



الأغذية المتحدة United Foods



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ABOUT THIS REPORT

United Foods Company is proud to present its fourth sustainability report. This 2023 edition presents a comprehensive analysis of our sustainability journey and our progress and learnings in the past year.

In this report, readers will find an overview of our environmental, social, and governance-related (ESG) performance according to our alignment with the Global Reporting Initiative (GRI) and Dubai Financial Market's (DFM) ESG reporting guidelines. Where applicable, our participation in and endorsement of global and regional sustainability frameworks and initiatives are also emphasised. Please see Appendix A for our detailed alignment with the chosen frameworks.

The report starts with an elaborative chapter on how United Foods approaches sustainability and ESG Following our strategy refreshment and focus on four key pillars of the Company's sustainability pillars, this report consists of four major chapters that encapsulate our performance on

- Business Resilience
- Quality Products, Healthy Society
- Empowered Communities
- Circular Economy

This year, we have been dedicated to enhancing our environmental, social, and governance (ESG) practices and revised our Sustainability Framework for more effective sustainability management. This allowed us to set long-, medium-, and short-term sustainability goals to endure in creating shared value for our stakeholders as a responsible business.



SCOPE AND TERMINOLOGY

This report provides an account of United Foods Company's operations. The report, unless otherwise specified, provides a comprehensive overview of all significant business operations taken place between January 1, 2023 and December 31, 2023, to the greatest extent feasible, while considering data limitations and the restrictions specified where relevant. All monetary values in this report are represented in United Arab Emirates Dirhams (AED), unless otherwise specified.



CONTACT

For inquiries or remarks regarding this report or the sustainability initiatives of United Foods, kindly reach out to us at info@unitedfoods.ae.

CAUTIONARY STATEMENT

This report contains certain forward-looking statements that express the way in which United Foods and its Subsidiaries intend to conduct its activities. These statements typically contain words such as "anticipate," "believe," "expect," "estimate," "forecast," "intend," "plan," "project" or similar expressions. Such statements are based on assumptions made using currently available information that is subject to a range of uncertainties that could cause actual results to differ from these projected or implied statements. Any forward-looking statements contained in this report are therefore not promises or guarantees of future conduct or policy, and thus United Foods and its Subsidiaries assume no obligation to publicly update any statements made in this report. United Foods and its Subsidiaries rely on information obtained from sources believed to be reliable but do not guarantee its accuracy or completeness.



Sustainability Highlights of 2023



More than **76%** increase in net profit from 2022 to 2023



Onboarded one **female board member** in 2023



FSSC 22000 certified



Commitment to the

Roundtable on Sustainable

Palm Oil (RSPO) principles



Initiated the integration of biofuels into fleet operations for reduced carbon emissions



15.22% decrease in Scope 2 emissions, with respect to 2022



Zero complaints about product information or labelling



Zero non-compliance with regulatory requirements



Zero incidents on noncompliance with food labelling and advertising legislations



CHAIRMAN'S MESSAGE

As the head of the Board of Directors, I am delighted to share United Foods' fourth Sustainability Report. I want to express my gratitude to our customers, partners, and shareholders for their steadfast trust and dedication. I would also like to express my gratitude to our employees and management team for their unwavering dedication, tireless efforts, and steadfast commitment. United Foods has a long-standing history, a prominent brand presence, and a well-earned reputation for consistently delivering high-quality products.

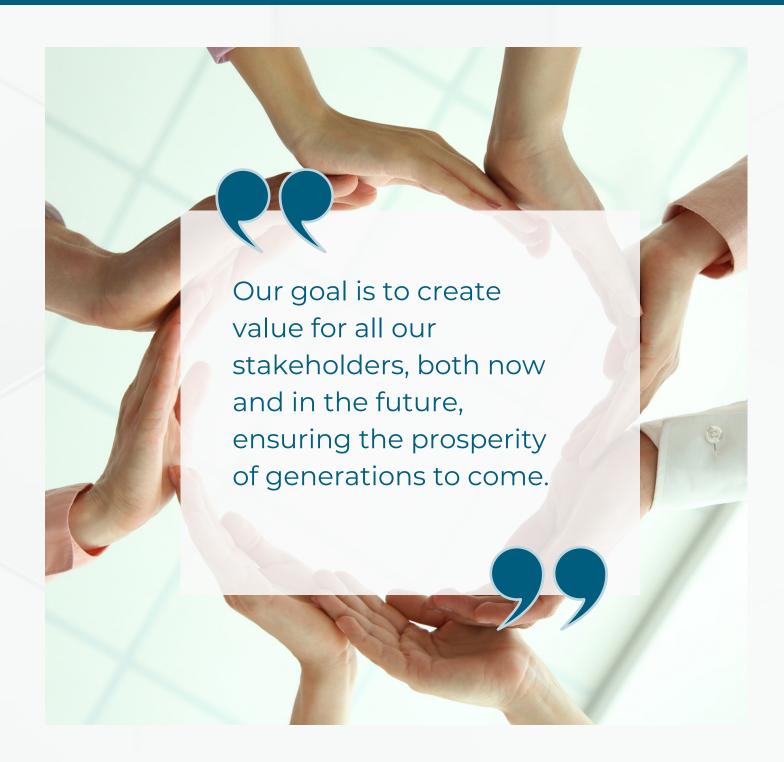
Our journey towards sustainability is a continuous learning process, marked by both achievements and valuable lessons. This journey has enabled us to mature and evolve our strategies, reinforcing our commitment to sustainability. Every step we take is an opportunity to learn and grow, further strengthening our resolve to make a positive impact on the planet and society.

We are confident that by effectively implementing these crucial sustainability measures, we can not only improve our economic performance, but also protect the environment and prioritize the well-being of our customers, employees, and communities.

We aim to provide our stakeholders with valuable insights into our commitment to sustainability. We constantly strive to challenge conventional practices and enhance our business operations. We are committed to setting a strong example and serving as a source of inspiration for positive transformation. Our goal is to create value for all our stakeholders, both now and in the future, ensuring the prosperity of generations to come.

These accomplishments have laid a solid groundwork for developing our sustainability strategy and implementing important sustainability goals throughout our organisation, with the aim of realising our vision of generating mutual benefits for all our stakeholders, including our customers, employees, shareholders, and community.

Ali Bin Humaid Ali Abdulla Al Owais
United Foods Chairman





CEO'S MESSAGE

As we reflect on the year 2023, it's evident that the path United Foods Company has navigated was both enlightening and rich in learning. Amidst economic fluctuations and the escalation of operational costs, our steadfast commitment to sustainability, in alignment with the ambitious UAE Vision 2030, has remained our guiding light. This year has been a powerful reminder of the importance of adaptability and sustainable practices in today's dynamic business environment.

Our sustainability journey has been one of continuous learning and modest ambition. We have embarked on this path with four foundational pillars, each reflecting our commitment to a sustainable future while acknowledging the lessons learned along the way:



Business Resilience

Our focus on supply chain resilience and sustainability has taught us the critical importance of adaptability and foresight. Enhancing our supply chain's resilience has not only been about mitigating risks but also about seizing opportunities for sustainability, ensuring that our operations can withstand and adapt to global changes.



Quality Products, Healthy Society

Our responsible marketing initiatives are a testament to our commitment to promoting a healthier society through quality products. This journey has highlighted the significant role that responsible communication plays in influencing societal health and well-being, encouraging us to continuously improve our practices.



Empowered Communities

By prioritising diversity, female representation, and community engagement, we have learned the value of building empowered communities. Our efforts to foster an inclusive work environment and actively contribute to community prosperity have shown us the transformative impact of collective action and diversity of thought.



Circular Economy

Our commitment to reducing carbon emissions, and optimising water and waste management, has been an enlightening experience towards achieving a circular economy. This pillar has underscored the interconnectedness of environmental stewardship and business operations, driving home the point that sustainable practices are not just beneficial but essential for long-term success.

I extend my heartfelt gratitude to our team, whose dedication and hard work have been pivotal in weaving sustainable practices into the fabric of our operations. Their adaptability, creativity, and commitment are the bedrock of our achievements.

While we take pride in our accomplishments, we remain mindful of the journey ahead. Recognising that sustainability is an ongoing process of improvement and learning, we are committed to advancing with patience, diligence, and an open heart.

Looking forward to the year ahead, we renew our commitment to sustainable growth. Together, we shall continue to forge a path that benefits not only our company but our planet and society at large, one step at a time.

Fethi Khiari
Chief Executive Officer



ABOUT UNITED FOODS

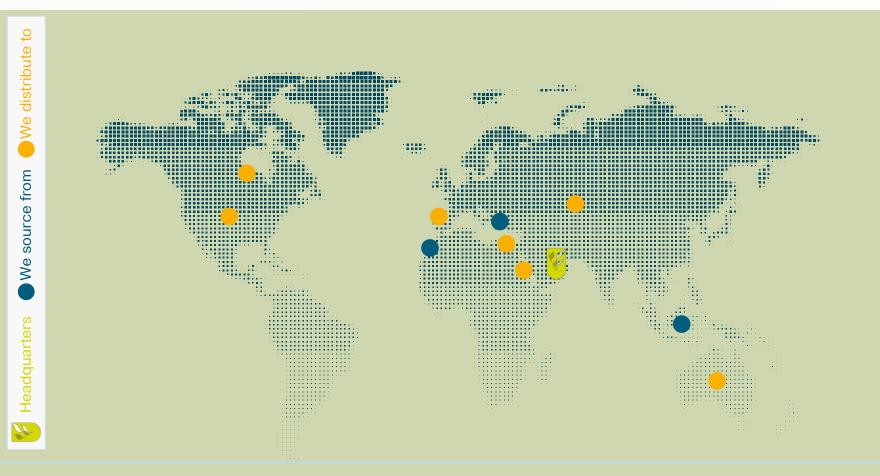
Founded in November 1976, United Foods Company emerged as a public shareholding in the United Arab Emirates and made its debut on the public market in 2006. Nestled in the heart of Dubai's Jebel Ali Industrial Area, our headquarters stand as a testament to our enduring presence and growth in the region.

In 2006, we inaugurated our state-of-the-art manufacturing facility in Jebel Ali, marking a significant milestone in our journey. By 2019, we had consolidated all our production activities at this modern site, streamlining our operations and enhancing our capacity to serve a diverse and expanding market.

Our distribution network spans a broad spectrum, reaching across the UAE, the GCC countries, the wider Middle East,

Asia, Europe, Africa, the United States, Canada, and Australia. This extensive coverage underscores our position as a leading producer of oils and fats within the local and international markets.

Aseel, our flagship brand, leads the vegetable ghee market in the United Arab Emirates, symbolising the pinnacle of quality and consumer trust. Additionally, our Mumtaz and Nawar margarine brands dominate the UAE market, reflecting our significant market share in this category. Our product portfolio also boasts pure corn oil, canola oil, tahina, and Spanish extra virgin olive oil, alongside exclusive distribution rights for a selection of ice creams, frozen desserts, and cheeses.



At United Foods, food safety and quality are paramount. We take immense pride in our advanced facilities, highly skilled team, and Quality Management System (QMS) that garners international acclaim.

Through our comprehensive systems applied across our entire value chain, we ensure that our products are delivered in a manner that is socially, environmentally, and economically responsible, reflecting our commitment to excellence and sustainability.

Our Value Chain



PROCUREMENT

United food is always committed to prioritize local sourcing. In 2023, we remain dedicated to backing our local suppliers, having invested approximately AED 100,000,000 in 2022 to support their endeavours. Our procurement practices include routine evaluations to ensure supplier reliability and sustainability. Additionally, we maintain certification of compliance with the Roundtable on Sustainable Palm Oil (RSPO) Supply Chain standards, reflecting our commitment to sustainable sourcing practices.



MANUFACTURING

Our manufacturing facilities adhere to the highest quality control standards, including ISO and HACCP certifications. We continuously invest in research and development to enhance product quality and innovation.



CONSUMER ENGAGEMENT

United Foods serves a global consumer base, offering high-quality food and beverage products trusted by customers worldwide. Through our world-class network of integrated supply chains, we ensure product availability, quality, and safety while maintaining strong relationships with consumers.



OUR PEOPLE

At United Foods, our people are our greatest asset. With nearly 500 highly skilled and professionally trained employees, we represent a culture of inclusivity, collaboration, and continuous learning. Through ongoing training and development initiatives, we empower our workforce to drive innovation, excellence, and sustainable growth.



SALES & DISTRIBUTION

Our extensive distribution network extends to over 65 countries across 5 continents. We leverage an integrated supply chain and online delivery platforms to meet the diverse needs of retail and household consumers worldwide.

OUR BRANDS

United Foods is committed to producing healthy and high-quality products, considering them fundamental to our sustainability ethos. This is followed by our dedication to environmental stewardship, upscaling our efforts one step at a time.

