

AL JAZEERA STEEL PRODUCTS CO. SAOG

ESG REPORT 2024

Jazeera Steel
The Quality Standard in Steel

حديد الجزيرة
ذات المواصفات عالية الجودة

The Quality Standard in Steel

TABLE OF CONTENTS

Executive Summary 03 - 05
Operational Highlights 2024 07 - 08
Glossary of Terms and Definitions 09 - 10

About this Report 11 - 14

Chairperson's Message 15 - 17

About Al Jazeera Steel 18 - 22
Mission 23 - 24
Products and Operational Divisions 23 - 24
Geographical Presence 25 - 26
Our History 27 - 28
Quality Certifications and Approvals 29 - 30
Awards and Recognitions 31 -32
Events and Partnerships 33 - 36

Approach towards Sustainability 37 - 38
Sustainability Strategy 39 - 40
Sustainability Governance 41
Stakeholder Engagement 42
Contribution to UN SDGs 43 - 44
Approach towards Community Social Responsibility 45 - 46

Environmental Stewardship 47 - 49
Responding to Climate Change 49 - 50
Climate Risk Assessment 51 - 52
Energy Management 53 - 54
Efficient Water and Waste Management 55 - 56

Empowering Our Workforce 60 - 58
Employee Demographics, Diversity and Equal Opportunity 61 - 62
Employee Commitments 63 - 64
Employee Engagement and Wellbeing 65 - 66
Protecting Our Employees 67 - 72
Employee Learning and Development 73 - 74
Supporting Local Talent- Omanization 75 - 76

Ethical & Transparent Governance 77 - 80
Organizational Structure 81 - 82
Board of Directors 83 - 84
Board Committees 85 - 86
Board Diversity and Independence 87 - 88
Ethics and Compliance 89 - 90
Information Management and Data Privacy 91 - 94
Sustainable Supply Chain 95 - 96

MSX Index 97 - 98

EXECUTIVE SUMMARY

EXECUTIVE SUMMARY

Our ESG Report 2024 outlines the company's commitment to environmental, social, and governance (ESG) principles. The report emphasizes our strategic initiatives in sustainability, risk management, and corporate responsibility. Al Jazeera Steel recognizes the significance of climate change and is actively working to reduce its carbon footprint through energy-efficient technologies and sustainable production practices. The company has implemented a robust governance framework ensuring compliance with international standards and industry's best practices.

We remain dedicated to environmental stewardship by exploring avenues of reducing greenhouse gas emissions, improving water efficiency, and adopting circular economy principles. Additionally, our social responsibility remains a key focus area for us, with significant investments in workforce development, employee safety, diversity, and local community engagement. Governance excellence is demonstrated through adopting strong practices for compliance, ethics, risk management, and transparency, reinforcing corporate accountability.

The report reflects Al Jazeera's proactive approach toward embedding sustainability into our operations and broader supply chain. Through innovative strategies and stakeholder collaboration, we are progressing steadily on the path of building a responsible and resilient business model.

OPERATIONAL HIGHLIGHTS 2024

Annual Turnover
OMR 145,864,579

Total Employees
682

Total weight of products produced
452,357 MT

Omanization Rate
43%

Lost Time Injury Rate
ZERO

Amount Invested in CSR Initiatives
5,575 OMR

HIGHLIGHTS



CONTRACT SIGNING BETWEEN
AL JAZEERA STEEL AND POMINI LRM



FELICITATION BY KEZAD
AUTHORITY FOR SHEIKHA AMAL
SUHAIL SALIM BAHWAN



QUALITY LAB INAUGRATION



MOU SIGNING
WITH ETIHAD RAIL



API MILL INAUGRATION

GLOSSARY OF TERMS AND DEFINITIONS

ABBREVIATIONS

01 ESG	ENVIRONMENTAL, SOCIAL, AND GOVERNANCE
02 GHG	GREENHOUSE GAS
03 SDGS	SUSTAINABLE DEVELOPMENT GOALS
04 MSX	MUSCAT STOCK EXCHANGE
05 OHS	OCCUPATIONAL HEALTH AND SAFETY
06 AL JAZEERA STEEL	AL JAZEERA STEEL PRODUCTS CO. SAOG
07 TM	TUBE MILL
08 MBM	MERCHANT BAR MILL

COMMON SUSTAINABILITY TERMS:

CARBON FOOTPRINT
The total amount of greenhouse gases (GHGs) emitted directly or indirectly by an entity, measured in CO_2e (carbon dioxide equivalent).

CIRCULAR ECONOMY
A model of production and consumption aimed at reducing waste, reusing materials, and promoting sustainability through resource efficiency.

ENERGY INTENSITY
A measure of energy efficiency, typically calculated as the amount of energy consumed per unit of production output (e.g., MWh per metric ton).

STAKEHOLDER ENGAGEMENT
The process of involving and communicating with individuals, groups, or organizations that have an interest in or are affected by a company's sustainability practices.

SCOPE 1 EMISSIONS
Direct greenhouse gas (GHG) emissions from sources that are owned or controlled by an organization, such as fuel combustion in company-owned facilities and vehicles.

SCOPE 2 EMISSIONS
Indirect GHG emissions from the consumption of purchased electricity, steam, heating, or cooling that is generated off-site but used by the organization.

LTI (LOST TIME INJURY)
A workplace injury that results in an employee being unable to work for a minimum of three full workdays after the incident.

ABOUT THIS REPORT

ABOUT THIS REPORT

This is Al Jazeera Steel's inaugural ESG Report, developed in alignment with the MSX guidelines on ESG disclosures. This report serves as a foundational step in the company's ESG journey, demonstrating its commitment to responsible business practices and sustainable growth.

REPORTING PERIOD AND SCOPE:

Reporting Period and Scope: The report provides a comprehensive overview of the company's sustainability performance, commitments, and strategic initiatives for the reporting period from January 1, 2024, to December 31, 2024. The scope of this report covers Al Jazeera Steel's operations in Oman, specifically its two manufacturing plants located within the Sultanate of Oman: Tube Mill (TM) and the Merchant Bar Mill (MBM).

DATA COLLECTION AND EXTERNAL ASSURANCE:

The Data presented in this report has been collected through internal data management systems, ensuring accuracy and consistency in disclosures. The senior leadership team has reviewed the information disclosed in the report to uphold transparency and accountability. This report has not been verified externally.



FEEDBACK:

We welcome feedback on this report and encourage stakeholders to share their thoughts through the dedicated Email ID mentioned below:

sustainability@jazeerasteel.com

CHAIRPERSON'S MESSAGE

CHAIRPERSON'S MESSAGE

Dear Valued Stakeholders,
It gives me immense pleasure to introduce our ESG Report 2024, which highlights our unwavering commitment to sustainability, responsible growth, and corporate excellence. This report reflects our progress, challenges, and vision as we continue embedding ESG principles into our operations.

At Al Jazeera Steel, we recognize sustainability as a key responsibility and a driver of long-term success. We firmly believe that sustainable business practices not only contribute to the well-being of the planet but also create long-term value for our stakeholders.

Our focus lies on balancing our growth with prudently managing our environmental impact. To achieve this goal, our focus lies on adopting energy-efficient processes, minimizing waste, and adopting cleaner production technologies. Additionally, we seek to continuously optimize resource efficiency to ensure responsible consumption while maintaining the highest quality standards in our products and services. Our workplace culture fosters inclusivity, diversity, and professional development, empowering employees to contribute meaningfully to our sustainability goals. Finally, strong governance, transparency, and stakeholder collaboration remain at the core of our journey towards responsible growth. We actively engage with our partners, investors, and the communities we serve to drive positive changes and create shared value.

This report is a testament to our progress, but we acknowledge that sustainability is an ongoing journey. As we move forward, we remain committed to continuous improvement, innovation, and collaboration to build a resilient and sustainable future for all.

I would like to take this opportunity to sincerely thank our employees, partners, and stakeholders for their dedication and contributions to our sustainability journey.

Sheikha. Amal Suhail Salim Bahwan
Chairperson



ABOUT AL JAZEERA STEEL

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Established in 1996, Al Jazeera Steel Products Co. is a prominent Oman-based manufacturer of steel products. With a robust reputation in the industry, we operate through two key business divisions: Tube Mill (TM) and Merchant Bar Mill (MBM). Our products cater to diverse industries, including construction, agriculture, engineering, public health, and more. Strategically located near Sohar Port, our facilities offer a logistical advantage for accessing key markets in Oman, the UAE, Saudi Arabia, and North America.

Al Jazeera Steel has invested in state-of-the-art manufacturing processes, incorporating the latest and most modern machinery to enhance efficiency and product quality. The company's facilities include four advanced tube production lines, utilizing a combination of modern and technologically sophisticated steel rolling processes. These cutting-edge systems ensure precision, consistency, and high production capacity, reinforcing Al Jazeera Steel's commitment to innovation and excellence in the steel industry.

With a diverse multinational workforce and a team of skilled technical and managerial professionals, Al Jazeera Steel Products Co. strives to become one of the world's leading tubing suppliers. The company's production processes are equipped with advanced quality control systems, such as online Eddy Current Testing, Universal Testing Machines, Hardness Testers, and Inverted Metallurgical Microscopes with CCD camera attachments.

