



شركة المطاحن العمانية (ش.م.ع.ع)
Oman Flour Mills Company (S.A.O.G)

March 13, 2024

"Towards a Sustainable Growth"

OMAN FLOUR MILL
SUSTAINABILITY REPORT 2023



**HIS MAJESTY
SULTAN HAITHAM BIN TARIK**

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1. About This Report

1.1 Introduction to our first Sustainability Report:

We are pleased to present our first sustainability report, a comprehensive report that underscores our ongoing commitment to sustainability and responsible corporate conduct. This report has been prepared in accordance with the MSX guideline and the Global Reporting Initiative (GRI) standards, the world's leading framework for sustainability reporting. It aims to provide our stakeholders with a transparent, detailed account of our sustainability practices, achievements, and challenges over the reporting period.

Oman Flour Mills, as a leading entity in the agri-food sector in the Sultanate of Oman, recognizes the importance of sustainable development and its impact on our operations, our people, and the communities we serve. Our sustainability strategy is deeply integrated into our corporate ethos and is aligned with Oman Vision 2040 and the United Nations Sustainable Development Goals (SDGs).

This report covers the key aspects of our sustainability performance, including environmental stewardship, social responsibility, and economic prosperity. Our commitment to being a responsible employer, and our contribution to the economic development of Oman. The primary emphasis of this report is, on the activities of OFM in Oman excluding any subsidiaries or acquisitions, from consideration. The report also highlights our initiatives in promoting sustainable agriculture, reducing waste, conserving resources, and engaging with our stakeholders.

In preparing this report, we have adhered to the GRI standards' principles for defining report content and quality. These principles have guided us in selecting the topics that are significant to our business and stakeholders, ensuring the report's accuracy, balance, and clarity.

Assurance	Contact Details	Restatement
Our financial data have undergone auditing by PricewaterhouseCoopers (PwC), Oman. However, when it comes to our non-financial data for this report, we placed our trust in an internal assurance process to guarantee our stakeholders' full confidence in the accuracy of the information provided.	If you wish to delve deeper into sustainability initiatives within our company or provide feedback, please contact us. For any inquiries specifically related to this report, please do not hesitate to contact us at sustainability@omanflourmills.com . We welcome your engagement and input.	Since this is our first sustainability report there is no restatement, for the year 2023.

CEO's Message

Dear Shareholders,

OFM Group embodies the vision of the Omani government for evolving the Sultanate's food sector, focusing on fostering sustainability and robustness amid the challenges posed by local climate change effects and worldwide supply chain disruptions. The Sustainability Report for Oman Flour Mills (OFM) Group, presented in line with the Global Reporting Initiative (GRI) standards and Muscat stock exchange (MSX) ESG metrics, showcases the company's dedication to sustainable development as a fundamental part of its strategic vision.

This commitment aligns with the Oman Investment Authority's broader vision, focusing on strengthening food security and operational resilience amidst climate change and supply chain challenges. The report highlights OFM Group's significant achievements over the past year in the sustainability.

The company has embraced technological advancements and innovation to improve efficiency, productivity, and product quality, reinforcing its industry leadership. OFM Group's commitment to Omanisation, localisation, entrepreneurship, and employment generation reflects its dedication to community empowerment and economic development.

The successes detailed in the report are attributed to the clear strategies set by management, the support from the Board, and the efforts of dedicated staff, underscoring OFM Group's role as a leader in sustainability and resilience within Oman's food industry.

Thank you for your continued trust and support.

Sincerely,

Mr. Haitham bin Mohamed bin Ali Al-Fannah

CEO, Oman Flour Mills Company



**Haitham bin Mohamed
bin Ali Al-Fannah**
CEO, Oman Flour Mills

2. About Oman Flour Mills

2.1 Introduction about Oman Flour Mill

Oman Flour Mills Company S.A.O.G. was established in 1977 with an initial production capacity of 150 metric tons per day of wheat flour and related products. Over time, the company gradually increased its production capabilities, reaching 800 metric tons per day of wheat flour.

In 1983, the company established a feed mill with a production capacity of 300 metric tons per day. Today, this capacity has quadrupled to 1,500 metric tons per day of animal feed. The company markets its products under the brand names "Dahabi," "Barakat," and "Alpha." Oman Flour Mills has evolved into a group comprising more than 15 subsidiary companies operating in various industries.

The group offers a wide range of high-quality products sold both locally and internationally. It employs more than 1,100 staff.

As one of the leading industrial companies, Oman Flour Mills takes pride in its rich history of success and inspiring transformation stories, which reinforce its commitment to sustainability and innovation. This achievement not only reflects the company's growth and diversification but also highlights its ongoing efforts to support the food industry and contribute to sustainable economic development in the Sultanate of Oman.

Vision:

To be a leading food manufacturing company within the Sultanate of Oman. The company aims to achieve a net profit of OMR 50 million in the next 10 years by strategic diversification.

Mission:

- **Internal Mission Statement**
 - Being an employer of choice
 - Provide a quality, hygienic work environment
- **External Mission Statement**
 - Enhanced Customer Loyalty
 - Continuous Community Development

Value:

- Integrity in Business
- Commitment to tasks and relationships
- Focused diversification in businesses
- Development of in-house talent

2.2 Our Products and Services

We are proud to highlight our premium product range:

Flour Products:



Bread Baking Products



Pre-mixes



Grains



Health Products

Feed Products:



