



Dubai Investments

Committed to a Sustainable World



Sustainability Report 2019

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About this Report

This is Dubai Investments PJSC's sustainability report that presents Dubai Investments' environmental, social, and economic performance over the period from January to December 2019. The report also documents Dubai Investments' future commitments and objectives to integrate Environmental, Social and Governance (ESG) best practices across Dubai Investments and its subsidiaries.

For Dubai Investments' first sustainability performance coverage, this report captures Dubai Investments' sustainability approach and procedures at the holding level, with the emphasis on how they are implemented in Dubai Investments and five of its key subsidiaries that have significant impacts on ESG material issues and indicators. Unless otherwise specified, quantitative data presented in this report includes these five subsidiaries combined with Dubai Investments company.

The subsidiaries included in the aggregated disclosure for 2019 are **Dubai Investments Park, Emirates District Cooling Company (Emicool), Al Mal Capital,**

Emirates Glass, and Emirates Float Glass. By focusing on these subsidiaries, we were able to capture our impact across different sectors including the real estate sector, the financial sector, the manufacturing sector, and the utilities sector. Dubai Investments plans to extend the reporting coverage to incorporate all subsidiaries gradually over the next few years.

This report has been prepared in accordance with the GRI Standard Core option. It also underscores Dubai Investments' commitment to transparency and international best reporting practices. The GRI Content Index can be found at the end of the report in the Appendices. Additionally, this report presents Dubai Investments' efforts to support international frameworks and national visions and objectives, including the United Nations Sustainable Development Goals (SDGs) 2030, the United Arab Emirates (UAE) Vision 2021 and Dubai Plan 2021.

Dubai Investments welcomes any feedback or inquiries related to this report on any of the following channels:

🐦 @dxbinvestments 📘 Dubai Investments PJSC 📧 dubaiinvestmentsdxb 🌐 Dubai Investments PJSC
☎ +971 4 8122400 ✉ info@dubaiinvestments.com

A Message from the CEO

In this report, I am proud to present you with our efforts to achieve a sustainable business model, which has been the focal point of our success and growth. Our investments are aligned with the company's sustainability strategy to ensure creating shared value for all our stakeholders and achieving financial and operational profitability.



At Dubai Investments, we have been operating across various sectors in the UAE and the region since 1995 with success thanks to our progressively diversified investments. We continuously expand our business segments as we invest in sectors with high growth potential both in the UAE and the Middle East. Our investments are aligned with the company's sustainability strategy to ensure creating shared value for all our stakeholders and achieving financial and operational profitability.

In this report, I am proud to present you with our efforts to achieve a sustainable business model, which has been the focal point of our success and growth. Throughout the report, we demonstrate our environmental, social and economic performance of our operations and aim towards eliminating any negative impacts.

We monitor our sustainability performance in an effective way through the activities we conduct under the guidance of our Board of Directors. Our sustainability objectives are in line with the United Nations Sustainable Development Goals 2030 and UAE Vision 2021.

In 2019, we made significant efforts to conduct business responsibly, achieve sustainable growth and maximise value for our stakeholders and our communities. We developed a sustainability framework to ensure that our operations are performed in a responsible manner. We continued to improve our recruitment processes and talent management to ensure that we always employ and retain the best talent to lead the company forward, while adhering to the principles of integrity, transparency and accountability.

Finally, I would like to express my gratitude to all our shareholders, customers, and employees for their loyalty and the trust they have placed in us. We will continue to grow our business and comply with the best governance practices and operate responsibly.

Khalid Bin Kalban
MD & CEO



About Dubai Investments

Dubai Investments was established in 1995 as an investment company that focuses on investing in profitable entities with a sustainable growth. Dubai Investments plays a leading role in the economy of Dubai and the UAE through its investments in different core sectors and industries across the Emirates.

The main strategic objective for Dubai Investments is to maintain and expand its market presence in the UAE economy, strengthen the diversification of its investment portfolio, and support the development and growth of the local society and the national economy.

We are also expanding our presence in the Middle East and Africa through several investments in various sectors with potential growth that can create benefits and added value for our shareholders.

Dubai Investments focuses on different business segments, including: Real Estate, Manufacturing, Utilities, Education, Health Care and Financial Investments.



MISSION



Contributing to the development of the UAE economy through successful business partnerships and identifying the right investment opportunities, by focusing on synergies with strategic businesses and industries across different sectors to achieve high returns and sustainable growth.

VISION



Provide exquisite quality by delivering exceptional management performance and top of the line services to our investors. We strive to increase the value of our business while maintaining high ethical values and a commitment to the development of society through integrity and fair business practices. We are keen to become a partner of choice for business, offering unmatched growth potential.

VALUES



Business
Ethics

Integrity

Accountability &
Ownership

Work
Excellence

Human
Capital

Asset
Innovations



Governance, Economic and
Financial Performance

About Dubai Investments

Our People and Our Environment

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SUBSIDIARIES IN FOCUS

As mentioned earlier, this report covers five of our most significant subsidiaries in addition to Dubai Investments company, namely: Dubai Investments Park, Emirates District Cooling Company (Emicool), Al Mal Capital, Emirates Glass, and Emirates Float Glass. This section will introduce each of these subsidiaries.

	<p>Dubai Investments Park, established in 1997, is a unique, self-contained mixed-use industrial, commercial and residential complex with a total area of 2300 hectares. Dubai Investments Park is a premier residential and business destination. It is a city-within-a-city offering world-class infrastructure and exceptional facilities and services.</p>	
<p>Emirates District Cooling (Emicool), a wholly owned subsidiary of Dubai Investments, is a leading district cooling service provider in the UAE. Emicool offers district cooling services at key locations and communities across Dubai, including Green Community, Mirdif Hills, Jumeirah Bay Island and Palazzo Versace, in addition to the Expo Village, and the conference and exhibition centre at the Expo 2020 site.</p>		
	<p>Al Mal Capital is a diversified investment company that provides a wide range of investment products and services for institutions, banks and high net worth individuals. Its services include Investment Banking, Brokerage and Asset Management.</p>	
	<p>Emirates Glass LLC is one of the largest processors of flat architectural glass in the region, producing high performance, energy-saving, reflective coated glass and a wide range of sputter-coated, solar-control and thermal insulation glass products.</p>	
	<p>Emirates Float Glass, established in 2009, is the first state-of-the-art integrated float glass facility in the UAE. Emirates Float Glass' production capacity is 600 tonnes of clear molten glass per day and supplies top-quality float glass for architectural and automotive industry applications.</p>	

2019 Key Highlights¹

AED
2.88 billion

in Total Revenues

24%

Reduction in Total
Hazardous Waste Produced
Compared to 2018

68%

of Total Procurement
Spending from Local
Suppliers

AED
**1.22
million**

Invested in Community
Development

64%

Decrease in Employee
Lost-time Injury
Frequency Rate
Compared to 2018

51%

Reduction in Total Energy
Consumption Compared
to 2018

17%

of Total Water Consumption is
Recycled and Reused

Women Constituted
11.09%

of Total Workforce

Over
2,500

Training Hours Offered
to Employees

Governance, Economic and
Financial Performance

About Dubai Investments

2019 Key Highlights

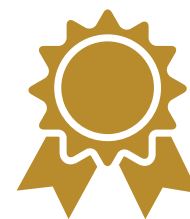
Corporate Social Responsibility

Appendices

¹ Refer to the data coverage table in the Appendices, the Economic Performance table, and the Community Investment table



Awards and Recognition



Dubai Investments was awarded with the Golden Award for Quality & Business Prestige 2019 from the French-based 'Otherways Management and Consulting Association'. The award was received by Khalid Bin Kalban, Managing Director and CEO of Dubai Investments at the awards ceremony in Rome, Italy.