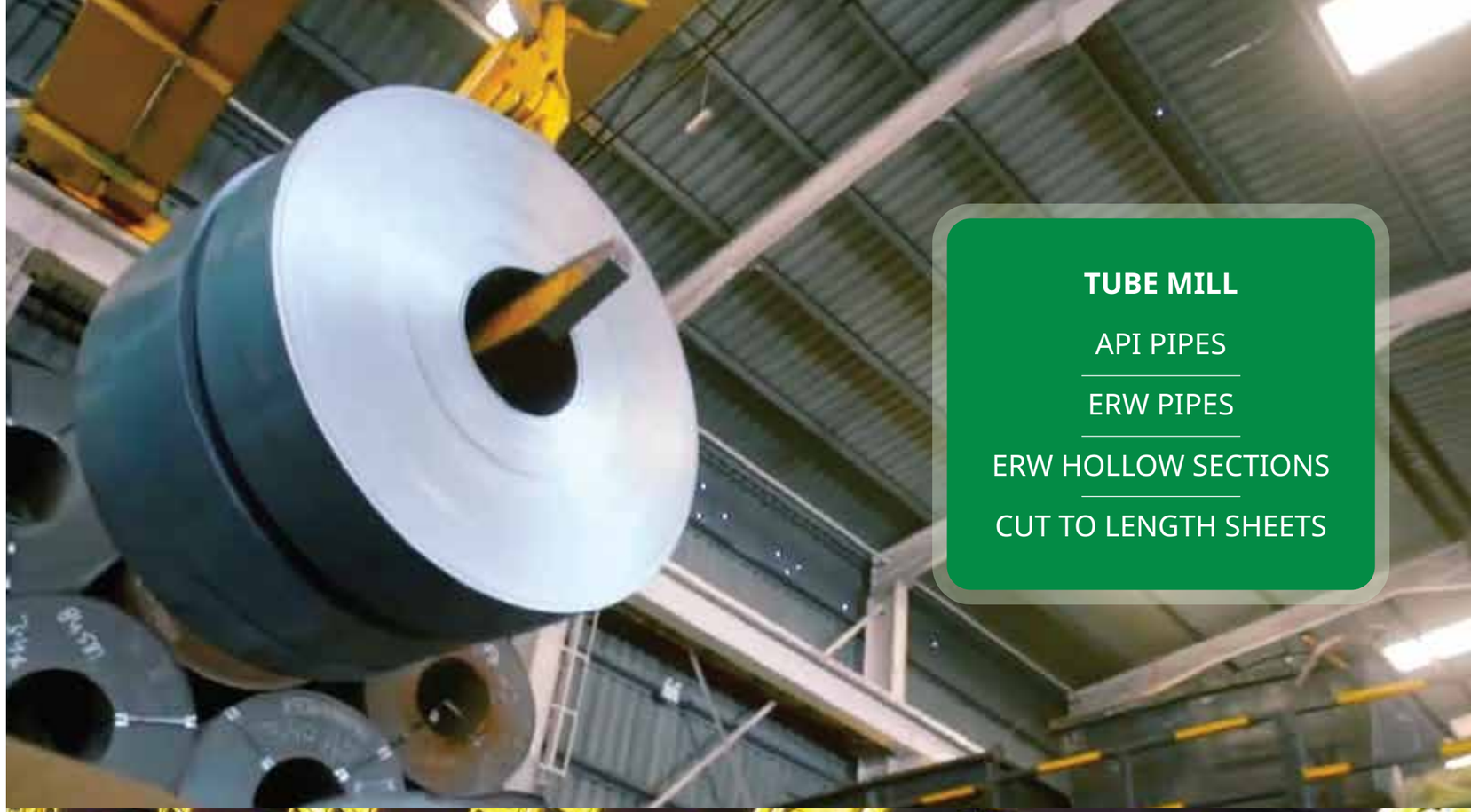
At Al Jazeera Steel, we have upgraded our Tube mills to cater to the Oil & Gas companies especially in Oman and reduce its reliance on the commodity pipe segment. We have also successfully got API Approval for use of API monogram. Additionally, we have proudly completed the upgrade of Merchant bar mill and have developed the capability to produce a wider product range and move up towards higher-end products for the construction sector.

MISSION

We pursue excellence in all facets of our business, striving to produce the best products with uncompromising quality and service to achieve the highest customer satisfaction and maximize shareholder value. Innovation and continuous improvement, coupled with environmentally sustainable practices, are our guiding principles.

PRODUCTS & OPERATIONAL DIVISIONS

Al Jazeera Steel offers a diverse range of steel products, including black pipes, galvanized pipes, hollow sections, merchant bar mill products, and rebars, serving various industrial applications. The company operates through two main divisions: Tube Mill (TM) and Merchant Bar Mill (MBM), with a combined production capacity of 600,000 MT annually.



TUBE MILL

API PIPES

ERW PIPES

ERW HOLLOW SECTIONS

CUT TO LENGTH SHEETS



MERCHANT TUBE MILL

CHANNELS

ANGLES

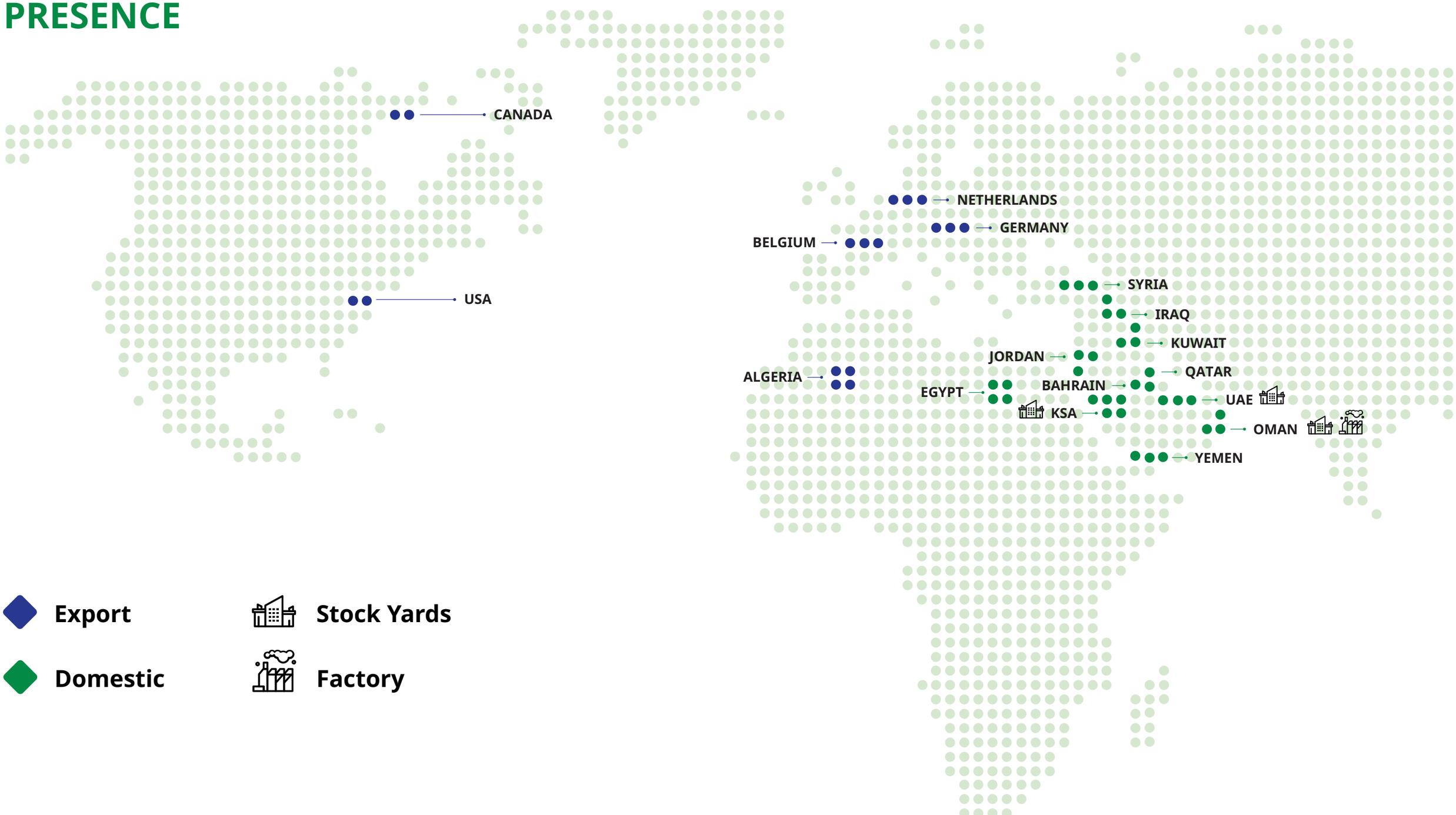
FLATS

SQUARES

ROUNDS

I BEAMS

GEOGRAPHICAL PRESENCE



Export

Domestic

Stock Yards

Factory

OUR HISTORY

Al Jazeera Steel was incorporated as a public limited company in Oman and began commercial operations shortly thereafter. Over the years, the mill has become one of the leading tubing manufacturers in the Middle East, expanding its portfolio with the addition of the Merchant Bar Mill and rebar production.

1996
Incorporated as a Public Limited Company

1998
Listed on Muscat Securities Market

1999
Started Commercial Operations

2007
Global Buyout Fund (GBF) acquired majority stake

2009
Merchant Bar Mill Commissioned & Commercial Production

2012
Started a Company in Saudi Arabia with a JV with a Saudi Company with 51% Stake

2017
Acquired 100% Ownership of Saudi Arabia Subsidiary Company

2018
Started Sharjah Yard Operation

2018
Ms. Amal Suhail Salim Bahwan aquired 51% stake in the Company

2022
Started Muscat Yard Operation

2022
Established Abu Dhabi Company

2024
Upgraded Mill to Produce API Products

2024
Obtained API Q1 & API 5L Monogram Certification

QUALITY CERTIFICATIONS & APPROVALS

Our products are backed by globally recognized compliance and quality certifications, ensuring adherence to international standards and meeting stringent tolerance requirements. These certifications enhance our competitiveness, enabling market penetration, project approvals, and repeat business in both new and existing markets.

