

# Corporate Sustainability Goals, Targets & Indicators 2017

	Performance Area	Goal	Indicator Name	Indicator Owner	Target (Year)	Target (1st Quarter)	Target (2nd Quarter)	Target (3rd Quarter)	Target (4th Quarter)	SUSTAINABLE DEVELOPMENT GOALS	Programme(s)/Remarks	
People	Safety, Health & Security	To attain the target level of SHE incidents during the reporting period and maintain a high level of safety (personnel and environment) at GPIC site at all times.	1. SHE incidents (LTAs)	SSHEM	Zero	Zero	Zero	Zero	Zero		<ul style="list-style-type: none"> <li>Participate in international SHE awards, RoSPA and BSC awards.</li> <li>Enhance SHE by re-developing the BBS program and safety during the Turnaround.</li> <li>Further enhance Process Safety Management (PSM) by quarterly updates &amp; monitoring of PSM KPIs by PSM committee and yearly presentations on lessons learned. Support and contribute to local, regional and international.</li> <li>Participate in SHE activities through sponsorships, memberships and voluntary engagement &amp; bench marking.</li> </ul>	
		To ensure the target level of reduction in sick leaves taken by GPIC employees is attained during the reporting period.	2. Sick Leaves Days (SLD)	HRM	3,600 Sick Leave days (Excluding Surgeries)	900	900	900	900	900		<ul style="list-style-type: none"> <li>Conducting Periodic Medical Examination for employees.</li> <li>Publishing the Health Committee Newsletter.</li> <li>Conducting Health Awareness Lectures.</li> <li>Conducting Blood Donation Drives.</li> </ul>
		To ensure availability and readiness of security systems at 100% all the times	3. Security readiness %	SSHEM	100%	100%	100%	100%	100%	100%		<ul style="list-style-type: none"> <li>Security readiness will be tried and tested through exercises held throughout the year.</li> <li>Communication with national bodies NSA, Police and Traffic Directorate.</li> </ul>
		To review and update the 13 ERM Risks	4. Update ERM Risks	GMM	13	3	3	3	3	4		<ul style="list-style-type: none"> <li>Effective and streamlined review process of the ERM risk through the fully automated system.</li> <li>Conduct at least 4 meeting to review the ERM risks.</li> <li>Issue an annual final report to the Board Audit Committee.</li> </ul>
	Corporate Social Responsibility	To ensure that a targeted number of environmental awareness lectures are delivered at Local Schools.	1. Environment Awareness Lectures at Local Schools	PHES	32	0	0	32	0	0		Through communication with the Ministry of Education, the lectures programme are coordinated and planned. List of schools to be visited with programme schedule are circulated to all GPIC graduates engineer to conduct the lectures as planned.
		To ensure distribution of contribution money to worthy organizations and thus helping the local communities	2. Number of contributions, sponsorships to charities, NGOs and other worthy causes	CCM	100%	20%	30%	30%	30%	20%		Donation and sponsoring funds is distributed as per the approved sponsoring and donation lists by the GPIC as approved by GPIC board of directors and in responding to other projects and appeals received from various Parties.
		To ensure that the target number of educational visits to the GPIC complex during the reporting period is fully achieved.	3. Social and Educational visits to GPIC Complex	CCM	30 Visits	7	9	9	9	5		Based on requests received from schools, Universities and VIPs visits schedule plans are developed
		To maintain compliance with GRI Sustainability Reporting and UN Global Compact Principles by: a. Commitment to UNGC sustainability 10 principle commitment. b. Commitment to UNGC Food and Agriculture 6 principles. c. Commitment to UNGC Women Empowerment Principles (WEPs)	4. GRI Sustainability and UN Global Compact Reporting	GMM	Issuing of the report	-	100%	-	-	-		<ul style="list-style-type: none"> <li>Making sustainability reporting as integral part of the business through ensuring the full engagement of the relevant stakeholders vis means such as surveys , meetings, presentations etc.</li> <li>Comply with G4 requirements in terms of engaging with internal and external stakeholders in identifying and focusing on reporting the material aspects from the stakeholders' point of view.</li> <li>Sustainability Committee to ensure the required data is gathered on time and in the correct format to meet GRI and UNGC requirement.</li> </ul>
	Learning & Growth	To ensure the target percentage of Bahrainisation is attained at GPIC during the reporting period.	1. Bahrainization levels %	HRM	80%	80%	80%	80%	80%	80%		<ul style="list-style-type: none"> <li>Targeting more Bahrainis nationals for recruiting in various vacant positions.</li> <li>Reviewing/implementing employees succession plan to replace expatriates with Bahraini nationals.</li> </ul>
		To ensure the target percentage of hours of training is attained during the reporting period.	2. Total Training Hours	HRM	20,000	6,000	6,000	4,000	4,000	4,000		<ul style="list-style-type: none"> <li>Developing and execute the Competency based Training plan for all GPIC employees.</li> <li>Making effective use of e learning initiatives for training employees.</li> </ul>
		To ensure the target percentage of employee retention is maintained for the reporting period.	3. Employee Retention %	HRM	98%	98%	98%	98%	98%	98%		<ul style="list-style-type: none"> <li>Providing the employees better development through career progression &amp; training and development.</li> <li>Investing in developing and maintaining a competitive compensation, rewards and benefits package.</li> </ul>
	Planet	Environmental Sustainability	To ensure that every saleable tonne of product (Ammonia, Methanol and Urea) is attained within the target level of energy consumption.	1. Energy Consumption per saleable product tonne (Gcal/MT)	POM	7.755	7.749	7.76	7.761	7.748		<ul style="list-style-type: none"> <li>Carry out Desal units cleaning, inspection and maintenance.</li> <li>Carry out regular monitoring of energy and review and take actions to minimize losses.</li> </ul>
To ensure implementation of identified significant energy use projects related to reduction of consumption of HH steam and fuel natural gas.			2. Significant Energy use projects	TSM	100%	25%	25%	25%	25%	25%		<ol style="list-style-type: none"> <li>The project to line up of surplus LSU in Urea Plant to CDR unit is under implementation under RFC M-6633.</li> <li>The project to integrate all Auxiliary Boilers discharge headers vide RFC M -6794 there is a potential to optimise LS consumption and its loss through venting after integrating the BFW header. The extent of saving is estimated to be 5 MT/h of HH steam.</li> </ol>
To ensure 100% compliance of Bahrain Environmental Legislations at all times			3. Compliance to Bahrain Environmental Legislations	SSHEM	100%	100%	100%	100%	100%	100%		<ul style="list-style-type: none"> <li>Environmental law will be reviewed and level of compliance assessed.</li> <li>Meetings with Supreme Council for Environment will be attended.</li> <li>GHG inventory reporting as per IPCC guidelines on annual basis as mandated by NOGA and SCE.</li> </ul>