Barakat Cattle Feed



Barakat Poultry Feed



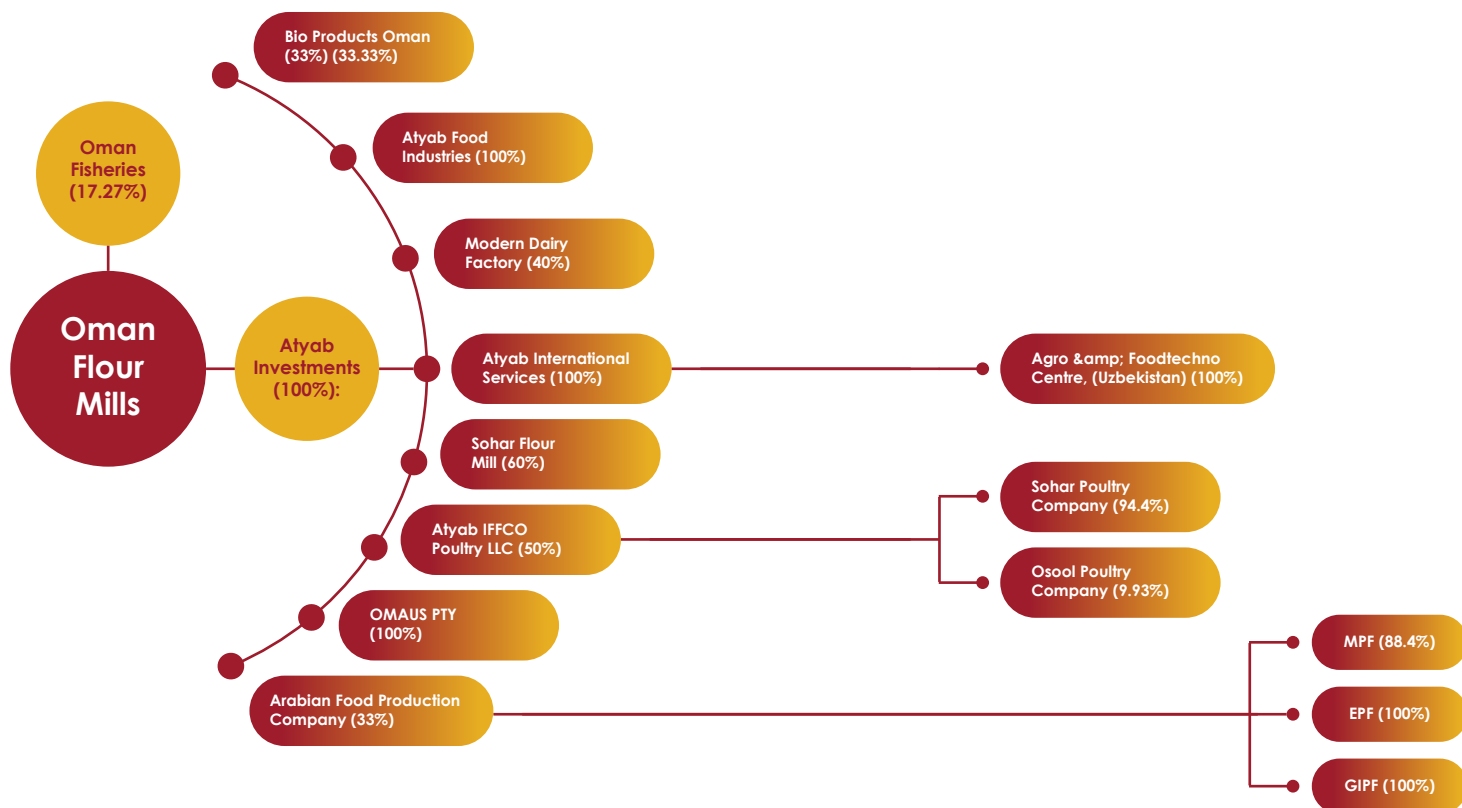
Alpha Premix Specialized Horse Feed

2.3 Ownership Structure

Oman Flour Milles's ownership structure:

Investor Name	Ownership %
OMAN FOOD INVESTMENT HOLDING CO S A O C	51.059%
SOCIAL PROTECTION FUND	10.634%
Others	38.307%

Group structure



Our Group Companies



Our Brands



2.4 Financial Performance Overview

Below is the net profit, dividend and net asset of the Group Company for the last three years.

	2023	2022	2021
Revenue (in '000)	123,944	116,811	97,337
Net Profit (after tax) (in '000)	1,544	1,744	4,742
Shareholders' Equity (in '000)	71,167	71,783	74,027
Dividend paid	12.5%	33%	60%

2.5 Awards and Recognition

- Most trusted brand in B2C business
- Most trusted brand in Food Category
- Best Brand Award CSR Award

3. Sustainability at Oman Flour Mills

Sustainability at Oman Flour Mills encompasses a comprehensive approach to environmental stewardship, social responsibility, and economic viability. The company prioritizes the efficient use of resources, aiming to minimize waste and energy consumption, while supporting local communities and ensuring the long-term sustainability of its operations. By integrating sustainable practices into its business model, Oman Flour Mills is committed to contributing positively to the environment and the well-being of future generations.

3.1 Stakeholders Engagement

At Oman Flour Mills, we recognize the vital importance of engaging with our stakeholders as an integral component of our sustainability efforts. Understanding and addressing the concerns and expectations of our stakeholders is crucial for identifying material topics that impact our business and the broader community. Through a meticulous assessment process, we carefully evaluate the significance and impact of each stakeholder group to our operations and sustainability goals.

Our Stakeholder Engagement Process:

- **Assessment of Significance and Impact:** We start by identifying our key stakeholder groups and assessing the significance of their impact on our operations, as well as our impact on them. This dual perspective ensures that we prioritize issues of mutual concern, thereby enhancing our sustainability initiatives.
- **Engagement and Dialogue:** Our engagement strategy encompasses a variety of methods tailored to each stakeholder group, ensuring effective communication and meaningful dialogue. Through surveys, interviews, and direct interactions, we actively seek the insights and perspectives of our stakeholders. This inclusive approach allows us to gather a wide range of viewpoints, enhancing our understanding of the expectations and needs of our stakeholders.

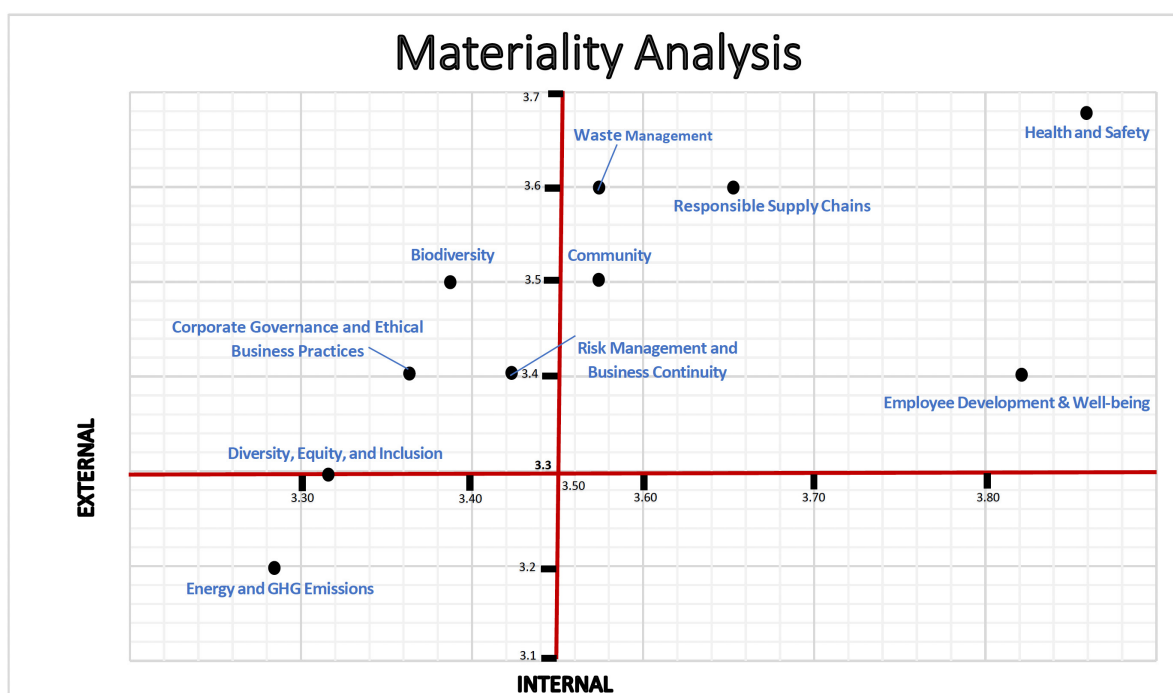
Our Key Stakeholder Groups:

- **Employees:** Recognizing that our employees are at the heart of our operations, we engage them through regular feedback mechanisms, such as surveys and forums, to understand their views on workplace practices, sustainability initiatives, and areas for improvement.