SUSTAINABILITY AND PRODUCT CERTIFICATIONS:

- **API Q1 & API 5L MONOGRAM CERTIFICATION**
- **ISO 45001:2018 OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEMS**
- **ISO 14001:2015 ENVIRONMENTAL MANAGEMENT SYSTEMS (EMS)**
- **ISO 9001:2015 QUALITY MANAGEMENT SYSTEMS (QMS)**

PRODUCT CERTIFICATIONS AND APPROVALS

01 **PETROLEUM DEVELOPMENT OMAN (PDO) APPROVED VENDOR**

02 **SAUDI STANDARDS, METROLOGY AND QUALITY ORGANIZATION CERTIFICATION (SASO)**

03 **UAE CIVIL DEFENSE APPROVAL:** Authorized to supply products for various projects under UAE Civil Defense regulations.

04 **CE MARK CERTIFICATION:** Approved under the Construction Products Directive (CPD 106/89/EEC) for supply within the European Union's construction sector.

05 **UK CARES & DCL:** Certified for manufacturing to BS 4449:2005 B500B REBAR standards.

06 **FM APPROVALS, USA:** Certified for manufacturing steel pipes for Automatic Fire Sprinkler Systems.

07 **UL (UNDERWRITERS LABORATORIES, USA):** Certified for manufacturing Metallic Sprinkler Steel Tubes for Fire Protection services.

AWARDS AND RECOGNITIONS

Our commitment to excellence and innovation has been recognized through prestigious industry accolades.



Corporate Excellence Award in Midcap Segment

Al Jazeera Steel proudly received the Corporate Excellence Award in the Mid Cap Segment at a prestigious ceremony in Muscat. This award recognizes top-performing companies listed on the Muscat Stock Exchange, with winners selected based on an evaluation conducted by OER and Moore Stephens. This recognition reflects our commitment to excellence, strong performance, and continued growth in the industry.



Mara Excellence Award in Development & Innovation

Al Jazeera Steel received the Mara Excellence Award in Development and Innovation at the Al Mar'a Excellence Awards 2024 in Suhar. The award was collected by Huria Al Muqbali from Al Jazeera Steel. This award is a platform's to celebrate the achievements of Omani women across various sectors. These recognitions reflect our relentless pursuit of excellence,



Best Performing Company in Midcap Category

Al Jazeera Steel was honored as the "Best Performing Company" in the midcap category at the Alam Al-Iktisaad Awards held in Muscat, Oman. This annual award celebrates top-performing companies listed on the Muscat Stock Exchange (MSX), highlighting our strong market performance and strategic growth.

EVENTS AND PARTNERSHIPS

At Al Jazeera Steel, we actively engage in industry dialogues, global exhibitions, and community initiatives to strengthen our presence and foster meaningful collaborations with our diverse stakeholders. These events and platforms help us collaborate on key topics and gather knowledge about wider industry trends.



17th Annual Arab Steel Summit

Our CEO, Venkat AN, participated in a panel discussion on “The Role of Steel in Modern Infrastructure Projects” at the 17th Annual Arab Steel Summit in Doha, Qatar. The discussion highlighted the steel industry’s vital role in infrastructure development across the Arab region, emphasizing the sector’s resilience despite global challenges. Venkat AN also addressed supply chain disruptions, advocating for sourcing materials from proximate regions to ensure stability and efficiency.



Wire and Tube 2024

Continuing our global outreach, we successfully concluded our participation in Wire and Tube 2024 at Messe Düsseldorf, Germany. This prestigious event provided a platform to connect with partners, patrons, and industry leaders, further strengthening our market position.



EVENTS AND PARTNERSHIPS



Wildlife Photography Exhibition

Beyond industry events, we are committed to community engagement and environmental awareness. We proudly sponsored a Wildlife Photography Exhibition held from April 25th to 27th at Safari Mall, Sharjah, UAE. This initiative reflects our dedication to supporting cultural and environmental causes, reinforcing our broader responsibility toward sustainability and community enrichment.

Global Steel Summit

Al Jazeera Steel participated in the Global Steel Summit 2024 at the Ritz Carlton DIFC, Dubai. The company's leadership and senior team connected with industry professionals, highlighting our diverse product range and engaging with key stakeholders across the sector.





13th MENA Steel Conference

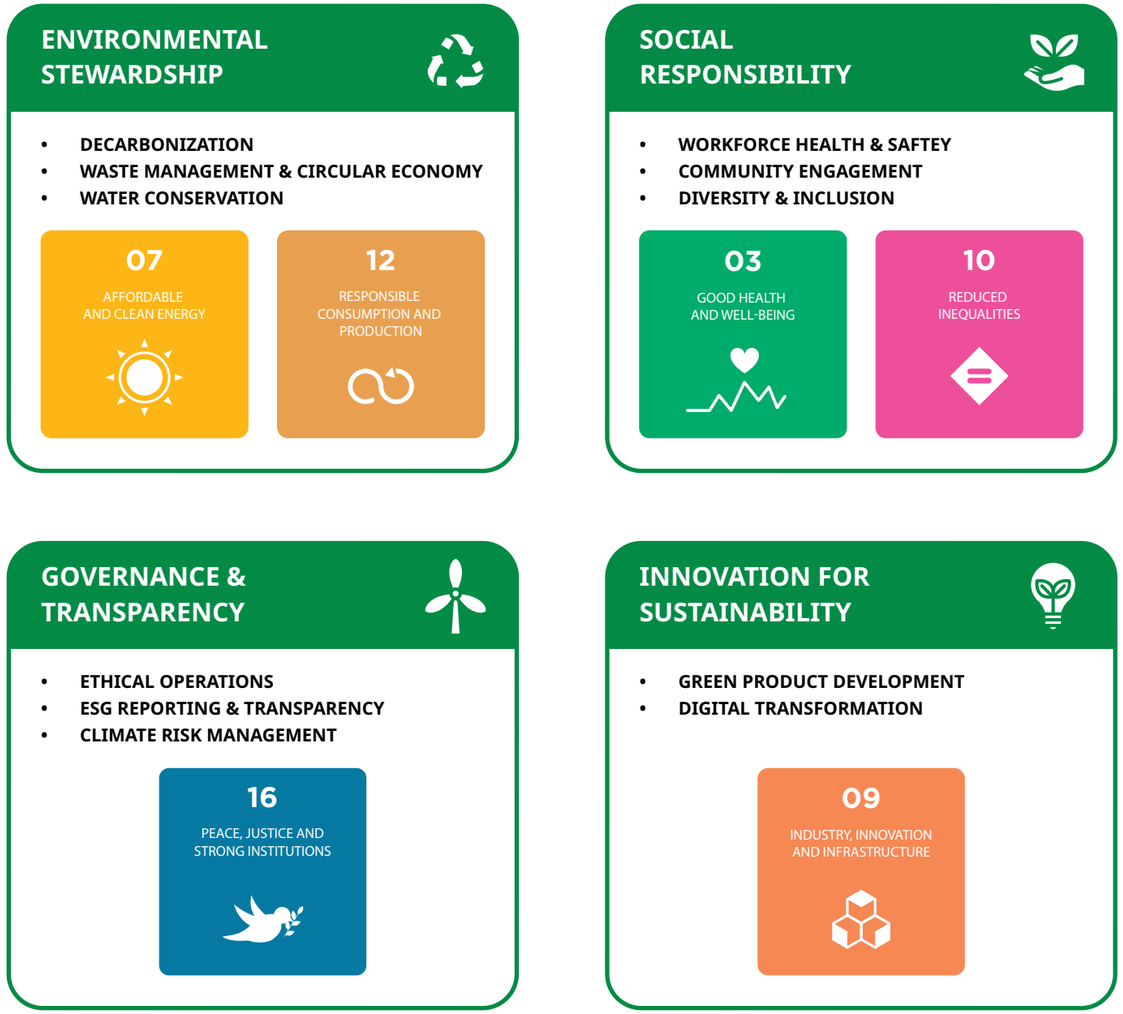
Al Jazeera Steel was the Gold Sponsor of the 13th MENA Steel Conference, organized by METAL EXPERT in Muscat. During a panel on GCC Steel Demand Drivers & Challenges, Zia Jabbar, General Manager Strategic Marketing & Projects, highlighted Oman's emergence as a global hub for green steel, the significance of the upcoming Oman Etihad Rail, and discussed current industry challenges along with the path forward.

APPROACH TOWARDS SUSTAINABILITY

SUSTAINABILITY STRATEGY

At Al Jazeera Steel, we have developed our sustainability strategy to align with our stakeholders' expectations, our vision, mission, and evolving industry trends. This strategy is built on four core pillars: Environmental Stewardship, Social Responsibility, Governance & Transparency, and Innovation for Sustainability. Each pillar reflects our commitment to addressing key areas such as decarbonization, workforce well-being, ethical operations, and green product innovation. By aligning our efforts with the United Nations Sustainable Development Goals (UN SDGs), we seek towards contributing to the broader global development agenda while addressing the sustainability priorities that matter most to us and our stakeholders.