Dubai Investments won the Arab Investor award 2019 at an event, which was held at the UNESCO headquarters in Paris. Dubai Investments was awarded for its diverse investment portfolio, shaping the society and empowering communities.



Emicool received two IDEA District Energy Awards marking the 9th consecutive year win. The two awards were received under the "Number of Buildings Committed" and "Total Building Area" categories at the 110th International District Energy Association (IDEA) Annual Conference and Trade Show held in Pittsburgh, USA.



Al Mal Capital was named UAE Asset Manager of the Year at the annual Mena Fund Manager Performance Awards that took place in Dubai.





Implementing a sustainable approach is a fundamental commitment that will continue to be embedded in Dubai Investments, its strategies and daily operations.

Sustainability at Dubai Investments



Implementing a sustainable approach is a fundamental commitment that will continue to be embedded in Dubai Investments, its strategies and daily operations. Dubai Investments and its subsidiary companies are committed to having an important role in supporting the United Nations Sustainable Development Goals 2030 and UAE Vision 2021.

ADOPTING A SUSTAINABILITY APPROACH

Dubai Investments' sustainability approach is guided by its seven key pillars of sustainability: **A Company with Integrity, Amplifying Economic Impacts, Operating Responsibly, Protecting Natural Resources**, having a **Strong Workforce**, maintaining and developing **Valuable Relationships**, and **Supporting our Communities**. We continuously strive to adopt programmes and initiatives in line with the objectives earmarked under each pillar.

STAKEHOLDER ENGAGEMENT

Through several communication channels, Dubai Investments listens to, and obtains feedback from, various stakeholders that affect or are affected by our business. Their involvement directs our sustainability approach and the material issues we focus on, for action and improvement. Therefore, we aim to seek feedback by actively engaging our stakeholders to identify material issues and to address potential sustainability risks and opportunities. Our key stakeholder groups are shown in the figure below. A detailed stakeholder map can be found in the Appendices.



MATERIALITY ANALYSIS

We have identified 16 material issues that can have a significant impact on the business if they are not managed properly. The figure below represents these issues.

01	Governance and Compliance			Customer Experience	09
02	Energy Efficiency and Climate Action			Sustainable Product	10
03	Economic Performance			Diversity and Inclusion	11
04	Human Capital			Sustainable Supply Chain	12
05	Efficient Use of Raw Materials			Respect for Human Rights	13
06	Technology and Digitalisation			ESG Investing	14
07	Efficient Use of Water			Biodiversity	15
08	Health and Safety			Corporate Citizenship	16

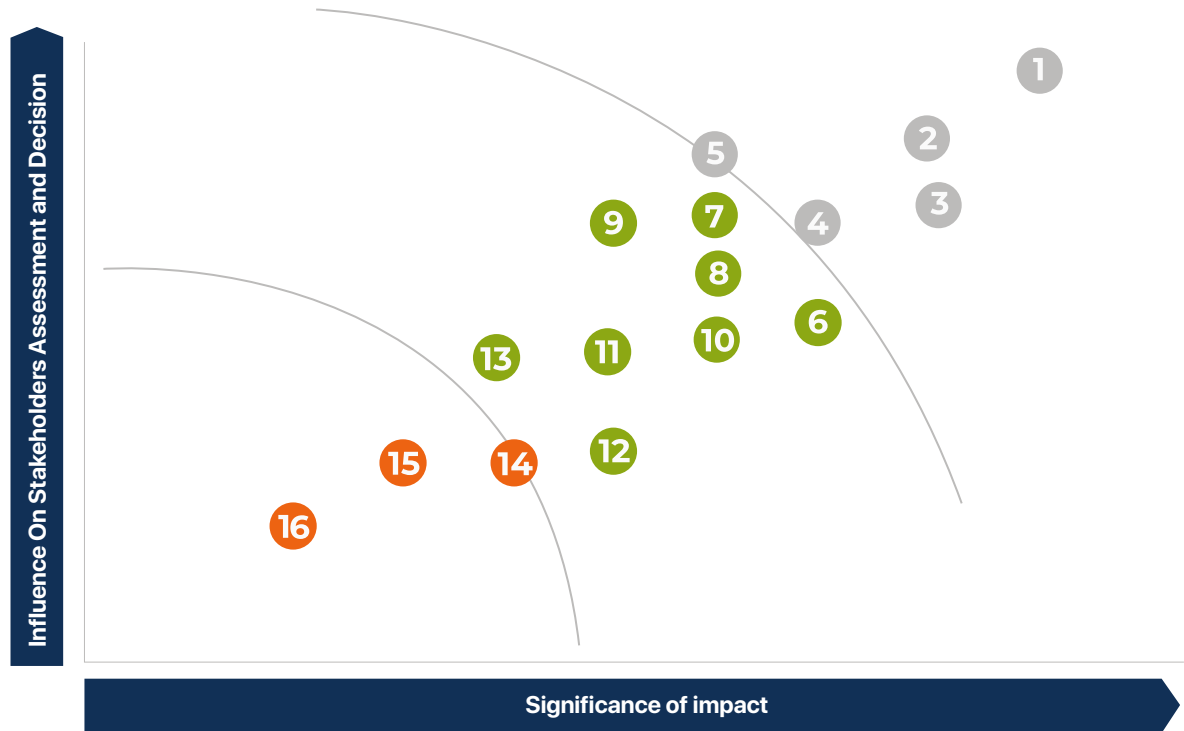
Materiality Matrix

We have ranked the material issues we identified from the materiality assessment in the matrix below. This matrix reflects the significance of each material issue based on the influence of stakeholders and the impact on our business.

Materiality Matrix

Dubai Investments (2019)

Most Important More Important Important



Material Topic

Governance and compliance	1
Energy efficiency and climate action	2
Economic performance	3
Human capital	4
Efficient use of raw materials	5
Technology and digitalisation	6
Efficient use of water	7
Healty and safety	8
Customer experience	9
Sustainable product	10
Diversity and inclusion	11
Sustainable supply chain	12
Respect for human rights	13
ESG Investing	14
Biodiversity	15
Corporate citizenship	16