- **Board of Directors:** We maintain an open and transparent dialogue with our Board of Directors, ensuring they are well-informed of sustainability issues, strategies, and progress. This engagement is crucial for aligning our sustainability efforts with our corporate governance and strategic direction.
- **Regulatory Bodies:** Compliance with regulatory requirements is fundamental to our operations. We engage with regulatory bodies to stay ahead of regulatory changes, ensure compliance, and contribute to shaping policies that affect our industry and sustainability practices.
- **Customers:** Our commitment to sustainability is also reflected in how we engage with our customers. Through feedback mechanisms and direct dialogue, we gather insights on customer expectations regarding product quality, safety, and environmental impact. This helps us tailor our products and services to meet their sustainability criteria.
- **Suppliers:** Recognizing the importance of our supply chain in achieving our sustainability goals, we work closely with our suppliers to ensure they align with our sustainability standards. Through assessments and regular communication, we foster partnerships that contribute to sustainable supply chain practices.

3.2 Materiality Analysis:

The Materiality Analysis at Oman Flour Mills (OFM) represents a pivotal component of our sustainability framework, aimed at meticulously identifying and prioritizing the sustainability topics that are of utmost significance to both our operations and our diverse stakeholders. This analytical process is grounded in a structured approach that evaluates the impact of various environmental, social, and governance (ESG) issues against their importance to stakeholders, including employees, customers, suppliers, regulators, and the communities we serve. By systematically assessing these dimensions, OFM's Materiality Analysis ensures that our sustainability efforts are sharply focused on areas where we can achieve the most meaningful impact. This not only guides our strategic sustainability initiatives but also reinforces our commitment to operating responsibly and transparently, aligning our business objectives with the broader societal and environmental goals.



3.3 Material Topics

Material topics are important for understanding the different dimensions of sustainability that Oman Flour Mills considers important. Here is a description of these material topics:

Environmental:

- **Waste:** Management and reduction of waste generated from operations.
- **Biodiversity:** Preservation and protection of natural habitats affected by the operations.
- **Energy and GHG Emissions:** Measurement and reduction of greenhouse gas emissions and efficient use of energy and the transition to renewable sources.

Community/Social:



- **Community:** Engagement with and support for local communities.
- **Diversity, Equity, and Inclusion:** Fostering a diverse and inclusive workforce and corporate culture.
- **Health and Safety (Food Quality and Safety):** Ensuring the health and safety of employees in the workplace and ensuring that products meet high standards of quality and safety for consumers.
- **Employee Development & Well-being:** Focus on career development, retaining employees, and supporting their well-being.
- **Responsible Supply Chains:** Ensuring that supply chain partners adhere to sustainability standards.











Governance:

- **Corporate Governance and Ethical Business Practices:** Commitment to high standards of corporate governance and ethical behavior in business dealings.
- **Risk Management and Business Continuity:** Identifying, managing, and mitigating risks to ensure business continuity.

These material topics are identified as being significant for Oman Flour Mills. They represent areas where the company has the most significant sustainability impact and where stakeholders have the highest expectations. The report should elaborate on these topics, detailing Oman Flour Mills's approach, strategies, and performance in managing and improving these areas to ensure a sustainable, responsible, and ethical business model.

3.4 The alignment of our material topics with UN SDGs and Oman Vision 2040

OFM Sustainability Topics	Related SDGs	Alignment with Oman Vision 2040
Waste		Promoting environmental sustainability
Biodiversity		Conservation of natural habitats and biodiversity

OFM Sustainability Topics	Related SDGs	Alignment with Oman Vision 2040
Energy and GHG Emissions	 	Reducing carbon footprint for a sustainable environment Transitioning to renewable energy sources
Health and Safety / Food Quality and Safety	 	Ensuring food security and safe food supply Ensuring occupational health and safety
Community		Fostering community development and participation
Diversity, Equity, Inclusion		Promoting gender equality and workforce diversity
Employee Development		Advancing employment and decent work for all
Responsible Supply Chains		Encouraging responsible and sustainable partnerships
Corporate Governance		Enhancing governance and ethical business conduct
Risk Management		Ensuring resilience and sustainable industrialization

4. Governance

Governance at Oman Flour Mills is characterized by transparency, accountability, and ethical leadership, ensuring that the company operates in the best interests of its stakeholders. The governance framework is designed to foster responsible decision-making, compliance with regulations, and the achievement of strategic objectives, while upholding the highest standards of corporate ethics and integrity.

4.1 Corporate Governance

Corporate governance within our organization is structured to ensure accountability, fairness, and transparency in our business practices, which are crucial to sustaining long-term stakeholder value. Our governance framework is designed to comply with the highest standards, overseen by a proficient board of directors committed to ethical conduct and strategic oversight. This framework is bolstered by rigorous policies and procedures that guide our operations, risk management, and corporate ethics. Our dedication to robust corporate governance is a

cornerstone of our operational philosophy, reflecting our pledge to uphold the principles of sustainability and corporate responsibility in every aspect of our business.

A. Board of Directors:

The Board of Directors at Oman Flour Mills comprises a distinguished group of leaders, overseeing the strategic and sustainable growth of the company. Each board member, brings specialized knowledge and a commitment to corporate excellence, reinforcing the company's leadership in the industry.

Name	Position
Mr. Ahmed bin Ali bin Sulaiman Al Balushi	Chairman of the Board of Directors
Mr. Hamad bin Mohammed bin Hamoud Al Wahaibi	Vice Chairman of the Board of Directors
Mr. Mohammad bin Talib bin Hamad Al Busaidi	Chairman of the Committee
Mr. Hamood bin Hamad bin Rashid Al-Rashidi	Member
Mr. Mohammad bin Khamis bin Khalfan Al-Ghafili	Member
Mr. Khalifa bin Abdullah bin Musabah Al-Makhmari	Member
Mr.Saleem Pirbaksh Al Raisi	Member

B. Board Committees:

Executive, Nomination and Remuneration Committee:

The Executive, Nomination, and Remuneration Committee is pivotal in guiding the strategic executive decisions, overseeing the nomination process for board positions, and determining the remuneration for senior management and directors. This committee ensures that compensation is aligned with the company's objectives and governance standards, while also fostering leadership development and succession planning to maintain the company's competitive edge and adherence to best practices.

Executive, Nomination and Remuneration Committee

Name	Position
Ahmed bin Ali bin Sulaiman Al Balushi	Chairman of the Board of Directors
Hamad bin Mohammed bin Hamoud Al Wahaibi	Vice Chairman of the Board of Directors
Saleem Pirbaksh Al Raisi	Member
Khalifa bin Abdullah bin Musabah Al Makhmari	Member

Audit Committee:

The Audit Committee, comprising three members, is established in accordance with the guidelines outlined in the Tenth principle of the Code of Corporate Governance issued by CMA. The Board has endorsed the Audit Committee charter, delineating its primary responsibilities as follows: assessing the effectiveness of the Company's internal control system and risk identification

processes, reviewing annual financial statements and related reports prior to submission to the Board for approval, approving quarterly financial statements submitted to regulatory authorities, evaluating the performance of statutory and internal auditors, recommending policy amendments and procedural enhancements to the Board, overseeing the Internal Audit Function including reviewing the annual internal audit plan and reports, ensuring compliance with risk management policies, disclosure requirements, legal matters, and related party transactions as prescribed by the CMA, and ensuring the adoption of appropriate accounting policies and principles.