This marks the beginning of our sustainability journey, setting the foundation for impactful actions and long-term progress. Through this strategy, we are taking our first steps toward embedding sustainability into our operations and creating positive change. As we move forward, we are committed to continuously evolving, measuring our impact, and driving meaningful initiatives that reinforce our role as a responsible leader in the steel industry.



SUSTAINABILITY GOVERNANCE

Sustainability governance at Al Jazeera Steel is driven by senior leadership, ensuring that environmental, social, and governance objectives are embedded into strategic decision-making. The CEO and executives align their performance metrics with sustainability goals, collaborating closely with operational teams to achieve impactful outcomes. Building a culture of shared responsibility is central to this approach, encouraging every employee to actively participate in the sustainability journey. Data collection and initiatives are undertaken at the department level, ensuring grassroots engagement, while planning and oversight are carried out at the management and board levels to align efforts with organizational priorities and long-term vision.



STAKEHOLDER ENGAGEMENT

At Al Jazeera Steel, we engage with a diverse range of stakeholders who play a pivotal role in shaping our sustainability journey. Through active collaboration and open dialogue, we ensure our initiatives and efforts are closely aligned with stakeholder expectations, enabling us to create meaningful and impactful outcomes.

- Customers
- Suppliers
- Employees
- Local Communities
- Regulators
- Investors

CONTRIBUTION TO UN SDGS

As a leading regional steel products manufacturer, we acknowledge our pivotal role in contributing to the global goals towards equitable progress outlined under the United Nations Sustainable Development Goals (UN SDGs). Our aspirations focus on aligning our sustainability objectives and goals with the UN SDGs to drive meaningful impact on the global sustainable development agenda. Through these efforts, we aim to play an active role in charting a collective sustainable future while supporting international commitments.

ENVIRONMENT



SOCIAL



GOVERNANCE



APPROACH TOWARDS COMMUNITY SOCIAL RESPONSIBILITY

At Al Jazeera Steel, Corporate Social Responsibility is integral to our growth and commitment to the community. As an active member of Suhar and Omani society, we support underprivileged groups by facilitating access to medical treatment, employability programs, and education. Additionally, we contribute to the enrichment of local culture by sponsoring events that promote arts, cultural forums, and sports. Through these initiatives, we strive to create a positive and lasting impact on society while fostering a more inclusive and sustainable future.

In 2024, we invested OMR 5,575 in CSR initiatives focusing on initiatives on education and community well-being. This represents 0.06% of our net profit before taxes for the year. We are striving to continuously increase our contribution towards CSR.



ENVIRONMENTAL STEWARDSHIP

OUR APPROACH

As a leading manufacturer of steel products in the region, we are committed to minimizing our environmental footprint and operating in harmony with nature. Our approach towards upholding environmental stewardship integrates sustainable practices across our operations, focusing on reducing greenhouse gas emissions, conserving water, and managing waste efficiently. By embedding environmental considerations into our core strategy, we strive to contribute to a greener and more sustainable future while delivering high-quality products to our customers. Senior management and the Board at Al Jazeera Steel play an active role in environmental decision-making and strategic planning, ensuring the implementation of sustainability principles to mitigate potential negative impacts effectively.

RESPONDING TO CLIMATE CHANGE

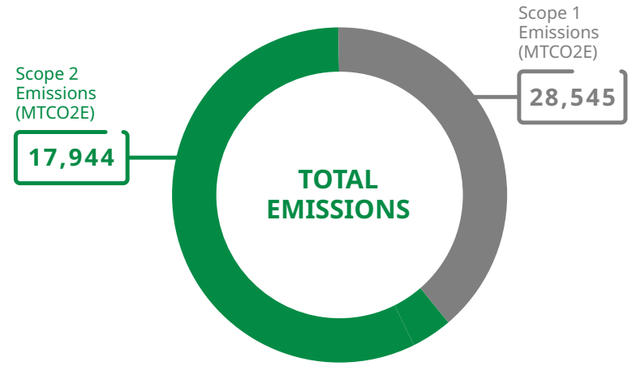
Carbon emissions are among the primary contributors to global warming, making their reduction a crucial aspect of combating climate change. At Al Jazeera Steel, addressing greenhouse gas (GHG) emissions is a central pilar of our broader environmental strategy and reflects our commitment to minimizing our environmental footprint. By understanding and managing our carbon footprint, we aim to align our operations with global sustainability goals.

Understanding Our Carbon Footprint

Our carbon footprint encompasses emissions generated both directly within our production processes and indirectly through the energy we consume. Scope 1 emissions represent direct emissions from our operations, such as fuel combustion in our production facilities. Scope 2 emissions cover the indirect emissions associated with the energy we purchase, including electricity and steam, to power our manufacturing processes. Together, these emissions provide a comprehensive view of our environmental impact and help us identify key areas for improvement.

Emissions Profile 2024

In 2024, our combined Scope 1 and Scope 2 emissions totaled 46,489 Tons CO2e, reflecting the scale of our operations and the challenges inherent in reducing emissions in the steel industry. This data empowers us to take targeted steps toward reducing our carbon footprint while maintaining operational excellence. We have calculated our carbon emissions in accordance with the methodology outlined in the GHG Protocol.



With a clear understanding of our emissions profile, we are actively pursuing strategies to reduce our carbon impact. Going forward, we are exploring the possibilities of transitioning to cleaner energy sources, enhancing energy efficiency across our facilities, and investing in advanced technologies. At Al Jazeera Steel, we are committed to taking bold and measurable actions to support global climate goals and drive sustainable progress within our industry.

EMISSIONS INTENSITY

Emissions intensity is a crucial metric that measures the environmental impact of production activities by calculating the greenhouse gas (GHG) emissions per unit of output. It is expressed in tons of CO_2 equivalent (CO_2e) per metric ton (MT) of production. Tracking emissions intensity allows the company to assess its environmental performance, identify areas for reduction, and implement sustainable practices. By regularly monitoring emissions intensity, we are committed towards optimizing energy consumption, transitioning to cleaner energy sources, and aligning with international sustainability goals.

In 2024, our emissions intensity is **0.1027 tons CO_2e per MT**, indicating the carbon footprint associated with each unit of production.

CLIMATE RISK ASSESSMENT

Al Jazeera Steel recognizes the growing importance of addressing climate risks to safeguard our operations, employees, and stakeholders. Climate change poses challenges such as extreme weather events, including floods and windstorms, which can disrupt critical infrastructure and production processes. Our approach towards combating climate risk emphasizes proactive measures, robust infrastructure, and comprehensive emergency planning. Over 2024, we have undertaken rigorous climate risk assessments for both our operational plants Merchant Bar Mill (MBM) and Tube Mill, which highlights our ongoing commitment towards identifying vulnerabilities, implementing preventive actions, and ensuring business continuity. This integrated strategy ensures that we remain resilient in the face of climate-related challenges while aligning with global sustainability goals.

SCOPE OF ASSESSMENT

The assessment addresses pre-event preparedness, emergency response during events, and post-event recovery, ensuring a comprehensive approach towards managing climate-related risks. The assessment also covered our supply chain-related aspects.

KEY RISKS IDENTIFIED

The key risks identified include flooding, water logging, windstorm vulnerabilities, structural damage, and operational disruptions that can potentially impact critical infrastructure, operations and employee safety.

PROACTIVE PLANNING AND ACTIONS

In response to the risks identified, we undertake proactive measures to safeguard our operations and infrastructure. These measures include improving drainage systems, securing infrastructure, conducting regular safety drills, implementing reliable communication systems, and maintaining robust power backup facilities.

CONTINUOUS IMPROVEMENT

Regular updates to emergency plans, ongoing risk monitoring, and undertaking comprehensive employee training are integral towards maintaining resilience. These efforts ensure our operations are well-prepared to handle climate-related challenges while staying aligned with industry best practices.

In 2024, we focused on assessing climate-related risks and laying the groundwork for future mitigation efforts. While no direct financial investments were made during the year, we are committed to implementing targeted initiatives to address identified risks and exploring opportunities for investment in renewable energy solutions moving forward.

ENERGY MANAGEMENT

As an industrial business with a significant reliance on fuels and electricity for our operations and various processes, we recognize that efficient energy management is crucial to minimizing our environmental impact. Our commitment lies in monitoring and managing our energy consumption in alignment with our ethos of responsible and sustainable business, rooted in operational excellence.

We actively explore and implement energy-efficient technologies to optimize consumption and minimize waste. Our approach aligns with global best practices in sustainability, ensuring that we enhance operational efficiency while reducing our carbon footprint. Through continuous innovation and responsible energy management, we strive to balance industrial growth with environmental stewardship.

FUELS CONSUMED 2024

FUEL CONSUMED	UNIT	TOTAL CONSUMPTION	CONSUMPTION (GJ)
Liquified Petroleum Gas	kgs	112.5	5.2
Diesel	Litres	188,859	6,749
Natural Gas	Cubic Meters	13,055,740	470,006
Acetylene	kgs	2,297	103

In 2024, we consumed 36,156.78 MWh of electricity sourced from utility providers. We are proactively implementing measures to optimize our energy use and reduce our overall requirements. These initiatives include enhancing operational efficiencies, investing in energy-efficient technologies, and exploring renewable energy sources to support a lower-carbon future. By integrating sustainable energy management practices, we strive to balance industrial growth with environmental responsibility, reinforcing our long-term commitment to sustainability.

