



دوكاب
ducab

Energy for change.

2024

Environmental, Social,
and Governance Report

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About this Report

Thank you for your interest in Ducab's 2024 Environmental, Social, and Governance (ESG) report. The information and data in this report, covers the reporting period from January 1, 2024, to December 31, 2024. This is our inaugural report. We aim to report on an annual basis going forward. This report was prepared with reference to the Global Reporting Initiative (GRI) standards (see index on [page 28](#)).



Letter from our CEOs

Dear Stakeholders,

We are proud to present Ducab's first environmental, social, and governance (ESG) report. This milestone reflects our unwavering commitment to integrating sustainability, innovation, and collaboration across our business. As a leader in energy solutions, Ducab recognizes our pivotal role in shaping a more sustainable future. This report highlights the actions we are taking to minimize our environmental footprint, empower communities, and uphold the highest standards of governance. We are excited to share this journey with you and continue fostering trust and partnership across our stakeholder network.

Ducab is committed to reducing our carbon footprint and supporting global decarbonization efforts through innovative environmental initiatives. Our double materiality assessment guided our focus on sustainability priorities, enabling us to set meaningful goals. We've installed grid-connected solar energy systems at our Jebel Ali facility, generating renewable electricity onsite that provides approximately 13.76% of the facility's annual electricity needs and helps reduce our reliance on grid-supplied power. Additionally, energy-efficient upgrades, such as LED lighting and advanced air compressors, have reduced our power consumption. We embrace circularity

in our operations by optimizing waste management, recycling 100% of our copper and aluminium, and conserving water.

Our people and communities are at the heart of what we do. We prioritize employee well-being through comprehensive health and safety measures certified to international standards, robust training programs tailored to career development, and inclusive benefits that support work-life balance. Our Emiratization initiatives nurture UAE national talent through scholarships, internships, and tailored career pathways. We also engage in meaningful community initiatives, such as planting 1,000 trees to combat desertification and supporting education and housing projects through financial donations and volunteerism.

Strong governance is the foundation of our operations and decision-making. Our Board of Directors oversees three specialized committees: Audit and Risk, Board Remuneration, and Strategy and Investment. Collectively, they work to ensure robust financial controls, transparent reporting, and effective strategic planning. We prioritize ethical conduct through mandatory Code of Conduct training for all employees and vendors, reinforcing our commitment to compliance, anti-corruption, and workplace integrity. To further support accountability, our anonymous reporting hotline provides a secure channel for stakeholders to voice concerns.

As we look ahead, Ducab remains committed to driving meaningful progress in environmental stewardship, social responsibility, and ethical governance. Our ongoing climate target modelling will further refine our strategies, and we are dedicated to sharing updates on our progress. Achieving sustainability goals requires collaboration, and we deeply value the trust and engagement of our stakeholders. Together, we can create lasting positive change for our communities, industries, and planet. Thank you for being a part of our journey toward a sustainable future. Your support and partnership are vital to our continued success.

On behalf of all of us at Ducab, thank you for being part of this journey.

Sincerely,

Gert Hoefman
Group CEO, Ducab

Charles-Edouard Mellagui
CEO, Ducab Cable Business

Mohamed Al Ahmedi
CEO, Ducab Metals Business



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About Ducab

Ducab is a global leader in energy solutions, specializing in the development, design, manufacturing, and distribution of high-quality copper and aluminium wire and cable products. Ducab is equally owned by Abu Dhabi Developmental Holding Company (ADQ), representing the Government of Abu Dhabi, and the Investment Corporation of Dubai (ICD), representing the Government of Dubai.

Headquartered in Dubai, United Arab Emirates, we operate six state-of-the-art facilities, delivering cutting-edge solutions to industries including energy, construction, oil and gas, renewables, defense, transportation, nuclear energy and industrial manufacturing. Our advanced cable solutions have played a key role in powering major global projects. We have supplied high-performance products to landmark developments such as the Burj Khalifa, Dubai Metro, and Expo 2020 Dubai, as well as international infrastructure projects including the Public Utility Board in Singapore and the Delhi Metro in India.

We serve our customers across our three key brands:

Ducab Cable Business (DCB)

Our Cable Business provides a full range of copper and aluminium cables for low-, medium-, and high-voltage applications. We supply utilities, oil and gas, renewable energy, transport, and construction sectors across the UAE and more than 45 international markets.

AEI Cables (AEI)

AEI Cables specializes in advanced cable solutions for safety-critical and high-performance environments. From defense and transport to nuclear and industrial projects, AEI delivers cables designed to meet the most demanding standards.

Ducab Metal Business (DMB)

Our Metal Business manufactures copper and aluminium rod and wire products that serve as vital inputs for cable makers and industrial customers worldwide. DMB supports global infrastructure growth with reliable, high-quality metal solutions.



Ducab At-a-glance



Founded in
1979



Supplying energy
solutions to
75+
countries



1,200+
Total employees



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ESG at Ducab

In 2023, we initiated a partnership with Schneider Electric, a global leader in decarbonization and sustainability, to help build our ESG program.

Throughout this engagement we:

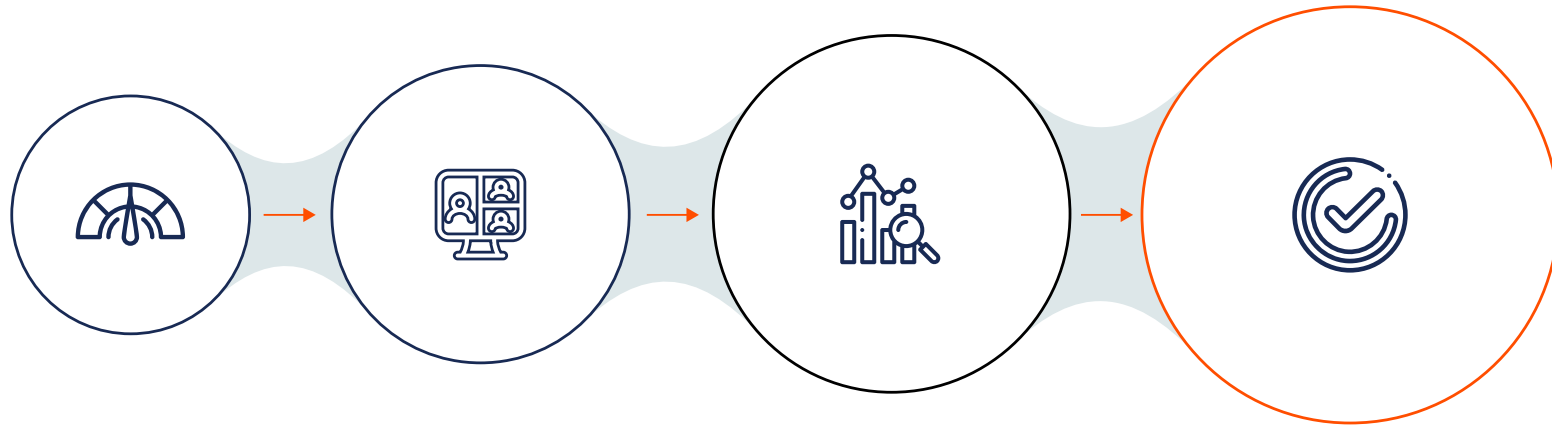
- Conducted a double materiality assessment to identify our most important sustainability topics
- Set key performance indicators (KPIs) and worked on strategy building using Schneider Electric's data management software, Resource Advisor ESG Module
- Began calculating our Scope 1, 2 and 3¹ greenhouse gas emissions, preliminary calculation for our base year 2023 is included on [page 12](#)
- Rolled out ESG training to raise workforce and leadership education and awareness
- Received consultation and expertise regarding pathways for expanding renewable energy and enhancing energy efficiency
- Released our inaugural ESG report prepared with reference to GRI standards
- Preparing for climate target modeling and expect to share updates in future reports. Our 2023 GHG inventory will serve as the base year for our target setting efforts

¹On a spend-based calculation methodology



Double Materiality Assessment Overview

Materiality Process



Benchmarking

and researching a wide range of potentially material topics across our industry, peer companies, and global frameworks such as GRI, European Sustainability Reporting Standards (ESRS), and Sustainability Accounting Standards Board (SASB).

1

Interviewing

key internal and external stakeholders to discuss and survey responses regarding potentially material topics.

2

Analyzing

results through both qualitative and quantitative lenses, considering topics Ducab can influence and their impact on the company's financial performance.

3

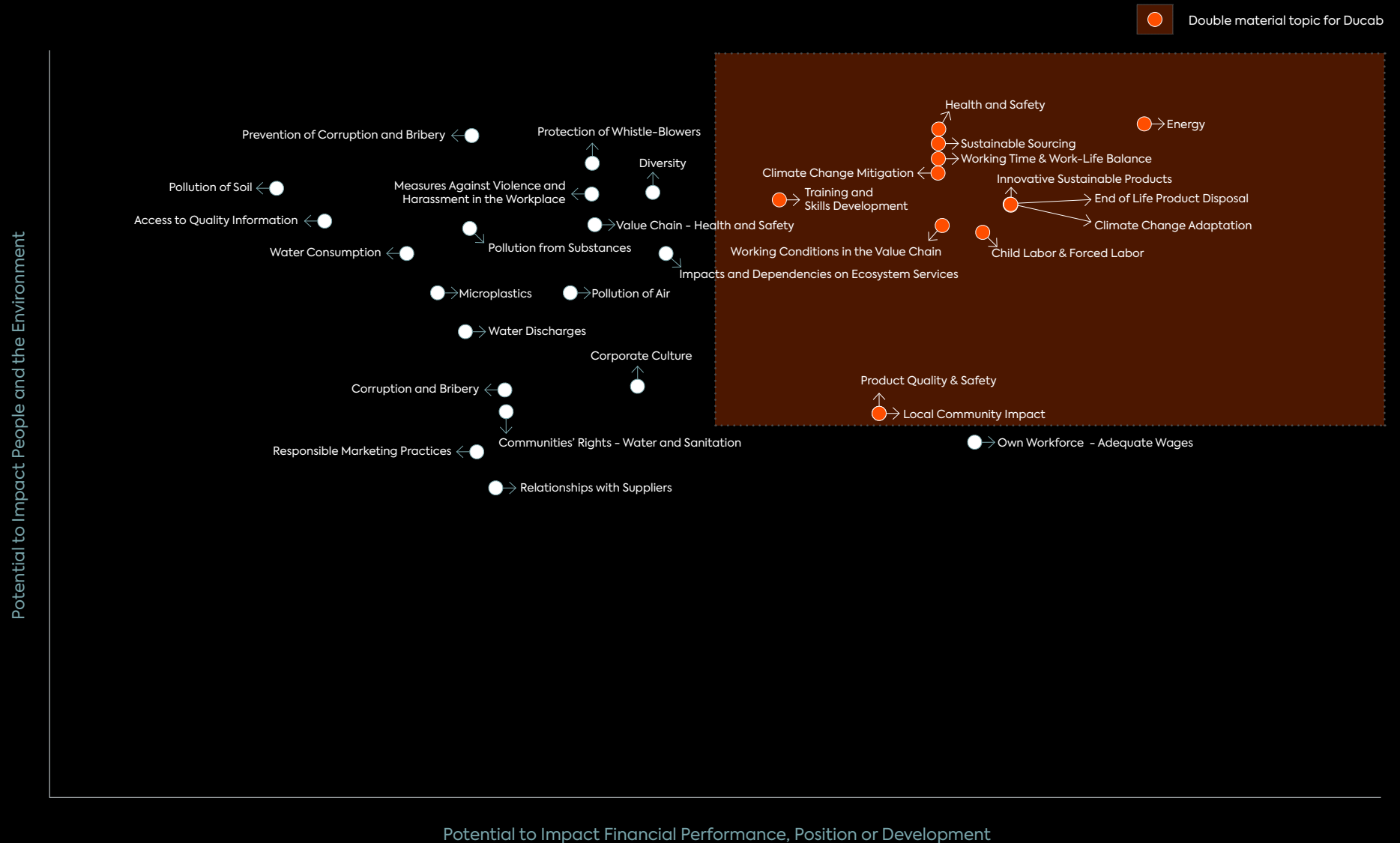
Confirming

the finalized list of the double material topics with Ducab's leadership.