Our extensive portfolio of healthy cooking oil brands is meticulously designed to cater to the diverse cooking needs of our customers. We pride ourselves on our premium selection of cooking oils, sourced from the finest vendors worldwide and processed in the most advanced facilities. Our goal is to satisfy our customers' preferences for traditional cuisine with products that are not only eco-friendly but also developed through cutting-edge, sustainable techniques.

Aseel, our flagship brand, continues to dominate the UAE's vegetable ghee market, embodying our commitment to quality and health.

Nawar Light Spreadable, launched in 2022, stands as a testament to our sustainability and health commitment. It is 100% vegan, free from trans fats, and comes in a biodegradable tub, showcasing our relentless pursuit of sustainable packaging solutions. In 2023, we have taken a significant step forward by expanding the use of biodegradable packaging across a broader range of our products, reinforcing our high environmental drive.



SUSTAINABILITY AT UNITED FOODS

- SUSTAINABILITY GOVERNANCE
- STAKEHOLDER ENGAGEMENT AND MATERIALITY
- OUR SUSTAINABILITY FRAMEWORK
- CONTRIBUTION TO NATIONAL SUSTAINABLE DEVELOPMENT



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SUSTAINABILITY GOVERNANCE AT UNITED FOODS

United Foods Company upholds a steadfast commitment to fulfilling the objectives outlined in our Sustainability Strategy. The Board of Directors, alongside our Top Management team, oversees the enactment of vital policies, processes, and operational guidelines. They also engage in regular assessments of pertinent sustainability KPIs to ensure alignment with our strategic vision.

Following our efforts in establishing the United Foods Sustainability Committee in 2022, the year 2023 has seen the appointment of a dedicated Sustainability Officer at the Company. This role has been established to manage and report on the quarterly progress of our ESG projects, enhancing accountability and focus within our sustainability endeavours.

The Sustainability Committee comprises key internal stakeholders, selected for their capacity to champion the integration of sustainability initiatives across all business divisions. The Committee's remit extends to assigning essential responsibilities and KPIs to respective departments, thereby fostering a culture of organisational-level behavioural change that resonates with our sustainability approach.

Decisions at United Foods are taken with a comprehensive view of our economic, environmental, and social impact, ensuring sustainability is not just a consideration but the bedrock of our operations. Through this integrated approach, we strive to not only conduct business responsibly but to also set a precedent for sustainable practices within the industry.





United Foods Company is resolutely committed to enhancing stakeholder engagement and actively improving our sustainability practices to align with global shifts and expectations within the food and beverage sector. Recognising the evolving demands for food sustainability, we have embraced these changes as opportunities to fortify our dedication to sustainable growth. Our ongoing dialogue with stakeholders, marked by openness and inclusivity, allows us to address the issues that significantly impact both them and our organisation.

In 2023, in sync with the extension of the Year of Sustainability in the UAE, we undertook an internal materiality assessment with expert guidance, ensuring adherence to global best practices. This crucial assessment has fine-tuned our approach to stakeholder engagement, offering deeper insights into the concerns central to our stakeholders, and thus vital to our business's sustainability journey.

The review in 2023 has led to a substantial refinement of our ESG strategy, with a newly established focus on supply chain sustainability as a distinct governance subject, aligning with both regional and global expectations. Now, four years into our sustainability journey, we have embedded ESG principles into every facet of our business, continuously evolving to meet both European and global market standards.

Stakeholders' Engagement Table

Stakeholders		Engagement	Needs and Expectations
\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	Consumers	Digital engagement, Community activities, Satisfaction surveys, Food fairs	Access to high-quality, sustainable products, Effective customer channels, Exceptional service
	Our people	Training sessions, Policy briefings, Certification programs	Career development, Inclusive and safe work environment, Recognition and rewards
222 (\$)	Shareholders and Investors	Financial reports, Board meetings, E-services	Financial stability, ESG integration, Market leadership
ومح	Communities	Charitable donations, Welfare campaigns	Community well-being, Active social partnership, Affordable activities
	Government and Regulators	Audits, Compliance systems	Adherence to national visions, Legal compliance, Stakeholder protection
	Partners	Feedback mechanisms, Procurement processes	Open engagement, Equitable treatment, Prompt payments



OUR SUSTAINABILITY FRAMEWORK

UFC Sustainability Framework



Resilient Business



Quality Products, **Healthy Society**



Empowered Communities



Circular Economy

Focusing on transparency, ethics, and supply chain management ensures our business practices support sustainable economic growth.

Our dedication to innovation, product safety, and responsible marketing contributes directly to a healthier society and environment.

By emphasising diversity, development, and safety, we aim to uplift and empower the communities we operate in, aligning with the UAE's vision for a cohesive and inclusive society.

Managing resources more efficiently and focusing on emissions and waste reduction supports the UAE's ambition to transition to a circular economy, reducing our environmental footprint.

TOPICS AND SDGS



Ownership & Control

Transparency & **Business Ethics**

Privacy & **Data Security**

Supply Chain Management



Innovation & Quality

Product Safety & Health

Responsible Marketing



Employee Diversity Development

Occupational Health & Safety

Community Engagement













Sourcing& Materials

Energy

Water and Wastewater Management

Waste Management



CONTRIBUTION TO NATIONAL SUSTAINABLE DEVELOPMENT

United Foods Company (UFC) is a proactive participant in national efforts towards sustainability, aligning its operations with several key UAE initiatives that aim to foster economic, social, and environmental progress.

Under the Dubai Financial Market ESG Reporting Guidelines, UFC has embraced transparency and ethics as part of its Resilient Business pillar, reporting on its ownership, control, and supply chain management. These practices not only adhere to the guidelines but also support the UAE Vision 2071 by bolstering the nation's reputation as a reliable and ethically grounded market player.

DUBAI FINANCIAL MARKET ESG REPORTING GUIDELINES

UAE VISION 2071

UAE AGENDA FOR SUSTAINABLE DEVELOPMENT 2030

UAE NATIONAL FOOD SECURITY STRATEGY

UAE CIRCULAR ECONOMY POLICY

DUBAI CLEAN ENERGY STRATEGY

UAE NET ZERO 2050 INITIATIVE



The UAE Agenda for Sustainable Development 2030 is reflected in UFC's commitment to Quality Products and Healthy Society, where its dedication to innovation, product safety, and responsible marketing echoes the Agenda's health and wellbeing goals. UFC's initiatives in product safety and health are aligned with SDG 3 - Good Health and Wellbeing, ensuring that its products contribute positively to the nation's health.





By investing in its workforce and supporting community initiatives, UFC is contributing to a robust food system that can withstand global shifts and uncertainties. UFC's Empowered Communities pillar corresponds with the UAE National Food Security Strategy, in line with SDG 1 - No Poverty and SDG 2 - Zero Hunger.





The Company's Circular Economy pillar directly supports the UAE Circular Economy Policy and the Dubai Clean Energy Strategy through its efforts in energy management, emissions reduction, and waste management. These actions contribute to SDG 12 - Responsible Production and Consumption and SDG 13 - Climate Action, aiming to minimise the environmental impact of UFC's operations.

Lastly, UFC's alignment with the UAE Net Zero 2050 initiative is evident in its Energy Management & Emissions and Product Carbon Footprint topics. By focusing on reducing emissions and managing energy efficiently, UFC is contributing to the UAE's ambitious goal of achieving net-zero emissions, paving the way for a sustainable future.





RESILIENT BUSINESS



- BUSINESS PERFORMANCE
- OWNERSHIP & CONTROL
- TRANSPARENCY & BUSINESS ETHICS
- PRIVACY & DATA SECURITY
- SUPPLY CHAIN MANAGEMENT



SDG 8: Decent Work and Economic Growth

- 8.5. Decent work and equal pay
- 8.6. Promote youth employment, education and training
- 8.8 Labour rights & safe environments



SDG 9: Industry, Innovation, and Infrastructure

- 9.2. Inclusive and sustainable industrialisation
- 9.4. Sustainable infrastructure



SDG 16: Peace, Justice, and Strong Institutions

• 16.5.b. Anti-corruption and anti-bribery





BUSINESS PERFORMANCE

United Foods is committed to maintaining its robust commercial performance via the implementation of a well thought-out financial strategy designed to provide social and ecological value. Our company is dedicated to serving the interests of our shareholders, employees, and communities in which we operate. We also recognise that our performance as a business is contingent on our compliance with government and certifying body regulations. At United Foods, we are deeply committed to achieving sustainable business performance while delivering social and ecological value. Our approach integrates strategies with responsible financial practices, ensuring alignment with the interests of our shareholders, employees, communities, and regulatory bodies.





At United Foods, we recognise that our enduring success is rooted in the value we generate for all stakeholders. We take immense pride in our sustained financial achievements and the positive contributions we make to the local economy. Our commitment to excellence extends beyond financial gains as we strive to enhance our performance through a balanced business strategy, fostering economic prosperity while upholding the well-being of our employees, community, and planet.



Long-Term Financial Plan

Our comprehensive long-term financial plan undergoes rigorous review every five years to align with evolving market dynamics and strategic objectives.



Annual Budget Approval

The creation of the annual budget is a collaborative process, authorised by the Board of Directors, ensuring alignment with organisational goals and financial targets.



Monthly Financial Review

The CEO and the Board meticulously review monthly profit and loss statements to assess performance against set benchmarks and identify areas for improvement.



Quarterly Performance Analysis

The Board of Directors conducts thorough analysis and approval of the company's quarterly financial performance, ensuring transparency and accountability.



Performance Alignment

Senior management and the Board take proactive measures to address deviations from budgeted aims, implementing strategic adjustments to optimise financial performance and drive sustainable growth.

At United Foods, managing performance is not just a process; it's a commitment to excellence, transparency, and continuous improvement.

Through diligent oversight and strategic decision-making, we remain dedicated to delivering enduring value for our stakeholders while maintaining the highest standards of corporate governance and integrity.





Our Key Performance Indicators (KPIs) for Robust Business Performance

Identified KPIs are assessed periodically through comparisons with previous year performance and budget projections at senior management and Board levels.







At United Foods, our commitment to sustained growth remains driven by our strategic focus on enhancing organisational value and stakeholder prosperity. Over the past year, we have diligently leveraged our resources and capabilities to drive progress across various facets of our operations. Despite challenges in the market landscape, our total assets have seen steady expansion, reflecting our ongoing investments in infrastructure and operational excellence. Similarly, our market capitalization has demonstrated resilience, positioning us as a formidable player in the industry. While revenue and gross profit have experienced fluctuations reflective of market dynamics, our steadfast dedication to efficiency and innovation has propelled us forward.

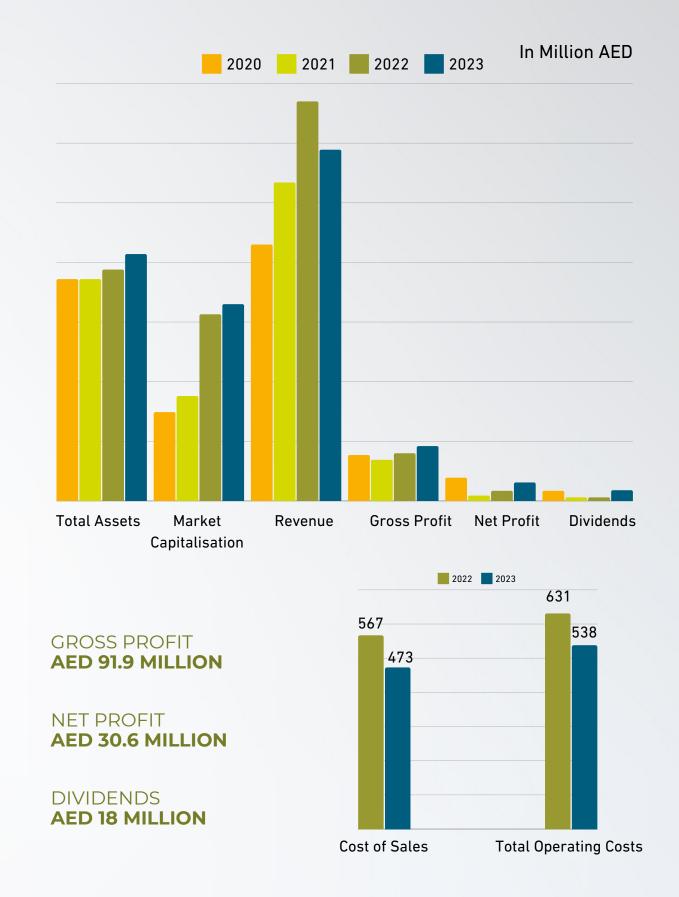
Through prudent financial management, we have sustained a healthy net profit margin, ensuring the viability and longevity of our business endeavours. Moreover, our commitment to shareholder value is evident in our consistent dividend distributions, fostering trust and confidence among our investors.

United Foods has experienced substantial growth in key metrics over the past year, demonstrating its resilience and strategic acumen in navigating dynamic market conditions.