Total Direct Energy Consumed (GJ)	Total Indirect Energy Consumed (GJ)	Total Energy Consumed (GJ)
476,863.2	**130,164.5**	**607,027.7**
Total Direct Energy Consumed (MWh)	**Total Indirect Energy Consumed (MWh)**	**Total Energy Consumed (MWh)**
132,462	**36,156.78**	**168,618.78**

Approximately 99% of direct energy consumed is attributed towards natural gas while diesel, LPG and Acetylene contribute the remaining 1%. Currently, 100% of direct energy consumed is sourced from non-renewable sources. Going forward, we plan to understand and evaluate the feasibility of adopting renewable sources of energy in our direct energy mix.

ENERGY INTENSITY

Energy intensity is a key metric that measures the efficiency of energy usage in relation to production output. It is calculated as the total electricity consumed per unit of scaling factors like number of employees, revenues or production. This metric helps evaluate operational efficiency, identify areas for improvement, and align with sustainability goals. At Al Jazeera Steel, owing to our industrial operations, calculating energy intensity based on production weight provides a clear benchmark for energy consumption efficiency. By tracking this indicator, we can implement energy-saving strategies, optimize resource utilization, and reduce overall operational costs. Additionally, monitoring energy intensity supports compliance with environmental regulations and enhances corporate sustainability performance. Regular assessment of energy intensity enables us to make informed decisions on process improvements, equipment upgrades, and renewable energy adoption, ultimately driving a more sustainable and cost-effective production system.

	DIRECT ENERGY INTENSITY	INDIRECT ENERGY INTENSITY	TOTAL ENERGY INTENSITY
GJ/MT	1.05	0.29	1.34
MWH/MT	0.29	0.08	0.37

EFFICIENT WATER & WASTE MANAGEMENT

Al Jazeera Steel recognizes the critical importance of sustainable resource management in mitigating our overall environmental impact. We believe that efficient use of water and responsible waste management are integral to our operational and sustainability goals. Through continuous innovation and commitment, we aim to conserve resources, reduce waste, and adopt the principles of a circular economy.

Water: Optimizing a Critical Resource

Water is a vital resource, and its efficient management is essential towards enabling sustainable operations that place environmental responsibility as the core. Our water management strategy focuses on regularly monitoring our consumption, improving water use intensity and safeguarding water quality for surrounding ecosystems.

In 2024, Al Jazeera Steel used **76,668 cubic meters** of water in our operations, highlighting our focus on efficient water management.

Waste Management

Effective waste management is a key part of our commitment to sustainability. Our focus remains on diverting waste from landfills by focusing on recycling and reusing materials, including production by-products. These efforts reflect our dedication to adopting circular economy principles, reducing environmental impact, and optimizing resource efficiency. Looking ahead, we aim to adopt operational processes that enable waste segregation, explore advanced recycling technologies, and work with partners to further minimize waste and promote sustainable practices.

EMPOWERING OUR WORKFORCE

EMPOWERING OUR WORKFORCE

At Al Jazeera Steel, our employees are our greatest asset and the cornerstone of our sustainable growth. We are deeply committed to fostering a collaborative and inclusive environment that values innovative thinking, diverse backgrounds, and unique skill sets. Employee safety remains one of our top priorities, as we strive to create a secure and supportive workplace. By prioritizing safety and professional development, we not only drive our success but also enhance the well-being of our workforce, contributing to a stronger and more sustainable future.



EMPLOYEE DEMOGRAPHICS, DIVERSITY & EQUAL OPPORTUNITY

As a leading steel products manufacturer, we understand that an empowered workforce is key to achieving our sustainability objectives. Our commitment to attracting and retaining top talent is reflected in our efforts to cultivate a positive, inclusive work environment that values employee well-being, fosters development, and ensures fair treatment for all.

Workforce Highlights 2024

Total Employee Headcount
682

Employees from Vulnerable Groups
1%

Female Employees
0.6%

Male Employees
99.4%

We strictly adhere to Oman's Labour Law and its amendments, which provide a robust legal framework for employer-employee relationships in the Sultanate. Discrimination of any kind—whether based on gender, nationality, religion, or other protected grounds—is firmly prohibited, and we uphold this standard across all levels of our organization. Furthermore, we have established comprehensive measures to prevent and address workplace harassment and bullying, ensuring a safe, respectful, and supportive environment for our employees. This dedication to equality and inclusiveness forms the foundation of our long-term success and sustainability.

The median total compensation for men to women is 0.89:1 reflecting our approach towards gender equality in the workplace.

*The calculation for median compensation has been done for total compensation for both men and women at levels where at least one female member is present.



EMPLOYEE COMMITMENTS

Approach towards Non-Discrimination

At Al Jazeera Steel, we are committed to fostering a fair, inclusive, and respectful workplace, ensuring equal opportunities for all employees without bias in hiring, promotions, or work assignments based on gender, religion, nationality, or any other factor. We believe that a truly thriving workplace is one where every individual is valued and respected. In adherence to Oman Labour Law, we strictly prohibit any form of discrimination and are currently in the process of formalizing this commitment through a dedicated Non-discrimination policy.





Respect for Human Rights

We are committed to upholding fundamental human rights across our operations and workforce. We ensure that all employees are treated with dignity, respect, and fairness, fostering a work environment free from discrimination, forced labor, and any form of exploitation. Our Human Resources principles align with international human rights principles and Oman Labour Law, ensuring ethical labor practices and fair treatment for all. Additionally, we are actively working towards formalizing a comprehensive human rights policy to further strengthen our commitment to ethical business conduct and employee well-being.

EMPLOYEE ENGAGEMENT & WELLBEING

Al Jazeera Steel prioritizes the wellbeing and engagement of our employees, recognizing that a motivated and engaged workforce is critical to our continued success and growth. Through our varied efforts and initiatives, we focus on providing a safe, supportive, and inclusive work environment where employees can thrive personally and professionally. From offering comprehensive health benefits and transportation services to organizing engaging events and activities, we are committed towards building a culture of belonging and collaboration. Through a wide range of initiatives and benefits, we ensure that our employees feel valued, supported, and empowered in every aspect of their journey with us.



Transportation Services:
We offer transportation services to employees who do not receive a transport allowance, making commuting convenient and hassle-free.

Sports and Recreation:
We encourage our employees to participate in sports and recreational events. We have dedicated teams within the company who are responsible for organizing these activities regularly to promote teamwork, health, and a sense of community.

Offering Comprehensive Benefits:
We provide a wide array of benefits, including performance-linked bonuses, travel reimbursements, furniture allowances, free lunch, accident insurance, return air tickets for expatriates, overtime pay, and end-of-service benefits. These perks reflect our dedication to supporting the professional and personal needs of our employees.

Events and Celebrations:
We organize various events and activities, including team-specific gatherings, birthday and festival celebrations, and sports events, to foster camaraderie and motivation among employees.

Supporting Employee Health and Wellness:
We provide medical and group life insurance to all employees, ensuring their health and safety are protected. Additionally, we have an in-house clinic staffed with a qualified nurse and a visiting doctor to address any health-related concerns promptly.

Proactive Communication:
We actively engage employees in addressing business and workplace issues by involving them in formal discussions and decision-making processes. This ensures that their voices are heard, and they play an active role in shaping the company’s success.

PROTECTING OUR EMPLOYEES

Al Jazeera Steel believes that ensuring the well-being of our workforce is our topmost priority. We are committed to maintaining a safe and healthy working environment, aligning with the requirements outlined in the Oman Labour Law. To support this commitment, we conduct regular safety training sessions to raise awareness and equip employees with the knowledge to manage potential risks. Periodic health inspections are carried out to identify and mitigate hazards, ensuring a proactive approach to maintaining workplace safety. Through these initiatives, we strive to foster a culture of safety, accountability, and continuous improvement in health and safety practices.

Al Jazeera Steel has been certified with ISO 45001:2018 for Health and Safety Management, reflecting our unwavering commitment to fostering a work environment that prioritizes the well-being and safety of our employees. This certification ensures that we adhere to strict health and safety standards, creating a workplace that protects our workforce and promotes a culture of safety and accountability. Through continuous improvement and proactive measures, we strive to maintain a safe and secure environment for all employees.

Health, Safety and Environment Policy (HSE Policy)
We have adopted a comprehensive HSE policy to align with our commitment to sustainability, employee well-being, and environmental responsibility, as well as to meet all applicable legal and regulatory requirements. As part of this policy, we prioritize minimizing environmental impact and ensuring the safety and well-being of our employees and stakeholders. Our commitment includes compliance with HSE obligations, creating a safe and healthy workplace to achieve zero injuries, reducing emissions and waste, and promoting resource efficiency. We continually enhance HSE performance through best practices, technology, and workforce engagement. Supported by open communication and management accountability, this policy aligns with our mission and guides our HSE objectives and performance monitoring.

LEADERSHIP COMMITMENT

Top management drives HSE alignment by establishing strategic goals, ensuring resource availability, and promoting a culture of safety and participation.

PROMOTE RISK-BASED THINKING

HSE Policies and Procedures emphasize proactive identification and mitigation of risks, while leveraging opportunities like automation and resource conservation.

BUILDING A SAFETY CULTURE

All business functions, including production, maintenance, and HR, are aligned with HSE requirements for seamless integration and building a culture of Safety first.

ENSURING COMPLIANCE

Ensure stringent adherence to all applicable laws and standards, with centralized, version-controlled documentation to maintain accuracy and accessibility of safety related information.

PLANNING AND HAZARD CONTROL

Action plans are developed to address risks, ensure regulatory compliance, and manage hazards using elimination, engineering controls, training, and protective equipment.