Governance, Economic and Financial Performance

About Dubai Investments

Sustainability at Dubai Investments

Materiality Matrix

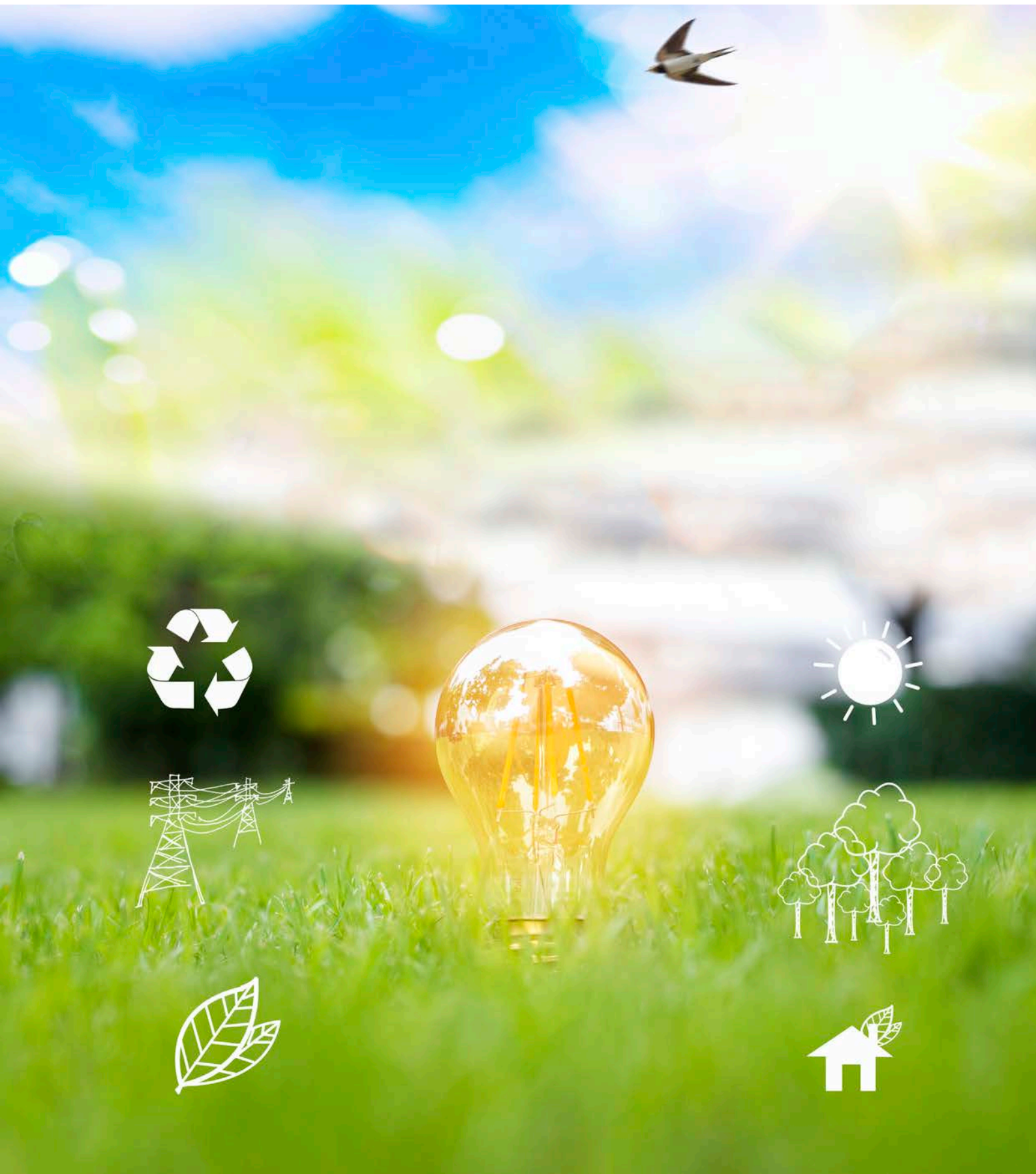
Appendices



SUSTAINABILITY FRAMEWORK

Dubai Investments' sustainability framework summarises what sustainability means for us by identifying the key areas that need to be addressed and balanced. Sustainability at Dubai Investments means being **A Company with Integrity**, **Amplifying Economic Impacts**, **Operating Responsibly**, **Protecting Natural Resources**, having a **Strong Workforce**, maintaining and developing **Valuable Relationships**, and **Supporting our Communities**.







Governance, Economic and Financial Performance

Dubai Investments conducts its business with the utmost transparency, accountability and integrity. We are a valuable contributor to the economic stability of the UAE and the overall fulfilment of the UAE Vision 2021.



A COMPANY WITH INTEGRITY



Dubai Investments conducts its business with the utmost transparency, accountability and integrity. We aim to maintain the highest standards of corporate governance, and work continuously to eliminate any form of bribery, corruption, financial crime, while protecting human rights. Dubai Investments demonstrates its responsibilities towards different stakeholders through its commitment to develop and enhance the company's transparency, and to raise the level of accountability across Dubai Investments and its subsidiaries.

The board is composed of 7 directors, 6 of whom are independent and non-executive directors. During 2019, 5 board meetings were held with an attendance rate of 95%.

The board members were provided with an induction programme at the beginning of their membership, and the board is also encouraged to participate in Director Development Programmes. The board members conduct an individual self-evaluation to identify areas in which they believe could add more value to their roles and responsibilities.

Although there are currently no seats occupied by females on the Board of Directors for Dubai Investments, it should be mentioned that Dubai Investments had one female candidate for the board elections carried out in 2017. It is both encouraged and expected that female candidates will also apply for nomination during 2020.

BOARD OF DIRECTORS			
	2017	2018	2019
Percentage of Board seats occupied by women	0	0	0
Percentage of Board seats occupied by independent directors	86%	86%	86%
Executive members of the Board of Directors	1	1	1
Non-executive members of the Board of Directors	6	6	6
Female members of the Board of Directors	0	0	0
Male members of the Board of Directors	7	7	7
Independent members of the Board of Directors	6	6	6
Non-independent members of the Board of Directors	1	1	1



The Board of Directors has three committees that play a vital role in ensuring the adoption of the best governance practices. These committees are:

1

AUDIT COMMITTEE

The mandates of the Audit Committee include reviewing the annual and quarterly financial statements, assessing the effectiveness of the internal control system, review of related party transactions, managing conflict of interests, reviewing effectiveness of the implemented Enterprise Risk Management (ERM), and examining the adequacy of insurance coverage and legal dispute status.

2

NOMINATION AND REMUNERATION COMMITTEE

The Nomination and Remuneration Committee is responsible for verifying the independence of the board members, evaluating and approving the human resources policies, reviewing the board's self-evaluation forms and board members' self-assessments forms, and assessing the policy for remuneration and benefits for Dubai Investments' board of directors and executive management.

3

COMMITTEE FOR MANAGEMENT AND SUPERVISION OF INSIDERS TRADING

Supervising insiders' trading and their shareholding in Dubai Investments shares, maintaining a comprehensive register for all insiders, and submitting statements and reports to the market.

Conducting business with integrity and honesty are indispensable values to Dubai Investments. Therefore, Dubai Investments strives to align its values to the international principles on Ethical Business and the United Nations Global Compact in all our business practices. Dubai Investments maintains the highest standards of business ethics and has strong anti-corruption policies. Our HR handbook includes many policies, including compliance with laws, conflict of interest, lending and borrowing, anti-bribery, confidentiality of information, and anti-money laundering.

Dubai Investments upholds the highest standards of human rights. We examine the possible impact of our business on human rights and strive to create a positive influence by eliminating risks. Dubai Investments complies with the Universal Declaration of Human Rights and work to prevent potential negative impacts of our operations on local communities. We do not accept any kind of child labour and forced labour, and respect basic human rights in our operations with suppliers and contractors.

AMPLIFYING ECONOMIC IMPACTS



Dubai Investments is a valuable contributor to the economic stability of the UAE and the overall fulfilment of the UAE Vision 2021. We aim to achieve continual, stable financial growth and attract investment by continuing to diversify our sources of income, maintaining low costs and high operating efficiency, while ensuring adequate capital reserves to absorb losses, continue operations, and meet obligations in the event of adverse operating conditions.

To achieve diversification in our investment portfolio, we invest in various sectors and operate in accordance with the best international management practices. Dubai Investments also integrates technology to ensure efficiency of our operations and attain rapid growth. During 2019, our total revenues reached over AED 2.88 billion. Operating costs were lower by 9.5% in 2019 compared to the previous year and our net profits attributable to shareholders were over AED 657 million.

ECONOMIC PERFORMANCE ²

	2017	2018	2019
Revenues (AED '000s)	2,784,285	3,046,357	2,880,019
Operating costs (AED '000s)	1,417,381	1,911,907	1,730,583
Donations and sponsorships (AED '000s)	2,167	1,573	1,455
Donations and sponsorships as % of pre-tax profit	0.22%	0.24%	0.22%
Net profits attributable to shareholders (AED '000s)	1,001,597	651,431	657,419

² The amount presented covers Dubai Investments and all its subsidiaries





Responsible Operations, Respectful Relationships



Dubai Investments is dedicated to achieving excellence in its operations. We are committed to maintaining and developing valuable relationships with all our stakeholders, including customers and suppliers.