Total assets surged to AED 414,550,895 in 2023, reflecting the company's robust investment strategies and capital allocation to AED decisions compared 388,221,634 in 2022. Market capitalization witnessed remarkable increase, reaching AED 329,725,000, indicative of investor confidence and market recognition of United Foods' performance and potential.

UFC's total Revenue soared to AED 565,265,964, driven by effective sales strategies and market expansion initiatives.

Gross profit also saw a significant uptick, reaching AED 91,919,634, even after global decline in edible oil price, reflecting a growth rate of 15% from last year. Net profit surged to AED 30,653,954 compared to AED 17,434,256 in the year 2022, showcasing United Foods' ability to translate revenue growth into sustainable profitability. Moreover, dividends distributed to reached **AED** shareholders 6,050,000, while retained earnings were AED 205,836,383 as of 31 December 2023. These impressive figures underscore United Foods' sustained growth trajectory and its ability to capitalise on opportunities while effectively managing risks and costs.







In 2023, United Foods remains steadfast in its commitment to navigating the dynamic landscape of commodity markets while pursuing strategic growth opportunities in the food and beverage sector. Building upon the strategies outlined in 2022, United Foods continues to implement proactive measures to mitigate the impact of commodity volatility and enhance its market position.

Commodity Volatility

United Foods recognizes the inherent volatility of commodity markets and remains vigilant in deploying effective cost reduction techniques to mitigate adverse effects on financial performance. Through expense management and operational efficiency initiatives, the company endeavours to offset fluctuations in commodity prices while maintaining profitability and stability.

Furthermore, United Foods maintains agility in pricing strategies, swiftly adjusting to market dynamics to preserve its competitive edge and sustain market share. By closely

monitoring market trends and consumer preferences, the company ensures responsiveness to pricing fluctuations while delivering value to customers.

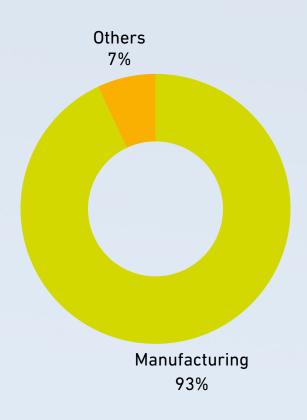
Strategic Growth

In alignment with its long-term growth strategy, United Foods actively explores acquisition possibilities, particularly within the food and beverage industry. Recognising the potential for value creation and diversification, the company seeks opportunities to expand its portfolio with value-added offerings and reduce dependence on commodity volatility.

By strategically evaluating acquisition targets and synergistic opportunities, United Foods aims to strengthen its market position, enhance product offerings, and capitalise on emerging trends in the food and beverage sector. Through prudent investment and strategic integration, the Company seeks to drive sustainable growth and create value for stakeholders.

The revenue distribution serves as a key indicator of the company's progress towards reducing reliance on commodity volatility and embracing value-added offerings. While the manufacturing segment has traditionally dominated the revenue share, the slight reduction has been observed in recent years signifying the Company's diversification efforts and strategic investments in new business avenues.

REVENUES BY BUSINESS SEGMENT





Driving Business Excellence

At United Foods, our pursuit of business excellence is driven by a relentless commitment to optimising operations and enhancing performance. In the year 2022, we embarked on a strategic initiative to automate critical procedures within our integrated management systems, investing 550,000 AED to enhance our efficiency and effectiveness to new heights. We continue to excel in 2023 through the automation of PR and purchase order approvals, credit approvals, HR processes (including leave management, certificate issuance, and other administrative tasks), CAPEX approvals, and pricing approvals. We have revolutionised our workflows, enabling seamless coordination and faster decision-making across the organisation.







Innovation

Efficiency

Operational Excellence

As we progressed into the year 2023, our commitment to innovation and efficiency has remained unwavering. Building upon the foundations laid in the previous years, our Procurement, Logistics, Manufacturing, Sales, Merchandising, Marketing, and Communications departments continue to embrace technology and automation to drive operational excellence and enhance productivity.

KPIs for Adherence to Laws and Regulations

The following KPIs are instrumental in assessing the company's adherence to applicable laws and regulations, mitigating compliance risks, and safeguarding the organisation's reputation and integrity.

1. Quarterly External Audit:

Conducting regular external audits by independent auditors to assess compliance with accounting standards, regulatory requirements, and financial reporting accuracy.

2. Regular Internal Audit:

Performing internal audits at predetermined intervals to evaluate internal controls, risk management processes, and adherence to company policies and procedures. As we expand our use of technology and automation, we recognize the importance of effectively managing associated risks.

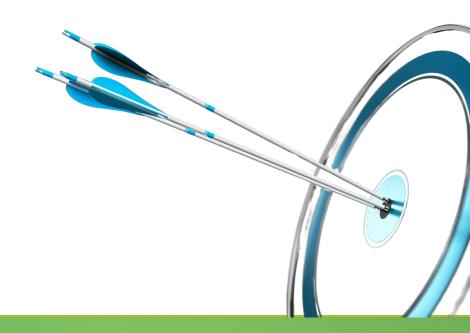
Our dedicated teams have implemented efficient techniques to identify and mitigate risks, ensuring the uninterrupted operation of our business systems while maximising the benefits of increased efficiency.

3. Timely and Accurate Submission to DFM:

Ensuring prompt and accurate submission of regulatory filings, disclosures, and compliance reports to the Dubai Financial Market (DFM) to meet statutory requirements and maintain transparency.

4. VAT Compliance

Our commitment to regulatory compliance is evident in our monthly filing of VAT returns through the Federal Tax Authority (FTA) site. Any challenges encountered are promptly addressed through direct communication with management, ensuring seamless resolution and continued compliance in subsequent returns.





Increased Efficiency through Business Process Automation

Efficiency and innovation drive our approach to operational processes. The integration of technology is a cross-cutting practice across all our business units. We use effective techniques to identify and manage risks associated with this transformation. This ensures our business systems keep running smoothly while also gaining the benefits of increased efficiency. In this Business Automation initiative, we were able to transfer all our data to an automated cloud. With this, we obtained significant enhancements in:





improved employee productivity



reduction of energy consumption by eliminating hardware storage. One of the standout achievements of our Business Automation initiative has been the significant reduction in paperwork and prints across our operations. We have achieved a remarkable 70% reduction in paper consumption related to Human Resources activities through automation. Building on this success, our aim is to transition to a 100% paperless environment across all office workflows in the coming years, further reducing our environmental footprint and increasing operational efficiency.



Future Outlook

Looking ahead, we remain committed to leveraging our IT capacity to drive excellence in key business processes. Specifically, we are focusing on optimising routes, enhancing warehouse management systems, and automating sales force operations to streamline operations and enhance customer service.

76% INCREASE IN NET PROFIT FROM 2022 TO 2023

17% INCREASE IN EARNINGS PER SHARE FROM 2022 TO 2023

7.6% RETURN ON INVESTED CAPITAL FROM 2022 TO 2023





Overview of Corporate Governance Practices

United Foods is dedicated to upholding the highest standards of corporate governance. Our governance framework is guided by transparency, fairness, disclosure, and accountability, rooted in an integrated system of ethics and professional integrity. We adhere to the governance practices outlined by the Chairman of the Authority's Board of Directors' decision No. 03/R.M for 2020, embracing a model of governance excellence that exceeds regulatory requirements.

Our Corporate Governance Principles



Transparency



Fairness



Disclosure



Accountability

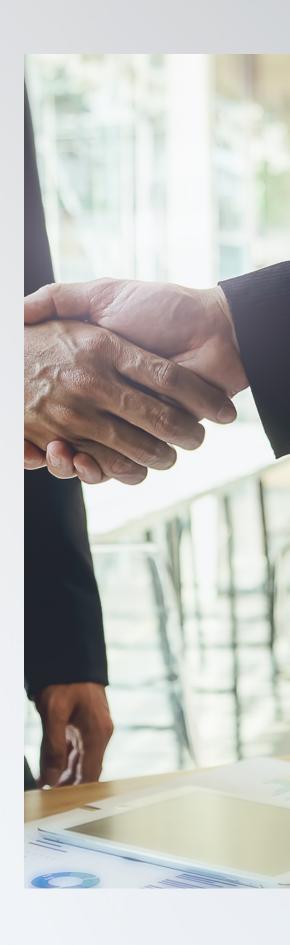
Organisational Structure

United Foods is privately owned, with ownership primarily vested in key stakeholders including founders, investors, and shareholders. Our ownership structure reflects a commitment to maintaining the company's independence and fostering long-term growth and stability.

Ownership Structure and Transactions

The ownership structure of UFC reflects a diverse array of stakeholders, including board members and executive management. Notably, the following members of the Board of Directors hold shares in the company:

Name	Position
Ali Bin Humaid Ali Abdalla Al Owais	Chairman of the Board of Directors
Mohamed Salim Rashid Abdalla Al Owais	Vice Chairman of the Board of Directors
Mohamed Abdelaziz Ali Abdalla Al Owais	Executive Vice Chairman
Ahmed Abdulla Sultan Abdulla Al Owais	Board Member
Abdullah Mohamed Rashid Alhuraiz	Board Member
Ahmed Ali Ahmed Salim Al Owais	Board Member
Dr Hashem Salem Hashem Salem Eldash	Board Member
Abdullah Sultan Omran Salem Al Owais	Board Member
Alya Hussain Ahmad Mohammad Alzarouni	Board Member



About This Report About United Foods Sustainability At United Foods Resilient Business Quality Products, Healthy Society Empowered Communities Circular Economy GRI and DFM Index



Board of Directors

The Board of Directors plays a pivotal role in overseeing United Foods' strategic direction, risk management, and corporate governance practices. Comprising experienced professionals with diverse backgrounds, the Board operates independently to safeguard the interests of shareholders and stakeholders. The Board's responsibilities include, but are not limited to:

- Setting corporate objectives and monitoring performance.
- Overseeing executive management and succession planning.
- Approving financial strategies, investment decisions, and major transactions.
- Ensuring compliance with legal and regulatory requirements.

In line with Securities and Commodities Authority (SCA) and United Foods' commitment to diversity and inclusion.

Board of Directors	Unit	2021	2022	2023
Number of members	Number	9	9	9
Number of independent members	Number	7	7	7
Executive members of the Board of Directors	%	1	1	1
Number of female members	Number	0	0	1
Number of male members	Number	9	9	8



Board Independence

United Foods Board members are independent. Securities and Commodities Authority (SCA) laws changed in 2020 to limit board members to four terms. The United Foods General Assembly added two board members in 2021.



Governance Committees

United Foods maintains specialised committees, such as the Audit Committee, Nominations and Remuneration Committee, and Monitoring and Supervising Committee for insiders' Transactions and Registry, to enhance governance effectiveness and oversight. These committees play key roles in:

- Reviewing financial reporting processes and internal controls.
- Evaluating executive performance and compensation.
- Monitoring compliance with legal and regulatory requirements.
- Addressing conflicts of interest and related-party transactions.



Audit Committee:

It is primarily tasked with reviewing our financial reports, internal controls, and risk management processes. It oversees the external audit process to guarantee the accuracy and integrity of financial information. Additionally, the committee reports its findings and recommendations to the Board of Directors, contributing to informed decision-making and regulatory compliance.

Nominations and Remuneration Committee:

It focuses on identifying the United Food's executive talent needs and formulating policies related to recruitment, compensation, and termination. It monitors and evaluates human resources and training plans, ensuring alignment with organisational goals and objectives. Furthermore, the committee reviews executive compensation packages to ensure they are competitive, reasonable, and commensurate with performance.

Monitoring and Supervising Committee:

This committee is for Insider Transactions and Registry is responsible for developing rules and policies governing insider trading and securities transactions by board members and employees. It maintains a registry of individuals with access to confidential information and monitors compliance with trading regulations. The committee ensures transparency in insider transactions and discloses relevant information to regulatory authorities, fostering trust and integrity in the organisation.

Risk & Investment Committee:

The formation and charter creation of our Risk & Investment Committee reinforce our commitment to robust governance and risk management practices.





TRANSPARENCY & BUSINESS ETHICS

At United Foods, transparency and business ethics are foundational pillars that guide our operations and relationships. Our commitment to integrity, compliance, and ethical conduct is embedded within our corporate culture and reflected in our policies, practices, and performance.



Commitments and Policies

Conflict of Interest Policy

The company strictly adheres to its Conflict of Interest Policy, ensuring transparency and integrity in all transactions. Board members and employees are required to disclose their ownership of company shares and any positions held annually. Furthermore, investments by board members and employees are subject to stringent regulations and approval processes, reinforcing our commitment to ethical conduct and accountability. Board members receive compensation based on a percentage of net profit and may also receive additional expenses or fees for special efforts. The compensation must not exceed 10% of the net profit.

Diversity and Ethics Policy

Our Diversity and Ethics Policy underscores our dedication to fostering an inclusive workplace and upholding ethical standards across all aspects of our operations.

