

Communication on Progress 2018



Oman Environmental Service Holding Company S.A.O.C
(be'ah)

Communication on Progress

Period covered by Communication on Progress

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From: 05/02/2018 To: 05/02/2019

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STATEMENT OF CONTINUED SUPPORT BY THE CHIEF EXECUTIVE OFFICER

To our stakeholders:

I am pleased to confirm that the Oman Environmental Services Holding Company, be'ah, reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labor, Environment and Anti-Corruption.

be'ah's corporate and cultural values reflect its commitment to corporate sustainability and we vow to acquire best practices and deliver in areas of Human Rights, Labor, Environment and Anti-Corruption.

In this annual Communication on Progress, we describe our actions to continually improve the integration of the Global Compact and its principles into our business strategy, culture and daily operations. We also commit to sharing this information with our stakeholders using our primary channels of communication.

Sincerely yours,
Eng. Tariq Al-Amri
be'ah, CEO



This is our **Communication on Progress** in implementing the principles of the **United Nations Global Compact** and supporting broader UN goals.

We welcome feedback on its contents.

CEO's Message

be'ah has been laying the foundation towards building a sustainable future. Towards this, be'ah has been working assiduously pursuing the company's strategic goals. The long-term objective being to create an infrastructure which is sustainable, transforming waste management and driving a conscious habit to nurture a sustainable future.

One of the key agenda's in accordance with the company strategy was to partner with the private sector in providing waste management services in order to collaborate towards joint responsibility in conserving Oman's environment. In order to achieve this be' ah floated tenders during 2015 for the provision of waste management services and awarded operations tenders for some regions.

In the backdrop of the economic downturn due to the fluctuating oil prices, be'ah had to extend its initial timeline while continuing to work towards its target in completing the infrastructure by mid-2017. Additionally, the company will also continue taking over the waste management sector as per the readiness of the infrastructure due to the importance of waste management and the need to provide higher level of service.

be'ah had a successful year with its various accomplishments in 2015 with regard to sector development. Within the Municipal Waste Sector, be' ah completed the construction of a few engineered landfills, transfer stations and is currently in the final stages of completing others. Furthermore, the tenders to construct more engineered landfills and transfer station were floated and awarded within the same year. As for Hazardous Waste, be 'ah is working towards expediting the establishment of the treatment facilities, which will enable be 'ah in providing integrated services as per international environmental standards. The healthcare waste treatment facility in Thumrait will also be completed during the second quarter of 2016 where the company has already awarded the operations contract for 5 years to two companies for collection, transportation, treatment and disposal of healthcare waste. Tenders have been floated in accordance with the established plan to ensure that ability of Duqm Free Zone to handle and treat the current industrial waste generated from the area. Some of the other accomplishments includes the launch of its waste management services in two governorates. The completion of the expansion of the healthcare waste treatment facilities in Al-Multaqa by installing an additional system; the Autoclave; which is the first of its kind in the Sultanate doubling the amount of treated waste from 5 tons a day to 10 tons a day.

be'ah has set an ambitious target to reduce amount of waste going into landfills by diversion rate of 60% moving towards 80% by 2030. This strategy focused on supporting Oman s economy by providing no objection letters to the private sector initiatives for collecting and processing waste which can then be recycled such as construction and demolition waste (C&D), end of life tyres (ELT), lead acid batteries (LAB) and waste electric and electronic equipment (WEEE).

be 'ah has been collaborating with Ministry of Environment and Climate Affairs (MECA), to review the current laws and regulations for waste management and work towards establishing a new framework



of regulations for waste management as per the Government's vision for this sector.

be'ah is also working towards setting up the Center of Excellence to utilize its expertise in waste management and become the pioneers with an integrated plan tackling all aspects of waste management in MENA region. This apart, be' ah reviewed and enhanced its main internal process and also carried out various clean up campaigns in North and South Al-Batinah Governorates and Dhofar. Additionally, be' ah has participated in various waste management conferences and endorsed OmanEco conference where 160 participants from different organizations participated. While building the infrastructure for a sustainable future, be' ah has been looking at ways to add in-country value. With regard to this, be 'ah has initiated various training programs to develop young Omani talent and also provide opportunities to local SMEs and investors.

be 'ah faced extraordinary challenges due to financial constraints caused by declining oil prices which led the government to take measures to cut budgets across many sectors. However, the government has been extremely supportive and has been working in tandem to ensure plans move forward in spite of the challenging economic scenario. Owing to this, be' ah took certain measures without impacting its commitments toward sector take-over timelines and has been looking at innovative ways to stay on course towards building the integrated waste management system.