4



Materiality Matrix



Environmental

At Ducab, we strive to optimize our operations and reduce our environmental impact by embracing renewables and energy efficiency and responsibly managing waste and resources. Through our products, we aim to help support the expansion of clean energy infrastructure and advance circular design solutions.



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Managing Our Footprint



As a leading cable manufacturer, Ducab recognizes the importance of reducing our carbon footprint and continuously seeks ways to improve energy efficiency and lower our emissions.

Energy is essential for our Cable & Metal product manufacturing processes and the electrification of our facilities, making it the primary source of our operational emissions. Additionally, our value chain contributes to Scope 3 emissions, notably from the procurement of raw materials and logistics.

To optimize our environmental footprint, we have implemented several initiatives:

Align with Recognized Standards and Certifications: Over 25 years ago, we had our Environmental Management System certified by BASEC to ISO 14001. Additionally, we obtained LEED Gold Certification at our head office in Jebel Ali, Dubai.

On-site Solar Energy Generation: We have installed two grid-connected solar photovoltaic plants at our Jebel Ali facility—a 2,052 kWp ground-mounted system and a 45.60 kWp rooftop system. Together, these installations offset an estimated 13.76% of our electricity consumption and reduce carbon emissions by 660 tons annually.

Installations of Energy-Efficient Equipment: We upgrade our equipment with more energy efficient models when able. For example, we replaced all energy intensive high bay lamps with LED lamps across our six factories and their neighboring offices, warehouses and yards. Additionally, we've procured energy efficient, oil-injected variable speed driven rotary screw type air compressors with electric motors that reduce power usage by up to 30% - 35% (at the same working load) compared to non-variable speed driven rotary screw type air compressors.



GHG Emissions and Energy Data*

Greenhouse Gas Emissions (MT CO ₂ e)	2023	Energy Consumption (kWh)	2023
Scope 1	17,153	Electricity (includes electricity from non-renewable and renewable sources)	112,067,186
Scope 2 (Location-Based)	55,399	Fuel (non-renewable sources)	92,402,523
Scope 3	1,388,345	→ Natural Gas	86,887,401
→ Category 1: Purchased Goods and Services	1,308,783	→ Diesel	5,480,519
→ Category 2: Capital Goods	12,098	→ Liquefied Petroleum Gas	34,603
→ Category 3: FERA	24,916	Total Energy Consumption	204,469,709
→ Category 4: Upstream Transportation and Distribution	40,191		
→ Category 5: Waste	972		
→ Category 6: Business Travel	509		
→ Category 7: Employee Commuting	877		
Total Scope 1, 2 and 3 GHG Emissions	1,460,897		

See [page 29](#) for details regarding our data calculation.

*At the time of publication, 2023 was the most recent year for which GHG emissions and energy consumption data were available. We are actively working to strengthen and expand our emissions calculations.



Ducab Jebel Ali Solar Plant:

2024 Renewable Energy and Emissions Savings

Category	Value	Notes
Location	Jebel Ali, Dubai	At Ducab Head Office
Total Renewable Energy Generated	3,507,080 kWh	From ground and rooftop PV combined
CO ₂ Emissions Avoided	1,415,107 kg CO ₂	Based on grid emission factor of 0.4035 tCO ₂ /MWh
Estimated Cost Savings	AED 1,543,115	Based on DEWA tariff of AED 0.440/kWh
Installed Capacity	2.097 MWp	2,052 kWp ground + 45.6 kWp rooftop
Plant Availability (For 2024)	100%	For both ground and rooftop systems
Performance Ratio (For 2024)	80% (ground), 77% (rooftop)	Data indicates high operational efficiency of the systems

* The renewable energy figures reflect electricity generated at the Ducab Head Office solar PV facility located in Jebel Ali, Dubai. Data is for calendar year 2024 and includes both the ground-mounted (2,052 MWp) and rooftop (45.6 kWp) installations. Carbon savings are based on the 2024 grid emission factor provided by DEWA (0.4035 tCO₂/MWh).



Responsibly Managing Waste and Resources

As a manufacturer, we recognize the importance of continuously optimizing resource use and waste output to realize both financial and environmental benefits. Through robust recycling initiatives and efficient resource utilization, we reduce waste generation and promote circularity in our production processes.

Key ways we divert waste and conserve resources like water and materials include:

- 100% of copper and aluminium waste generated in our manufacturing processes are recycled.
- Copper cable granulators ensure recovery of copper from cables, reducing material loss.
- Buy-back programs with our customers allow the reuse of metal and wooden drums and cable scrap, extending the lifecycle of materials.
- Purged PVC and Low Smoke Fume (LSF) head waste from extruders are recycled inline using granulators, ensuring efficient reuse in production.
- Over 90% of water at our Dubai facilities is recycled and repurposed for irrigation, helping us to water over 500 trees that we planted at our Jebel Ali site.