Anti-corruption and Business Ethics Training

We provide comprehensive training in anti-corruption and business ethics to all employees, ensuring a deep understanding of ethical principles and regulatory requirements.

Commitment to Ethical Standards

United Foods stands firm in its commitment to integrity, transparency, and responsible business practices. At United Foods Company, ethical conduct is ingrained in our organisational culture and upheld by our leadership team. Through a robust Ethics and Compliance Framework, we ensure that our operations adhere to the highest ethical standards and legal requirements. By promoting fairness, honesty, and respect in all interactions, we continuously work to maintain the trust of our stakeholders and contribute to a more ethical business environment.

We are proud to report zero instances of non-compliance with regulatory requirements, bribery, corruption, or grievances related to human rights abuses or ethical misconduct. Our dedication to compliance is evident in our exemplary performance across economic/business regulations, product information and labelling laws, environmental regulations, labour and human rights legislation, occupational health and safety requirements, data security, and consumer rights.



Zero non-compliance with regulatory requirements



Zero cases of bribery and corruption



Zero grievances related to human rights abuses or ethical misconduct



UFC maintains a robust disclosure and communication strategy aimed at fostering transparency and trust among shareholders and stakeholders. We are committed to timely and comprehensive disclosure of material information, aligning with regulatory requirements and governance controls. Our annual general meetings serve as platforms for direct engagement with shareholders, where our leadership, including board members and executive management, provide insights into our financial and operational performance.



External Auditors

United Foods engages reputable external auditors to conduct independent assessments of its financial statements and internal controls. External auditors provide valuable insights and assurance to stakeholders regarding the accuracy and transparency of financial reporting practices.







In continuation of our commitment to excellence in privacy and data security, United Foods's IT Department has remained steadfast in its efforts to enhance our infrastructure and protect sensitive information throughout the year 2023. Building upon the foundation established in previous years, we have implemented strategic initiatives to reinforce our data security measures and uphold the highest standards of information technology practices.



Our IT Department continues to leverage our IT capacity to optimise business processes, including route optimization and sales force automation, achieving 100% implementation in both areas. Despite challenges with the initial investment and ROI of our warehouse management system, we remain dedicated to exploring opportunities for improvement and innovation.

Infrastructure Enhancement

As part of our ongoing sustainability efforts, we have successfully migrated our full infrastructure to AWS (Amazon Web Services). This transition has helped us enhance scalability and flexibility and also allowed us to better quantify and communicate the sustainability impact of our operations.

Data Security and Information Technology

In response to the evolving landscape of virtual business systems and networks, we recognize the critical importance of maintaining robust data security measures. Our IT Department is at the forefront of adopting the latest technology to ensure maximum data security, power-saving initiatives, and employee productivity.

Focus on Cybersecurity

With the increasing sophistication of cyber threats, we remain vigilant in our efforts to safeguard our systems and networks against potential breaches. Our commitment to staying current with advancements in data privacy and cybersecurity technologies enables us to proactively address emerging threats and mitigate risks to our operations and stakeholders.





SUPPLY CHAIN MANAGEMENT

United Foods Company (UFC) approaches supply chain sustainability with a comprehensive system, encompassing sourcing, product quality, and sustainable distribution practices. Our commitment to responsible procurement practices, stringent quality standards, and environmentally conscious distribution channels strengthen our commitment to transparency, sustainability, and ethical conduct throughout the supply chain.



Responsible Procurement

United Foods continues to evaluate the sales performance of RSPO-certified (Roundtable on Sustainable Palm Oil) products like palm oil, collaborating closely with our Marketing team to track and assess market demand and consumer preferences. Our Operations department maintains the consistent supply of materials and resources in overall consumption, reflecting our commitment to efficient resource utilisation and waste reduction.

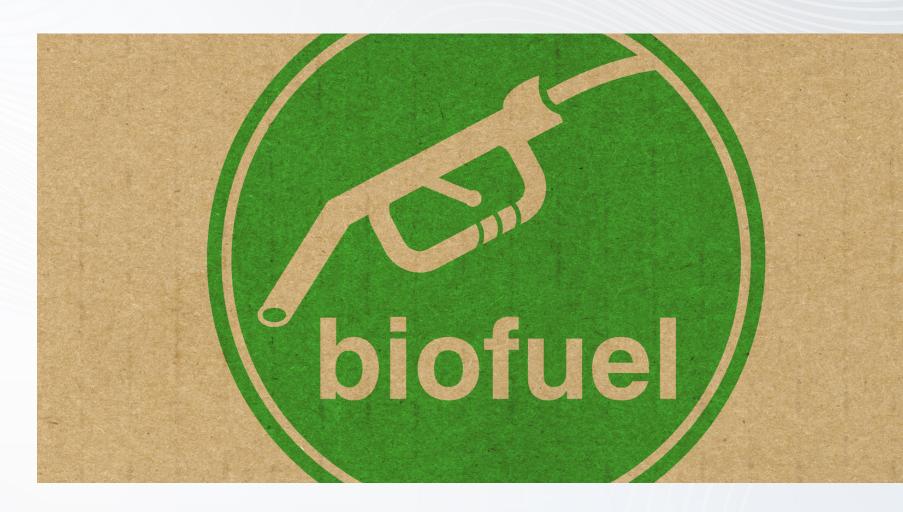


Material Quality

United Foods prioritises quality, especially when it comes to material quality, acknowledging its critical role in ensuring end-user products that meet the highest standards of excellence and consumer expectations. Through continuous monitoring, evaluation, and improvement of our material quality standards, we strive to enhance the overall integrity and sustainability of our supply chain operations. United Foods proudly announces its certification under the FSSC 22000 scheme by Bureau Veritas, encompassing ISO 22000:2018 standards for food safety management systems, ISO TS 22002-1:2009 prerequisites for food manufacturing, and ISO TS 22002-5:2019 prerequisites for transport and storage. This certification has enhanced our operational capabilities by providing access to larger buyer networks, further strengthening our position in the marketplace.

Sustainable Distribution Practices

As a priority for 2023, we have entered the transition towards fully sustainable packaging solutions, aligning with our commitment to environmental sustainability and responsible stewardship. Additionally, as part of our commitment to reducing carbon emissions and promoting renewable energy sources, we have integrated biofuels into our fleet operations, minimising our environmental footprint and contributing to climate change mitigation. Route optimization technologies are continually invested in to enhance operational efficiency, reduce transportation costs, and minimise carbon emissions associated with logistics operations.





QUALITY PRODUCTS, HEALTHY SOCIETY



- INNOVATION & QUALITY
- PRODUCT SAFETY & HEALTH
- CERTIFICATIONS
- RESPONSIBLE MARKETING



SDG 3: Good Health and Wellbeing

• 3.4. Reduce mortality from non-communicable diseases



SDG 12: Responsible Production and Consumption

- 12.2. Sustainable management and use of natural resources
- 12.3. Halve global per capita food waste
- 12.4. Responsible management of chemicals and waste
- 12.5. Reduce waste generation









At United Foods, we recognise that innovation and quality are integral components of our commitment to sustainability and the health of our consumers. Our relentless pursuit of excellence drives us to continually innovate and elevate standards across our operations, ensuring the delivery of safe, nutritious, and high-quality food products to our customers.





Innovative Practices

We recognise the critical role of nutrition in promoting health and well-being. United Foods is dedicated to offering nutritious food options that support healthy lifestyles and dietary preferences. Our product development initiatives prioritise the use of wholesome ingredients, natural flavours, and sustainable sourcing practices to enhance the nutritional value of our offerings while meeting consumer demand for healthier choices. One of UFC's standout product lines is Nawar Light. Our customers prefer it for its traditional flavour profile, coupled with its status as a healthy alternative to traditional offerings.

Nawar Light

Nawar Light products represent United Foods's dedication to healthier alternatives without compromising on taste or quality. Developed as reduced-fat options, Nawar Lite Margarine and Nawar Lite Olive Oil Margarine offer consumers balanced choices amidst growing concerns over obesity and dietary health. Nawar Light Margarine has received the prestigious GCC Innovative Product of the Year award.

















Case Study: Enhancing Health with Vitamin 'E', Fortified Margarine



The addition of Vitamin E to 'Nawar Lite Margarine' has been a game changer to consumer health and well-being. Vitamin E's antioxidant properties offer numerous health benefits, including immune system support and heart health. This case study examines the nutritional advantages and health impacts of fortified margarine consumption.

Vitamin E deficiency can lead to various health issues, including oxidative stress and cardiovascular diseases. 'Nawar Lite Margarine' addresses these concerns by providing a convenient source of Vitamin E, supporting overall health and wellness.

Fortified margarine consumption enhances antioxidant defences, reduces cardiovascular risk factors, and supports immune function. Vitamin E's anti-inflammatory properties offer additional health benefits, promoting overall well-being and vitality.



Enhanced antioxidant defences



Reduced cardiovascular risk factors



Immune system support



Anti-inflammatory properties





QUALITY ASSURANCE



Quality assurance is paramount in everything we do at United Foods. We adhere to stringent quality control measures throughout our production processes, from sourcing raw materials to packaging and distribution. Our state-of-the-art facilities are equipped with advanced testing equipment and protocols to ensure compliance with regulatory standards and exceed customer expectations.

Compliance



Stringent Testing Protocols

United Foods employs its quality assurance team following stringent testing protocols and quality control measures at every stage of the production process to uphold the highest standards of product quality and safety.



Customer Satisfaction

United Foods is dedicated to delivering products of the highest quality, taste, and consistency, aiming to earn the trust and loyalty of customers worldwide. Our relentless commitment to food safety and quality is evidenced by the high level of customer satisfaction and minimal product complaints. In the food and beverage sector, we maintain an exceptionally low complaint rate over many years.

Our profound market knowledge and understanding of consumer preferences have driven the establishment of the United Foods Company distribution wing. This division is exclusively dedicated to distributing third-party FMCG products. Over the past seven years, we have successfully secured exclusive distribution rights for world-class products, including the Mondelēz ice-cream range, Nestlé Ice-cream range, Flying Goose—the authentic Sriracha hot sauce brand, and Walker's Vitamin C drink.



Continuous Improvement

We are committed to continuous improvement in our quality management systems. Through ongoing monitoring, analysis, and feedback mechanisms, we identify areas for enhancement and implement corrective actions to drive operational excellence and product integrity. Our dedication to continuous improvement underscores our commitment to delivering safe, reliable, and superior-quality food products to consumers worldwide







PRODUCT SAFETY & HEALTH



At United Foods, our commitment to product safety and consumer health is at top priority. We prioritise the well-being of our consumers by ensuring that every aspect of our operations reflects our dedication to delivering premium-quality goods.

Commitment to Safety

United Foods has state-of-the-art production facilities, highly trained workforce, and internationally acclaimed food safety management systems. Each procedure is meticulously executed to uphold the highest standards of safety and quality, ensuring that our consumers receive only the finest products.

Health and Nutrition

At United Foods, promoting health and wellness is integral to our mission of providing nutritious and high-quality food products to our consumers. We recognize the importance of offering products that not only taste great but also contribute to the well-being of individuals and communities. One significant achievement is our transition to 100% Trans Fats Free (TFF) products, which has been a result of dedicated efforts by our R&D team and top management. Our journey towards eliminating hydrogenation from our cooking oil products began in 2018, culminating in the complete elimination of trans fats by 2020. This achievement has been a milestone towards United Foods' innovative approach as well as our consumer health.

Nawar Lite: A Health Conscious Choice

'Nawar Lite Margarine' and 'Nawar Lite Olive Oil Margarine' are Margarine Spreads with reduced fat content than common Fat Spreads available in Market. These products represent our response to global health concerns, offering consumers healthier options while reducing environmental impact. These products mirror the sensory profiles of full-fat alternatives, addressing obesity and resource depletion concerns. This case study explores the health benefits and environmental advantages of low-fat margarine consumption.

Excessive fat consumption contributes to chronic diseases like obesity and diabetes. 'Nawar Lite Margarine' mitigates these risks by providing reduced-fat alternatives without compromising taste or texture, aligning with consumer wellness trends.

Lower fat intake reduces calorie consumption, aiding in obesity management. Reduced vegetable oil usage conserves natural resources and decreases environmental impact, contributing to sustainability efforts.



Reduced calorie consumption



Obesity management





Environmental sustainability

Embracing Plant-Based Nutrition

The introduction of certified vegan products, including 'Nawar Light Spreadable Margarine' and 'Aseel Vegetable Ghee,' reflects our commitment to providing nutritious alternatives that align with consumer preferences.

Certified by the Vegan Society, UK, these products cater to individuals seeking plant-based options while promoting health and environmental sustainability. This case study explores the health benefits and ethical considerations associated with vegan product consumption.

