



فودكو القابضة ش.م.م.  
Foodco Holding P.J.S.C.

The Good Taste of life راحة طعم اللذ



# EHS SUSTAINABILITY REPORT 2020

2nd Edition



## FOODCO HOLDING PJSC EHS POLICY

“We acknowledge the relevance of effective management of Health, Safety, and Environment as an essential part of our business excellence and therefore, we commit to meet customer’s expectations in an environment-friendly and free hazard execution in our entire business operations.”





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## Introduction

*Welcome to the 2nd edition of Foodco Holdings' EHS Sustainability Report. This report serves as our channel to communicate the safety culture and activities of the entire organization towards Environment, Health, and Safety (EHS).*

2020 is an extraordinary year for Foodco Holding PJSC with combined challenges and opportunities. The effect of the COVID-19 on the organization has led to the intensive effort of our QHSE Team in ensuring the Health and Safety of our employees while securing the continuity of the business operations through the course of the year. Introduction of new restricted policies and procedures are deployed to ensure that Foodco Holding continuously deliver its strategic goal to the entire UAE Market in a safely manner.

During our battles to manage the challenges and opportunities of the COVID-19 to our business, we have continuously committed to our EHS Sustainability Targets and Objectives set for the year. Our EHS Policy set direction to deliver our EHS commitment to meet our consumer's satisfaction in a safe and environmentally friendly throughout our business operations.

Our QHSE Department led the activities to address the challenges and opportunities that would greatly impact our EHS commitment as stated in our 1st edition. This effort focuses on the entire operational activities of Foodco Holding PJSC.

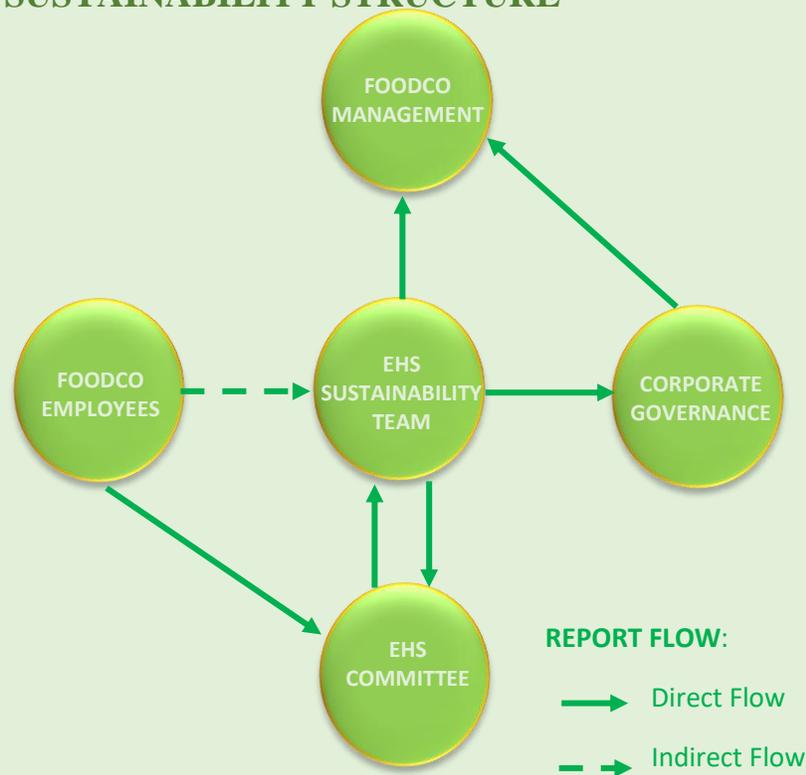
Foodco Holding PJSC's commitment to EHS Sustainability remains consistent with our EHS Policy. We are committed to continuously grow and improve in order to reduce our Environment Impacts, and eliminate Health Hazards in which sets the context for the work of our organization.



## FOODCO's 2020 EHS CAMPAIGN

Foodco Holding PJSC's identified its Environmental Impacts and Health Hazards across its entire activities in which all Foodco's stakeholders are encouraged to take part of this initiative to report any non-compliant activities found in all premises and employees of Foodco National Foodstuff PJSC.

