

Gulf Steel Industries Co. Ltd.

Maturity Matrix Analysis

Sustainable Principle	Practices	Maturity Level	Approach to Sustainability Developing	Objectives & Plan(s) / Programme
Inclusivity	Stakeholder identification and Mapping	Proactive and Learning	Gulf steel identified its major stakeholders are our employees alone with other like customer, suppliers etc from society, nationally and internationally. Comprehensive list of stakeholders has been prepared and it's a continuous process as we are always looking for new customers and suppliers.	Stakeholder identification, Stakeholder engagement and Supplier Mapping with sustainability topics are regularly reviewed and updated
Inclusivity	Open engagement in various formats for various stakeholders	Engaged	Various methods are used for engaging different stakeholders. Gulf steel used to engage with its stakeholders through email, personal visits, surveys, social media, advertisements, using the internet, Meetings, conferences, events etc. Gulf steel assures effectiveness of engagements, timely manner and transparency. Stakeholders' opinion and complains are kept in priorities for implementation.	Stakeholder engagement and Survey outcomes
Inclusivity	Stakeholder issue identification	Engaged	During each engagement with stakeholder all material issue relevant to Gulf Steel activities, policy and objectives shall identified, noted and reviewed by responsible person as per roles and responsibility matrix of gulf steel. Stakeholders' priorities, suggestions, complaints and opinion is collected by different means. All issues discussed during Management revies meeting and action plan implementation for material issues.	Stakeholder engagement where identification of issues, whether issues are opportunities or threats and same has reviewed in management review meetings
Inclusivity	Communication of organization response to issues raised	Engaged	Gulf steel establish and implement the communication procedure with roles and responsibility to response the issue like customer complaints, stakeholder concerns and suggestion, employees concerns and grievance, supplier concerns. Gulf steel monitor the effectiveness and response time for each issue and review the same on Quarterly (as required) and Management review meeting	Stakeholder engagement and communication record

Gulf Steel Industries Co. Ltd.

Maturity Matrix Analysis

Sustainable Principle	Practices	Maturity Level	Approach to Sustainability Developing	Objectives & Plan(s) / Programme
Integrity	Leadership shown clear accountabilities documented	Engaged	Gulf steel ensures ethical business practices and compliance with all legal requirements. Responsibilities and accountabilities have been defined in the organizational roles and responsibilities. Gulf steel implemented an integrated management system comprised of ISO 9001, ISO 14001, ISO 45001 and ISO 50001 which achieved the certificate for the same. CARES SCS requirements also incorporate in the integrated management system and review is under process. The integrated policy and procedures define its commitments, responsibilities, authorities, and accountabilities across the organization.	Job Requirements, Roles, Responsibility and Authority and discussion in MRM Management review meetings with relation to any change in organization chart.
Integrity	Code of Conduct adopted	Engaged	Gulf steel established the Business Code of Conduct Policy which includes codes of ethics, ethical business practices and responsible sourcing. Internally communicated with all the employees. It will upload in gulf steel website www.gulfsteeluae.com for stakeholders. Gulf steel monitoring its employee's behavior with colleague, customer, suppliers, community members and authority.	Business Code of Conduct Policy and communication record.
Integrity	Integrity risks identified and managed	Engaged	Gulf steel identified all risk related to business, environment, occupational health and safety, energy and sustainability and mitigation has been implemented to reduce the risk at acceptable level. Aspect impact register, Environmental, Occupational health and safety risk register, Quality, Energy and Sustainability risk register are review regularly.	All risk registers, Aspect & impact register and successful regulatory compliance certification
Integrity	Leadership on establishing integrated management	Engaged	Gulf steel implemented an integrated management system comprised of ISO 9001, ISO 14001, ISO 45001 and ISO 50001 and achieved third party certificate for the same. Managements allocate budget for training and resources to implementation and certification of integrated managements which include sustainability managements as well.	Successful management system certifications

Gulf Steel Industries Co. Ltd.