OPERATING RESPONSIBLY



Dubai Investments is dedicated to achieving excellence in its operations. Using innovative technology and digital advancements, we try to focus on offering products and services that are sustainable. We also aim to invest responsibly by applying ESG screening in our investments.

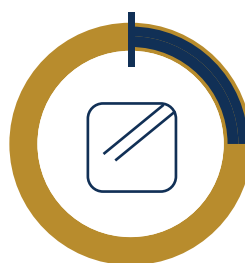
Sustainable Products

At Dubai Investments, we recognise the extensive harmful impacts buildings can have on the environment. In line with the government's vision to make Dubai a sustainable city, we are committed to improving energy efficiency of the buildings we operate in by integrating green building principles into our building design, construction and retrofits.

We are in the process of developing a green building policy to guide our subsidiaries in incorporating green building principles and attaining green building certifications from third party organisations. This would result in reduced energy consumption, enhanced energy efficiency, improved water savings, decreased pollution, improved indoor air quality, boosted productivity, and reduced operational costs.

Dubai Investments and its subsidiaries are considered a leading sustainability provider in the region through various innovative end-to-end solutions that are aligned with global sustainability standards. Some of our products are shown in the figure on the right.

20% to 30%



**Emirates Glass Triple
- Glazing Efficient
Glass**

Saves 20% - 30% Energy

40%



**Emicool - District
Cooling Capability**

Saves 40% Energy

ESG Investing

At Dubai Investments, we believe that environmental, social, and governance factors should be taken into consideration when making an investment decision to ensure long-term financial benefits. We are dedicated to adopting responsible investing strategies along with different measures to ensure the consideration of ESG factors in any financial investment activity.

Our investment approach covers environmental, social and governance assessments to evaluate the performance of any potential investment. Our investment subsidiary, Al Mal Capital has different policies and procedures in place to incorporate governance standards and other environmental and social factors identified by regulators. Some of these principles include know your customer (KYC), transaction due diligence and market discipline.

Technology and Digitalisation

Technology has always been part of Dubai Investments. Dubai Investments and its subsidiaries adopt modern technology and innovative concepts as part of their effort to achieve business excellence and sustainable growth.



VALUABLE RELATIONSHIPS



Dubai Investments is committed to maintaining and developing valuable relationships with all its stakeholders, including customers and suppliers. We work to enhance our customer relationships and customer satisfaction. We seek to apply social and environmental screening when selecting our suppliers and source locally whenever possible.

Customer Experience

Our customers are a top priority for Dubai Investments and its subsidiaries. We always seek to offer them with high-quality products that meet their needs, provide them with an exceptional customer service, and create value to our customers across all subsidiaries.

In 2019, Emirates Float Glass has acted on enhancing customer feedback systems by introducing new feedback forms. Moreover, Emirates Float Glass have a fully integrated customer complaint management system and a department that is in constant communication with customers at every stage of the sales and service process. Emirates Float Glass' employees undertake extensive training sessions to enhance their interactions with customers, while the processes of

engaging with customers are audited on a regular basis to ensure customer satisfaction is achieved.

Dubai Investments Park carried out a survey in 2019 to evaluate the level of satisfaction of the tenants. The results of the survey indicated that the majority of respondents were satisfied with the services provided by Dubai Investments Park.

Emicool revamped its call centre operations to achieve higher first resolution response and zero drop rate. Emicool created a back office digital team under the customer service unit to expedite the processing of open tickets. This resulted in reducing the pipeline of open tickets by 90%.



Sustainable Supply Chain

Dubai Investments' procurement procedures require all procurement activities to be performed in a fair and transparent manner. Suppliers are selected based on their ability to create the best value in terms of cost, quality and their compliance with legitimate and best practices requirements.

Emirates Float Glass has a Code of Conduct that addresses the transparency and fairness in supplier selection and evaluation. The process for selecting suppliers is ISO certified. The company plans to develop an audit schedule that covers the environmental and social performance of suppliers.

Dubai Investments and its 5 subsidiaries require all suppliers to be compliant with the UAE law and Dubai Investments rules and regulations, including anti-corruption, health and safety and labour law. Supporting local suppliers in the UAE boosts our contribution to the local GDP. When acquiring any products or services, the first option is always a local supplier. In 2019, 68% of the total procurement budget was spent on over 1,500 local suppliers.

PROCUREMENT ³			
	2017	2018	2019
Total number of local suppliers engaged	1,500	1,760	1,508
Procurement spending on local suppliers (million AED)	175.06	154.63	159.79
Total procurement spending (million AED)	243.32	211.86	234.55
Proportion of spending on local suppliers (%)	72%	73%	68%

³ For subsidiaries included, check the data coverage table in the Appendices





Our employees are one of the most valuable assets and a key facilitator to our success. At Dubai Investments, we work to support the national and international efforts to preserve natural resources.

Our People and Our Environment



STRONG WORKFORCE



Human Capital

At Dubai Investments, we believe that our employees are one of the most valuable assets and a key facilitator to our success. Thus, we always seek to maintain a workplace that promotes diversity and inclusion and recognises employees for good performance. Dubai Investments commits to build an exceptional workforce through attracting, developing, and retaining talented individuals, while increasing the rate of national employees in the workforce.

We provide our employees with training to enhance their skills, as well as a safe, healthy and inclusive work environment. Dubai Investments and its subsidiaries have various Human Resources policies and procedures in place, including a Code of Conduct, an anti-discrimination and harassment policy, and a disciplinary policy.

In 2019, the total workforce for Dubai Investments and the 5 subsidiaries was 983 employees, representing 27.75% of Dubai Investments total workforce. Nearly 25% of this workforce is between 20 and 30 years of age. The overall employee turnover rate for employees during 2019 was 11.5% for Dubai Investments and the 5 subsidiaries compared to 7.9% for Emicool, Emirates Float Glass and Al Mal Capital in 2018.

A part of this increase in turnover was due to some outsourcing activities in some of the subsidiaries to enhance operational efficiency and meet the market needs.

On the other hand, 137 new employees were hired in Dubai Investments and the 5 subsidiaries during 2019. Over 50% of the new hires were between 20 and 30 years of age. New employees are provided with induction sessions related to the implemented HR policies and health and safety measures. New employees are also provided with an employee handbook to help them get more familiar with various policies of the company.

Dubai Investments, and its subsidiaries, have a maternity leave policy in place. A female staff member with at least one year of continuous service is eligible for 45 calendar days maternity leave with full pay including the time before and after delivery. Females with less than one year of continuous service is eligible to 45 calendar days with half pay. Moreover, Dubai Investments also grants a paternity leave of 3 calendar days from the day of birth of the child for male employees.

WORKFORCE ⁴			
	2017	2018	2019
Total workforce	421	496	983
Full-time employees	421	496	983
Part-time employees	3	2	0
Senior management employees	10	15	40
Middle management employees	46	62	92
Non-management employees	365	419	547
Trainees and sponsored students	0	2	2

⁴ For subsidiaries included, check the data coverage table in the Appendices

NEW HIRES AND TURNOVER ⁵

	2017	2018	2019
Total New employee hires	40	74	137
Age 20-30	14	23	69
Age 31-50	26	50	60
Age 51+	0	1	8
Male	32	50	116
Female	8	24	21
Employee turnover	36	39	113
Employee turnover (%)	8.6%	7.9%	11.5%

⁵ For subsidiaries included, check the data coverage table in the Appendices

Training and Development

Dubai Investments places a significant effort to focus on the development and growth of our workforce. We are committed to enhance the competences and knowledge of our employees by offering them various training and development programmes. These include specialised training courses, skill-based training courses, and workshops. Dubai Investments and some of its subsidiaries such as Dubai Investments Park also have a succession plan in place for its employees.