EMERGENCY PREPAREDNESS

Establishing Protocols for responding to emergencies include training, simulations, and clear communication channels.

PERFORMANCE EVALUATION

Regular monitoring, audits, and reviews measure HSE performance and ensure continuous alignment with objectives.

CONTINUOUS IMPROVEMENT

Investigate safety incidents and implement corrective actions. Take proactive steps by focusing on sustainability through initiatives like waste reduction and energy efficiency.



Organizational Structure for HSE Management

Occupational Health and Safety (OHS) management focuses on creating a safe and healthy work environment by enforcing safety protocols, mitigating risks, and ensuring compliance at all levels of the organization. Collaboration among key stakeholders is essential to prevent workplace injuries and promote overall well-being. Clearly defining responsibilities across the organization enables the achievement of OHS goals and ensures that everyone works together to uphold the safety and well-being of all stakeholders.

Chief Executive Officer (CEO):
oversees OHS strategy, approves safety programs and personnel appointments, and ensures compliance with safety procedures across all departments.

Occupational and Environmental Safety and Health Manager:
Develops OHS plans, collaborates to resolve workplace challenges, investigates incidents, conducts inspections, and organizes training programs.

Occupational and Environmental Safety and Health Executor:
Enforces safety compliance, supervises equipment maintenance, reports safety concerns, and conducts inspections and internal training.

Certified Nurse:
Provides first aid, promotes health awareness, supplies medical materials, and trains employees in emergency response techniques.

Company Manpower:
Employees are responsible for reporting any identified risks or hazards to the Safety Department, ensuring that potential issues are addressed promptly. Additionally, they must strictly adhere to safety instructions and regulations and consistently use personal protective equipment (PPE) to safeguard themselves and their colleagues.



Engaging with Employees to drive continuous enhancements in OHS systems

To foster a proactive safety culture, workers are encouraged to actively participate in safety improvements by sharing feedback and suggestions for enhancing safety measures. This involvement is facilitated through regular safety training programs, where employees can learn best practices and build a sense of shared responsibility for workplace safety. By creating an environment where workers feel empowered to voice concerns and contribute ideas, organizations strengthen their overall safety framework and promote a culture of continuous improvement.

OUR HSE PERFORMANCE 2024

Our meticulous HSE policies and procedures ensure employee protection and enable us to achieve impressive safety performance through stringent controls and dedicated safety efforts. Our internal Health and Safety Management System aligns with NEBOSH health and safety guidelines. By adhering to the industry best practices and implementing robust internal safety protocols, we have maintained a zero Lost Time Injury (LTI) rate for the past three years. Additionally, we empower our employees through regular training and awareness programs, fostering a strong culture of safety and well-being.

SAFETY PERFORMANCE INDICATOR (EMPLOYEES)	2024
Number of Hours worked	16,173,752
Number of Lost Time Injuries	0
Number of Recordable Injuries	21
Details of Recordable Injuries	Minor injuries during manual works
Lost Time Injury Rate (LTI) (for the last 3 years)	0

EMPLOYEE LEARNING AND DEVELOPMENT

At Al Jazeera Steel, we are deeply committed to the growth and development of our employees, ensuring they have the tools and opportunities to excel in their roles and achieve their career aspirations. By unlocking opportunities of continuous learning, we empower our workforce to enhance their skills, stay competitive, and contribute meaningfully to the organization's success. Through robust training programs, mentorship, and performance management systems, we place significant emphasis on nurturing talent and driving individual and organizational progress.

Our Employee Appraisal Process

Our performance appraisal process is a cornerstone of employee development and is aligned with international best practices. We conduct half-yearly and annual appraisal cycles for all employees, using a combination of SAP-based systems and offline methods to ensure a comprehensive evaluation. While formal appraisals occur twice a year, daily and weekly performance at all levels is closely monitored. This ongoing assessment allows us to identify areas for improvement and implement strategies to enhance both individual and organizational performance. Through this rigorous process, we ensure that employees receive constructive feedback, recognition, and opportunities for growth.

In 2024, 100% of our workforce received career development reviews and feedback through our annual appraisal process. This milestone reflects our unwavering commitment to fostering growth, recognizing talent, and empowering our employees to achieve their full potential.



Employee Turnover

In line with our commitment to employee well-being and workplace stability, we recorded an employee turnover rate of 3.8% in the reporting year. This reflects our efforts to create a positive and engaging work environment that supports talent retention and professional growth.

SUPPORTING LOCAL TALENT-OMANIZATION

We are dedicated to supporting and complying with Omanization laws and requirements, which aim to integrate Omani nationals into the workforce and diversify the economy by enhancing their skills and capabilities. We prioritize the recruitment of Omani employees, ensuring they have access to meaningful opportunities for growth and advancement. By regularly investing in training, professional development, and mentorship programs for our national talent, we help Omani employees build skills and achieve their career goals. Through these efforts, we remain committed to contributing to the nation's economic development and empowering local talent.



We are proud to employ 285 Omani nationals, representing 43% of our total workforce in Oman. This significant milestone underscores our unwavering commitment to national hiring and fostering local talent In Oman.

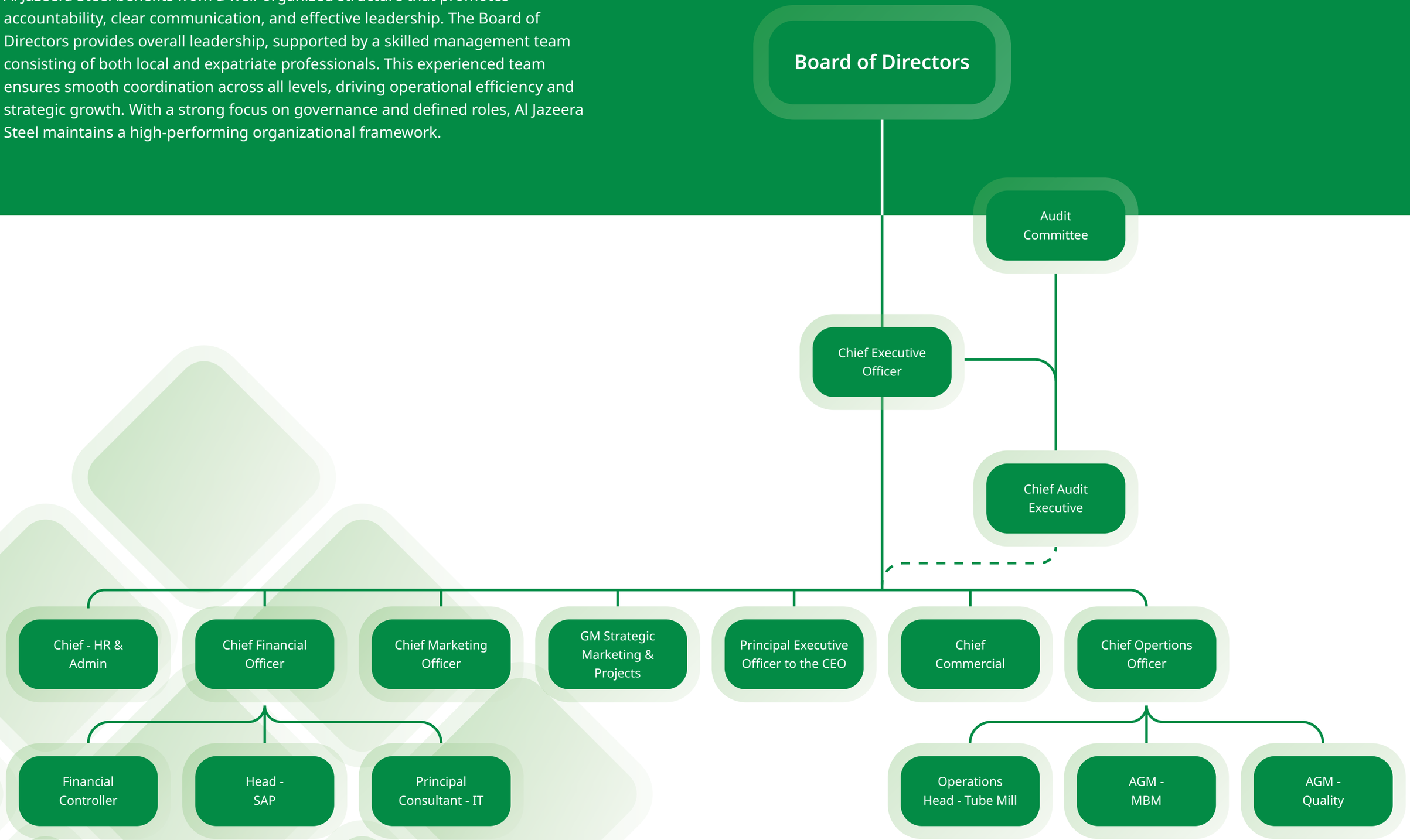
ETHICAL AND TRANSPARENT GOVERNANCE

ETHICAL & TRANSPARENT GOVERNANCE

At Al Jazeera Steel Products, strong corporate governance serves as the cornerstone of our business success. By upholding ethical decision-making, transparency, and accountability, we foster trust among stakeholders and ensure long-term sustainability. Our governance framework is designed to align with regulatory requirements, industry best practices, and international standards, reinforcing our commitment to integrity and responsible business conduct.

ORGANIZATIONAL STRUCTURE

Al Jazeera Steel benefits from a well-organized structure that promotes accountability, clear communication, and effective leadership. The Board of Directors provides overall leadership, supported by a skilled management team consisting of both local and expatriate professionals. This experienced team ensures smooth coordination across all levels, driving operational efficiency and strategic growth. With a strong focus on governance and defined roles, Al Jazeera Steel maintains a high-performing organizational framework.