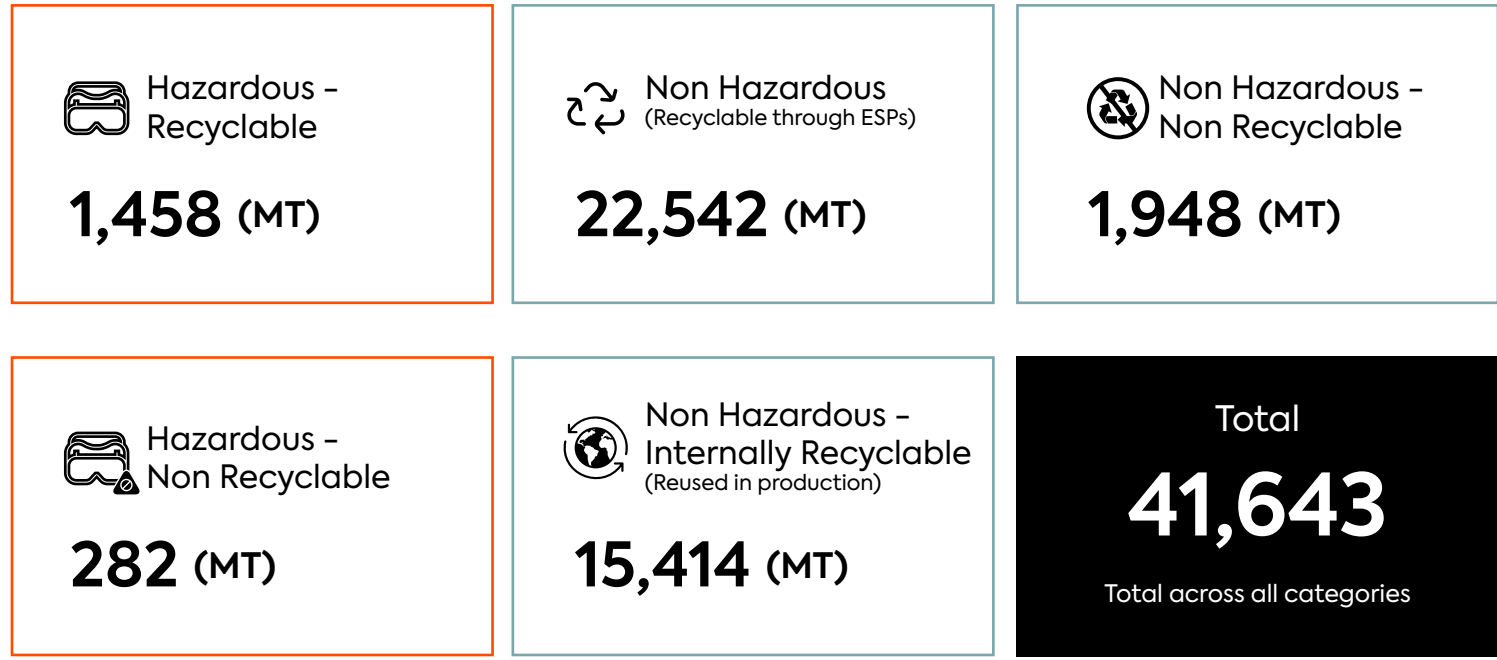
Ducab Plants for Progress Initiative


As part of our commitment to environmental responsibility and a more resilient UAE, **Ducab Plants for Progress** is driving environmental action through tree planting. This initiative supports the national *Plant the Emirates* program by planting 1,000 trees, each representing a step toward preserving the nation's natural environment and combating desertification.



2024 Waste Data

(Ducab's Six Manufacturing Sites)*



 2024 Water Consumption (IG)

2022	2023	2024
54,796,871	42,486,717	53,126,998

*Non-hazardous internally generated waste reused in production includes aluminum, copper, lead, and plastic granules. Non-hazardous waste, recyclable through Environmental Service Providers (ESPs), includes thermoplastics, metals, cardboard, and wood. Non-hazardous, non-recyclable waste includes thermoset plastics, mixed garbage, and general waste. Hazardous recyclable waste includes battery waste, e-waste, copper sludge, lead, and aluminum dross, while non-recyclable hazardous waste consists of emulsion waste. Except for non-hazardous internally recyclable waste, remaining waste is managed through ESPs.

Product Environmental Stewardship

At Ducab, environmental stewardship is a core focus that guides our innovations. We are dedicated to contributing to global decarbonization efforts through our cables, which are integral to enabling renewable energy projects and improving energy efficiency.

Our products play a role in significant sustainability projects worldwide, including the **Mohammed bin Rashid Al Maktoum Solar Park in the UAE**, **UK's Hornsea One offshore wind farm**, **South Korea's Shin Hanul nuclear reactors**, and **Oman's Dhofar Wind Farm**.

Our efforts reflect Ducab's support for the **UAE's Net Zero by 2050 strategic initiative**.

Key initiatives regarding our products' environmental profile and impact include:

Recycled materials: 100% of copper and aluminium waste generated in our manufacturing processes are recycled. Copper cable granulators enable complete recovery of copper for reuse. Purged PVC and Low Smoke Fume (LSF) compounds are also recycled with the help of on-site granulators.

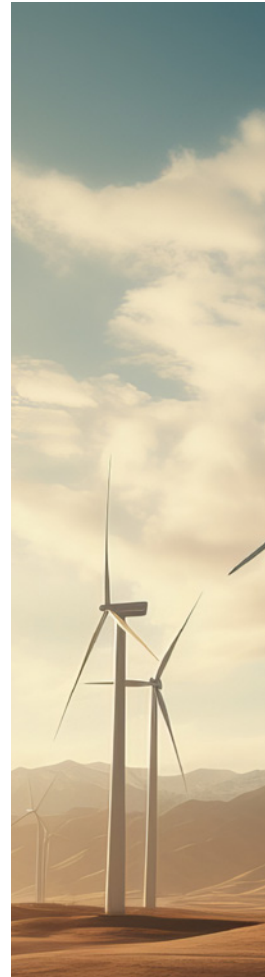
Compliance with REACH and RoHS: All raw materials meet European regulations, such as REACH and RoHS, even though compliance is not mandatory in our region. We also produce lead-free and DOP-free PVC compounds to reduce health and environmental risks.

Product buy-back and circularity: Buy-back arrangements with customers for metal and wooden drums, as well as cable scrap, promote reuse. We optimize operations using Lean Manufacturing principles and monitor material consumption with a 'traffic light system' to flag overuse.

Supporting renewable infrastructure: We develop cables specifically designed for solar, nuclear, and wind energy applications.

Community safety contributions: We enhance safety with fire-resistant, low smoke zero halogen cables used in critical infrastructure, including hospitals, airports, metros, schools, and shopping malls.

Customer education and collaboration: Collaborative workshops with third-party laboratories like BASEC educate customers on product quality, proper cable selection, and safe usage throughout the product lifecycle.



Photos depict examples of sustainability projects our products have been used in, including the Mohammed bin Rashid Al Maktoum Solar Park in the UAE, UK's Hornsea One offshore wind farm, South Korea's Shin Hanul nuclear reactors, and Oman's Dhofar Wind Farm.



Social

Our people are the core of our business and critical to our success. We keep our employees top-of-mind by providing meaningful career opportunities and continuously prioritizing their health and safety. We aim to make a positive impact in our communities through volunteerism and charitable giving.



