to FBI	11 – 12
6. ESG Report:	
a. Environment	14 – 15
b. Social	16 – 18
c. Governance	19 – 20



Introduction



فجيرة
صناعات
البناء
المنتجعات الاسمنتية
Fujairah Concrete Products



فجيرة
صناعات
البناء
P.S.C.



RUMAYH
RECYCLING
FACTORY



FRF



FMTF



Introduction

Company Profile

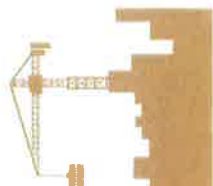
Fujairah Building Industries PJSC ("FBI") was established in 1979. Over the last several decades and since its IPO and listing on the Abu Dhabi Securities Market 'ADX' in January 2007, the company has grown in leaps and bounds and caters to the dynamic markets in UAE and the Middle East. FBI is one of the leading technology driven organizations in the construction sector, reputed for its quality products and services.

Currently, the following companies fall under the Fujairah Building Industries umbrella:

- Fujairah Rockwool Factory (FRF)
- Fujairah Concrete Products (FCP)
- Fujairah Marble and Tiles Factory (FMTF)
- Fujairah National Quarry (FNQ)
- Emirates Ceramics Factory

Since its Foundation FBI has been committed to providing excellent quality of products and services to our clients while maintaining sustainability and ensure its integration and application with at all levels of the company business.

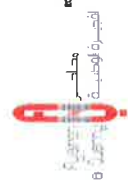
Following the guidelines of ADX & SCA and as continuation to their efforts and initiative of promoting sustainability in PSC companies, FBI is issuing its ESG Report for the year 2023 in accordance with the resolution (No 3/RM) of 2020 regarding the governance guidelines for PSC companies.



FBI's Mission, Vision & Values



فجيرة للمنتجات الاسمنتية
Fujairah Concrete Products



المخطط
الخطط
التخطيطية



الصناعة
التجارة
الحرف اليدوية



المالية



FBI's Mission, Vision & Values

Mission

Our mission is to provide our clients with excellent quality products and cultivating successful and long-term partnerships with them. We also will continue to encourage research and development among our subsidiary companies to ensure that the best quality products are manufactured.

Vision

Our vision is to be the leading provider of various industrial and building products across the Middle East and continue to provide our clients and the society we serve with premium service and products.

Values

Our core values are:

Providing excellent quality of products and services to our clients

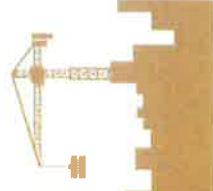
Ensuring there is teamwork, respect and mutual encouragement among our subsidiaries and employees

Reliability and honesty when dealing with everyone

Protecting the environment and our employees

Ensuring we create a sustainable environment for our employees, society and the environment

Corporate Social Responsibility



FBI's Commitment



FBI's Commitment

Enabling our Employees

FBI is investing in its employees by enhancing their knowledge and practical experiences which is the way to implement a sustainable environment in the company.

Research & Development

As the market is continuously evolving, FBI Group is consistently investing in research & development to maintain international standards of quality, to stay updated with the evolving market trends, and innovate products according to customers requirements.

Innovation

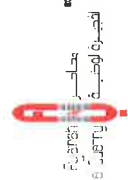
FBI's approach is to promote the innovation and the development of its product and services by creating a whole bunch of sustainable and environment friendly products.



Stakeholder Engagement



فجيرة للمنتجات الإسمنتية
Fujairah Concrete Products



مجلس
التجارة
البحريني



وزارة
الصناعة
والعمل
والكهرباء



Stakeholder Engagement

- Sustainability, consistency with continuous improvement and innovation are underlying objectives in everything we do. We endeavor to act, operate efficiently, transparently and deliver our objectives. We remain committed to having a positive impact on our customers, employees, suppliers, society and environment, while at the same time maintaining sustainable success.
- Our strategy for sustainability is largely driven with continuous engagement with stakeholders, which enables us to understand their priorities and expectations from us and align with our business practices and corporate priorities. We regularly engage with our key stakeholder groups to help shape and drive our sustainability strategy.