BOARD OF DIRECTORS

Our Board of Directors are the highest decision-making body that oversee critical decision-making processes, ensuring alignment with our broader sustainability objectives. The Board provides guidance to drive the company toward its mission and vision, maintaining focus on long-term strategic goals.

Our Board is comprised of 100% non-executive members, with the position of CEO being distinct from that of the Board Chair, ensuring clear separation of governance and management responsibilities.

NAME	POSITION	CATEGORY
Sheikha. Amal Suhail Salim Bahwan	Chairperson	Non-Executive
Mr. Shihab Salim Al-Barwani	Vice Chairperson	Non-Executive & Independent
Mr. Abdul Kader Darwish Al Balushi	Director	Non-Executive & Independent
Mr. Rahul Kar	Director	Non-Executive & Independent
Ms. Amna Bahwan Al Mukhaini	Director	Non-Executive
Mr. Ali Ahmed Ali Bahwan Al Mukhaini	Director	Non-Executive
Mr. Mahmood Mohammed Salim Al-Aamri	Director	Non-Executive & Independent

BOARD COMMITTEES

The Company has established three Board Committees—Audit Committee (AC), Investment Committee (IC) and Executive and Nomination & Remuneration Committee (ENRC). These committees operate under defined terms of reference and in compliance with regulatory requirements, reinforcing transparency, accountability, and operational efficiency.

AUDIT COMMITTEE

The Audit Committee, on behalf of the Board regularly reviews the internal control prevailing in the Company. The Audit Committee (AC) has appointed a full time in-house internal auditor from August 2011 onwards. The Committee carries out its functions in accordance with the policy approved by the Board and in line with the resolutions issued by the Financial Services Authority.

The Company has an internal audit firm for reviewing and reporting on various issues of the Company along with recommendations and management comments thereupon. The Audit Committee reviews the internal auditor's reports on a regular basis.

MEMBERS	POSITION
Mr. Abdul Kader Darwish Al Balushi	Chairperson
Mr. Shihab Salim Al Barwani	Member
	Member

INVESTMENT COMMITTEE

The Investment Committee is responsible for collaborating with executive management on investment strategies and policies for Board approval. It evaluates various investment opportunities and monitors portfolio performance to ensure alignment with strategic objectives while managing investment risks and ensuring regulatory compliance. The committee also maintains an oversight of the investment strategy, recommending refinements as external conditions change. Additionally, it serves in an advisory capacity to the Board on key investment decisions that impact company growth and sustainability.

MEMBERS	POSITION
Mr. Shihab Salim Al Barwani	Chairperson
Mr. Rahul Kar	Member
Mr. Ali Ahmed Ali Bahwan Al Mukhaini	Member
Mr. Mahamood Salim Al Aamri	Member

EXECUTIVE & NOMINATION & REMUNERATION COMMITTEE (ENRC)

The ENRC focuses on executive oversight, performance evaluation, and succession planning. It sets performance-based remuneration criteria, identifies and nominates qualified candidates for the Board and Executive Management, and ensures leadership continuity.

MEMBERS	POSITION
Sheikha. Amal Suhail Salim Bahwan	Chairperson
Mr. Rahul Kar	Member
Ms. Amna Bahwan Al Mukhaini	Member

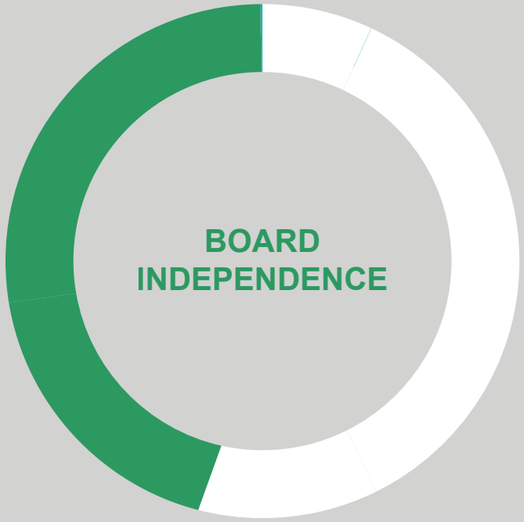
BOARD DIVERSITY AND INDEPENDENCE

Al Jazeera Steel, we maintain a diverse board, comprising individuals with varied backgrounds, perspectives, and experiences, strengthens collective decision-making. We are committed to upholding principles of gender diversity and representation. We are proud that our Board currently includes ~29% female representation with 2 female Board members, reflecting our focus on enhancing gender diversity at the highest levels. Out of the 3 board level committees, one is led by a female member who serves as chairperson of Executive and Nomination & Remuneration Committee (ENRC).

Moving forward, we aim to further enhance board diversity to strengthen governance and improve management and planning at the highest levels. With 57% of the Board comprising independent members, we ensure objective decision-making, robust oversight, and adherence to high governance standards.

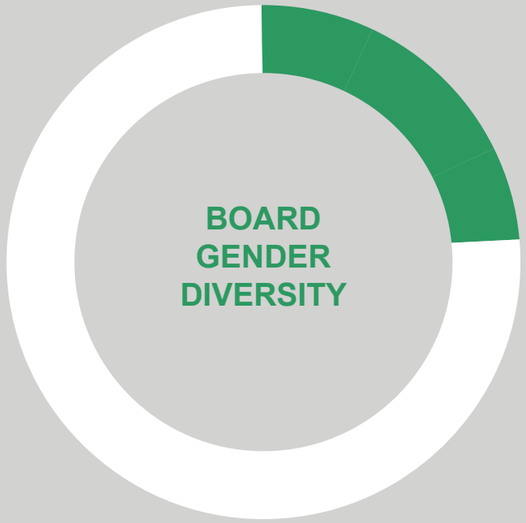
Non-Independent: 43%

Independent: 57%



Female: 29%

Male: 71%





ETHICS AND COMPLIANCE

At Al Jazeera Steel, we uphold the highest principles of ethics and compliance across our operations. We have adopted a comprehensive Code of Conduct and Ethics that applies to our directors and executive management. This Code ensures that best practices in ethical conduct and robust compliance are observed at the highest levels of decision-making. It establishes principles that align with the Code of Corporate Governance.

KEY PRINCIPLES OF THE CODE OF CONDUCT & ETHICS

01 Professionalism

02 Due Diligence

03 Integrity

04 Conflict of Interest

05 Compliance with Law

06 Access to Information

07 Fair Dealing in the Conduct of Business

08 Ethical Use of Company Funds, Assets, and Information

To ensure compliance at all levels, each year, every member of the Executive Management and Board of Directors is required to sign a Certificate of Compliance with the Code of Business Conduct and Ethics. The Code also includes provisions for penalties in cases of non-compliance with its principles. By adopting and thoroughly implementing this Code of Conduct, we maintain a culture of ethical responsibility and compliance throughout the organization.

To further enhance our governance framework and ensure transparency in communicating our stance on critical compliance issues, we are undertaking a comprehensive review of our existing policies and procedures. As part of this initiative, we are in the process of developing and adopting robust policies on whistleblowing, anti-corruption, and conflict of interest in alignment with MSX requirements. These policies will serve to formalize our unwavering commitment to integrity, ethical business practices, and accountability. By implementing these measures, we aim to foster a culture of trust, ensure adherence to the highest ethical standards, and reinforce our dedication to preventing misconduct while promoting a fair and transparent work environment.

INFORMATION MANAGEMENT AND DATA PRIVACY

As digital transformation continues to revolutionize the way businesses operate, we recognize that information is a key asset for our company. Managing this information in an ethical and robust manner is critical. At Al Jazeera Steel, we understand the importance of safeguarding our information assets to protect sensitive data, foster trust with our customers, and support efficient business operations. By ensuring the confidentiality, integrity, and availability of information, we mitigate risks, maintain compliance, and strengthen operational resilience across our locations.

We have developed a robust and comprehensive Information Security Management System (ISMS) to protect our IT systems, infrastructure, and information assets from internal and external threats. Spanning operations across Oman, the UAE, and Saudi Arabia, our ISMS ensures secure and reliable IT services for all stakeholders, enabling us to achieve our business objectives while upholding the highest standards of information security.

Ensure Business Continuity

Protect Confidentiality, Integrity, and Availability of our Information Assets

Make employees alert and responsive to information security issues

Undertake proactice actions and implement relevant information security policies to prevent security incidents



The ISMS policies and procedures encompass both internal stakeholders, such as employees, and external stakeholders, including customers and suppliers. These policies establish clear responsibilities across the organization to achieve our objectives, ensuring efficient allocation of business responsibilities to effectively manage the flow of information and safeguard digital assets.

- **Acceptable Use Policy**
- **Password Policy**
- **Network and VPN Policy**
- **Clear Desk/Clear Screen Policy**
- **Access Control Policy**
- **Electronic Mail Policy**
- **Mobile Computing/ Tele-Working/Laptop Policy**
- **Data Privacy Policy**

Ensuring Data Privacy

Al Jazeera Steel Products Co. SAOG has implemented a robust Data Privacy Policy in compliance with Oman's Personal Data Protection Law (PDPL) and CMA guidelines. The policy ensures the protection of personal data for employees, customers, vendors, and third parties. It emphasizes transparency, fairness, and respect for human dignity while establishing clear processes and responsibilities for safeguarding personal data.