Partnering with the government, private sector and citizens, be 'ah is committed to creating a waste management eco-system which will contribute to the nation, its people and serve as a benchmark in the region.

Executive Management



Tariq Ali Al-Amri
Chief Executive Officer



Hilal Khalfan Al-Noumani
Executive Vice President - Municipal Solid Waste

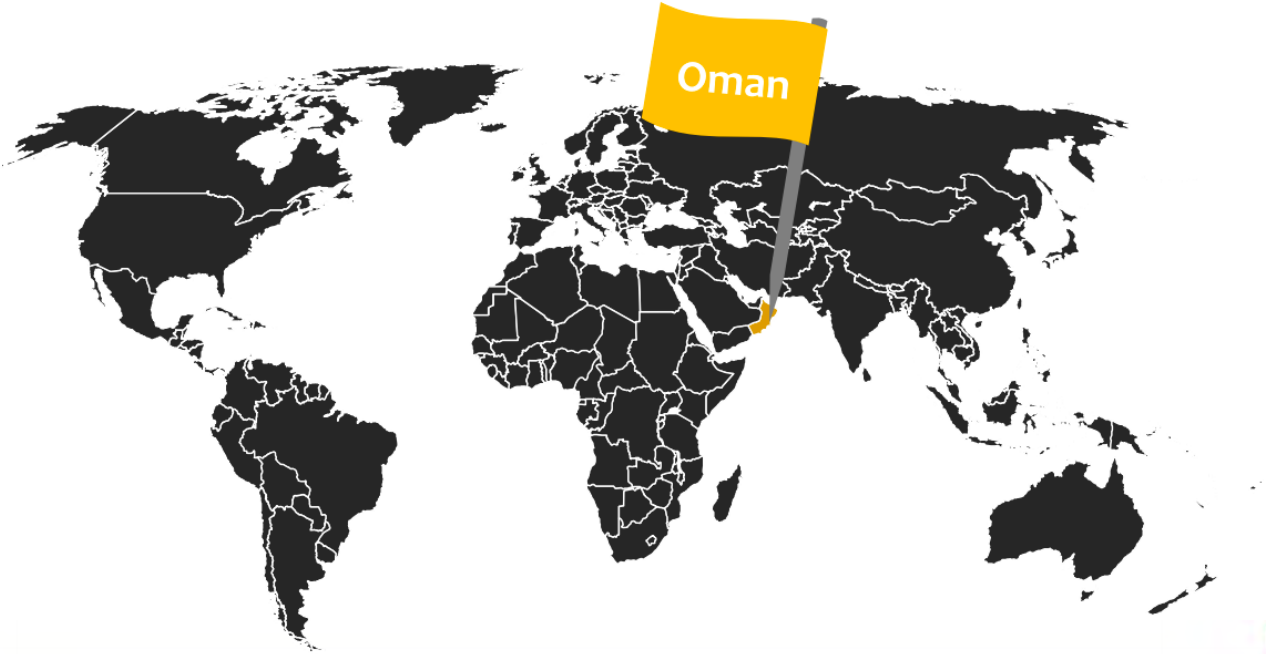


Sheikh Mohammed Sulaiman Al-Harthy
Executive Vice President - Strategic Development



Mohamed Moosa Ibrahim
Sector Head - Corporate Support Services

Location



 **Area: 309,500 km² (120,000 sq. miles)**

 **Population: 4.24 million***

 **Density: 13.71 capita/km²**

Source: National Center for Statistics and Information
*Sep 2015

About *be'ah*

Oman Environmental Service Holding Company S.A.O.C (be'ah) was established in 2007. In 2009, a Royal Decree No. 46/2009 granted be'ah the mandate and the legal status as the entity responsible for solid waste management in Sultanate of Oman.

Within this umbrella, be'ah works on moving towards sustainable waste management practices as per international standards by establishing the required infrastructure, restructure the municipal waste collection services, and improve public awareness of waste management.

The National Strategy Report was developed to create one cohesive plan to address disparate solutions for various concerns which includes absence of policy and strategic master plan, a single responsible entity or an integrated waste management system, resources, and infrastructure. Inadequate data and records, laws and regulations, experienced workforce and lack of coordination among stakeholders were also a few reasons to formulate a National Strategy Report.