## FOODCO's EHS SUSTAINABILITY STRUCTURE





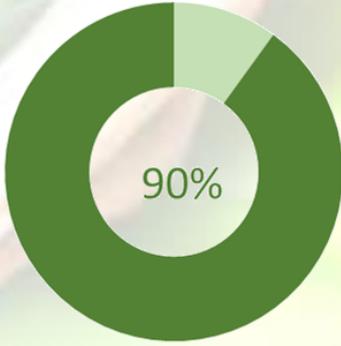
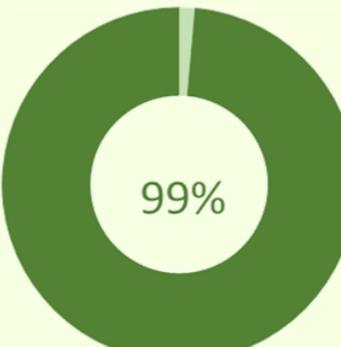
## 2020 PROGRESS AGAINST OUR GOALS

For the year 2020, changes on our HSE procedures and policies are very significant focusing on the health and welfare of our customers and employees.

We have reviewed our EHS Policy to ensure its suitability to our organizational context, this serves our foundations and guidelines to achieve the 2020 EHS Targets and Objectives.

Risk Assessments and Health Hazard Identified has been reviewed to ensure alignment to the current activities of Foodco Holding PJSC.

It is also important to commend the organization's effort to continuously strive and improve the implementation, retention and reporting the result of the EHS Performance.

GOALS	ACTION PLANS	CURRENT PROGRESS	STATUS/ POSITION
100% implementation of EHS Management System	Conduct gap analysis to the entire organization	100% gap analysis conducted to all core functional departments to understand the needs and their requirements, established 44 controlled documents and procedures that are strictly implemented in the entire Organization.	 <p>90%</p>
	Establish the EHS Management System documents		
	Implementation of the approved policies and procedures		
	Monitoring and evaluation of effectiveness of the EHS Management System implementation		
Zero Occupational Injuries and Illnesses for year 2020	Conduct HIRADC for all Foodco's activities	Health and Safety Risk Assessment workshop conducted to the core functional team and total 0 recordable incident for 2020	 <p>99%</p>
	Implement all the determined controls for Risk Score 15 above		
	Recording all near misses and incident for the year 2020.		
	Monitoring and evaluation of effectiveness of the control implementation		



GOALS	ACTION PLANS	CURRENT PROGRESS	STATUS/ POSITION
5% Reduction on Product Waste Generation for 2020	Analyze the volume of COPQ for 2020 vs 2019	The organization established the procedure of market Sales Return, series of trainings and orientation has been conducted to the concerned team to ensure strict implementation of the procedure. Reduction of 1% has been recorded for the Sales Return of 2020 vs 2019	
	Establish procedure for market returns.		
	Training and orientation of product proper handling at all stages (receiving, storage, delivery and market display)		
	Monitoring and evaluation of effectiveness of the activities from No. 1 to 3		
100% training/awareness conducted for EHS Management System and its requirements	Generate the Competency Matrix, TNA and Training Plan for the year 2020	Training needs analysis are translated into 2020 Training Plan, total of 13 training conducted for the year 2020	
	Implementation of the Training Plan Schedule		
	Generate EHS Card bearing the EHS Policy and Employee's Contribution		
	Monitoring and evaluation of effectiveness of the activities from No. 1 to 3		

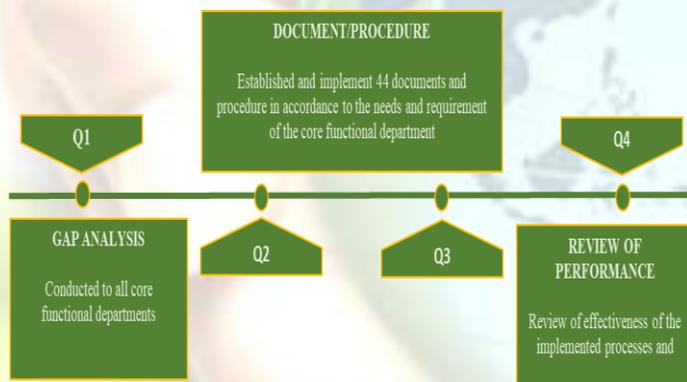


## RESULT OF OUR 2020 EHS CAMPAIGNS

### EHS MANAGEMENT SYSTEM IMPLEMENTATION AND IMPROVEMENT



100% implementation of EHS Management System Across all Foodco's activities for the year