In 2019, Dubai Investments developed its competencies framework to enhance the talent management processes, including talent acquisition, talent mobility and development, and succession planning activities. Dubai Investments also adopted online assessment tests to identify internal and external talents who possess adequate capabilities and the potential to thrive in their jobs. The aim of adopting

such assessment tests is to measure occupational personality and motivation. We do have many recognition and motivational programmes to enhance employees' skills and development of their knowledge and conduct annual appraisals to evaluate the employees' skills and abilities.

Additionally, we provide employees from senior and middle management with a leadership development programme that is in line to their job needs and customised to meet their leadership objectives. In 2019, Eemicool conducted a training programme "Leadership Performance Index" for middle and senior management. The programme included a 4 days training and assessment for the future leaders. In 2019, employees from Dubai Investments and its subsidiaries have received a total of 2,534 hours of training with an average of 4.11 hours of training per employee.

TRAINING ⁶

	2017	2018	2019
Total training hours delivered (hours)	2,012	2,045	2,534
Average training per employee (hours)	4.78	4.12	4.11

⁶ For subsidiaries included, check the data coverage table in the Appendices

Employee Engagement

We believe that engaging with our employees is fundamental to the growth and success of our company. Therefore, we maintain various employee engagement channels to share our employee's feedback and improve the overall communication. We have a wide range of processes and practices to ensure persistent engagement of our employees. Such practices include employee recognition awards and employee engagement surveys.

For instance, a survey was distributed to Emicool employees to collect feedback regarding the activities that they would like to be involved in. During 2019, employee engagement rate at Emicool reached 46%, an increase of 6% compared to 2018. Additionally, employee satisfaction rate in 2019 increased by 9% to reach 82%, in comparison to 73% for 2018.

Moreover, Emirates Float Glass was able to maintain a 100% employee engagement rate for three consecutive years, starting from 2017 to 2019. The company also achieved a high employee satisfaction rate during the same period and reached 93% in 2019, a 4% increase compared to 2018.

A performance review process is conducted annually within Dubai Investments and across subsidiaries, to identify employee strengths, worries, and areas of development. During 2019, the percentage of employees who received a performance and career development reviews was 98.68% (970 employees), covering employees from Dubai Investments and the 5 subsidiaries.

PERFORMANCE REVIEWS ⁷			
	2017	2018	2019
Number of employees who received a performance and career development review	174	207	970
Percentage of employees who received a performance and career development review	93.00%	94.09%	98.68%

⁷ For subsidiaries included, check the data coverage table in the Appendices





Diversity and Inclusion

Dubai Investments recognises the importance of embracing diversity and inclusion among our workforce. We constantly seek to build a workforce of various backgrounds and perspectives and consider candidates for employment regardless of gender, age, religion or disability. Dubai Investments truly believes in promoting women's participation in all levels of the business. In 2019, females comprised 11.09% (109) of the reported total workforce and held 8.33% (11) of middle management and senior management positions.

At Dubai Investments, we encourage open communication and offer our people various feedback and input channels. For example, Dubai Investments and its subsidiary, Emirates Glass, have a whistle-blowing policy and a grievance mechanism that allows employees to speak up and raise their concerns.

WORKFORCE BY AGE AND GENDER ⁸

	2017	2018	2019
Employees age 20-30	86	86	245
Employees age 31-50	307	369	645
Employees age 51+	28	41	93
Male employees	387	447	874
Female employees	34	49	109
Female employees in middle management	0	4	8
Female employees in senior management	1	1	3

⁸ For subsidiaries included, check the data coverage table in the Appendices

Health and Safety

Improving the health and safety of our employees remains a high priority for us at Dubai Investments. Accordingly, we have implemented a set of standards to ensure the health and safety of employees. Our commitment to ensuring the health and safety of our workforce is aligned with the United Nations Sustainable Development Goal 3. We continuously focus on protecting labour rights and supporting safe and secure working environments.

We have many policies and procedures to help assure the safety of our offices and facilities. Furthermore, we conduct health and safety training, organise awareness campaigns, provide secure working environments and have a Health and Safety unit. The Health and Safety unit in Emicool for instance, issues a monthly newsletter about different topics related to health and safety. The unit also developed a survey to obtain feedback about the usefulness of the monthly newsletter.

We also deliver health and safety training to our employees and contractors. A total of 2,855 hours of health and safety related training were delivered during 2019 to employees and contractors from our three subsidiaries, namely: Emirates Glass, Emirates Float Glass and Emicool. The three subsidiaries also conducted 236 health screenings in 2019 for their employees. In 2019, the frequency rate of employee lost-time injury was reduced to 2.37, a decrease of 64.35% compared to 2018, while the employee total recordable injury rate stood at 3.96, a 4.93% decrease compared to last year.

HEALTH AND SAFETY ⁹

	2017	2018	2019
Employee fatalities	0	0	0
Contractor fatalities	0	1	0
Employee lost-time injuries	9	8	3
Employee total recordable injuries	9	5	5
Total employee man-hours	1,308,928	1,201,538	1,263,785
Total number of HSE&S audits for contractors	17	19	37
Health screening (number completed)	124	230	236
Employee lost-time injury frequency rate (per million man-hours worked)	6.88	6.66	2.37
Employee total recordable injury frequency rate (per million man-hours worked)	6.88	4.16	3.96

⁹ For subsidiaries included, check the data coverage table in the Appendices

HEALTH AND SAFETY TRAINING ¹⁰

	2017	2018	2019
Total hours of HSE related training undertaken by workers	1,108	1,029	2,855
- Employee	1,005	843	965
- Contractor	103	186	1,890

¹⁰ For subsidiaries included, check the data coverage table in the Appendices





PROTECTING NATURAL RESOURCES



Dubai Investments is committed to managing its environmental impact. We work to support the national and international efforts to preserve natural resources. We aim to reduce our environmental impacts, including atmospheric emissions, and energy and water consumption. We seek to manage our waste generation, recycling materials whenever possible, and conserve biodiversity.

During 2019, many environmental initiatives were conducted by our subsidiary companies. Three out of our 5 reporting subsidiaries had major environmental impact. The three subsidiaries are Emirates Glass, Emirates Float Glass and Emicool.

Energy Efficiency and Climate Action

Dubai Investments and its 5 subsidiaries always seek to minimise their environment footprint with a focus on reducing their energy consumption and gas emissions. Many initiatives were launched in this regard. For instance, Emicool installed a new 300 kW solar power plant which is used to power reverse osmosis plants, thus reducing energy usage. Emicool also conducted studies and implemented measures to decrease consumption of electricity through retrofitting of equipment, such as variable frequency drive (VFD) for pumps.

In 2019, Emirates Float Glass replaced the streetlights of the company's compound with LED lights to reduce electricity consumption. Emirates Glass also has many signs across facilities to raise awareness among employees about the importance of reducing energy consumption. Through these efforts, we were able to decrease our total energy consumption in 2019. Our energy intensity, which reveals energy consumption per unit total space, was reduced by 56% compared to last year.

ENERGY CONSUMPTION ¹¹			
	2017	2018	2019
Total m ³ of space across all facilities	406,847.96	411,871.16	453,868.66
Total electricity consumption (kWh)	335,429,589	332,823,056	344,823,084
Total diesel consumption (litres)	9,125,734	10,033,882	3,166,479
Total petrol consumption (litres)	188,376.48	148,177.98	140,781.46
Energy consumption from electricity (GJ)	1,207,546.52	1,198,163.00	1,241,363.10
Total energy consumption (GJ)	4,709,362.36	5,046,092.82	2,459,466.99
Energy intensity (GJ per m ³ of space)	11.57	12.25	5.41

¹¹ For subsidiaries included, check the data coverage table in the Appendices

Moreover, our district cooling subsidiary, Emicool, was able to reduce its greenhouse gas (GHG) emissions. The total GHG emissions decreased to 143,554 tonnes during 2019, representing a 9% reduction compared to 2018.