Key Stakeholders

Govt. & Local Authorities



Community



Shareholders



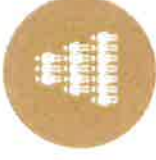
Customers



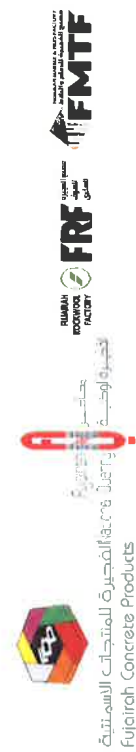
Suppliers



Employees



Material ESG Goals that matter to FBI



Material ESG Goals that matter to FBI

Environment	E1. GHG Emissions
	E2. Emissions Intensity
	E3. Energy Usage
	E4. Energy Intensity
	E6. Water Usage
	E7. Environmental Operations
	E8. Environmental Oversight
	E9. Environmental Oversight
	E10. Climate Risk Mitigation
	S1. - CEO Pay Ratio
Social	S2. - Gender Pay ratio
	S3. - Employee Turnover
	S4. - Gender Diversity
	S6. - Non- Discrimination
	S7. - Injury Rate
	S8. - Global Health & Safety
	S9. - Child & Forced Labour
Governance	S10. - Human Rights
	S11. - Nationalization
	G.1 - Board Diversity
	G.2 - Board Independence
	G.4 - Supplier Code of Conduct
	G.5 - Ethics & Prevention of corruption
	G.6 - Data Privacy
	G.8 Disclosure Practices



ESG Report



فجيرة
 صناعات
 الإسمنتية
 Fuairah Concrete Products



وزارة
 التخطيط
 والتنمية
 الاقتصادية



وزارة
 الصناعة
 والتجارة
 وحماية
 المستهلك



وزارة
 الطاقة
 FMTE



Environment



المنتجات الإسمنتية
Fujairah Concrete Products



ESG Report - Environment

- FBI Group understands that it has a responsibility to care for the environment, and as a result of this responsibility the company and its units invested in research & development to reach a very sustainable approach for the environment.
- FBI subsidiaries are certified as follows: Fujairah Rockwool Factory (FRF) is certified by ISO 9001 for Quality Assurance, ISO 14001 for Environmental Management, OHSAS 18001 for Occupational Health and Safety, while Fujairah Concrete Products (FCP) is certified with ICV, ISO 45001:2018, ISO 14001: 2015, and ISO 9001: 2015. These entities are also Members of Emirates Green Building Council.
- The projects that FBI has invested in to protect the environment are as follows:
 - Group has established Emission Controls and Heat Reduction facility in FRF to eliminate emission of harmful gases in the environment making the complete process environment friendly. Further, an Emission Monitoring Systems in place that track all emissions in the factory to maintain FRF's emission levels lower than industrial standards.
 - Significant investment was made in FRF to recycle the manufacturing waste by converting them into briquettes which are used in production of rockwool. As a result, we are proud to say that we have zero landfill.
 - We are investing in building Grey Water Recycle System in FCP to ensures zero water wastage. This will help to reduce freshwater consumption to a great extent.
- FRF products are sustainable as they are produced from natural igneous rocks, non-combustible, eco-friendly and biodegradable. These products helps in energy conversation, heat reduction and temperature control which reduce the consumption of energy. Our FRF products has obtained various certificates such as ICV, ADQCC, Certificate from Dubai Municipality, Warrington Certification etc.
- FRF Continuously investing in innovation and developed new product firesafe products for Construction industry and Hydroponic products Agriculture sector.



المجبرة
للمباني
والبناء

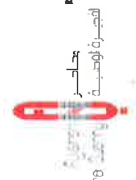


FUJAIRAH
BUILDING
INDUSTRIES P.S.C.