Audit Committee

Name	Position
Mohammad bin Talib bin Hamad Al Busaidi	Chairman of the Committee
Mohammad bin Khamis bin Khalfan Al Ghafili	Member
Hamood bin Hamad bin Rashid Al Rashidi	Member

The Board of Directors is committed to implementing sustainability practices within the company in a structured manner. The company adheres to a governance policy, and a governance report is prepared for disclosure. Boards bear the responsibility of establishing and supervising policies that govern the company's conduct across environmental stewardship, social responsibility, and governance practices. They ensure the presence of robust governance structures to monitor and address sustainability risks and opportunities. As we progress towards sustainability, efforts are underway to establish a dedicated sustainability department and committee.

4.2 Ethical Business Practices

At Oman Flour Mills, we are steadfast in our commitment to uphold the highest standards of ethical business practices. Our approach is informed by a comprehensive framework of policies and procedures designed to ensure integrity and accountability across all levels of our operations.

Compliance with Laws and Regulations:

In 2021, we undertook a thorough revision of both the whistleblowing policy and the Corporate Governance Manual to ensure alignment with the stringent requirements of the Capital Market Authority Laws and the pertinent regulations set forth by the Omani Investments Authority. This meticulous effort has enabled us to uphold a pristine compliance record throughout 2023, with no notable instances of non-compliance resulting in fines or non-monetary sanctions at Oman Flour Mills. Furthermore, our Board of Directors diligently reviewed the effectiveness and sufficiency of the Company's internal controls, ensuring adherence to internal policies and regulations.

Conflict of Interest Prevention:

At Oman Flour Mills, we conduct thorough reviews of nomination forms for new board members to prevent conflicts of interest, with legal advisors overseeing this process to ensure impartiality and adherence to regulatory standards. We closely monitor cross-shareholding arrangements with suppliers and other stakeholders to mitigate any potential conflicts that may arise from such relationships. Our Purchasing and Contracts Department meticulously scrutinizes all engagements with suppliers and stakeholders, promptly flagging any instances of potential conflicts to executive management for resolution. Additionally, the presence of controlling shareholders is managed transparently to uphold principles of fair and ethical governance.

Whistle blowing Policy	Corporate Governance Policy	Quality Management Systems (QMS)	Corporate Communications Policy
A key component of our governance is the Whistleblowing Policy, which empowers employees and stakeholders to report any instances of misconduct or wrongdoing. This policy is critical for maintaining ethical practices and protecting Oman Flour Mills 's assets and reputation. It provides protection from retaliation for those who report in good faith, ensuring that all concerns can be raised without fear.	Our Corporate Governance Policy ensures that all company operations are consistent with the best governance practices, adhering to the guidelines set by the Capital Markets Authority and the laws of the Sultanate of Oman. This policy lays down guidelines for the oversight of activities from the board of directors to staff, ensuring all company dealings are conducted ethically and responsibly.	The QMS Manual specifies the policies and procedures to manage quality across Oman Flour Mills 's operations, from flour and feed processing to the delivery of products. It serves as a strategic tool to meet the company's vision and goals, ensuring continuous improvement and adherence to quality standards.	The Corporate Communications Policy outlines the standards for all communications related to Oman Flour Mills. It ensures that information dissemination is conducted in a manner that builds and maintains the brand's integrity, complying with the laws of the Sultanate of Oman and serving the collective interests of the organization and its shareholders.

Furthermore, we have established stringent anti-corruption policies and comprehensive training programs to uphold ethical and legal standards for all employees and board members. At Oman Flour Mills, we cultivate an inclusive workplace culture where every individual is valued and treated equitably, with zero tolerance for discrimination. Oman Flour Mills commitment to transparency extends to our relationships with related parties, ensuring that all transactions and outstanding balances are conducted and reported with the highest level of integrity. We extend our ethical business practices beyond our internal operations, fostering responsible engagement with our customers, suppliers, and the communities we serve.

4.3 Risk Management

At Oman Flour Mills Company, we recognize the critical role that risk management plays in ensuring the stability and continuity of our business operations. To this end, we have established an internal control system tailored to our business, and our internal auditors oversee the effectiveness of risk procedures by reporting independently and directly to the Audit Committee. In addition, we have prepared guides and policies that govern and regulate aspects of our operations at Oman Flour Mills Company, including risk and disaster management, crisis management, and business continuity. The security and safety of our employees and company assets are our top priorities in such events in the work environment or any work related to the operation. We also seek to build confidence with stakeholders that our control systems operate safely, with all operational aspects being in accordance with the best standards.

Together, these policies form the cornerstone of Oman Flour Mills Company's governance, which confirms the company's commitment to risk management through proactive policies and procedures that reduce potential threats and enhance business behavior.

5. Social

Oman Flour Mills places a strong emphasis on social responsibility, actively engaging in initiatives that enhance the well-being of its employees, customers, and the broader community. Oman Flour Mills is committed to creating a positive social impact through community outreach programs, employee development, and by promoting health and safety in all its operations, thereby contributing to a more sustainable and inclusive society.

5.1 Our Employees

At Oman Flour Mills, we recognize that our employees are the bedrock of our success. We value the significance of having a diverse workforce, which not only sparks innovation but also mirrors the rich tapestry of the communities we serve. This commitment is palpable in our comprehensive efforts towards fostering Diversity, Equity, and Inclusion, alongside our unwavering dedication to Employee Development, Well-being, and Health and Safety.

5.1.1 Diversity, Equity and inclusion

Oman Flour Mills is dedicated to fostering a diverse, equitable, and inclusive environment, as we recognize the value of a varied workforce in driving innovation and reflecting the communities we serve. Our commitment is evident in our diversity statistics and our actions: Our diverse workforce brings a wealth of perspectives and experiences, enriching our organizational culture. With employees from over 10 countries and various age groups, our team embraces a global perspective. Above all, we ensure fairness for everyone.

Gender Diversity	Males	Females	Total
Number of employees in 2022	248	25	273
% of employees by gender in 2022	91%	9%	100%
Number of employees in 2023	254	28	282
% of employees by gender in 2023	90%	10%	100%

Age Group	Numbers	%
under 30 years old	56	20%
Between 30 to 50 years old	187	66%
over 50 years old	39	14%
Total	282	100%

Nationality	Numbers	%
Asia	276	97.87%
Africa	5	1.77%
North America	1	0.36%
Total	282	100%

Newly Hired Employees	2022	2023
Total Number of New Hires	26	16
Male New Hires	22	11
Female New Hires	4	5
Rate	9.5%	5.6%

Employee Turnover	2023
Total Number of Employee Turnover	8
Male Employee	6
Female Employee	2
Rate	2.8%

At Oman Flour Mills, we have 185 workers who are not direct employees, but perform tasks under contract in four companies. These tasks include leading, cleaning, loading, and unloading. We uphold the principle of equitable compensation, ensuring that all employees are rewarded fairly based on their expertise, qualifications, and contributions to the company, without any discrimination based on gender.