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Occupational Health and Safety

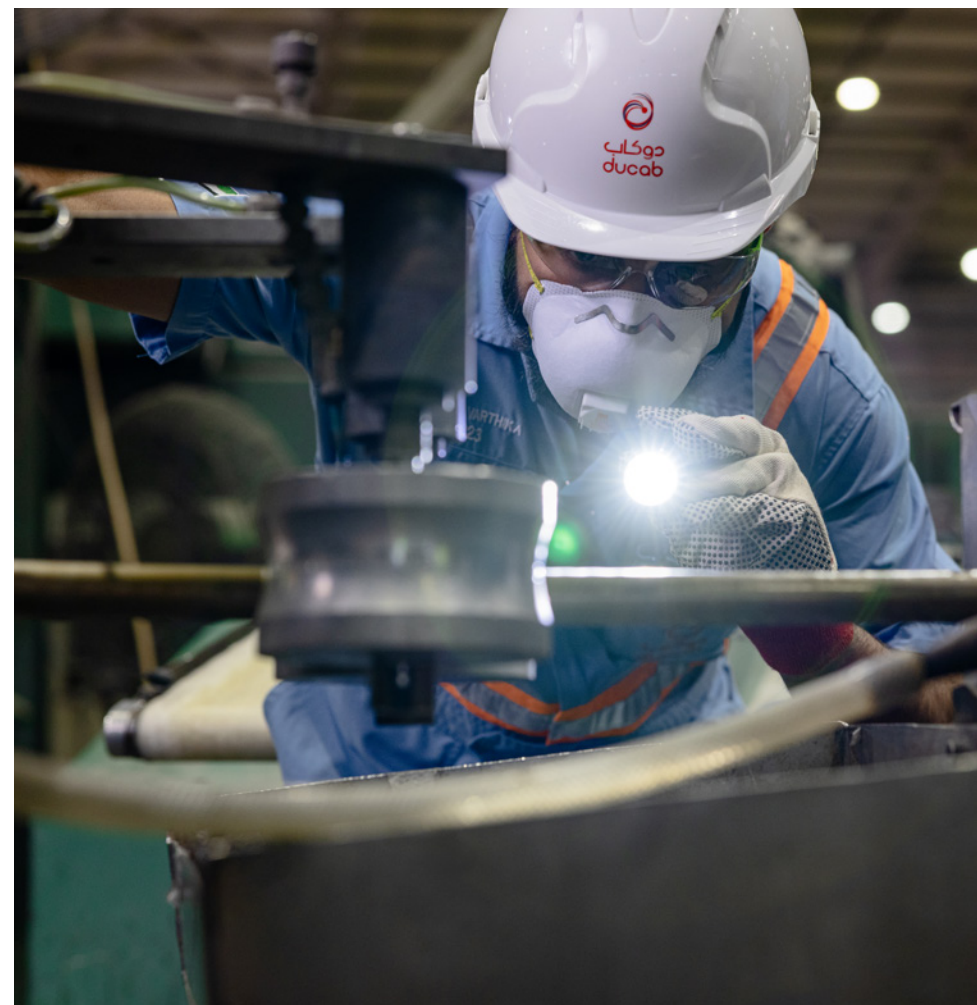
We take a proactive approach to health and safety (H&S), reinforced by a comprehensive H&S management system certified to ISO 45001:2018 and the Abu Dhabi Occupational Safety and Health Systems Framework (ADOSH-SF).

All our locations follow a standardized H&S management system to ensure consistency. Each site has a designated EH&S engineers responsible for implementation, monitoring, and reporting to the Vice President of Quality, Health, Safety, and Environmental. Our **Quality, Health, Safety, and Environmental (QHSE) Manual** outlines our QHSE policy, governing procedures, and related instructions.

Employees are encouraged to report potential H&S hazards or concerns electronically or verbally to their supervisors and line managers, with protection from reprisal. We utilize a digital EH&S application, to record incidents reported by employees.

Our key H&S priority at Ducab is to achieve Zero harm. To address this, we implement the following measures:

- Regularly reviewing risks and implementing safety controls at all sites.
- Conducting management site visits to ensure compliance with safety standards.
- Performing risk assessments and implementing preventive measures.
- Providing in-house and external safety training, including emergency response.
- Promptly reporting and investigating incidents to prevent recurrence.
- Establishing safety committees and holding regular meetings.



Employees receive comprehensive H&S training, including onboarding, skills-based, job-specific, and refresher courses. Key training topics include:

- Machine safety & LOTO training
- Hazard Identification and Risk Assessment training
- Emergency response (e.g., first aid, CPR, AED)
- Fire safety
- Hazardous materials management (e.g., COSHH)
- Yard and forklift operation safety
- Scaffolding and working at heights
- Intensive molten metal safety
- Permit to work procedures



Ducab also enforces H&S requirements for contractors involved in construction, maintenance, and logistics. Contractors must:

- Submit safety records before beginning work
- Undergo H&S training covering emergency procedures, site rules, and PPE requirements
- Adhere to Ducab’s H&S policy
- Undergo regular safety performance inspections and reporting
- Ensure equipment safety and provide risk assessments for complex tasks

To maintain compliance and drive continuous improvement, we conduct regular H&S audits and inspections. In 2024, Ducab completed both internal and third-party H&S audits across all sites. Successful third party audits were conducted in accordance with ISO 45001:2018 and ADOSH-SF for Abu Dhabi sites.

Metrics	2020	2021	2022	2023	2024
Lost Time Injuries	14	7	1	3	8
Ill Health	0	1	0	4	2
Total Incidents	82	49	58	66	77
Near Misses	33	18	23	24	38
Fatalities	0	0	0	0	0
Spills	4	4	1	3	0

Talent Attraction, Engagement and Retention

We strive to recruit top talent and provide meaningful career pathways for our employees; maintaining a welcoming culture, training development opportunities and competitive compensation and benefits.