The GHG emissions intensity stood at 1,450.04 tonnes per employee in 2019 down from 1,911.79 tonnes per employee in 2018.

EMISSIONS ¹²			
	2017	2018	2019
Direct (Scope 1) GHG emissions in tonnes of CO₂ equivalent	24,259	26,483	8,386
Indirect (Scope 2) GHG emissions in tonnes of CO₂ equivalent	123,944	130,473	134,191
Other indirect (Scope 3) GHG emissions in tonnes of CO₂ equivalent	917	1,032	977
Total GHG emissions in tonnes of CO₂ equivalent	149,120	157,988	143,554
GHG emissions intensity (tonnes of CO₂ equivalent per employee)	1,911.79	1,926.68	1,450.04

¹² For subsidiaries included, check the data coverage table in the Appendices

Success Story: Emicool and Sustainability

Emicool highlighted its efforts towards sustainability by deciding to shift to all-electric Renault ZOE cars. Emicool launched the first phase of the project by adopting the Renault Zoe, a compact, noise free model, for 40% of its fleet, and then added another 30% pick-up style vehicles and transform its whole fleet by the beginning of 2020.

The aim of this shift was to reduce CO₂ emissions by 400-tonne CO₂ per year. Emicool has also decided to make EV charging spots available for the public. This will give the general public the opportunity to be environment friendly and lead more sustainable lives.





Efficient use of water

Our two subsidiaries, Emicool and Emirates Float Glass, monitor their water consumption on a regular basis in an effort to reduce consumption of natural resources. Moreover, Emicool started an initiative to reduce water consumption by implementing two reverse osmosis plants that recycle treated sewage affluent water.

In addition, Emirates Float Glass started utilising industrial wastewater for the irrigation needs through its effluent treatment plant. In 2019, total water consumption for the two subsidiaries was 2,886,631 m³. Moreover, the water consumption intensity was 6,261.67 m³ per employee, a decrease of 5.45% from 2017.

WATER CONSUMPTION ¹³

	2017	2018	2019
Total water consumption (m³)	2,499,808	2,737,704	2,886,631
Total volume of water recycled and reused by the organisation (m³)	671,291	832,912	489,586
Water consumption intensity (m³ per employee)	5,937.79	5,964.50	6,261.67

¹³ For subsidiaries included, check the data coverage table in the Appendices

Efficient use of raw materials

Dubai Investments and its 5 subsidiaries are committed to manage waste generation more effectively. Concurrently, we strive to raise the rate of recycling. Emirates Glass has a dedicated waste management committee that aims to reduce material consumption and improve recycling practices. Additional efforts implemented by Emirates Glass include:

- Reducing paper usage by converting to electronic documentation systems for all business activities.
- Giving back empty printer cartridges to suppliers for reuse purposes.
- Sending all electronic wastes to Dubai Municipality.
- Disposing materials such as hazardous silicon through waste management companies after receiving approvals from Dubai Municipality.
- Following Dubai Municipality guidelines to recycle materials such as Aluminum Oxide.
- Ensuring that the material used have no volatile organic compound (VOC) content and does not cause chemical emissions which might harm the environment.

Moreover, Emirates Float Glass undertook several measures for efficient use of materials and waste management. These measures include:

- Employing ORACLE ERP systems for electronic documentation and approvals in all procurement activities and stores management.
- Enclosures are made at the raw materials handling area to reduce the dust emissions.
- Monitoring the furnace stack emissions twice a month by a licensed a third-party inspection agency.
- Disposing hazardous materials through an approved disposal agency.

During 2019, the total waste amount generated as a result of operations from Emirates Glass, Emirates Float Glass, and Dubai Investments Park was reduced by 5.5% compared to 2018.

EFFLUENTS AND WASTE ¹⁴			
	2017	2018	2019
Total weight of hazardous waste (tonnes)	10,709	11,934	10,324
Total weight of hazardous waste reused (tonnes)	30	25	19
Total volume of wastewater generated (m ³)	11,496,115	11,809,322	11,156,916
Total volume of wastewater reused (m ³)	10,496,766	10,688,388	10,089,794

¹⁴ For subsidiaries included, check the data coverage table in the Appendices

Case Study: Integrated Management System at Emirates Float Glass

Our subsidiary Emirates Float Glass is certified for ISO 14001-2015 and has an Integrated Management System.

Emirates Float Glass strives to improve its Integrated Management System (IMS) by applying 3Ps (People / Process / Product) & 3Rs (Reduce, Reuse, Recycle) concepts in all its related operations, taking control of risks and addressing opportunities, committing to prevent environmental pollution, and improving the effectiveness through consistent monitoring.

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Biodiversity

Preserving land and ecosystem is extremely crucial where the health of our planet and sustainability of our business activities are concerned. Manufacturing activities have an impact on the environment. We persistently seek to minimise this impact and avoid triggering any kind of irrecoverable harm to our environment or damaging biodiversity. At Dubai Investments, we are aware of the

effect that our operations may have on biodiversity, led by our real estate developments and manufacturing operations. Therefore, we continue to evaluate the impact of all our operations on biodiversity. For instance, Dubai Investments Park has zoning regulations which require a minimum of 10% to 20% of the plot area to be landscaped for green spaces.



Corporate Social Responsibility



At Dubai Investments,
we believe that it is our
responsibility and obligation
to support communities and
people who are facing various
challenges including social,
environmental, health and
economic challenges.

SUPPORTING OUR COMMUNITIES



Dubai Investments is dedicated to supporting the prosperity of the communities where we operate by investing in initiatives aimed at enhancing people's well-being. At Dubai Investments, we believe that it is our responsibility and obligation to support communities and people who are facing various challenges including social, environmental, health and economic challenges. To do so, we are constantly seeking to expand our impact in communities and making a significant contribution to the society and the environment.

During 2019, Dubai Investments contributed a total of approximately AED 1.22 million in more than 34 initiatives which we launched, organised and participated in, to support local and regional communities' development. In 2019, 75 employees volunteered in various activities, with a total of 426 volunteering hours spent.



COMMUNITY INVESTMENT ¹⁵			
	2017	2018	2019
Value of investment in local community (million AED)	1.84	1.57	1.22

¹⁵ The amount presented covers Dubai Investments company



Benefiting the Community

- Supported Al Noor Training Centre for Persons with Disabilities in its annual fundraising event.
- Provided theatre seats for the Theatre Therapy Programme of Dubai Autism Centre which helps autistic individuals to build their imitative strength, work on body language and develop speaking skills.
- Donated an interactive touch screen for the speech therapy unit at Awladouna Centre for People with Disabilities.
- 25 employees of Dubai Investments volunteered in the 'Eid for Joy' event which was arranged to take underprivileged children out for Eid clothes shopping. This event was organised by Rawafed Centre in collaboration with Emirates Red Crescent.
- Organised film screenings event for more than 650 labourers in Dubai Investments Park. Labourers spent an amazing time enjoying movies and other entertaining activities.
- Sponsored cancer treatment of children through tumor resection operation in Cancer Centre of Lebanon which has provided cancer treatment to over 1,455 children in the region.
- Educational sponsorships were provided to students.
- Sponsored the medical treatment for a 6-year-old child suffering from Thalassemia.