### OCCUPATIONAL INJURIES AND ILLNESSES



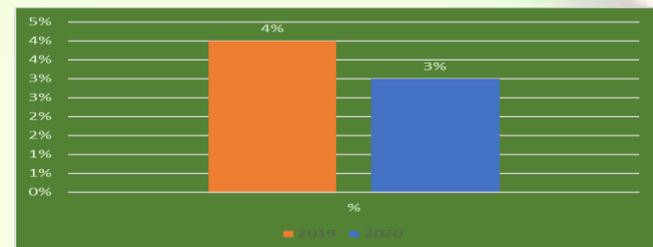
Zero Occupational Injuries and Illnesses for year 2020



### REDUCTION ON WASTE GENERATION



5% Reduction on Product Waste Generation for 2020



Foodco reduced 1% of its generated Product Waste for 2020.

### EMPLOYEE'S EHS AWARENESS & EMPOWERMENT CAMPAIGNS



100% training/awareness conducted for EHS Management System and its requirements.

## 13 Trainings Conducted

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
Actual	0	0	1	0	1	10	1	0	0	0	0	0
Planned	0	0	1	0	1	8	1	0	0	0	0	0
%	0	0	100%	0%	100%	125%	100%	0%	0%	0%	0%	0%



## COVID – 19 PREVENTION ACTIVITIES

As part of our responsibility in ensuring the safety of our employees, consumers, and community during the surge of the pandemic in 2020, Foodco established restricted policies and procedures implemented across all its core functional departments.



Implementation of Visitor's Restrictions to all Foodco premises.

Policies in wearing Mask and using Hand Sanitizers inside Foodco premise were implemented.

Foodco provides Mask and sanitizers to all its employees.



All products are properly wrapped to ensure the safety of the consumers and customers from any contamination.



Daily sterilization activities to ensure workplace safety for the entire organization.



## FOODCO'S 2021 EHS TARGETS & OBJECTIVES

### EHS MANAGEMENT SYSTEM IMPLEMENTATION AND IMPROVEMENT



One of the major focuses of the 2021 EHS Target and Objectives for EHS Sustainability is to effectively implement the HSE Management System

established in the year 2020.

“100% conducted verification of the effective implementation of the EHS Management System.”

1. 100% Internal Audit Conducted as Planned
2. 100% Management Review as Planned
3. Less than 3 Minor NC raised against HSE noncompliance per Internal Audit cycle

### REDUCTION ON WASTE GENERATION

Foodco strive to continuously improve its activities and their impact to the environment and as part of this commitment we will develop and implement Foodco's Green Office Management for the year 2021.



1. Established and Implement 2 Policies in relation to EHS (Resources Conservation) for the year 2021
2. 5% Reduction of total COPQ of 2021 versus COPQ of 2020
3. 5% reduction on 2021 paper usage against the year 2020.

### OCCUPATIONAL INJURIES AND ILLNESSES

Foodco aim's for Zero Occupational Injuries and Illnesses therefore as part of our EHS Campaign, Foodco commits to intensively provide awareness to our Team, monitors and report work safety incidents and accidents.



“Zero occupational injuries and illnesses for 2021”

1. Less than 3 Non LTI per year including vehicular accident at fault
2. 100% monitoring and reporting of incident and accidents
3. 100% closing of Incident Report within 3 months' time.

### EMPLOYEE'S EHS AWARENESS & EMPOWERMENT CAMPAIGNS

Foodco valued the contribution of the employees to its success is essential therefore, for the year 2021 we have improved the EHS Campaigns in order to continuously provide awareness



to our employees.

1. More than 90% training conducted for HSE as planned.
2. Semi-annual Fire Mock drills conducted for 2021