Striving for Inclusive Benefits

Ducab is proud to be the first industrial and private company to align with the Sheikha Hind bint Maktoum Family Programme, introducing new policies that enhance work-life balance for our UAE national employees:



Up to **31**
working days
of Annual Leave

To attract top talent we offer competitive compensation benchmarked against similar organizations and across our regions of operations, as well as a diverse range of benefit options including:

- **Marriage Leave:** UAE National employees can take up to 10 days off to celebrate and transition into their new chapter of life.
- **Annual Leave:** Up to 31 working days of paid annual leave based on employee grade (27 days for operations staff).
- **Medical Coverage:** Comprehensive medical insurance for employees, with dependent coverage available at certain grades.
- **Gratuity:** End-of-service gratuity provided in accordance with UAE labor law for employees with over one year of service.
- **Annual Airfare Allowance:** Provided in cash for employees; dependent coverage included at some grades.
- **Parental Leave:**
 - 90 calendar days of maternity leave for mothers.
 - 5 working days of paternity leave for fathers.
- Flexible return-to-work options for mothers, including reduced daily hours for up to 18 months and remote work on Fridays for up to one year.
- **Education Support:**
 - **Child Education Support Allowance and Learning Support Allowance** to assist with eligible dependents' school expenses, including support for children with special needs.
- **Performance-Based Bonus:** Annual discretionary bonus based on individual and company performance.
- **Farewell Gift:** One-time payment added to end-of-service benefits, calculated based on tenure, grade, and exit in good standing.
- **Flexible Work:**
 - **Remote work up to twice per month** for eligible employees (non-shift, non-operations roles).
- **Financial Support:** Interest-free loans available against accrued gratuity balances.
- **Company-Provided Services** (for operations and select grades):
 - **Accommodation, transportation, and low-cost meals** provided via onsite canteen.
- **Wellness Initiatives:**
 - Annual **Health Day** celebrations.
 - Free **eye exams and glasses, blood tests, flu vaccinations, and women's health screenings.**
 - Access to **mindfulness meditation resources** and **onsite bicycles** for use by employees in company housing.
 - Participation in the Ducab Marathon and other wellness campaigns.
- **Community Engagement:**
 - Volunteer opportunities such as **tree planting, beach cleanups, and charity fundraisers** to encourage employee involvement in local and environmental initiatives.



Training and Development

Our employee development program is a collaboration between managers and employees to align individual needs with the business needs of Ducab. Every employee's training is tailor-made around a **Professional Development Plan**, initiated by the Human Resources department, and agreed with the employee and their line manager, who also acts as their mentor.

We provide our employees with many in-house and external training opportunities, designed to meet the specific needs of our business units. Training topics include culture transformation, business ethics, data protection, health and safety, job-specific training, and technical training.

Additionally, we aim to provide employees with enriching learning opportunities that promote skills building for both in and out of the job. We've provided employees training and programs on various topics including financial literacy and personal finance, mental health and stress management, healthy heart and desktop yoga.

Training topics available to employees include:



Business ethics



Health and safety



Mental health and stress management



Environment

Emiratization at Ducab

Ducab is committed to supporting the development of UAE national talent through a comprehensive Emiratization program. The program offers educational, developmental, and professional opportunities across various stages:

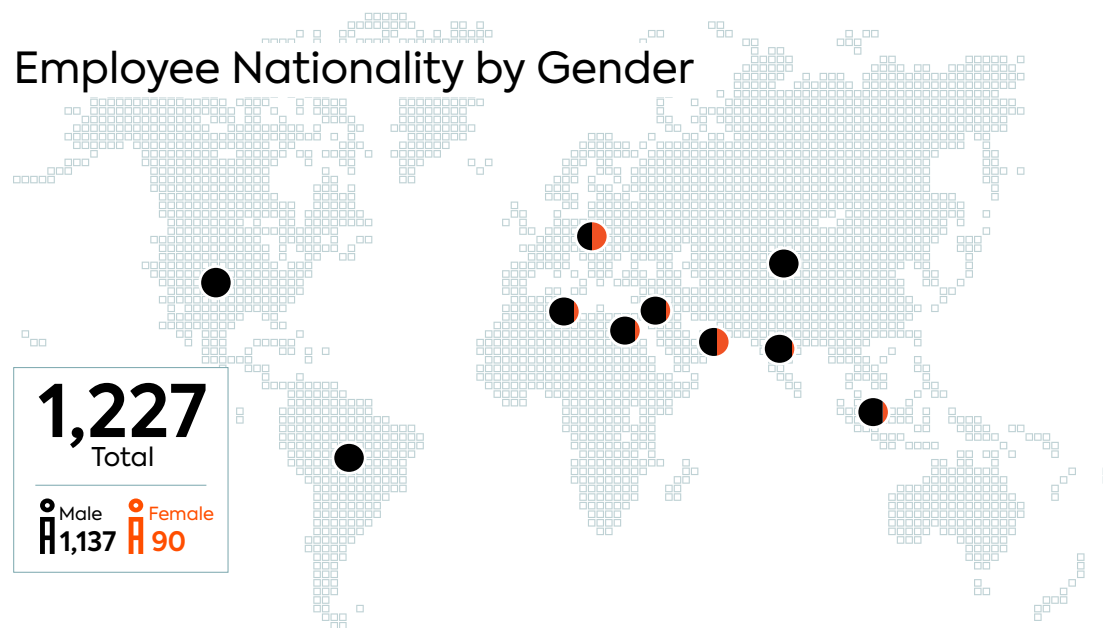
Scholar's Program: We sponsor students with a monthly salary during their higher education before entering the workplace—providing support and guidance to help them succeed academically, as well as the opportunity to join the Graduate Trainee (GT) Program upon successful graduation.

Bidayati Program: This initiative provides talented individuals with another entry opportunity to work at Ducab, through an Internship program, with the possibility of enrollment into the GT program, and employment upon successful completion.

GT Program: After completing university, Scholar, Bidayati Program students join Ducab as Graduate Trainees. This program offers exposure to all facets of the company's operations, preparing them for future roles.