Maturity Matrix Analysis

Sustainable Principle	Practices	Maturity Level	Approach to Sustainability Developing	Objectives & Plan(s) / Programme
Stewardship	Sustainable development culture	Engaged	Sustainability management system alone with other management system are integrated and policies and objectives set to achieve the same. Gulf steel implement the sustainable culture by maintaining employees form different nationalities, background, cultures and race. Gulf steel stakeholders are from national and international as requirements of business. Gulf steel initiating training and program to make sure all employees adopt the sustainability culture and extend the same to raw material supplier.	Sustainability management implementation and apply for certification, Training on sustainable topic has introduced and start performing and will review its performance on, quarterly and management review meetings.
Stewardship	Responsible/Sustainable Supply chain approach adopted	Engaged	Gulf steel select suppliers based on requirement set where supplier having ISO 9001/ ISO 14001/ ISO 45001/ OSHAD certification get priority. Gulf steel ensure its supplier provide best quality of material and services. Gulf steel maintain long-term relation with its supply chain to reduce the business risk to acceptable level. Gulf steel educate and encourage its supply chain to adopt the sustainable culture. Gulf steel also consider of locations of the suppliers alone with type of material to be purchase during supplier selection. Gulf steel maintain suppliers/ contractors who have capabilities to fulfil the requirement of gulf steel in cost effective was to handle waste handling, by product handling and fire protection system. Gulf steel establish business code of conduct policy which will reviewed and updated as required.	Stakeholders' involvement through meetings and introduce supplier assessment with sustainability requirements. Raw material suppliers GHG is collected and review on MRM
Stewardship	Systematic Environmental Management	Engaged	Gulf steel implemented an integrated management system comprised of ISO 9001, ISO 14001, ISO 45001 and ISO 50001 and achieved certificate against ISO 14001. Gulf steel also having certification of its managements system against Occupational Safety and Health Management System of Abu Dhabi (OSHAD). Gulf steel environmental aspect and impact of the same has mitigated through plan and program. Gulf steel comply with all the legal requirements. Gulf steel implement the control on each activity of aspect impact register.	Environmental permit, OSHAD AD certificate, Internal and external audit record and review in management review meetings.

Gulf Steel Industries Co. Ltd.

Maturity Matrix Analysis

Sustainable Principle	Practices	Maturity Level	Approach to Sustainability Developing	Objectives & Plan(s) / Programme
Stewardship	Systematic Social Management	Engaged	Gulf steel introduce the Emiratization in employment and set target to increase rate of Emiratization every year. Gulf steel establish its business code of conduct policy which capture the social rights principles like avoiding child labour, involuntary labour, inhuman treatment. Gulf steel comply with all the legal requirements. Gulf steel ensure health and safety of its employees through regular health check-up campaign. Gulf steel communicated with its social stakeholder and contributed funds and volunteer hours and set target to increase its contribution towards society.	Volunteer working for society, implementation of legal compliance, review in management review meetings
Stewardship	Systematic Economic Management	Engaged	Gulf steel increase its production and profit margin in the year 2023 compared to the year 2022. Gulf steel improve its operation and planning process which reflect the ever-highest production in the year 2023. Gulf steel management encourage supporting local economy by promoting local purchase. Gulf steel make its mark in local market and concentrated to international market and success by sales its 20 percent product in Europe and Asia market.	Yearly financial report, Local purchase improvement involvement of local stakeholder through meetings and review in management review meetings
Stewardship	Skills and Training	Engaged	Gulf steel training plan comprised of different training topic related to quality, health and safety, environmental, energy, sustainability and responsible Sourcing. Gulf steel's objective of training plan to enhance employee's performance, learn new skill and make its work force into multi skill work force which benefited both organization and employees.	Training need identification, training plan and training record and review in management review meetings
Stewardship	Career Development	Immature	Gulf steel always mix apprentices with experts to help new graduates to build their career. Gulf steel arrange workshops where successful employees of the ANIE group share the experience and provide guidance to newcomer which helps them build their career. Training management of gulf steel is comprehensive covers many prospective which increase the conscious level and provide continual improvement.	Training need identification, training plan and training record and review in management review Meetings and career opportunity for Emirati (Local Employees)

Gulf Steel Industries Co. Ltd.

Maturity Matrix Analysis

Sustainable Principle	Practices	Maturity Level	Approach to Sustainability Developing	Objectives & Plan(s) / Programme
Transparency	Identify appropriate KPIs	Engaged	Key performance indicators have been identified for all departments as well as common goals of gulf steel as a team. It has decided to publish the sustainability performance of the organization will publish on gulf steel website. have been identified and followed by. Record of Environmental Aspects, Record of Social Aspects and Record of Economic Aspects.	Sustainability performance report and KPI review in management review meetings and board meetings.
Transparency	Monitor performance	Engaged	Gulf steel reviews its performance through reviewing it KPI performance on quarterly basis, Environmental, Occupational health & safety, energy and sustainability performance monitor on regular basis by inspection, audits etc.	Quarterly review of KPIs' sustainability performance report and review in management review meetings
Transparency	Publicly report management practices and performance	Engaged	Gulf steel submitted its performance report to its different stakeholders like Industrial Development Bureau (IDB) and publish its sustainability report on company website www.gulfsteeluae.com . Gulf steel EPD report verification is under process which will be publish on website after getting the report from independent certification body.	Sustainability performance report
Transparency	Review performance	Engaged	All Key performance indicators alone with all sustainability aspect will be reviewed annually in the management review meeting	Management review meeting minute