Omanisation:

Aligned with the Oman Vision 2040, OFM steadfastly upholds its pledge to cultivate an exemplary workplace environment tailored to Omani talent, leveraging a spectrum of strategic initiatives focused on both attraction and retention. These endeavors encompass partnerships with the Ministry of Labour. Notably, OFM proudly stands as a leading employer of Omani talent, with an impressive 84% of our workforce consisting of Omani nationals. In 2023, we welcomed 16 new employees to our team, with 14 of them being Omani nationals. We firmly believe it is our duty to not only attract local talent but also to provide employment opportunities that enhance national capabilities and foster career advancement, thereby playing a pivotal role in the nation's development.

Omanisation	2022	2023
Omani Employees	229	236
Non-Omani Employees	44	46
Total	273	282
% of Omani	84%	84%

5.1.2 Employee Development and Well-being

At Oman Flour Mills, we recognize that our employees are the cornerstone of our success. In 2023, we've taken significant strides to enhance our workplace culture and employee engagement, which we now term as 'Employee Experience', reflecting a broader focus on our team's overall experience within the company. Our policies and practices are designed to build a culture that values every individual, supports their well-being, and recognizes their contributions, fostering an environment where everyone feels a sense of belonging.

Employee Development:

At Oman Flour Mills, our dedication lies in investing resources and efforts to nurture our employees' skills and unlock their utmost potential. From the very onset of their journey with us, we prioritize furnishing relevant training and development avenues aimed at enhancing their performance and fostering personal and professional growth. This commitment extends to sending our employees to various Soft Skills Programs, Academic Studies, and Certified Professional Courses, ensuring they receive comprehensive opportunities for advancement and skill enrichment.

Our training and learning initiatives are carefully tailored to meet the evolving needs of our employees. All department heads submit requests outlining the skills their teams require, which are then thoroughly evaluated before final approval. In 2023, we successfully completed 59 courses for our employees. Additionally, we offered academic support, including assistance with 12 educational pursuits, including 10 bachelor's degrees and 2 diplomas. As part of our commitment to learning and community development, in 2023 we provided 15 internship opportunities to fresh Omani graduates. At Oman Flour Mills, we provide two primary types of training:

Soft Skills Training:

Soft Skills Training focuses on honing interpersonal and communication skills crucial for success in the workplace. These sessions concentrate on effective communication, teamwork, time management, leadership, problem-solving, and adaptability. Our goal is to cultivate well-rounded professionals capable of thriving in diverse work environments.

Technical Training:

Technical Training involves immersive sessions covering both practical and theoretical aspects of cutting-edge technologies and tools essential for various job roles. This includes specialized programs in areas such as feed milling, software development methodologies, data analysis, and maintenance.

Training Hours	
Male Employees	223. training hours
Female Employees	80.2 training hours
Percentage of employees receiving regular performance and career development reviews	
Total	100%
Skilled Employees	39%
Professional Employees	52%
Management Employees	7%
C - Level Employees	2%

Employee Engagement:

Team building sessions	Cost Saving Olympiad	OFM Bazaar	Logo/ Brand Awareness Session for packers
Conducted team-building sessions to foster collaboration and unity.	Organized the Cost Saving Olympiad twice to stimulate innovation and cost-effective solutions.	Collaborated with the Al Saada Team for the OFM Bazaar, promoting community and camaraderie.	Held Logo/Brand Awareness Sessions for our packers to deepen their connection with our brand identity.

Employee Well-being:

At our company, employee well-being is a top priority. We deeply value the physical, mental, and psychological health of our staff members. Here at Oman Flour Mills, we have taken several proactive measures to support their well-being. We have introduced the SMART Office initiative, which provides hybrid work-from-home options to promote flexibility and balance in their work lives. Additionally, we have initiated Roadshows to visit different sites, ensuring that we continuously enhance the work environment to meet the specific needs and well-being of our employees.

To uplift our employees' spirits and convey our appreciation, OFM places a high priority on rewarding and acknowledging their valuable contributions. We proudly honor and celebrate our top performers, retired colleagues, and winners of the Cost Saving Olympiad, emphasizing our deep recognition of their unwavering dedication and hard work. Moreover, we recently marked the remarkable achievement of surpassing OMR 100,000,000 in sales, symbolizing the collective effort and accomplishments of our team.

As we look ahead to 2024, we are excited about our ambitious lineup of planned initiatives.

- Launching Focus Groups and OFM Fitrition, a Fitness and Nutrition Campaign aimed at promoting health and wellness among our employees.
- Introducing an Employee Survey Tool for annual and pulse surveys to gather valuable feedback and enhance the overall employee experience.
- Providing personalized coaching and feedback through one-on-one sessions to support individual growth and development.
- Enhancing our office environments by introducing Hushpods for privacy and focus, as well as a Cafe Container for convenient access to nourishment.
- Welcoming new team members with Employee Welcome Gift Packs to ensure a warm reception.
- Engaging with employees through a Town Hall event to foster communication and recognize notable achievements.
- Celebrating the opening of our new feed mill with a five-day ceremony, honoring long-serving employees, and monthly birthday celebrations.
- Implementing a Virtual Office during Ramadan to accommodate flexible working conditions and support our employees.

Grievance Mechanisms:

At OFM, we prioritize fairness in all aspects of our operations, including how we handle grievances. We firmly believe in upholding the fundamental right of every employee to voice their concerns without facing any form of retaliation. Employees who feel aggrieved can trust our commitment to conducting thorough investigations and addressing their grievances transparently and effectively.

5.2 Health and Safety:

At Oman Flour Mills, we prioritize the well-being and safety of our employees above all else. Our steadfast commitment to occupational health and safety underscores our dedication to fostering a secure and healthy workplace environment. We take pride in our exemplary Health, Safety, and Environment (HSE) performance, continuously striving to align our practices with the latest regulations and standards.

At Oman Flour Mills, we implement stringent procedures to identify and evaluate work-related hazards, demonstrating our proactive approach to risk management. Through meticulous inspections, comprehensive risk assessments, and active employee participation, we effectively recognize and categorize hazards, thereby bolstering the efficiency of our safety protocols. In the event of an incident, our incident investigation protocols are thorough, encompassing a detailed examination of all aspects to prevent future occurrences. Leveraging the fishbone method, we identify root causes, and corrective actions are meticulously determined following a strict hierarchy of controls.

Our 2023 records demonstrate our proactive approach to managing work-related health issues, with 3 first aid injuries and 2 minor medical cases. We have successfully minimized work-related injuries, which remain the most commonly reported type.

At OFM, employees in the operational department are required to undergo mandatory training every two years. Additionally, optional training is available for employees in the corporate administrative department every two years. Furthermore, all employees aged 50 and above are suitable for an annual medical checkup.

Worker engagement in health and safety matters is facilitated through various platforms, including safety committees and regular meetings. These forums enable employees to voice their concerns and contribute to the development and implementation of health and safety policies, fostering a culture of shared responsibility.