Our Data Privacy policy is grounded in principles of transparency, honesty, and respect. By adopting the stringent requirements of the policy, we ensure that personal data is processed only after obtaining explicit consent, and controllers are required to justify the purpose of data collection. In order to uphold the continued compliance to the key requirements of the policy, we have appointed a Data Protection Officer (DPO) who is responsible for maintaining the stringent controls and proceduresas outlines in the policy. Additionally, a comprehensive personal data register is maintained to document what data is collected, how it is used, and where it is stored.

Security and Risk Management

Al Jazeera Steel employs stringent security measures, including encryption, data de-identification, secure disposal methods, and two-factor authentication, to protect personal data. Regular risk assessments and audits are conducted, and employees are trained to identify and mitigate potential security risks, ensuring data confidentiality and integrity.

Data Owner Rights and Communication

We respect the rights of data owners, enabling them to revoke consent, request amendments, access their data, or opt for its deletion. Clear communication ensures stakeholders understand what data is collected, why it is needed, and how it will be processed. We also make it a key priority to respond promptly to data-related inquiries and requests from individuals.

Incident Response and Compliance

Data breaches are managed with utmost priority, with clear procedures in place to notify authorities and data owners. Privacy controls are integrated into systems, processes, and services to align with PDPL requirements. By embedding these measures, we uphold our commitment to protecting personal data and ensuring regulatory compliance.

Our comprehensive policies and procedures ensure a secure IT environment, safeguarding our information and digital assets against unauthorized access, loss, or theft. In 2024, we achieved and sustained strong IT performance, reinforcing our commitment to data security and operational excellence.



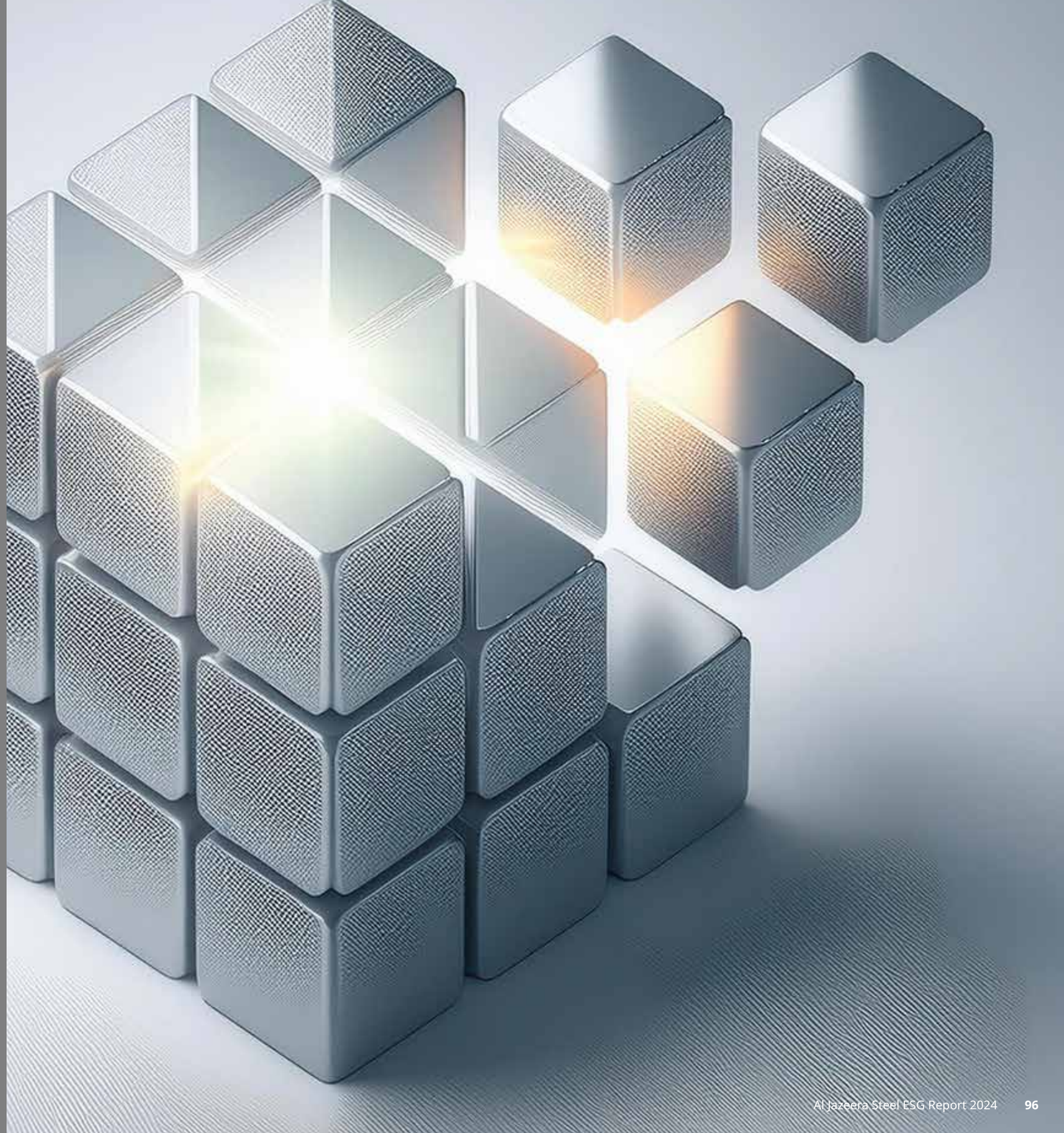
Complaints received concerning breach of customer privacy	**Nil**
Identified leaks, thefts or losses of customer data	**Nil**

SUSTAINABLE SUPPLY CHAIN

At Al Jazeera Steel, we understand the importance of adopting sustainable solutions throughout our value chain to act as a responsible corporate citizen alongside our partners. We have implemented robust policies and procedures to carefully assess and select vendors, ensuring we collaborate with companies and value chain partners that share our commitment to sustainability and align with our broader goals and aspirations.

We have established a Documented Procedure for Purchasing Control to create a structured and efficient approach for selecting, evaluating, and re-evaluating our suppliers. Through this system, we ensure that all procured products, components, and services meet our specified requirements. We prioritize quality management, assess risks, and monitor supplier performance while adhering to internationally recognized QMS standards. By embedding responsible sourcing practices into our operations, we align our purchasing process with a sustainable supply chain, supporting our environmental, social, and governance (ESG) commitments.

Going forward, we plan to formalize our commitment to ethical and responsible procurement through a dedicated Supplier Code of Conduct. This will clearly outline our sustainability principles, expectations, and requirements, ensuring they are embedded across our value chain. By establishing this framework, we aim to strengthen accountability and transparency while fostering responsible business practices among our suppliers.



MSX INDEX

CATEGORY	METRIC	LOCATION / RESPONSE
ENVIRONMENT	El. GHG Emissions	Pg 50, Emissions Profile 2024
	E2. Emissions Intensity	Pg 50, Emissions Intensity
	E3. Energy Usage	Pg 53-54, Energy Management
	E4. Energy Intensity	Pg 55, Energy Intensity
	E5. Energy Mix	Pg 53-54, Energy Management
	E6. Water Usage	Pg 56, Efficient Water and Waste Management
	E7. Environmental Operations	Pg 67-68, Protecting Our Employees
	E8. Environmental Oversight	Pg 49, Our Approach
	E9. Environmental Oversight	Pg 41, Sustainability Governance
	E10. Climate Risk Mitigation	Pg 51-52, Climate Risk Assessment
SOCIAL	SI. CEO Pay Ratio	This indicator is not mandatory, we are currently not reporting on this metrics. Information about compensation for management and the Board is disclosed in the annual report.
	S2. Gender Pay Ratio	Pg 61, Employee Demographics, Diversity and Equal Opportunity
	S3. Employee Turnover	Pg 73-74, Employee Turnover
	S4. Gender Diversity	Pg 61, Employee Demographics, Diversity and Equal Opportunity
	S5. Temporary Worker Ratio	There are no part-time or contractual workers.
	S6. Non-Discrimination	Pg 63-64, Employee Commitments
	S7. Injury Rate	Pg 72, Our HSE Performance 2024
	S8. Global Health & Safety	Pg 67-70, Protecting Our Employees
	S9. Child & Forced Labor	Pg 63-64, Employee Commitments
	S10. Human Rights	Pg 63-64, Employee Commitments
	S.11. Community Investment	Pg 45-46, Approach towards Community Social Responsibility
GOVERNANCE	Gl. Board Diversity	Pg 87-88, Board Diversity and Independence
	G2. Board Independence	Pg 87-88, Board Diversity and Independence
	G3. Incentivized Pay	Pg 41, Sustainability Governance
	G4. Supplier Code of Conduct	Pg 95-96, Sustainable Supply Chain
	G5. Ethics & Prevention of Corruption	Pg 89-90, Ethics and Compliance
	G6. Data Privacy	Pg 91-92, Information Management and Data Privacy
	G7. Sustainability Reporting	Pg 11, About this Report
	G8. Disclosure Practices	Pg 11, About this Report
	G9. External Assurance	Pg 11, About this Report



Jazeera Steel
The Quality Standard in Steel

حديد الجزيرة
ذات المواصفات عالية الجودة

The Quality Standard in Steel

Al Jazeera Steel Products Co. SAOG
PO Box. 40, Postal Code 327, Suhar Industrial City, Sultanate of Oman.
Tel : (968) 26751763 / 64 / 65, Fax : (968) 26751766
www.jazeerasteel.com
sustainability@jazeerasteel.com
www.linkedin.com/company/aljazeerasteel