Protecting the Environment

- During the international E-waste day on October 14th, Dubai Investments organised an e-waste collection drive for Dubai Investments' employees to promote recycling old and unwanted electronic devices in an environmentally responsible way.
- Building the Change: Acting on Plastic, an initiative launched by Dubai Investments for youth and social communities to promote plastic waste management at university premises through implementing an integrated solution "3R" - Reuse, Reduce and Recycle.
- Participated in the Global Earth Hour initiative by switching-off lights for an hour to show support for the planet. Dubai Investments' employees participated in this symbolic event.
- Employees from Edible Oil, a subsidiary of Dubai Investments, have planted a garden where they grow vegetables and flowering plants.

Preserving UAE's Heritage and Culture

- Organised various activities for Dubai Investments and subsidiaries staff to celebrate UAE's National Day and Flag Day.
- Sponsored the annual Holy Quran Memorisation Contest which was organised by The Sheikh Mohammed Centre for Cultural Understanding (SMCCU).

Supporting Youth Development

- Dubai Investments is a strategic partner in the Seeds of the Future programme which promotes innovation and the spirit of competition amongst university students in the UAE.
- Sponsored the summer camp organised by Hobbies Club, which is an educational and cultural club for the youth in Dubai.

Social Awareness Campaigns

- Participated in Dubai Cares' annual Walk for Education which aims to support millions of children in developing countries to acquire quality education. More than 80 employees from Dubai Investments have participated in this initiative.
- Hosted the annual Autism Awareness Ride organised by Berets Motorcycle Club, to help raise awareness for autism.
- Sponsored the annual International Day of the International School of Choueifat to promote and celebrate diversity during the Year of Tolerance.
- Organised an event to mark the International Day of Tolerance under the theme of "Unity in Diversity". Employees from nearly 50 different nationalities participated in this event to paint a tolerance inspired Ghaf leaf wall mural.
- Organised a Blood Donation Camp which received an overwhelming response from employees of various subsidiaries of Dubai Investments and across Dubai Investments Park. Almost 85 units of blood units were collected.
- Supported women of determination through a social program organised by Kalimati Communication and Rehabilitation Centre. The programme is a year-long calendar of events and activities that promote greater social inclusion within the community.
- A breast cancer awareness drive for female employees of Dubai Investments was organised by an expert doctor from King's College Hospital London. Advice was provided regarding self-examination and discounted vouchers for tests were offered.
- In collaboration with Beit Al Khair, Dubai Investments distributed 9,000 community meals in 2 hours and 52 minutes workers in Dubai Investments Park, creating the Guinness World Records for the most community meals delivered. 50 employees from Dubai Investments participated in this initiative.
- Organised First Aid training for Dubai Investments' staff and University of Balamand Dubai (UOBD) students. The training aimed to enhance the skills of Dubai Investments serve as a first responder in an emergency where a person may require medical attention.
- Organised a Fitness Challenge for Green Community residents and employees to encourage a healthy and active lifestyle by participating in 30 minutes of exercise for 30 days. Professional fitness trainers engaged the community members in different activities.

Ramadan Initiatives and Activities

- Smile on the Face campaign distributed iftar meal boxes to thousands of blue-collar workers.
- Supported Beit Al Khair & Rewaq Al Ousha in distributing meal boxes.
- Supported several sports events organised by Zayed Higher Organisation for the disabled.
- Sponsored Ramadan Soccer Championship which promoted health, fitness and participation in sports amongst working executives.
- Organised a health campaign for Dubai Investments' employees called Fit to Fast in which screenings including blood pressure, body mass index and sugar were performed by King's College Hospital.



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DATA COVERAGE TABLE

HUMAN CAPITAL						
Key Performance Indicator	Dubai Investments	Al Mal Capital	Emirates Glass	Emirates Float Glass	Emicool	Dubai Investments Park
Workforce	P9	P89	P9	F	F	P9
Workforce by Age and Gender	P9	P89	P9	F	F	P9
New Hires and Turnover	P9	P89	P9	F	F	P9
Nationalisation	P9	P89	P9	F	F	P9
Performance Reviews	P9	P89	P9	F	P9	P9
Training	P9	P89	N	F	F	P9
ENVIRONMENT						
Key Performance Indicator	Dubai Investments	Al Mal Capital	Emirates Glass	Emirates Float Glass	Emicool	Dubai Investments Park
Total m ³ of space across all facilities	N	F	F	F	F	N
Non-renewable materials used	N	N	F	N	N	N
Total non-hazardous waste produced	N	N	F	F	N	N
Total hazardous waste produced	N	N	F	F	N	N
Total non-hazardous waste reused or recycled	N	N	N	F	N	N
Total hazardous waste reused or recycled	N	N	F	F	N	N
Total electricity consumption	N	F	F	F	F	N
Total diesel consumption	N	N	F	F	F	N
Total petrol consumption	N	N	N	N	F	N
Energy consumption from electricity	N	F	F	F	F	N
Total energy consumption	N	F	F	F	F	N
Energy Intensity	N	F	F	F	F	N
Total water consumption	N	N	N	F	F	N
Total volume of water recycled and reused	N	N	N	F	F	N
Water consumption intensity	N	N	N	F	F	N
Total weight of hazardous waste	N	N	F	F	N	F
Total weight of hazardous waste that is reused	N	N	F	F	N	F
Total volume of wastewater generated	N	N	F	F	F	F
Total volume of wastewater reused	N	N	P89	F	N	F
GHG emissions	N	N	N	N	F	N

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PROCUREMENT

Key Performance Indicator	Dubai Investments	Al Mal Capital	Emirates Glass	Emirates Float Glass	Emicool	Dubai Investments Park
Total number of local suppliers engaged	N	F	F	F	F	N
Procurement spending on local suppliers	N	N	F	F	N	N
Total procurement spending	N	N	F	F	N	N
Proportion of spending on local suppliers	N	N	F	F	N	N

HEALTH AND SAFETY

Key Performance Indicator	Dubai Investments	Al Mal Capital	Emirates Glass	Emirates Float Glass	Emicool	Dubai Investments Park
Employee fatalities	N	N	F	F	P89	N
Contractor fatalities	N	N	F	F	P89	N
Employee lost-time injuries	N	N	F	F	N	N
Employee total recordable injuries	N	N	F	F	N	N
Total employee man-hours	N	N	F	F	N	N
Total number of HSE&S audits for contractors	N	N	P9	F	F	N
Health screening	N	N	F	F	P8	N
Employee lost-time injury frequency rate	N	N	F	F	N	N
Employee total recordable injury frequency rate	N	N	F	F	N	N
Health and safety training	N	N	F	F	P89	N

F: Full Reporting**P8:** Partial Reporting 2018**P9:** Partial Reporting 2019**P89:** Partial Reporting 2018 and 2019**N:** Not Reporting

STAKEHOLDER ENGAGEMENT (STAKEHOLDER MAP)