5.2.1 Food Quality and Safety:

At Oman Flour Mills Company, we are committed to providing high-quality products that combine excellence in product variety with adherence to the highest safety and quality standards. We are also dedicated to enhancing the nutritional value of our products, taking into account consumer requirements to ensure a healthy and balanced lifestyle.

Throughout 2023, no incidents of non-compliance were recorded concerning the health and safety impacts of our products. This incident-free record reflects our continuous commitment to applying the highest regulatory standards and closely monitoring all production processes to ensure the safety of the final products. Our proactive approach to quality monitoring and risk management underscores our unwavering dedication to delivering safe and healthy products that meet the highest expectations and prioritize the health and safety of individuals.

We have implemented several qualitative initiatives and processes to maintain the quality of our products:

Food Quality and Safety

Compliance with Standards	Quality Monitoring	Testing and Inspections	Record-Keeping	Procedure Adherence
QA/QC systems in place to ensure adherence to Omani and international food safety standards.	Vigilant monitoring of all product quality to achieve zero quality rejections, upholding food safety.	Execution of visual and measurement tests, inspections, and audits in line with company and governmental food safety regulations.	Diligent maintenance of records for calibration, product, and raw material testing to support food safety compliance.	Proactive identification, investigation, and rectification of any QA/QC procedural breaches, with comprehensive reporting to management to ensure food safety integrity.

5.3 Community:

At Oman Flour Mills, we recognize the vital role we play in the communities where we operate. In 2023, we achieved full engagement with our local communities, reflecting our commitment to being a responsible and responsive corporate citizen. Our operations are deeply intertwined with local life, and we are proactive in assessing and acting upon the potential impact of our activities.

In 2023, we allocated 200,000 OMR towards our social responsibility initiatives. These initiatives encompass various sectors, including healthcare, environmental conservation, charitable activities, support for the National Committee for Disabled Care, education, and other community services.

Summary of our social responsibility initiatives:

Corporate Social Responsibility (CSR) Programs	Cost in Omani Rials	Number of Beneficiaries
Oman Flour Mills Relief Fund (For You Campaign). This fund is dedicated to supporting individuals and families in need with flour products, especially during the month of Ramadan, in cooperation with associations and zakat committees.	53,474.03	8,050
Supporting charitable organizations and the National Committee for Disabled Care programs.	8,050	36,197
Developing the school environment for 8 schools.	36,197	8,500
Wish Fulfillment Program (Orphans in the Wilayats of Seeb and Matrah)	8,500	40,000
Allocating no less than 20% of the annual budget in favor of the Oman Charitable Organization.	40,000	500
The 'We Are with You' Initiative to support diabetic patients with their specific devices.	500	10,000
Houses Renovation Program in the Wilayat of Matrah.	10,000	5,000
Empowering the Omani Food Bank (Dayima)	5,000	5,129
Purchasing a device to facilitate dental health services (the Almina Health Center) in the Wilayat of Matrah.	5,129	500
Supporting a training program for first aid (General Directorate of Health Services) in the Muscat Governorate.	500	500
Supporting the 'Together We Join Hands' Program to train teachers, health nurses, and psychologists in government and private schools in the Wilayat of Matrah to combat drug addiction and psychoactive substances.	500	2000
Empowering summer centers in villages of the Muscat Governorate	2000	520
Contributing to the 'School Bag' Initiative in the Wilayat of Matrah	520	50
Providing snacks for visitors at the Matrah Health Center for the effectiveness of social awareness campaigns.	50	11,676.89
Distribution of flour products (multi-purpose organic)	11,676.89	14,586
Development programs in collaboration with Youth Detention Center	14,586	1000
Cleanup campaign for Seeb Beach.	1000	300
Providing snacks for Sports Day for 3 schools.	300	8,050

OFM Relief Fund:

Our “For You” campaign supports individuals and families in need by distributing flour products, especially during Ramadan and natural disasters. Organized by OFM employees, the campaign partners with 75+ charitable organizations to distribute supplies to approximately 18,509 families. A total of OMR 53,474.03 was spent on this initiative.

Supporting the programs of Schools and the National Committee for the Disabled Care:

Maintaining a clean and hygienic school environment is crucial for students' safety and academic success. To support this, we undertake various actions such as waste disposal, regular cleaning, and promoting hygiene practices. Recently, we beautified eight schools by landscaping and shading their courtyards, at a cost of OMR 36,197. This investment ensures a conducive learning environment for students and teachers.

We engaged in collaborative efforts with charitable organizations and the National Committee for Disabled Care. This collaborative initiative aimed to identify and extend support to various programs undertaken by these entities. Notably, a total expenditure of OMR 8,050 was allocated towards this cause, underscoring our commitment to social responsibility and community welfare.

The health sector is considered an important component of sustainable development and the pillar of healthy societies:

We contributed approximately OMR 1500 to activities at health centers in Muscat. Recognizing the importance of environmental preservation, we established a 300 square meter garden at the Dima wa Taayeen State Hospital courtyard, costing around OMR 20,000. This initiative provides a serene green space for the community, promoting sustainability and safeguarding the environment for future generations.

We are also committed to educational development, as evidenced by our involvement in developing local schools and supporting youth programs, including care for orphans. At least 20% of our annual budget is allocated to the Omani Authority for Charitable Works, demonstrating our investment in the nation's future.

Our community initiatives include the restoration of homes in the Wilayat of Muttrah in cooperation with the Zakat Committee, showcasing our commitment to sustainable housing and community welfare. In partnership with the Ministry of Health, we focus on health promotion and disease prevention initiatives.

Furthermore, we actively participate in environmental campaigns, reflecting our understanding of the importance of ecological sustainability. Programs for juvenile development and educational projects like the Eid clothing program are also part of our comprehensive community outreach.

5.4 Supply Chain

Oman Flour Mills is committed to building a resilient and sustainable supply chain that ensures the consistent delivery of high-quality products. By collaborating with trusted local and international suppliers, we maintain rigorous standards for sourcing raw materials, optimizing logistics, and enhancing efficiency across all operations. We prioritize transparency, ethical business practices in every aspect of our supply chain, aligning with global best practices and Oman Vision 2040.

Our approach focuses on minimizing environmental impact, reducing waste, and ensuring the well-being of workers while meeting the evolving needs of our customers and stakeholders.

OFM adherence to ethical sourcing, which is anchored in internationally recognized standards. The company commits to lawful and integral business conduct, respect and dignity for workers, fair wages, and sustainability while minimizing environmental impact. These commitments are in line with the UN Guiding Principles on Business and Human Rights, and the company enforces mandatory requirements for suppliers to align with these ethical standards, ensuring a supply chain that upholds human rights and environmental care.

6 Environment

Oman Flour Mills takes great pride in its dedication to environmental stewardship and sustainability. As a conscientious corporate citizen, we hold a profound commitment to mitigating our ecological footprint through focused endeavors in energy conservation, waste management, and emission reduction. Our company has embarked on a comprehensive array of initiatives geared towards attaining pivotal objectives, including decarbonizing our operations, enhancing energy efficiency, curbing carbon emissions, and advancing our overall environmental standards.

6.1 GHG Emissions and Energy

Energy:

Reducing energy consumption serves as a multifaceted solution, not only reducing our carbon footprint but also preserving valuable natural resources and optimizing operational costs. By embracing energy-efficient equipment and state-of-the-art technology, we remain steadfast in our commitment to pioneering strategies to minimize energy usage across the spectrum, reinforcing our dedication to sustainability.