The National Strategy Report

Create an effective organizational structure and framework for waste management in Oman.

- Establish a holding company owned by the government with subsidiaries (Geographical).
- Implement the urgent recommended projects.
- Lay the foundation for an Integrated Waste Management System and the overall strategy with the frame time (Long & Short terms), budgets, tariffs, and required resources.
- Establish an independent National Authority to regulate Solid and Hazardous Waste.
- Establish a unified law for the sector (Regulatory Framework) with separate legislations including hazardous and non-hazardous waste.
- Implement an integrated Financial System for Solid waste Management and use this System for the tariffs.

Our vision

“To Conserve the Environment of our Beautiful Oman for our Future Generations”



Our Mission

We develop the Waste Management Sector in Oman by providing safe, efficient and most economically and environmentally sustainable services in innovative ways, thereby, contributing to the overall economy.



Corporate Values

Safe

Ensure minimal risk to the environment, service providers and the community.



Innovative

Harness new technologies and best practices for continuous improvement within the sector, associated industries and in the larger community.



Efficient

Identify, develop and implement optimal strategies and solutions in terms of effectiveness, cost and practicality.



Sustainable

Educate, enthuse and empower the sector, and society at large to reduce, reuse and recycle.



Cultural Values

Honesty

We believe in transparency.

We believe that, to be truly successful in business and in life, we must always be honest and open with our stakeholders. We believe that openness and honesty make for the best relationships because it leads to trust and faith.



Integrity

We do the right thing.

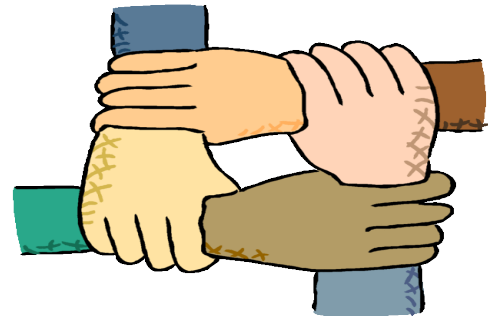
We conduct our business in accordance with the highest standards of professional behavior and ethics. We are transparent, honest and ethical in all our interactions with stakeholders.



Respect

We treat others as we expect to be treated.

We embrace each individual's unique talents and honor diverse life and work styles. We operate in a spirit of cooperation and value human dignity.



Strategic Goals

be'ah is committed to strategic directions in line with its mission statement and current needs on the ground. These include 4 Core Strategic Goals:

1) Damage Control

Current waste dumping practices in open dumpsites that result in continuous fires and which could harm the environment, and are a cause of regular complaints from the public, is of major concern to be'ah and as such controlling this damage is top priority for the company. Damage control involves building the basic required Municipal Solid Waste (MSW) infrastructure such as landfills and transfer stations as well as the infrastructure required for Hazardous Waste (HW) and Healthcare Waste (HCW). Once this infrastructure is in place old traditional dumpsites could be put out of service and planned for rehabilitation process.



2) Structure the Waste Management Services

Once required infrastructure is in place, be'ah will start providing integrated municipal waste management services, governorate wise, which will include the collection, transportation and treatment of waste. be'ah aims to ensure high service level standards in providing these services and intends to outsource these services via experienced and specialized companies. Similar plans were put in place for hazardous waste and healthcare waste. In addition, be'ah developed a diversion strategy taking into mind the nature of waste produced in Oman and its sources. The diversion plan calls for recycling facilities for different waste streams and a major national project whereby MSW will be incinerated to generate energy and steam both of which will feed into a desalination plant that will generate substantial volumes of much needed sweetwater.



3) Develop the Waste Management Sector

In order to raise the level of waste management services in the country and attract top international and local investors, the sector must be developed to be at par with other well developed sectors in the Sultanate such as the Oil & Gas, Banking, or the Telecom sector. In addition, a well-developed sector will be able to attract top talent resources that aspire to work for such sector.



4) Support Oman Economy

Across its projects and operations, be'ah is committed to support Oman's economy by maximizing the in-country-value, whether it's giving priority to experienced local contractors, offering investment opportunities to local investors and Small and Medium Enterprise (SMEs), or creating job opportunities for Omanis.