The rise of veganism is driven by concerns for personal health, animal welfare, and environmental sustainability. Our certified vegan offerings provide consumers with ethical and nutritious choices that support a plant-based lifestyle. Vegan diets are associated with various health benefits, including reduced risk of chronic diseases, improved heart health, and weight management. Plant-based foods are rich in essential nutrients and antioxidants, supporting overall well-being and vitality.



Healthier dietary choices

Reduced risk of

chronic diseases



Promotion of





Food Safety System Certification (FSSC) 22000v5.1 United Foods proudly announces its certification under the FSSC 22000 scheme by Bureau Veritas, encompassing:

- ISO 22000:2018 standards for food safety management systems
- ISO TS 22002-1:2009 prerequisites for food manufacturing
- ISO TS 22002-5:2019 prerequisites for transport and storage
- Additional FSSC 22000 requirements (Version 5.1)

Our certification includes:

- Manufacturing processes for vegetable oils, packed in various formats including tins, HDPE bottles/cans, PET bottles, HDPE bag-in-box, drums, and bulk tankers.
- Manufacturing of pure ghee, vegetable ghee, blended ghee, shortening, butter/blended spread (chilled and frozen), margarine/spread (chilled) packed in HDPE sheets and bags, PP tubs, and aluminium foils.
- Storage of ambient stored products such as cooking ingredients, sauces, evaporated milk, beverages, frozen vegetables, ice cream, and dairy products, and transportation by road.







RESPONSIBLE MARKETING



At United Foods, the significant impact of marketing on consumer behaviour and societal norms is highly valued. Our commitment to responsible marketing practices is integral to our Environmental, Social, and Governance (ESG) initiatives. We strive to ensure that our marketing efforts align with ethical principles, promote transparency, and contribute positively to society.







Responsible Labelling

Sustainability communication is fundamental to our business practices. Our product labels contain accurate and up-to-date information, complying with all relevant laws and standards. We maintain a zero-tolerance approach to complaints about product information or labelling and ensure full compliance with food labelling and advertising legislation while introducing multiple socially responsible marketing initiatives. UFC is prioritising sustainable initiatives in 2023, with a primary focus on completing the packaging design for existing products through responsible communication and environmentally friendly practices. We follow a well-defined Responsible Marketing Communication model for the following since the year 2022. It also reflects our commitment to ethical product promotion and transparent communication with our customers:



Environmental initiatives



Community initiatives



Sustainability communication

Integrated Departmental Synergy

Our marketing department works closely with other key departments, including innovation, CSR, and Sustainability, to integrate responsible marketing practices into all aspects of our business operations. By aligning marketing efforts with sustainability goals and corporate values, we maximise our positive impact on society and the environment. This cross-functional collaboration ensures that our marketing initiatives are aligned with our overarching mission and contribute to our long-term sustainability objectives.

> Zero complaints about product information or labelling

Zero incidents on non compliance with food labelling and advertising legislations



Consumer Awareness and Social Media





Empowering consumers through education about healthy eating habits, food safety practices, and balanced nutrition is fundamental to our marketing approach. Through targeted campaigns, informative product labelling, and digital platforms like LinkedIn and Instagram, we equip consumers with the knowledge needed to make informed choices about their diet and nutrition. Through our social media channels, we engage consumers in conversations about health and wellness along with updating customers with our latest sustainability efforts like sustainable packaging and community initiatives .Simultaneously, we strive to raise consumer awareness about sustainability issues, encouraging responsible consumption habits and fostering a culture of environmental stewardship.

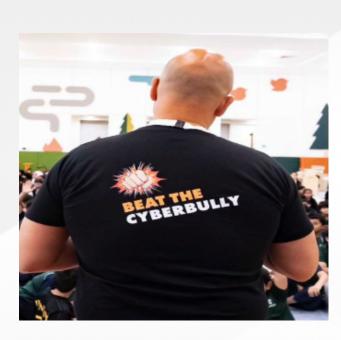
Partnerships for Positive Impact



United Foods Company actively partners with organisations promoting consumer protection, environmental sustainability, and social responsibility. Collaborations with Emirates Society for Consumer Protection, Dgrade and ADNOC exemplify our commitment to societal welfare. Through joint efforts, we aim to empower consumers, protect their rights, and promote a culture of transparency and accountability in the marketplace.







Additionally, our sustainability platform, Step-up-with-Aseel (SUWA), collaborated with (Beat-The-Cyber-Bully) BTCB to address cyberbullying, conducting online safety workshops for children and parents, reinforcing positive digital behaviour. Through strategic partnerships, we create meaningful societal impact and more towards a sustainable future.

Our Responsibility to Protect

The Emirates Society for Consumer Protection achieved a remarkable milestone by creating the world's largest awareness mural on Union Street, located between Dubai and Sharjah. The campaign's main communication took place on what is now a Guinness World Record-breaking billboard, and we are incredibly proud to announce that our iconic 'United Foods Company' logo was featured on it.



EMPOWERED COMMUNITIES



- OUR PEOPLE AT A GLANCE
- EMPLOYEE DIVERSITY & DEVELOPMENT
- OCCUPATIONAL HEALTH & SAFETY
- EMPOWERING OUR COMMUNITY



SDG 1: No Poverty

- 1.1. Eradicate poverty
- 1.2. Halve extreme poverty
- 1.4. Ensure equal rights to economic resources



SDG 4: Quality Education

- 4.3. Equal access to affordable quality education
- 4.4. Increase skills for financial success
- 4.7. Education for sustainable development and global citizenship



SDG 5: Gender Equality

- 5.1.c. End discrimination against women
- 5.5. Ensure participation in leadership & decision-making



SDG 8: Decent Work and Economic Growth

- 8.5. Decent work and equal pay
- 8.6. Promote youth employment, education and training
- 8.8 Labour rights & safe environments



SDG 10: Reduced Inequalities

- 10.2. Promote socio-economic inclusion
- 10.3. Ensure equal opportunities & end discrimination



SDG 17: Partnership for the Goals

• 17.17. Encourage and promote effective partnerships, building on the experience and resourcing strategies



OUR PEOPLE AT A GLANCE







We at United Foods are dedicated to being a responsible employer and committed to creating an environment where every employee feels valued, respected, and inspired. We firmly believe that a positive workplace culture is essential for both personal and professional growth. We prioritise open communication, inclusivity, and diversity, ensuring that all team members have equal opportunities to thrive and contribute to our success. By investing in our employees' well-being, offering continuous learning opportunities, and promoting a healthy work-life balance, we strive to create a supportive atmosphere where individuals can reach their full potential and feel proud to be part of our team.

Over the past year, our company has undergone significant growth and transformations within our workforce. Firstly, we have noticed a significant rise in the number of our full-time employees, with 11 additional employees compared to 2022, including 2 females. This increase brings our total employee count up by 38 compared to 2021. These new hires were for full-time positions, as we maintain our commitment to prioritising this type of employment.

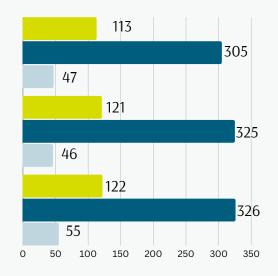
While our outsourced staff remained consistent at 10 individuals, we did observe changes in our senior and middle management demographics. While female representation remained stable at 3, the number of male senior management employees increased from 29 to 34. On the other hand, in middle management, we saw a decrease in male employees from 103 to 96 but an increase in female employees from 8 to 11.

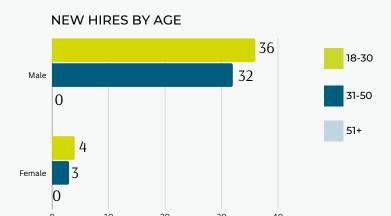
Our voluntary employee turnover remained at 0 for the third consecutive year, demonstrating high satisfaction and retention rates. Similarly, our absentee rate stayed low at 1 for the second year running.

In 2023, there was a notable increase in employees taking parental leave, with 5 male employees utilising this benefit. This marks an increase of 4 employees compared to the previous years; all 5 employees returned to work after their leave.

503
HIGHLY SKILLED
INDIVIDUALS

WORKFORCE BY AGE







18-30

31-50

51+

487 MALE

As is common in the food and beverage manufacturing industry, our workforce is predominantly male.



16 FEMALE

By advocating for female employment, we saw a 14.29% rise in representation of women compared to the prior year.



AGED BETWEEN 18-50



NEW HIRES IN 2023



24
NATIONALITIES





Our commitment lies in offering top-notch employee benefits that enhance the health and well-being of our workforce. We firmly believe that investing in our employees is pivotal to our company's success, encompassing everything from comprehensive health insurance to highly competitive remuneration packages. Continuously striving for improvement, we aim to equip our team with the necessary tools and support for personal and professional growth. Our core employee benefits include:

- Annual leave
- Additional three days of paid casual leave
- Medical insurance
- Group life insurance
- Parental leave
- Accommodation
- Transport
- Overall competitive remuneration package

Regarding pension schemes, our approach aligns with local regulations for various employee groups. For expatriates, we adhere to relevant UAE Labour Laws by calculating gratuity/End of Service on a monthly basis, with the accrued amount recorded and disbursed to the respective employee upon departure from the company. For UAE and GCC nationals, both employee and company pension contributions are deposited into Government accounts following pertinent local regulations.

EMPLOYEE SALARIES AND BENEFITS

Our employee compensation strategy involves a year-on-year increase, taking into account rising living expenses and the global cost of social welfare. We are dedicated to supporting the local economy by ensuring our employees receive fair compensation.



At United Foods, we excel in effectively recruiting national employees following government mandates, ensuring compliance with local regulations, and cultivating a diverse workforce.

As part of our commitment to supporting the local community, we have plans to further enhance our efforts in hiring Emirati talent. We recognize the value and importance of incorporating Emirati individuals into our team, not only for their unique perspectives and skills but also for their contribution to the broader national economy.

In 2023, we observed a slight decrease in the presence of Emirati individuals in senior management, dropping from 3.13% to 2.7%. However, during the same period, we experienced a significant increase in the number of national employees, more than doubling with a total of 7 local employees now contributing to our company. This increase was particularly significant as it included the addition of 4 new local employees, marking a significant milestone for United Foods. Notably, 2 of these new hires were the first female Emirati employees to join our company, reflecting our commitment to fostering diversity and inclusion within the workforce while also contributing to the development of local talent.



EMPLOYEE DIVERSITY & DEVELOPMENT





At United Foods, our work environment fosters inclusivity and equity, as evidenced by our exceptionally high employee satisfaction rate. We take pride in our diverse workforce, where each member brings unique value to our team and contributes to our long-term value-building efforts. As of 2023, our workforce comprises representatives from 24 different nationalities, highlighting our commitment to diversity and inclusion.

Gender Equality

As a food and beverages business, we face the industry-wide challenge of attracting female workforce participation. Given that most of our workforce comprises blue-collar personnel, which may not be culturally appealing to women in the UAE, our current rate of female employment stands at 3.18%, reflecting an increase of 0.34% since last year.

United Foods is dedicated to continuously enhancing its practices to ultimately achieve gender equality. As part of this commitment, in 2023, a remarkable 87.5% of our female workforce occupied positions in middle and senior management. Furthermore, we significantly bolstered our efforts by welcoming aboard seven new female employees, marking an almost twofold increase compared to the preceding year.



Despite seeing a substantial increase in median compensation for both females and males by 45% and 46% respectively compared to 2022, United Foods continues to grapple with a gender pay gap, with the male-to-female salary ratio remaining at 2:1. While efforts have been made to improve compensation levels overall, we are conscious of the need for further action to address and narrow the gender wage gap.

Finally, this year we established an internship program in collaboration with local universities to encourage younger and female employment within our company. This initiative aims to address the challenge of attracting these demographics while harnessing the diverse skill sets that the next generation will contribute to the industry.



All our employees undergo regular performance and career development reviews.



We strictly adhere to our Fair Compensation policy, which is based on the principle of 'equal pay for equal work.'



Our Human Resources policy and Code of Conduct align with human rights and non-discrimination principles.

Zero

There have been zero incidents of discrimination or grievances related to discrimination in the company's history.

6.1:1

The ratio of median compensation among middle management to CEO compensation is 6.1:1.







We strongly believe that fostering a supportive work environment is essential for enhancing innovation and productivity. Recognising that retaining and nurturing our workforce is vital for business success, we dedicate both time and resources to facilitating professional learning and development activities for our employees.

In 2023, our Employee Learning & Development initiatives focused on the following key areas:

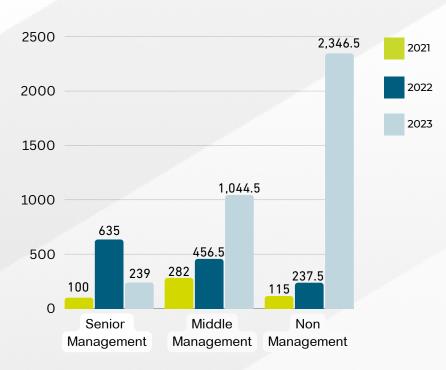


Employee training criteria are determined based on several factors, including the nature of the work category, government regulations, or specific requirements outlined by department heads, as informed by the outcomes of performance appraisal results.