Oman Flour Mills highlights significant strides made in 2023 towards energy conservation and efficiency across our operations. A key development was the installation of new feed mill machines from FAMSUN-China at our C-MILL plant, equipped with cutting-edge technology designed to reduce power consumption during production substantially. Additionally, we undertook a comprehensive upgrade of our lighting systems, transitioning to solar-powered lights for exterior areas of the flour and feed mills, and implementing LED lighting within the facilities. These changes extended to solar lighting at main gates and along primary access routes, further underscoring our commitment to sustainable energy use.

Energy usage at OFM 2023	
Electricity Consumption (kWh)	27,964,161
Total amount of fuel consumption (Litres)	21,517.5
Total amount of diesel consumption (Litres)	12,362
Total amount of Liquefied Petroleum Gas (Litres)	1,958,669

Looking ahead, our innovation department is set to introduce the INISCOPE energy monitoring system in 2024 at the flour mill, anticipating energy savings of 8% to 12% on monthly consumption. This initiative is planned to extend to the feed mill in 2025, demonstrating our proactive approach to energy management. These efforts reflect Oman Flour Mills' dedication to reducing our environmental footprint and leading by example in the industry's transition towards more sustainable energy practices.

Energy Efficiency

OFM is evaluating the adoption of a power conservation system called "INISCOPE" for their flour mill plant. This cutting-edge system is designed to distribute electricity precisely as needed for the most efficient performance of each piece of machinery. It achieves energy efficiency by supplying the necessary kilowatts to machines in use and disconnecting power from idle equipment. Anticipated to significantly reduce energy consumption, this initiative is a strategic part of OFM's strategy to minimize its ecological impact and boost its operational productivity.

GHG Emissions:

In 2023 We have initiated the process of calculating and disclosing our greenhouse gas emissions to effectively mitigate our footprint and report on measures to minimize our carbon impact. Recognizing the substantial contribution of greenhouse gas emissions to global warming, we are committed at Oman Flour Mills to reducing our environmental footprint and mitigating our impact on the environment.

Greenhouse Gas (GHG) Emissions	
Fuel consumption (tCO ₂ e)	49.91
Diesel consumption (tCO ₂ e)	33.34
Liquefied Petroleum Gas consumption (tCO ₂ e)	2938
Scope 1: Direct Emissions	3021.25
Electricity (tCO ₂ e)	14732
Scope 2: Indirect Emissions	14732

6.2 Waste Management:

OFM is unwaveringly dedicated to reducing its environmental impact through effective waste management strategies. To uphold this pledge, Oman Flour Mills is currently in the process of implementing a comprehensive waste management system. This initiative aims to minimize waste generation, optimize resource utilization, and advocate for responsible disposal methods.

The substantial waste impacts stemming from our milling operations originate from the inputs, activities, and outputs involved. These impacts are evaluated by assessing the waste directly generated by our activities, as well as considering the waste generated upstream and downstream in our value chain. We have engaged Al Nabaa, a specialized waste collection company, for our weekly waste collection needs. This includes gathering various types of waste such as pipes, glass, steel, and old machinery. Each type of waste is meticulously itemized and transparently presented on a tender page to uphold standards of transparency and accountability.

To tackle the challenge of dust generated during the unloading of grain from vessels at Mina Sultan Qaboos, OFM has devised an innovative solution. The implementation of safety hoppers is planned to capture and contain all dust particles, ensuring their safe and proper disposal. This initiative holds particular importance, especially when cruise ships are docked at the port, as it minimizes environmental impact and enhances overall port cleanliness. The proposed deployment of approximately five safety hoppers, forming a comprehensive Dust Stop system, represents a significant stride toward environmental conservation.

We are firmly committed to tackling this issue and have outlined plans to establish a comprehensive system by the year 2024. OFM is deeply committed to implementing measures

aimed at reducing waste. This dedication highlights the organization's acknowledgment of the crucial importance of environmental sustainability and responsible resource management. While specific initiatives and documentation detailing waste management processes are not currently available, OFM is actively engaged in developing strategies to minimize waste generation and enhance overall sustainability endeavors.

The introduction of a Waste Management System in 2024 will signify a significant advancement in OFM's endeavors to champion environmental stewardship and play a role in fostering a cleaner, healthier planet.

6.3 Biodiversity

Oman Flour Mills (OFM) recognizes the importance of biodiversity for the health of the planet and for the well-being of future generations. As a responsible corporate entity, we are committed to minimizing our impact on biodiversity and to contributing to its conservation.

OFM upholds a deep reverence for natural habitats. Our operational sites undergo thorough assessments to guarantee they coexist harmoniously with neighboring protected areas. We prioritize ensuring that our activities, whether in offices, manufacturing, or production, do not harm areas of significant biodiversity outside protected zones. It's a source of pride for OFM to hold ISO 14001 certification, highlighting our unwavering commitment to environmental responsibility and sustainability.

We are diligent in identifying and addressing any notable impacts our activities may have on biodiversity. OFM acknowledges the indirect, minor effects stemming from diesel emissions from transport infrastructure, noise, dust, and waste disposal. We have implemented measures to mitigate these impacts. Additionally, OFM is actively engaged in ensuring compliance with all environmental regulations concerning habitats.

We are excited to announce our forthcoming plans to reinforce our commitment to this vital cause in the year 2024. In line with our dedication to environmental stewardship, OFM is actively developing a range of initiatives aimed at bolstering biodiversity conservation efforts. One significant step in this direction is the planned implementation of Biodiversity Impact Assessment processes. These assessments will serve as a fundamental tool for evaluating and mitigating the impact of our operations on biodiversity.

We fully acknowledge the importance of prioritizing biodiversity conservation in our organizational agenda. Through proactive measures such as the Biodiversity Impact Assessment, we aspire to cultivate a culture of sustainability and environmental responsibility within Oman Flour Mills.

6.4 Water

Water scarcity is a pressing issue in numerous regions worldwide, posing a significant challenge on a global scale. The scarcity of water has emerged as a looming threat, impacting biodiversity, and the well-being of communities. At the Jibroo complex, a cutting-edge pallet washing machine has been recently introduced, marking a significant advancement in our efforts. This machine plays a crucial role by conserving substantial volumes of water, replacing the inefficient practice of using a water jet to clean pallets, which led to wasteful water consumption with no opportunity for reuse. The implementation of this automated system not only contributes to environmental conservation but also yields significant cost savings in water and electricity consumption for OFM.