Sustainability

Legal Framework

It is important to have a legislative framework that defines the collection, transportation, recovery and disposal of waste in order to build a sustainable integrated waste management ecosystem. These kind of legislations and directives ensure waste is recovered or disposed without endangering human health or the environment and permits, registration and regular inspections ensure that all adhere to the requirements. These legislations also ensure that appropriate steps are to be taken to prevent or reduce waste production, secondly recover waste by means of recycling or use waste as a source of energy. be'ah is collaborating with the Ministry of Environment and Climate Affairs (MECA) to review the current laws and regulations for waste management and is working towards establishing a new framework of regulations for waste management as per the Government's vision for this sector.

Environmental Centre of Excellence

be'ah believes that a robust waste management eco-system is intrinsically connected to protecting and preserving the environment. Committed to this belief, be' ah aims to establish an Environmental Centre of Excellence and position it as an industry-leader in the region. The Center will be dedicated to promoting research and development, innovation and knowledge-sharing pertaining to the environment and waste management in particular. In order to encourage a culture of fostering new ideas in these areas, the Centre will also include a training institute. Working closely with colleges and universities, the Research Council of Oman, MECA and other partners who share the same vision, the institute will become a knowledge Centre to develop the right practices towards creating a sustainable future. The plans and strategy to develop the Environmental Centre of Excellence has begun and it is envisaged to set a new benchmark in the region.

Projects

Waste to Energy to Water Project:

The waste to energy to water plant is designed to treat around 2,200 tonnes per day of MSW from the Muscat and South Al Batinah catchment area which otherwise will go to landfills and occupy the space. The plant will thermally treat the waste to generate steam which will turn a steam turbine to generate electricity. The generated electricity is used to run a desalination plant which will generate around 75 million cubic meter of potable waste per annum. The conventional fuel used for operating desalination plants in Oman is gas and production of water from thermal treatment of waste will help reduce Oman's dependence on gas for water production. The saved gas can be exported and will be additional revenue for the Sultanate. Moreover, Oman has signed the Paris Agreement to reduce overall carbon emission from the country by 2030. The waste to energy to water plant will contribute significantly to Oman's commitment and being the first of its kind concept, the plant will increase the country's green reputation.



Mechanical Biological Treatment (MBT) Project:

MBT is a residual waste treatment process that involves both mechanical and biological treatment with the aim of reducing the environmental impact of landfilling residual waste. It combines a sorting facility with a form of biological treatment such as composting or anaerobic digestion. It stabilizes and separates waste which is not suited for recycling, extracts recyclable material and produces a Refuse Driven Fuel which is used for industrial applications.



Biogas Project:

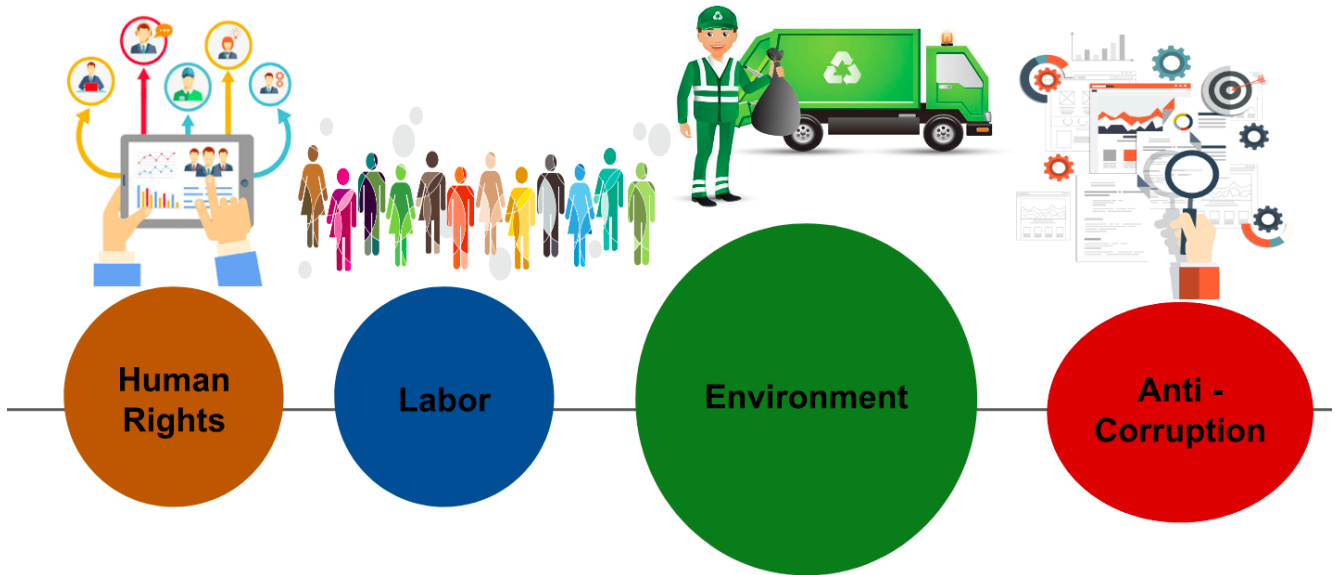
The Biogas Project aims at producing biogas, a renewable energy source produced from raw materials such as agricultural waste, municipal waste, plant material, sewage, green waste or food waste. The breakdown of these organic matter in the absence of oxygen refers to a mixture of different gases which is Biogas. It is used as a fuel for any heating purpose, such as cooking. It can also be used in a gas engine to convert the energy in the gas into electricity and heat.