Social



المصنعة للمنتجات الاسمنتية
Fujairah Concrete Products

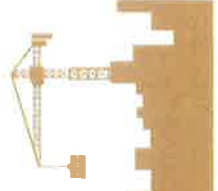


الهيئة العامة للصناعة
RIMAH
INDUSTRIAL
FACTORY



ESG Report - Social

- FBI group has been committed to its social responsibility by making the balance between the needs of the society, stakeholders, employees and the main business.
- The group has approached many initiatives including attribution to the many social events in the emirate of Fujairah and contributing to the government efforts of Emiratization.
- FBI contributes to the efforts of Government of Fujairah and Fujairah Foundation for Regional Development (FFRD) to help the citizens of Fujairah with the construction and renovation of their homes.
- The young Emirati workforce has been placed within our units for further training to equip them with industry-ready skills. This has been an ongoing activity for many years now.



ESG Report – Social (Cont'd)

Matric	Parameters	Outcome/Response
S1. CEO Pay Ratio	S1.1) Ratio: CEO total compensation to median Full Time Equivalent (FTE) total compensation	12.33
S2. Gender Pay ratio	Ratio: Median male compensation to median female compensation	1.68
S3. Employee Turnover	S3.1) Percentage: Year-over-year change for full-time employees	4%
S4. Gender Diversity	S4.1) Percentage: Total enterprise headcount held by men and women	90% Men, 10% Women
S6. Non- Discrimination	Does company follow non-discrimination policy? Yes/Nc	We follow UAE Laws & Regulations
S7. Injury Rate	Percentage: Frequency of injury events relative to total workforce time	0%
S8. Global Health & Safety	Does company follow an occupational health and/or global health & safety policy? Yes/Nc	Yes
S9. Child & Forced Labour	S9.1) Does company follow a child and/or forced labor policy? Yes/No	We follow UAE Laws & Regulations
S10. Human Rights	S10.1) Does company follow a human rights policy? Yes/No	We follow UAE Laws & Regulations
S11. Nationalization	Percentage of national employees	3.45%



Governance



الهيئة العامة للصناعات
الاسمنتية
Fujairah Concrete Products



ESG Report - Governance

- The Group follows and complies with the governance rule mention in the chairman resolution No 3/Rm of 2020.

Matric	Parameters	Outcome/Response
G.1 Board Diversity	G1.1) Percentage: Total board seats occupied by men and women. G1.2) Percentage: Committee chairs occupied by men and women	100% men. BOD has no women member since no nomination was received in the last BOD election held in March 2016 and March 2021.
G.2 Board Independence	G2.1) Does company prohibit CEO from serving as board chair? Yes/No G2.2) Percentage: Total board seats occupied by independent board members	The Board of Directors is comprised of seven members most of them independent and nonexecutives.
G.4 Supplier Code of Conduct	S3.1) Percentage: Year-over-year change for full. G4.1) Are vendors or suppliers required to follow a Code of Conduct? Yes/ No	We have established detailed terms and conditions which are applied to all our external procurements. These standard terms and conditions includes supplier code of conduct to ensure ethical and fair business practices - There are two committee established by the Board: 1. Audit committee and 2. Nomination and remuneration committee. Board, Board Committees and Group Management collectively drive the culture of Ethics and integrity across the Group and while dealing with external parties - Board has established two functions independent from the Group Management: 1. Group Internal Audit and 2. Group Compliance, to ensure that Group is compliance with regulatory requirements and Group complies with established policies and procedures.
G.5 Ethics & Prevention of corruption		FBJ has established set of policies to ensure data privacy - Information Security Policy - User Access Control Policy - Internet Security Policy - Physical and Environment Security Policy - Network Security Policy Collectively these policy drives the culture and ensure data privacy across the Group
G.6 Data Privacy	G6.1) Does company follow a Data Privacy policy? Yes/No	
G.8 Disclosure Practices		The company discloses its outcome of its general assembly meetings, BOD meeting and Financial Results to the shareholders on company website and ADX website.