Stakeholders	Importance to Dubai Investments	Needs and Expectations	Methods of Engagement
Customers Our customers exist in different sectors including: Real Estate, Manufacturing, Health Care, Education, Financial Investments, Utilities etc	Dubai Investments invests in various sectors to provide customers with different products that grants them sustainable benefits. We seek to provide innovative products to our customers to help them become more sustainable. Such products include energy efficient products and green buildings.	Innovative, sustainable products. Efficient and pro-active customer service. Various communication channels.	Social media channels such as Twitter, Facebook, Instagram and LinkedIn. Customer service Offices for Dubai Investments companies.
Investors and Shareholders Number of Shareholders: 16,482 Share Capital: AED 4.25 Billion	Our shareholders are considered an integral component of Dubai Investments growth and success. We ensure providing high-quality services to our investors and creating sustainable cash flows to maximise our shareholders' returns.	Strong balance sheet and stable cash flows. Consistent dividend paying. Enhance shareholder value by increasing capital gains. Pre-defined risk profile. Well-grounded corporate governance framework.	Dubai Investments Annual Report. Presentations for shareholders on a quarterly basis. Annual Corporate Governance Report. Annual general assembly meetings. Investtalk - A quarterly Newsletter of Dubai Investments. Investor Communication & Disclosure policy.
Employees Our workforce comprises of 3,542 employees .	We believe in the importance of developing our workforce by providing them with various programs to improve productivity and contribute to enhancing workplace happiness. We always seek to ensure that our employees are working in a healthy and a safe workplace.	Training and development opportunities. Timely payment of wages. Accommodation and benefits. Safe and healthy workplace. Empowerment and pay equality.	Training and development programmes. Working Practices policy. Health and Safety policy.
Local Communities Communities represent the broader society and include: <ul style="list-style-type: none"> ■ Unprivileged communities ■ The environment ■ Youth entrepreneurs 	Dubai Investments aims to help people facing social and economic challenges. We are committed to enhancing competencies of the youth, and continuously promote efficient energy use and environmental protection.	Charitable initiatives to help lesser privileged communities. Social initiatives and programs to promote health, education, security, sports and culture. Partnerships with other organisation to address social and environmental issues. Initiatives to support entrepreneurial relevant skills.	Health and education campaigns. Participation and volunteering of employees. Donations to charitable causes. Empowering entrepreneurs. Sponsorships and internships to help young people. Participation in cultural and national events.

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Stakeholders	Importance to Dubai Investments	Needs and Expectations	Methods of Engagement
Suppliers and partners	Dubai Investments aims to have strong business relationships across the supply chain. Dubai Investments values its relationships with its suppliers and contractors and is always working on improving this relationship with the objective of improving its efficiency and effectiveness.	Timely payments. Fair and respectful treatment with suppliers. Integration of sustainability criteria into the procurement process across Dubai Investments companies.	Supplier survey to obtain feedback from suppliers. Working Practices policy.
Regulators Security and Commodities Authority (SCA)	Dubai Investments demonstrates its responsibilities to its various stakeholders through developing and enhancing the company's transparency and accountability. We are committed to comply with all legal and regulations. Dubai Investments has also been striving to raise the standards and levels of corporate governance in line with the regional and global best practices.	Alignment to national strategies and visions (UAE Vision 2021). Compliance with legal and regulatory requirements. Protecting customers. Transparency and disclosure.	Internal control system. Compliance Unit. External Audit. Insider Trading Supervision Committee. Dubai Investments Annual Report.

GRI CONTENT INDEX

GRI Standard	Disclosure	Page number(s) and/or URL(s)
GRI 101: Foundation 2016		
General Disclosures		
GRI 102: General Disclosures 2016	Organizational profile	
	102-1 Name of the organization	4
	102-2 Activities, brands, products, and services	4, 6
	102-3 Location of headquarters	6
	102-4 Location of operations	6
	102-5 Ownership and legal form	6, 43
	102-6 Markets served	6, 8
	102-7 Scale of the organization	6, 21, 27
	102-8 Information on employees and other workers	27, 28
	102-9 Supply chain	25
	102-10 Significant changes to the organization and its supply chain	There were no significant changes during the reporting period
	102-11 Precautionary Principle or approach	20, 23
	102-12 External initiatives	None
	102-13 Membership of associations	Dubai Chamber of Commerce, UAE International Investors Council
	Strategy	
	102-14 Statement from senior decision-maker	5
	Ethics and integrity	
	102-16 Values, principles, standards, and norms of behavior	7
	Governance	
	102-18 Governance structure	19
	Stakeholder engagement	
	102-40 List of stakeholder groups	13, 43, 44
	102-41 Collective bargaining agreements	Collective bargaining is not permitted within the UAE
	102-42 Identifying and selecting stakeholders	13
	102-43 Approach to stakeholder engagement	13
	102-44 Key topics and concerns raised	13, 43, 44

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GRI Standard	Disclosure	Page number(s) and/or URL(s)
General Disclosures		
	Reporting practice	
	102-45 Entities included in the consolidated financial statements	21
	102-46 Defining report content and topic Boundaries	14-16
	102-47 List of material topics	14, 15
	102-48 Restatements of information	This is the first sustainability report
	102-49 Changes in reporting	None
	102-50 Reporting period	4
	102-51 Date of most recent report	This is the first sustainability report
	102-52 Reporting cycle	Annual
	102-53 Contact point for questions regarding the report	4
	102-54 Claims of reporting in accordance with the GRI Standards	4
	102-55 GRI content index	45-49
	102-56 External assurance	Dubai Investments does not seek external assurance for its sustainability report
Material Topics		
GRI 200 Economic Standard Series		
Economic Performance		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	21
	103-2 The management approach and its components	21
	103-3 Evaluation of the management approach	21
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	21
	201-4 Financial assistance received from government	No financial assistance is given by the government
Procurement Practices		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	25
	103-2 The management approach and its components	25
	103-3 Evaluation of the management approach	25

GRI Standard	Disclosure	Page number(s) and/or URL(s)
Procurement Practices		
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	25
Anti-corruption		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	19
	103-2 The management approach and its components	19
	103-3 Evaluation of the management approach	19
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	19
GRI 300 Environmental Standards Series		
Materials		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	34
	103-2 The management approach and its components	34
	103-3 Evaluation of the management approach	34
GRI 301: Materials 2016	301-1 Materials used by weight or volume	35
Energy		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	32
	103-2 The management approach and its components	32
	103-3 Evaluation of the management approach	32
GRI 302: Energy 2016	302-1 Energy consumption within the organization	32
	302-3 Energy intensity	32
Water		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	34
	103-2 The management approach and its components	34
	103-3 Evaluation of the management approach	34
GRI 303: Water 2016	303-1 Water withdrawal by source	34
	303-3 Water recycled and reused	34

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Employment	Disclosure	Page number(s) and/or URL(s)
Biodiversity		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	35
	103-2 The management approach and its components	35
	103-3 Evaluation of the management approach	35
GRI 304: Biodiversity 2016	GRI 304-2 Significant impacts of activities, products and services on biodiversity	35
Emissions		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	32
	103-2 The management approach and its components	32
	103-3 Evaluation of the management approach	32
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	33
	305-2 Energy indirect (Scope 2) GHG emissions	33
	305-3 Other indirect (Scope 3) GHG emissions	33
	305-4 GHG emissions intensity	33
Effluents and Waste		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	34
	103-2 The management approach and its components	34
	103-3 Evaluation of the management approach	34
GRI 306: Effluents and Waste 2018	306-1 Water discharge by quality and destination	35
	306-2 Waste by type and disposal method	35
GRI 400 Social Standards Series		
Employment		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	27
	103-2 The management approach and its components	27
	103-3 Evaluation of the management approach	27
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	28
Occupational Health and Safety		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	30
	103-2 The management approach and its components	30
	103-3 Evaluation of the management approach	30
GRI 403: Occupational Health and Safety 2018	401-1 New employee hires and employee turnover	31
	403-5 Worker training on occupational health and safety	31

Employment	Disclosure	Page number(s) and/or URL(s)
Training and Education		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	28
	103-2 The management approach and its components	28
	103-3 Evaluation of the management approach	28
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	28
	404-2 Programs for upgrading employee skills and transition assistance programs	28
	404-3 Percentage of employees receiving regular performance and career development reviews	29
Diversity and Equal Opportunity		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	30
	103-2 The management approach and its components	30
	103-3 Evaluation of the management approach	30
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	19, 30
Human Rights Assessment		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	19
	103-2 The management approach and its components	19
	103-3 Evaluation of the management approach	19
GRI 412: Human Rights Assessment 2016	412-2 Employee training on human rights policies or procedures	19
Local Communities		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	37
	103-2 The management approach and its components	37
	103-3 Evaluation of the management approach	37
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	21, 37

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