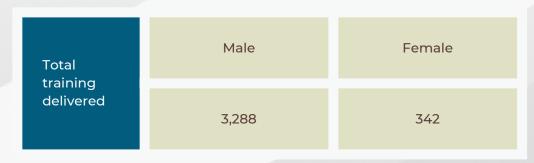
In the realm of employee development, United Foods achieved remarkable progress in 2023, delivering a total of 3,630 training hours—a staggering 173% increase compared to the previous year and an astonishing 630.38% surge from 2021 levels. Unlike in 2022, where the emphasis was primarily on upskilling senior management, this year witnessed a strategic shift in focus towards middle management and non-management employees, with training hours increasing by 129% and an impressive 888%, respectively.

Despite the substantial increase in training expenditure, reflecting a commendable 48% rise, the company demonstrated exemplary resource management, effectively maximising the impact of the increased training hours. This holistic approach to employee development underscores United Foods' commitment to fostering growth and skill enhancement across all levels of the organisation while optimising the utilisation of resources to achieve optimal outcomes.

TRAINING HOURS BY EMPLOYEE CATEGORY



TRAINING HOURS BY GENDER



3,630

HOURS OF TRAINING IN 2023

201%

INCREASE IN INVESTMENT IN EMPLOYEE LEARNING AND DEVELOPMENT SINCE 2020

6.7

HOURS OF TRAINING PER EMPLOYEE

INVESTMENT IN EMPLOYEE LEARNING OF

AED 102,652



OCCUPATIONAL HEALTH & SAFETY



At our company, we place the highest importance on the welfare of our most valuable resource: our employees.



Our commitment to health and safety is built upon the foundation of implementing workplace safety practices aimed at creating a hazard-free environment and managing risks within acceptable limits. Oversight of health and safety policies across our business divisions and workforce is entrusted to our Health, Safety, and Environment (HSE) Committee. This committee is responsible for ensuring compliance with all relevant policies and procedures, as well as providing access to up-to-date training materials for all employees.

We consistently address identified hazards and frequently assess, update, refine, and enhance our training and safety procedures. Our senior management has approved the UFC-HSE Policy, granting employees the authority to cease work if they deem their working conditions unsafe. Our employees undergo comprehensive training, both internally and externally, covering Risk Assessment and Occupational Health and Safety (OHS) to ensure they have access to critical information regarding workplace health and safety. We actively promote employee engagement in the development, execution, and assessment of our occupational health and safety program through training sessions, encouraging their participation and input.

Furthermore, to ensure comprehensive protection, medical insurance is provided to all UFC employees, offering access to non-occupational medical and healthcare services.

In 2023, our diligent efforts led to the documentation of several work-related hazards, amounting to a total of 6 incidents.

UFC's Approach to Health and Safety

Our strategic focus on Occupational Health and Safety is driven by these three key areas:

Establishing a culture of health and safety

Introducing a culture centred on health and safety has been a gradual process since 2021, aimed at aligning with the requirements for ISO 45001:2014 Occupational Health & Safety certification.

Top management support

The UFC senior management is fully committed to the project and emphasises the importance of health and safety by demonstrating leadership through their actions.

Meeting legislation

We have established a formal Occupational Health and Safety Management System and recognize the critical importance of workplace health and safety. Our employees prioritise health and safety, understanding that any existing risks or hazards could lead to incidents or accidents. We ensure that United Foods employees and stakeholders are trained, informed about objectives and plans, and provided with relevant information to support optimal health and safety performance. Additionally, we involve them in the consultation process throughout.



Recognizing, mitigating, and managing workplace hazards



Utilisation of internal and external trainers



Implementing a cohesive approach to OHS management



Striving for a workplace with zero incidents



Standard Operating Procedure for Incidence Response

To enhance our Occupational Health and Safety (OHS) management, we have implemented a Standard Operating Procedure for Incident Response, which forms an integral component of the UFC Enterprise Risk Procedure (ERP). This protocol outlines the procedure for investigating workplace incidents.

- Recognize hazards and assess risks linked to incidents.
- 2 Establish corrective measures following the control hierarchy.
- Identify necessary system improvements for effective occupational health and safety management.

1. Elimination

- 2. Substitution
- 3. Engineering controls
- 4. Administrative controls
- 5. Personal protective equipment

We are dedicated to the ongoing enhancement of our Occupational Health and Safety (OH&S) culture and performance at United Foods. In 2023, our efforts include:

- Progressing towards attaining ISO 45001:2018 OH&S Management System certification by 2025.
- Expanding the implementation of an online OH&S reporting system adopted at the end of last year to centralise information on all health and safety concerns.

Grievances

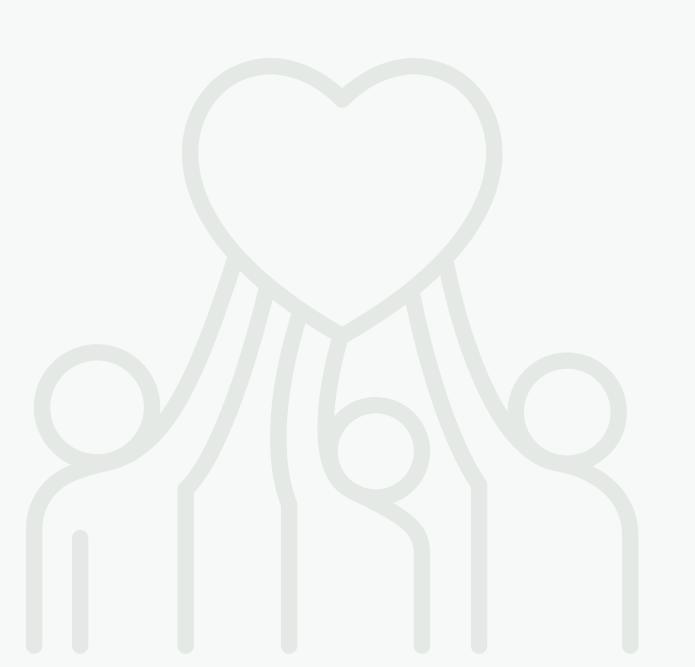
Zero instances of grievances related to human rights violations were addressed with prompt attention and care. These reports serve as valuable opportunities for our organisation to uphold its commitment to human rights and ensure a safe, respectful, and inclusive environment for all. By swiftly addressing these grievances, we demonstrate our dedication to fostering a culture of accountability and respect, where every individual's rights are valued and protected.







Our ultimate goal is to emerge as the leading food and beverage company, committed to enhancing the quality of life for community members through various social welfare initiatives. Guided by our Corporate Social Responsibility (CSR) philosophy, we prioritise the use of socially and environmentally sustainable practices in all our interactions with the community, aiming to raise awareness about the well-being of our planet.





Breast Cancer Awareness Month

We at Aseel and United Foods were actively involved in this crucial campaign, dedicating ourselves to raising awareness and showing support for the cause. Through various initiatives, including sharing informative posts on our social media platforms, we aimed to educate our communities about the importance of breast cancer awareness, early detection, and prevention strategies.



Educating Young Minds

United Foods Company had the pleasure of hosting a group of students from the Indian International School at our Jebel Ali factory for an enriching educational tour. During their visit, students were provided with a unique opportunity to gain firsthand insight into our operations and processes.



Share with Others

Every year we partner with Food ATM to distribute iftar meals in labor camp. For the past years United Foods company, through step up with Aseel has distributed more than 5,000 iftar meals among several labor camps in Dubai.



Support Autism

We have partnered with Dubai Autism Centre to raise awareness and help improve the lives of children. The campaign raised a total of 50,000 AED donated to Dubai Autism Centre



Ramadan Mir Initiative Others

We partnered with Dubai Police for the Ramadan Mir initiative to assist a community of 1,400 workers. Our significant contribution aimed to supply essential items, reflecting the spirit of the holy month. This collaboration included distributing 300 cartons of canned goods while also raising awareness about workers' rights.



ESSEC Business School

We guided the students through our operations, highlighting the distinctive features of the food and beverage sector in the UAE. Engaging in conversations about key success factors, industry obstacles, market requirements, and regional prospects, we provided valuable insights. The students displayed a strong interest in our innovative methods, customercentric approach, and dedication to maintaining high standards of quality.

CIRCULAR ECONOMY



- ENERGY MANAGEMENT & EMISSIONS
- PRODUCT CARBON FOOTPRINT
- SOURCING & MATERIALS
- WATER AND WASTEWATER MANAGEMENT
- WASTE MANAGEMENT



SDG 6: Clean Water and Sanitation

- 6.3. Improve water quality, wastewater & safe reuse
- 6.4. Increase water use efficiency



SDG 7: Affordable and clean energy

- 7.2. Increase the share of renewable energies in the energy mix
- 7.3. Double energy efficiency



SDG 12: Responsible Production and Consumption

- 12.2. Sustainable management and use of natural resources
- 12.3. Halve global per capita food waste
- 12.4. Responsible management of chemicals and waste
- 12.5. Reduce waste generation



SDG 14: Life Under Water

- 14.1. Reduce marine pollution
- 14.2. Protect and restore ecosystems



SDG 15: Life on Earth

- 15.1. Protect, restore and promote land ecosystems
- 15.2. End deforestation and restore forests
- 15.6. Promote access to genetic resources and benefit fair sharing





ENERGY MANAGEMENT & EMISSIONS





In today's dynamic global market, adopting energy management and emission reduction strategies is part of the day-to-day for companies like United Foods. As a key player in the food industry, our commitment to energy conservation centres around reducing our consumption through efficiency and innovation, as well as advocating for the adoption of more energy-efficient infrastructure. To meet our energy demands, we utilise a combination of direct and indirect sources, including fuel consumption at our production facilities and transportation managed by our distribution fleet.

In the last three years, we have categorised our emissions into two groups: Scope 1, which encompasses emissions directly linked to activities such as diesel consumption at our facilities and by our fleet, and Scope 2, which represents emissions related to purchased energy in the form of electricity.

In 2023, our diesel usage reached 2,431,889 litres, up by 272,331 litres from 2022, marking a 12.61% rise. This increase, however, was less than the previous year's uptick of 21.92% between 2021 and 2022. Out of the total diesel consumed, 1,741,812 litres were utilised in production, showing a 13.87% increase, while 690,077 litres were used in vehicles, reflecting a 9.56% rise compared to 2022.

Regarding electricity consumption, we used 7,300,503 kWh in 2023, indicating a decrease of 1,311,109 kWh from 2022, representing a 15.22% decline. This reduction is notable considering the substantial 23.27% increase observed in 2022 compared to 2021.

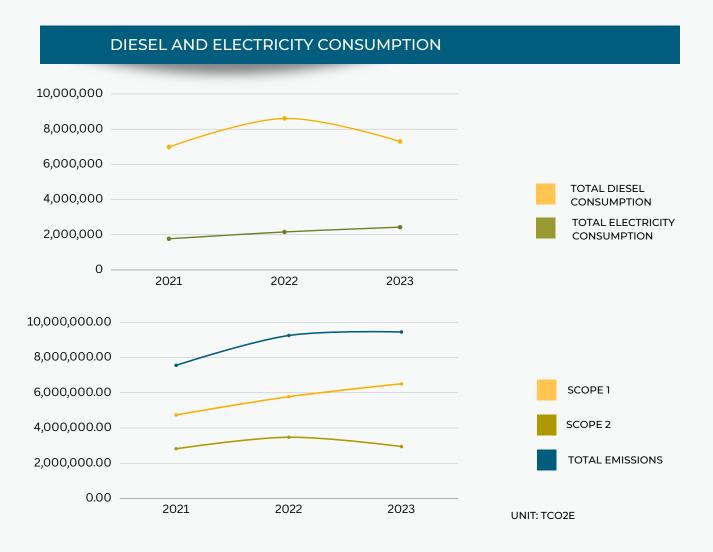
The usage of refrigerants, specifically ammonia, increased from 800 units in 2022 to 1,450 units in 2023, representing an 81.25% increase.

Regarding emissions, our Scope 1 emissions in 2023 amounted to 6,508,931.453 kg of CO2e, marking an increase of 12.61% compared to 2022, which translates to 728,891.74 kg of CO2e. On the other hand, Scope 2 emissions in 2023 totalled 2,945,752.96 kg of CO2e, indicating a 15.22% decrease compared to 2022, amounting to a reduction of 529,032.48 kg of CO2e and a minimal 4.51% increase compared to 2021, equivalent to 127,023.82 kg of CO2e.

In total, our CO2e emissions amounted to 9,454,684.414 kg in 2023, showing a 2.16% rise compared to 2022, equivalent to 199,859.26 kg of CO2e. These numbers have been the result of our incessant efforts, particularly highlighted by the implementation of two integral projects under our energy management initiative:

- 1. Installation of Steam Flow metres.
- 2. Centralisation of Energy Metres.