Water Consumption	80546 m3
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7. Appendix

7.1 GRI Content Index

Statement of use	Oman Flour Mills has reported in accordance with the GRI Standards for the period of January, 1 2023 - December, 31 2023
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	No GRI Sector Standards apply to Oman Flour Mills

GRI Standard	Disclosure	Location	Omission			MSX ESG
			Requirement(s) Omitted	Reason	Explanation	Disclosure Metric
General Disclosures						
GRI 2: General Disclosures 2021	2-1 Organizational details	Section: no.2				
	2-2 Entities included in the organization's sustainability reporting	Section: no.1				
	2-3 Reporting period, frequency and contact point	Section: no.1				G7 and G8
	2-4 Restatements of information	Section: no.1				
	2-5 External assurance	Section: no.1				G9
	2-6 Activities, value chain and other business relationships	Section: no.2				
	2-7 Employees	Section: no.5				S5
	2-8 Workers who are not employees	Section: no.5				
	2-9 Governance structure and composition	Section: no.4				G1 and G2

GRI Standard	Disclosure	Location	Omission			MSX ESG Disclosure Metric
			Requirement(s) Omitted	Reason	Explanation	
	2-10 Nomination and selection of the highest governance body	Section: no.4				
	2-11 Chair of the highest governance body	Section: no.4				
	2-12 Role of the highest governance body in overseeing the management of impacts	Section: no.4				E8 AND E9
	2-13 Delegation of responsibility for managing impacts	Section: no.4				
	2-14 Role of the highest governance body in sustainability reporting	Section: no.4				
	2-15 Conflicts of interest	Section: no.4				
	2-16 Communication of critical concerns	Section: no.4				
	2-17 Collective knowledge of the highest governance body	Section: no.4				
	2-18 Evaluation of the performance of the highest governance body	Section: no.4				

GRI Standard	Disclosure	Location	Omission			MSX ESG Disclosure Metric
			Requirement(s) Omitted	Reason	Explanation	
	2-19 Remuneration policies	Section: no.4				S2
	2-20 Process to determine remuneration	Section: no.4				
	2-21 Annual total compensation ratio	NA		Confidentiality constraints	The information classified as confidential	S1
	2-22 Statement on sustainable development strategy	Section: no.1				
	2-23 Policy commitments	Section: no.4				
	2-24 Embedding policy commitments	Section: no.4				
	2-25 Processes to remediate negative impacts	Section: no.5				
	2-26 Mechanisms for seeking advice and raising concerns	Section: no.4				
	2-27 Compliance with laws and regulations	Section: no.4				
	2-28 Membership associations	Section: no.2				
	2-29 Approach to stakeholder engagement	Section: no.3				
	2-30 Collective bargaining agreements	Section: no.5				

GRI Standard	Disclosure	Location	Omission			MSX ESG Disclosure Metric
			Requirement(s) Omitted	Reason	Explanation	
Material Topics						
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Section: no.3				G8
	3-2 List of material topics	Section: no.3				
Energy						
GRI 3: Material Topics 2021	3-3 Management of material topics	Section: no.6				E3,E4 AND E5
GRI 302: Energy 2016	Disclosure 302-1 Energy consumption within the organization	Section: no.6				
	Disclosure 302-2 Energy consumption outside the organization	Section: no.6				
	Disclosure 302-3 Energy intensity	Section: no.6				
Biodiversity						
GRI 3: Material Topics 2021	3-3 Management of material topics	Section: no.6				
GRI 304: Biodiversity 2016	Disclosure 304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Section: no.6				

GRI Standard	Disclosure	Location	Omission			MSX ESG Disclosure Metric
			Requirement(s) Omitted	Reason	Explanation	
	Disclosure 304-2 Significant impacts of activities, products and services on biodiversity	Section: no.6				
	Disclosure 304-3 Habitats protected or restored	Section: no.6				
GHG Emissions						
GRI 3: Material Topics 2021	3-3 Management of material topics	Section: no.6				E1,E2, AND E7
GRI 305: Emissions 2016	Disclosure 305-1 Direct (Scope 1) GHG Emissions	Section: no.6				
	Disclosure 305-2 Energy indirect (Scope 2) GHG emissions	Section: no.6				
Waste						
GRI 3: Material Topics 2021	3-3 Management of material topics	Section: no.6				
GRI 306: Waste 2020	Disclosure 306-1 Waste generation and significant waste-related impacts	Section: no.6				
	Disclosure 306-2 Management of significant waste-related impacts	Section: no.6				
	Disclosure 306-3 Waste generated	Section: no.6				

GRI Standard	Disclosure	Location	Omission			MSX ESG Disclosure Metric
			Requirement(s) Omitted	Reason	Explanation	
Health and Safety						
GRI 3: Material Topics 2021	3-3 Management of material topics	Section: no.5				S7 and S8
GRI 403: Occupational Health and Safety 2018	Disclosure 403-1 Occupational health and safety management system	Section: no.5				
	Disclosure 403-2 Hazard identification, risk assessment, and incident investigation	Section: no.5				
	Disclosure 403-3 Occupational health services					
	Disclosure 403-4 Worker participation, consultation, and communication on occupational health and safety	Section: no.5				
	Disclosure 403-5 Worker training on occupational health and safety	Section: no.5				
	Disclosure 403-6 Promotion of worker health	Section: no.5				

GRI Standard	Disclosure	Location	Omission			MSX ESG Disclosure Metric
			Requirement(s) Omitted	Reason	Explanation	
	Disclosure 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Section: no.5				
	Disclosure 403-8 Workers covered by an occupational health and safety management system	Section: no.5				
	Disclosure 403-9 Work-related injuries	Section: no.5				
	Disclosure 403-10 Work-related ill health	Section: no.5				
Employee Development						
GRI 3: Material Topics 2021	3-3 Management of material topics	Section: no.5				
GRI 404: Training and Education 2016	Disclosure 404-1 Average hours of training per year per employee	Section: no.5				
	Disclosure 404-2 Programs for upgrading employee skills and transition assistance programs	Section: no.5				

GRI Standard	Disclosure	Location	Omission			MSX ESG Disclosure Metric
			Requirement(s) Omitted	Reason	Explanation	
	Disclosure 404-3 Percentage of employees receiving regular performance and career development reviews	Section: no.5				
Diversity, Equity, and Inclusion						
GRI 3: Material Topics 2021	3-3 Management of material topics	Section: no.5				S2,S3, S4,S5 AND S6
GRI 405: Diversity and Equal Opportunity 2016	Disclosure 405-1 Diversity of governance bodies and employees	Section: no.5				
	Optional: Disclosure 405-2 Ratio of basic salary and remuneration of women to men	Section: no.5				
Community						
GRI 3: Material Topics 2021	3-3 Management of material topics	Section: no.5				S11
GRI 413: Local Communities 2016	Disclosure 413-1 Operations with local community engagement, impact assessments, and development programs	Section: no.5				

GRI Standard	Disclosure	Location	Omission			MSX ESG Disclosure Metric
			Requirement(s) Omitted	Reason	Explanation	
	Disclosure 413-2 Operations with significant actual and potential negative impacts on local communities	Section: no.5				
Employee Well-being						
GRI 3: Material Topics 2021	3-3 Management of material topics	Section: no.5				
Food Quality and Safety						
GRI 3: Material Topics 2021	3-3 Management of material topics	Section: no.5				
Responsible Supply Chains						
GRI 3: Material Topics 2021	3-3 Management of material topics	Section: no.5				G4
Corporate Governance and Ethical Business Practices						
GRI 3: Material Topics 2021	3-3 Management of material topics	Section: no.4				G5 and G6
Risk Management and Business Continuity						
GRI 3: Material Topics 2021	3-3 Management of material topics	Section: no.4				