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Profit	Economic Sustainability	To ensure the company remains profitable	1. Actual Net Profit (US\$)	FM	3,140,765	964,600	1,078,550	325,950	771,665		<ul style="list-style-type: none"> <li>Monitoring and analyzing the Individual and overall Production Cost Statements reported through Monthly Management report. Any Variances in the cost elements will be reported to the concerned departments for control purposes on monthly basis.</li> <li>Utilization of raw materials to ensure optimal usage and efficiency of the plant.</li> </ul>
		To ensure that the total cost of production (Ammonia, Methanol and Urea) does not exceed the budget cost	2. Actual Production Cost (US\$/MT)	FM	212.79	208.72	214.61	215.11	212.64		<ul style="list-style-type: none"> <li>Minimize cost of materials procurement through application of aggressive purchasing strategies.</li> <li>Monitor and control contractor's expenditure.</li> <li>Warehouse inventory holding cost Optimization.</li> <li>Operation energy consumption Optimization.</li> </ul>
		To ensure that the actual export of products (Ammonia, Methanol and Urea) equals to or exceeds the budget export quantities	3. Actual Export Quantities (MT)	MKM	1,193,010	295,300	284,300	308,000	305,410		<ul style="list-style-type: none"> <li>Conduct Quarterly Economics of plant operations/ Contribution Margin calculation to achieve the best sales mix for GPIC products.</li> <li>Monitor International Market Prices closely and negotiate for improved market placements' and netbacks for GPIC products with Marketers.</li> <li>Monitor Inventory status for the three GPIC products and achieve optimal inventory levels by close coordination with Marketers and arrange timely shipments.</li> <li>Participate in Quarterly Coordination Meetings with Marketers to keep abreast of the International Market situation and formulate Marketing Strategies.</li> </ul>
		To ensure that the actual netback equals to or exceeds the budget netback	4. Actual Netback (US\$/MT)	MKM	215.00	215.00	215.00	215.00	215.00		
		Maintaining the financial Health of the Company	5. Total Debt / Total Equity (Ratio 1:3)	FM	1 : 3	1 : 3	1 : 3	1 : 3	1 : 3		<ul style="list-style-type: none"> <li>Reviewing the Statement of Financial Position (Balance sheet) reported through Monthly Management report every month.</li> </ul>
	Business Process Excellence	To ensure that the targeted level of combined production (Ammonia, Methanol and Urea) is attained during the reporting period.	1. Actual Production (MT)	POM	1,582,890	387,580	396,330	395,100	403,880		Produce saleable products in order to achieve the agreed production targets by maintaining overall average daily production rates for the operating days as follows: Ammonia 1,260 t/d, Urea 1,900 t/d, Methanol 1,230 t/d..
		To optimize plants (Ammonia, Methanol and Urea) availability	2. Actual On-Stream Factor / Budget On-Stream Factor	POM	98.81	98.21	99.26	97.81	100.00		<ul style="list-style-type: none"> <li>Carry out corrective and preventive maintenance rigorously to maintain the desired plant reliability.</li> </ul>

### Executive Management Team Signatures:

Signature: Marketing Manager Date: 9/1/2017	Signature: Safety, Security, Health and Environment Manager Date: 12.01.17	Signature: Corporate Communication Manager Date: 9/1/2017
Signature: Finance Manager Date: 8/1/2017	Signature: Information Technology and Knowledge Manager Date:	Signature: Human Resources Manager Date: 9/1/2017
Signature: Technical Services Manager Date: 12/1/2017	Signature: Plants Operation Manager Date:	Signature: Maintenance Manager Date: 08/1/2017
Signature: General Manager Manufacturing Date: 8/1/2017		
Signature: President Date: 8/1/2017		