Both projects aim to enhance the monitoring and control of various systems to visually track our energy usage. This will empower us to identify and implement necessary improvements or adjustments.



12.6% increase in Scope 1 emissions, with respect to 2022

15.22% decrease in Scope 2 emissions, with respect to 2022

Overall, a 2.16% increase in carbon emissions compared to 2022



Diversifying Our Energy Mix

In line with our dedication to addressing climate change and advancing energy sustainability, we constructed a 2-megawatt solar power facility at our site in Jebel Ali, Dubai. This initiative was undertaken in collaboration with Yellow Door Energy, a leading sustainable energy company responsible for overseeing the design, construction, commissioning, and management of United Foods' solar power installation.

This project symbolises a significant milestone in our sustainability journey and underscores our commitment to substantially reducing our carbon emissions. The rooftop solar plant, with a capacity of 2,000 kilowatt-peak, generated 3.1 million kilowatt-hours of clean energy in 2023, amounting to 45.5% of the factory's electricity consumption. The adoption of solar panels has resulted in significant savings to date.

SAVED

AED 1,382,740

SAVED

6,389,742.6 KWH

DEDLICED CADRON EMISSIONS RV

3,022 METRIC TONNES

PLANTED

60,420 TREES

631 CARS REMOVED

PRODUCT CARBON FOOTPRINT

The monitoring of the carbon footprint of a product is essential for companies such as United Foods. Metrics related to carbon and energy intensity not only ensure our adherence to regulations but also assist us in advancing global sustainability initiatives.

Our energy management approach is continually evolving, recognising the potential for increased efficiency across our operations. Therefore, we are committed to significantly reducing our energy consumption and carbon footprint through various initiatives outlined in our sustainability framework. These endeavours not only align with our goal of attaining carbon neutrality but also support regional energy initiatives such as the Dubai Clean Energy Strategy.

In terms of Carbon and Energy Intensity, we have instituted the following measures to improve our management of diesel consumption:

- Addressing steam leakages to eliminate waste
- Installing insulation to minimise heat loss
- Implementing condensate recovery systems
- Ensuring optimal boiler combustion efficiency
- Adjusting steam pressure to optimise latent heat

for the heating system





SOURCING & MATERIALS



Sourcing



At United Foods, the cornerstone of our supply chain management is rooted in open and ethical sourcing practices. These practices not only benefit our suppliers but also enhance the experience for our consumers through improved data and knowledge.

To uphold our commitment to integrity and ethical standards throughout our supply chain, we mandate that our vendors adhere to procedures aligned with the highest environmental and social responsibility standards, such as the Roundtable on Sustainable Palm Oil (RSPO). This ensures that our operations reflect our core values of trustworthiness and ethical conduct.

Our Vendor Management System now incorporates robust measures for environmental and social responsibility, ensuring that our vendors fully meet our requirements concerning:



Human Rights



Quality Control



Environmental Management

Moreover, we have formulated a strategy to extend the distribution of our RSPO-certified palm oil, exemplifying our enduring commitment to sustainability across our supply chain.



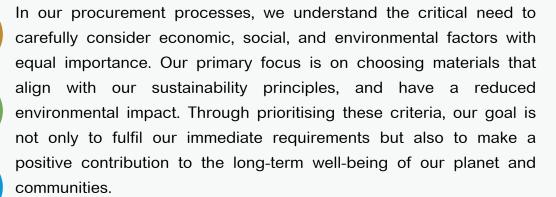
At United Foods, we are committed to sourcing from reputable suppliers who uphold international human rights standards, actively combat child labour, and demonstrate accountability for their impact on natural ecosystems. Recognising the importance biodiversity of preservation in our supply chain, we joined the RSPO and diligently pursued certification, ensuring compliance with the RSPO's rigorous criteria.

In 2020, we achieved RSPO certification, empowering us to responsibly source and distribute palm oil from suppliers that were rigorously audited. Presently, our monthly supply of sustainable palm oil stands at 35 metric tonnes.



Materials





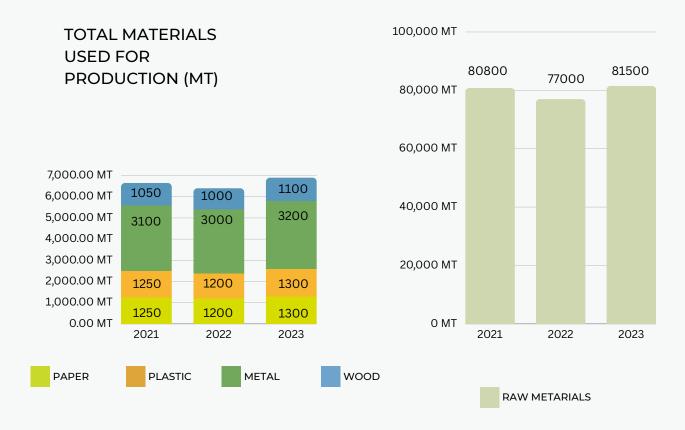


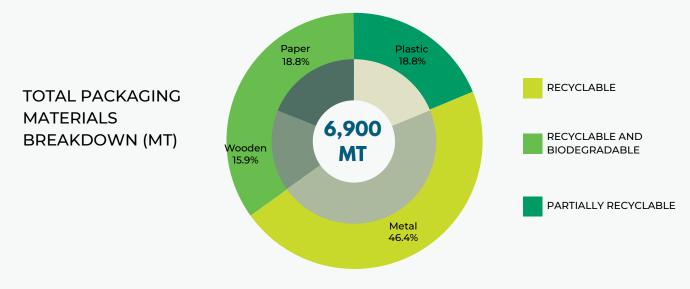
Our procurement team recognises its responsibility in driving the shift towards a sustainable future and is committed to sourcing and integrating eco-friendly resources. The team conducts extensive research and due diligence to verify that the materials we procure are produced in manners that mitigate environmental impact, preserve natural resources, and diminish waste.

In 2023, the organisation utilised a total of 81,500 metric tonnes (MT) of raw materials, marking a 5.84% increase compared to 2022. Additionally, 1,300 MT of paper (8.33% increase), 1,300 MT of plastic (8.33% increase), 3,200 MT of metal (6.67% increase), and 1,100 MT of wood (10% increase) were used. In other words, the organisation incorporated recycled materials, amounting to 7.8% of its primary products and services during the manufacturing process.



The predominant materials within our inventory include metal, carton, wood, and paper, collectively representing 81.2% of the total. This signifies that 46.4% of our packaging materials are recyclable, with an additional 34.8% being both recyclable and biodegradable. Given that plastic comprises 18.8% of our packaging materials, we introduced our first biodegradable alternative to plastic packaging to the market in 2022. Subsequently, in 2023 we implemented this option across all our products.







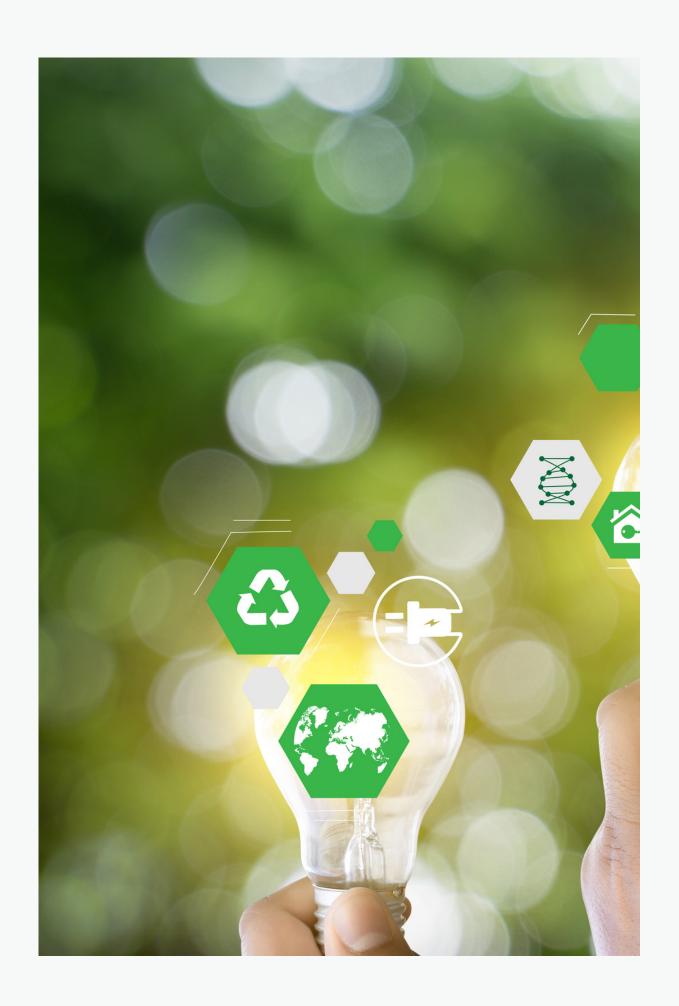
We place significant emphasis on our efficiency measures, which guarantee an optimal production intensity ratio. In 2023, we achieved an intensity ratio of 1.069, signifying our high efficiency in resource utilisation.

PRODUCTION INTENSITY FOR MATERIALS

Total raw materials used for production (MT)	88,400
Total packaging materials used for production (MT)	6,900
Production intensity	1.069

Sustainable Packaging Initiatives

In response to the growing demand for environmentally friendly packaging solutions, United Foods is actively pursuing sustainable packaging standards, particularly focusing on European standards and guidelines. Our aim is to transition our product range to sustainable packaging materials that minimise environmental impact while maintaining product integrity. Currently, our packaging primarily utilises Polyethylene Terephthalate (PET), High-Density Polyethylene (HDPE), and other materials. We are exploring alternatives such as biodegradable options, reusable/recyclable materials, aluminium tins, and paper cardboard. Our commitment to innovation extends to ensuring compliance with regulations governing recyclability claims for these materials, ensuring transparency and trust in our packaging practices.







WATER AND WASTEWATER MANAGEMENT

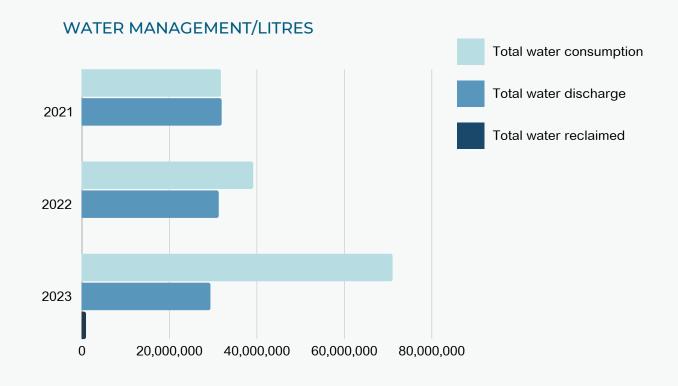




At United Foods, we understand the significance of responsible water usage, particularly as the majority of our operations are situated in areas with limited water resources. We are committed to integrating top-notch practices in water management and decreasing our overall water consumption in an environmentally conscious manner. Our goal is to harmonise responsible water stewardship with the preservation of our products' quality and safety, ultimately securing water resources for the future.

Our strategy for water conservation revolves around two key principles:









In 2023, we introduced cutting-edge in-house water recycling technology as part of our ongoing efforts to reduce our water footprint and promote circularity within our operations.

Total water consumption for the year amounted to 71,015,926 litres, marking an 81.4% increase compared to 2022. Concurrently, there was a discharge of 29,371,190 litres of water using drip irrigation, indicating a 6.06% decrease from the previous year. Remarkably, we repurposed and recycled 920,000 litres of water for the first time, employing it as cooling tower water.

920,000 LITRES

REPURPOSED

6.06%

REDUCTION IN WATER DISCHARGE

Effluent Treatment Plant and Water Flow Metres

To enhance our wastewater treatment efforts, we have implemented an Effluent Treatment Plant (ETP) designed to meet municipal standards for effluent water quality. A key component of our ETP infrastructure is a Reverse Osmosis (RO) plant, which was recommissioned in 2023 to recycle and repurpose treated wastewater for refinery operations.

Our comprehensive water management strategies include the utilisation of water flow metres to monitor usage, treating all discharged water in the ETP to meet municipal standards, and further treating a portion of effluent water through the RO system. This treated water is then reused for refinery operations and plant irrigation.

We analyse data collected from water flow metres on a daily basis to drive continuous improvements in factory procedures, with a focus on mitigating water impacts, particularly regarding effluent water. By treating effluent water through the RO system, we have significantly reduced discharges into the sewage system while simultaneously supporting sustainable water management practices.

Our primary objective is to minimise effluent water discharge into sewage systems by continually exploring methods to conserve water consumption across all operational areas. Compliance with municipal effluent water parameters is ensured through treatment in the ETP, which effectively eliminates contaminants and pollutants before release into the sewage system.