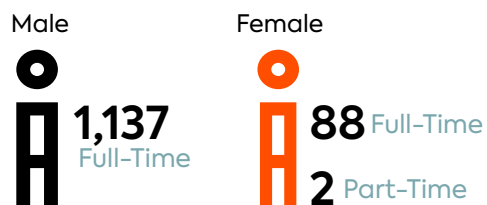
2024 Workforce Data



	Male	Female	Total
Central Asia	1	0	1
America and South America	3	0	3
Europe	3	2	5
South-East Asia	59	5	64
MENAT	78	4	82
UAE National	99	66	165
South Asia	894	13	907

Workforce Breakdown by Employment Type

by Gender



by Nationality

	Full-Time	Part-Time
Central Asia	1	0
America & South America	3	0
Europe	5	0
South-East Asia	64	0
MENAT	82	0
UAE National	164	1
South Asia	906	1
Total	1225	2

Ducab is proud to have received a net promoter score of +75, demonstrating customer loyalty to our brand. Eight in ten customers that responded to our survey are a promoter of our brand and report they would recommend our products to a colleague.



Community Engagement

As a responsible corporate entity, we have adopted the highest standards of social commitment into the heart of our business, and we have a strong role to play in the UAE's industrial and social development.

Ducab has consistently given back to the communities in which we operate through corporate social responsibility (CSR) initiatives. In 2015, to amplify our efforts, the company formed a CSR team to create a strategic framework and a more targeted approach.

Ducab Ducare

Our CSR framework, Ducab Ducare, which was launched in December 2023, encompasses our approach to community giving and focuses on six major pillars:



Educational



Economical



Environmental



Ethical



Monetary



Volunteering

2024 Community Engagement Highlights

- In collaboration with “Dubai Cares” to support the “**Adopt a School**” initiative in Nepal, Ducab contributed donations and a group from Ducab participated in **building a new school in the Amrahiya region**, as part of our “Ducab Ducare” initiative.
- Supported the **Mohammed Bin Rashid Housing Establishment (MBRHE)**, which provides housing solutions for elderly and individuals in need through financial donations
- During Ramadan, we hosted an **Iftar labor camp**, donating **3,700 meals** to support those in need.
- In partnership with **Red Crescent**, our volunteers also took part in the **Eid Kiswa initiative**, helping **30 children** shop for their Eid attire
- **Planted 1000 trees** in partnership with the Emirates Environmental group, which supports the national ‘Plant the Emirates’ program as part of our **Ducab Plants for Progress** initiative.
- Supported **Emirates Global Aluminium’s Beach Clean-Up Day**, helping to clear trash from **Jebel Ali beach’s** pristine coastlines.
- Joined **DP World’s mangrove planting event at Jebel Ali Wildlife Sanctuary**, contributing to maintaining and protecting UAE’s natural habitats.
- Organized our **annual Blood Donation** with the **government of Abu Dhabi (SEHA)**
- Held the annual campaign of **Clean Up UAE**, initiated by **Emirates Environmental Group**, to help clean up **Dubai Warsan Desert** and **Al Rahba Plaza** in Abu Dhabi raising awareness on the importance of our environment.
- Our **annual school visit** brought curious young minds to Ducab, where employees and engineers guided children through the factory.



Governance

Responsible business conduct is of the utmost importance to Ducab. We ensure this through effective governance as well as comprehensive compliance and ethics procedures.



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Board of Directors

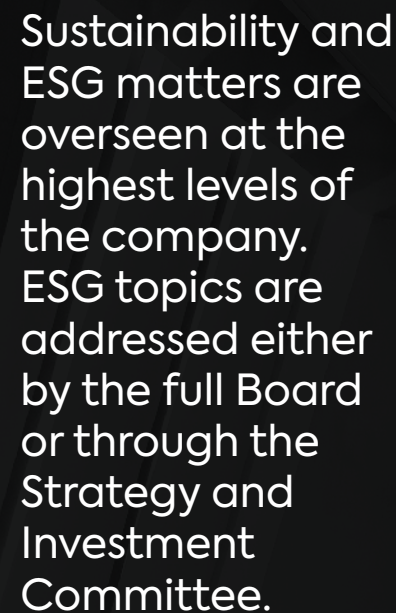
Ducab's Board of Directors is comprised of five total members. Two members are appointed by the first shareholder, and two more members are appointed by the second shareholder. One additional member is appointed jointly by both shareholders.

The Board has three committees with the following responsibilities:

Audit and Risk Committee: Oversees Ducab's financial control framework, reporting processes, and internal controls to mitigate risks. Evaluates the effectiveness of Internal Audit. Ensures compliance with laws, regulations, and ethical codes. Reviews financial statements, external auditor performance, and recommends auditor appointments and compensation. Monitors risk management and governance, ensuring leadership has visibility into key business risks.

Board Remuneration Committee: Advises the Board on human resources and compensation policies, focusing on senior executive development, succession planning, and risk management related to compensation. Recommends and supports the implementation of compensation strategies, benefit plans, and overall workforce remuneration across Ducab and its subsidiaries.

Strategy and Investment Committee: Acts on the Board's behalf between meetings to ensure timely decision-making within delegated authority. Oversees project progress, key initiatives, and performance of Ducab and its subsidiaries. Also focuses on studying proposals related to business expansions, capital asset purchases and mergers and acquisitions. Recommends strategic, investment, budget, and funding decisions for Board approval.



Sustainability and ESG matters are overseen at the highest levels of the company. ESG topics are addressed either by the full Board or through the Strategy and Investment Committee.



Ethics and Compliance

Our culture of compliance is grounded in strong company values and policies, including our **Code of Conduct (Code)**. The Code outlines our commitment to maintaining ethical practices, outlining standard procedures and expectations about topics such as:

- Compliance with laws and regulations
- Gifts and entertainment
- Anti-corruption
- Occupational health and safety
- Anti-harassment and anti-discrimination
- Conflicts of interest

During onboarding, employees train and sign-off on the Code. We train our workforce on the Code and related ethics topics on an annual basis. For our suppliers, we provide a **Vendor Code of Conduct**, which suppliers are expected to sign and comply with, including an undertaking to adhere to applicable international sanctions. Together with our partners, we are committed to building workplaces that are safe, fair, and respectful. We stand firmly against child labor or forced labor in any part of our supply chain.



2024 Ethics Training Statistics

1,007

Employees received training on ethics and compliance

80%

Completion rate for training on the Code of Conduct

996

Employees completed training on anti-corruption and anti-bribery

We are in the process of establishing an annual risk assessment program to strengthen compliance efforts. This initiative will support our commitment to fostering an ethical environment where corruption, fraud, and conflicts of interest are not tolerated.

Ethics Reporting Hotline

An anonymous reporting hotline, [Star Compliance](#), is available for employees, customers and suppliers to confidentially report potential concerns or violations. The hotline is available 24-hours-a-day, 365-days-a-year and in multiple languages. Employees are able to report concerns through the phone number or submit through writing.



Appendices

In the appendices, please find details regarding our environmental calculation and GRI disclosure. Ducab has reported the information cited in our GRI content index for the period from January 1, 2024 to December 31, 2024 with reference to the GRI Standards. Data is from 2024 unless otherwise noted, in these instances, 2024 data was not available at the time of report publication.



Environmental Data Calculation

Our emissions reporting aligns with the principles and methodologies of the Greenhouse Gas Protocol. We recognize that accurate emissions reporting is an evolving process, and we are continually taking steps to improve the precision and completeness of our calculations. Our initial disclosure marks a foundational step in understanding our climate impact, and cover the calendar year of 2023.

This initial reporting year covers Scope 1, 2, and 3 emission for the calendar year of 2023. Scope 3 Categories 8 (Upstream Leased Assets), 9 (Upstream Transportation & Distribution), 13 (Downstream Leased Assets), 14 (Franchises), and 15 (Investments) have been assessed as not applicable to our operations based on our current business model and organizational boundaries at the time. Scope 3 Category 4 (Upstream Transportation and Distribution) covers transportation services purchased by the company, both upstream and downstream, where the company retains operational control or financial responsibility. This ensures that emissions associated with third-party logistics and distribution activities are appropriately captured within our footprint.

We have excluded Scope 3 Categories 10 (Processing of Sold Products), 11 (Use of Sold Products), and 12 (End-of-Life Treatment of Sold Products) due to current limitations in data availability and methodological complexity. We acknowledge the importance of these categories in understanding downstream impacts and are actively working to assess materiality, improve data access, and develop robust estimation approaches for future inclusion.



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DISCLOSURE	DISCLOSURE TITLE	2024 LOCATION/RESPONSE
General		
2-1	Organizational details	About Ducab
2-2	Entities included in the organization's sustainability reporting	About Ducab
2-3	Reporting period, frequency and contact point	About this Report
2-4	Restatements of information	None
2-5	External assurance	Data in this report has not received third-party assurance.
2-6	Activities, value chain, and other business relationships	About Ducab
2-7	Employees	2024 Workforce data
2-9	Governance structure and composition	Board of Directors
2-10	Nomination and selection of the highest governance body	Board of Directors
2-11	Chair of the highest governance body	The Chairman of the Board is Mr. Othman Al Ali. The Vice Chairman is Mr. Khaled Lootah.
2-12	Role of the highest governance body in overseeing the management of impacts	Board of Directors



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2-14	Role of the highest governance body in sustainability reporting	Ducab management and the Board provided oversight to our recently completed double materiality assessment. Additionally, members of management review and receive updates on our ESG reports prior to publication.
2-15	Conflicts of interest	Ethics and Compliance
2-18	Evaluation of the performance of the highest governance body	Board of Directors
2-22	Statement on sustainable development strategy	Letter from Our CEOs
2-23	Policy commitments	We maintain the following internal company policies: → Business Code of Conduct → Vendor Code of Conduct
2-24	Embedding policy commitments	Employees and vendors are required to sign-off on the Business Code of Conduct and Vendor Code of Conduct, respectively. Additionally, training is provided to employees on ethics topics such as anticorruption, human rights and compliance.
2-25	Processes to remediate negative impacts	Environmental
2-26	Mechanisms for seeking advice and raising concerns	Ethics and Compliance
2-27	Compliance with laws and regulations	Ethics and Compliance
2-29	Approach to stakeholder engagement	Double Materiality Assessment Overview
2-30	Collective bargaining agreements	None of Ducab's employees participate in collective bargaining agreements.



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Material Topics		
3-1	Process to determine material topics	Double Materiality Assessment Overview
3-2	List of material topics	Materiality Assessment Overview
3-3	Management of material topics	The management approach for each material topic is detailed in its respective section of the report.
Anti-corruption		
205-2	Communication and training about anti-corruption policies and procedures	Ethics and Compliance
Energy		
302-1	Energy consumption within the organization	GHG Emissions and Energy Data
302-4	Reduction in energy consumption	Ducab Jebel Ali Solar Plant: 2024 Renewable Energy and Emissions Savings Summary
Emissions		
305-1	Direct (Scope 1) GHG emissions	GHG Emissions and Energy Data
305-2	Energy indirect (Scope 2) GHG emissions	GHG Emissions and Energy Data
305-3	Other indirect (Scope 3) GHG emissions	GHG Emissions and Energy Data
305-5	Reduction of GHG emissions	Ducab Jebel Ali Solar Plant: 2024 Renewable Energy and Emissions Savings Summary



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Waste		
306-1	Waste generation and significant waste-related impacts	Responsibly Managing Waste and Resources
306-2	Management of significant waste-related impacts	Responsibly Managing Waste and Resources
306-3	Waste generated	2024 Waste Data
306-4	Waste diverted from disposal	2024 Waste Data
306-5	Waste directed to disposal	2024 Waste Data
Employment		
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Talent Attraction, Engagement, and Retention
401-3	Parental leave	Talent Attraction, Engagement, and Retention
Occupational Health and Safety		
403-1	Occupational health and safety management system	Occupational Health and Safety
403-2	Hazard identification, risk assessment, and incident investigation	Occupational Health and Safety
403-3	Occupational health services	Occupational Health and Safety
403-4	Worker participation, consultation, and communication on occupational health and safety	Occupational Health and Safety



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403-5	Worker training on occupational health and safety	Occupational Health and Safety
403-9	Work-related injuries	H&S Data
403-10	Work-related ill health	H&S Data

Training and Education

404-2	Programs for upgrading employee skills and transition assistance programs	Training and Development
404-3	Percentage of employees receiving regular performance and career development reviews	Training and Development

Diversity and Equal Opportunity

405-1	Diversity of governance bodies and employees	2024 Workforce Data
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