In the year 2023, an estimated 920,000 litres of water were recovered through the Reverse Osmosis (RO) system. This reclaimed water was then repurposed for cooling tower operations, underscoring our dedication to efficient water management and sustainable resource utilisation.

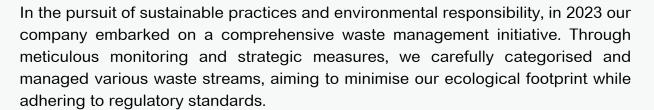


USTAINABILITY



WASTE MANAGEMENT







Our waste breakdown revealed distinct categories, each requiring tailored approaches for responsible disposal and, wherever possible, recycling or repurposing. Plastic wrapping sheets constituted the largest share, comprising 43% of the total waste produced, equating to 77.56 tonnes. Concurrently, carton scrap accounted for 28% (50.20 tonnes), followed by a blend of decans, tins, and damaged items at 19% (34.30 tonnes). An additional 10% of waste (17.36 tonnes) underwent disposal procedures, resulting in a total of 179.42 tonnes.

Significantly, our endeavours yielded tangible results with a noticeable decline in waste generation. In comparison to 2022, there was a commendable reduction of 12.5%, showcasing our dedication to ongoing enhancement in waste management methods. Furthermore, the reduction was even more remarkable when contrasted with 2021 levels, with a notable decrease of 36.36%.

Integral to our waste management strategy was our collaboration with the Dubai Municipality (DM), ensuring that all waste disposal procedures were compliant with local regulations and standards. Notably, the disposal of ETP sludge to the Dubai Municipality not only underscored our commitment to responsible waste management practices but also further cemented our partnership with regulatory bodies to uphold environmental stewardship.

Circularity at United Foods

This year, we concentrated not only on minimising our waste footprint at our facilities but also undertook numerous initiatives to recycle, upcycle, and repurpose waste. These efforts include initiatives aimed at reducing food waste and repurposing plastic bottles into staff uniforms.



Combating food waste and loss

Recognising that organic waste forms the bulk of our waste, we are actively striving to reduce it. In 2023, we achieved a state of 'near-zero' food loss in our production process for the third consecutive year, showcasing world-class efficiency success as we set the standard for production excellence.

Future Plans

Drawing from our past experiences, our aim for the upcoming year is to reduce food waste to less than 20 tonnes annually. Additionally, we remain committed to advancing sustainability solutions for packaging waste.

We will continue to consistently evaluate our operations to identify opportunities for cost savings, deepen our understanding of our waste footprint, and set ambitious long-term objectives that will propel us towards a waste-free future.



CATEGORY	METRIC	INDICATOR	CORRESPONDING GRI STANDARDS	CORRESPONDING SDGS	PAGE NUMBER	CATEGORY	METRIC	INDICATOR	CORRESPONDING GRI STANDARDS	CORRESPONDING SDGS	PAGE NUMBER
		E1.1) Total amount of Scope 1 emissions	GRI: 1-305					E8,.1) Does your company follow a formal Environmental Policy?	GRI: 23-2		
	E1. GHG	E1.2) Total amount of Scope 2 emissions	GRI: 305 -2								
Emissions	E1.3) Total amount of Scope 3 emissions	GRI: 3- 305					E8.2) Does your company follow specific waste, water, energy, and/or recycling	GRI: 24-2			
		E1.4) Please describe investments, initiatives and projects to reduce CO2 emissions		SDG 13		47	E8. Environmenta I Management	polices?			
	E2. Emissions		GRI: 4- 305					-,		SDG 13	Yes
	Intensity	E2.2) Non-GHG emissions intensity	GRI: 7-305								
		E3.1) Total amount of direct energy consumed	GRI: 1,2-302								
	E3. Energy Usage	E3.2) Total amount of indirect energy consumed	GRI: 1,2-302	SDG 12	46-47						
		E4.1) Direct energy use intensity	GRI: 1-302								
	E4. Energy Intensity	E4.2) Total indirect energy usage per output scaling factor	GRI: 2-302	SDG 7, SDG 12				management during the last reporting period E9.1) Does your Board/Management Team oversee and/or manage climate-related risks and opportunities? If yes, describe.	GRI 12 :2		
		E4.3) Please describe investments, initiatives and projects to reduce energy consumption	GRI: 1,2-302						ON 12.2		YES
	E5. Energy	and to increase energy efficiency E5.1) Renewable energy used	GRI: 1-302					E9.2) Please describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.			
	Mix	E5.2) Non-renewable energy used	GRI: 2-302	SDG 7							
		E6.1) Total amount of water withdrawn	GRI: 3-303	SDG 6, SDG 12				E9.3) Please describe the organisation's processes for identifying and assessing climate-related risks			
ENVIRONMENTAL		E6.2) Total amount of water discharged	GRI: 4-303			ENVIRONMENTAL	E9. Climate			SDG 13	
	E6. Water and	E6.3) Total amount of water consumed (If possible, a breakdown by source: surface water, groundwater, seawater, etc.)	GRI: 303-5		50-51		Risk Management and Oversight	E9.4) Please describe the impact of climate- related risks and opportunities on the organization's businesses, strategy, and financial planning			
	Effluents	E6.4) Water intensity			52			E9.5) Total amount invested, periodically, in climate-related infrastructure, resilience and product development			4-
		E6.5) Water recycled (If applicable)									47
		E6.7) Please describe investments, initiatives and projects to reduce water consumption and to increase water recycling						E9.6) Please describe the greenhouse gas emission targets (Scope1, Scope 2 and Scope3) and the related risks			
		E7.1) Total amount of waste generated (if possible, broken down by Hazardous and Non-hazardous)	GRI: 3-306	SDG 12, SDG 14, SDG 15				E9.7) Please share your actions to align with UAE's Net Zero Commitment by 2050. Do you have a net zero emissions target in place?			
		E7.2) Total amount of waste diverted from disposal (if possible, broken down by Hazardous and Non-hazardous)	GRI: 4-306				E10. Biodiversity	E10.1) Please share number of operational sites owned, managed and/or leased in or adjacent to protected areas and areas of high biodiverstiy value.	h GRI: 1-304	SDG 15	
	E7. Waste	E7.3) Total amount of waste directed to disposal (if possible, broken down by Hazardous and Non-hazardous)	GRI: 306-5								
		E7.4) Total number and volume of oil spills (if applicable)									
		E7.5) Please describe investments, initiatives and projects to reduce waste generation consumption and to increase waste recycling	GRI: 11 Oil and Gas Sector					E10.2) Please describe significant impacts of activities, products and services on biodiversity	GRI: 2-304		



CATEGORY	METRIC	INDICATOR	CORRESPONDING GRI STANDARDS	CORRESPONDING SDGS	PAGE NUMBER
	S1. CEO Pay Ratio	S1.1) Please share the ratio of CEO total compensation to median full-time employee (FTE) total compensation	GRI 2: 21	SDG 10	
		S1.2) Does your company report this metric (above) in any regulatory filings?			
		S2.1) Please share the total enterprise headcount held by full-time employees (broken down by: gender, age and seniority level)	GRI 2:7		
	S3. Breakdown	S3.2) Please share the total enterprise headcount held by part-time employees (broken down by, gender, age and seniority level)	GRI 2:7	SDG 5, SDG 8	
	with Staff	S3.3) Please share the total enterprise headcount held by contractors and/or consultants	GRI 2:8		
		S3.4) Please share the total of national employees (broken down by, gender, age and seniority level)	GRI: 202-2		
		S4.1) Year-over-year change for full-time employees (broken down by gender, age, and seniority level)	GRI: 401-1		37-40 43
	S4. Employee Turnover and	S4.2) Year-over-year change for part-time employees	GRI: 401-1	SDG 5, SDG 8	
SOCIAL	New Hires	S4.3) Year-over-year change for contractors and/or consultants	GRI 2: 8		
		S4.4) Year-over-year of new hires (broken down by age, gender and seniority level	GRI: 401-1		
		S5.1) Total enterprise headcount held by men and women	GRI 2: 9 / GRI: 405-1		
		S5.2) Total entry and mid-level positions held by men and women	GRI 2: 9 / GRI: 405-1		
	S5. Gender	S5.3) Total senior and executive-level positions held by men and women	GRI 2: 9 / GRI: 405-1		
	Diversity and Equality	S5.4) The ratio of median male employee compensation to median female employee compensation	GRI: 405-1	SDG 5	
		S5.5) Please describe your company's initiatives or programs to support the recruitment and retention of female employees, and to support female employees to advance to management positions.	GRI: 2-19		
		S6.1) Does your company follow a harassment and/or non-discrimination policy?	GRI 2: 23		
	S6. Human Rights	S6.2) Does your company have a formal grievance mechanism in place?	GRI 2: 23	SDG 10	43
		S6.3) Does your company follow a child and/or forced labor policy?	GRI 2: 23		

CATEGORY	METRIC	INDICATOR	CORRESPONDING GRI STANDARDS	CORRESPONDING SDGS	PAGE NUMBER
	S6. Human Rights	S6.4) Does your company follow a human rights policy?	GRI 2: 23		YES
		S6.5) Does your company provide training on human rights and related internal policies for your employees?	GRI: 404-1	SDG 10	
		S7.1) Does your company follow an occupational health and safety policy?	GRI 2: 23 GRI: 403-9 GRI: 403-9		42-43
	S7. Health and Safety	S7.2) Does your company adopt a recognized health and safety management systems such as ISO45001?		SDG 3	
		S7.3) Please share the total employee and total contractors (if available) manhours	GRI: 403-9		
SOCIAL		S7.4) Please share the total employee fatalities	GRI: 403-9		
		S7.5) Please share the employee lost time injury (LTI)	GRI: 403-9		
		S7.6) Please share the lost time injury frequency (LTIF)	GRI: 403-9		
		S7.7) Please share the total health and safety training provided to employees	GRI: 403-5		
	S8. Community Engagement	S8.1) Please share the total amount invested in the community, including philanthropy, donations and sponsorships		cpc a	44
		S8.2) Please share the total employee volunteering completed during the reporting period		SDG 8	

CATEGORY	METRIC	INDICATOR	CORRESPONDING GRI STANDARDS	CORRESPONDING SDGS	PAGE NUMBER
	G1. Board Diversity	G1.1) Total board seats occupied by men and women	GRI 405-1	SDG 10	
	G2. Board Independence	G1.2) Total committee chairs occupied by men and women	GRI 405-1		23-25
		G2.1) Does company prohibit CEO from serving as board chair?	GRI 405-1		23-23
		G2.2) Please share the total board seats occupied by independents	GRI 405-1		
	G3. Collective Bargaining	*G3.1) Please share the total enterprise headcount covered by collective bargaining agreement(s) *Applicable to companies operating in countries in which collective bargaining is applicable by law "	GRI 2: 30		N/A
	G4. Supply Chain Management	G4.1) Are your vendors or suppliers required to follow a Code of Conduct?			29
		G4.2) If yes, what percentage of your suppliers are formally certified and compliant with the Code?	GRI: 308-1	SDG 12	
GOVERNANCE	G4. Supply Chain Management	G4.3) Please share the suppliers that underwent a supplier's environmental audit during the reporting period	GRI: 414-1		29
		G4.4) Please share the suppliers that underwent a supplier's social audit during the reporting period	GRI: 308-1, 414-1	SDG 12	
		G4.5) Please share the new suppliers receiving warning due to the environmental/social screening	GRI: 2-19		
	G5. Ethics and Anti- Corruption	G5.1) Does your company follow an Ethics and/or Anti- Corruption policy?	GRI 2: 23	SDG 6	24-25
		G5.2) Please share the workforce formally compliant with the Anti-Corruption Policy	GRI: 205-2		
		G5.3) Please share the confirmed incidents of corruption during the reporting period	GRI: 205-3		
		G5.4) Please share the corrective measures taken corresponding to the confirmed incidents of corruption (in case of any)	GRI: 205-4		
	G6. Data Security	G6.1) Does your company follow a Data Privacy policy?	GRI: 418-1		27-28
		G6.2) Has your company taken steps to comply with GDPR rules or similar standards?			
		G6.3) Data security breaches during the reporting period (if any)	GRI: 418-1		

CATEGORY	METRIC	INDICATOR	CORRESPONDING GRI STANDARDS	CORRESPONDING SDGS	PAGE NUMBER
GOVERNANCE	G7. Sustainability Practices	G8.1) Does your company publish a sustainability report?			YES
		G8.2) Does your company publish a GRI, WEF SCM, SASB, IIRC, UNGC or CDP based reporting?			
		G8.3) Does your company provide training to its employees regarding topics related to sustainability (environment, human rights, ethics etc.)?	GRI: 404-1		YES
		G8.4) Please share the total sustainability related training provided to employees GRI: 404-2	GRI: 404-2		YES
	G9. External Assurance	G9.1) Are your sustainability disclosures assured or validated by a third party?	GRI 2: 5		





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