Community Outreach

be'ah believes in reaching out to the larger community to build and contribute towards creating a waste management ecosystem that is collaborative. To achieve this, the first step is working hand in hand with local communities and partners by creating awareness that supports positive behavioral change and facilitate the implementation of the modern waste management hierarchy that emphasizes the three R's; Reduce, Reuse, and Recycle. be'ah is involved in varies type events such as clean up campaigns as part of “conserving our beautiful Oman” initiatives. Other event participations vary in terms of school visits, sponsorships or collaborations with other organizations.





The report will contain a description of actions taken by be'ah in the areas of Human rights, Labor, Environment and Anti-corruption.

Human Rights

Principles

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and

Principle 2: make sure that they are not complicit in human rights abuses.

Implementation

be'ah is committed to providing a safe and healthy work environment. This can be demonstrated throughout be'ah by implementing strategies to protect our staff and making all of our staff aware of be'ah's managerial commitment to having a healthy and safe working environment. To ensure workers are provided **safe, suitable and sanitary work** facilities, we implemented the following:

- Environmental Control Mechanism of Air Conditioning, Ventilation, and lighting to configure safe work environment.
- Offices are equipped with Fire alarm system and fire protection system.
- Providing Safety signs (Instruction boards), Emergency Exits & assembly point.
- Continuous and periodic conducting of HSE induction/awareness to staff.
- QHSE Policy & Evacuation Maps are installed throughout the main building, as well as facilities.
- Provide personal protection equipment (PPE) to ensure protection of staff at all times.
- Provision of first aid kits in each floor.
- Train staff at each floor on (fire warden & First Aid)
- Regular HSE inspection at main building as well as be'ah various waste management facility.

Moreover, be'ah's nature of work is to provide waste management services, therefore, there are no measurement taken to eliminate ingredients, designs, defects or side-effects that could threaten human life and health during manufacturing, usage or disposal of products as there are **no products being designed or produced here in be'ah**. However, the QHSE policy, procedures, and Guidelines have been provided with the mechanism of risk assessment and control. In addition, HSE plans are prepared and constantly reviewed by HSE team, inspections and training are conducted in order to sustain quality & safety of operations.

Further, **be'ah is committed to protect workers from workplace harassment**. Harassment of any kind is strictly prohibited by Laws such as Oman Labor Law, Constitutions, Royal Degrees and ministerial resolutions issued from time to time by the Ministry of Manpower. be'ah HR Policy manual is fully governed and reflecting the same for to prevent any harassments within the framework of the employment relationship. We ensure that every employee has the right to receive a copy of the law and regulations regarding prevention of any kind of harassments. We always organize educational sessions to update the changes in the manuals, laws to raise awareness among the employees.

We had formulated an effective grievance procedure for submitting such complaints and any untoward incidents will be handled as follows:

- Internal disciplinary hearing
- Labor Court
- Civil Court
- Police complaint

Measurement of Outcome

be'ah has not been involved in any legal cases, rulings or other events related to human rights abuses.

Labor

Principles

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

Principle 4: the elimination of all forms of forced and compulsory labour;

Principle 5: the effective abolition of child labour; and

Principle 6: the elimination of discrimination in respect of employment and occupation.

Implementation

As part of the government's endeavor's towards betterment of its workforce, Oman introduced an enhance Labour Law in 2012 to regulate the employment relationship for employees at all sectors. The Labour law is considered to be a strong law, providing for a balanced relationship between employers and employees, while laying stringent conditions for the timely payment of wages, mandatory leaves, and protection against unfair termination, medical insurance and workmen compensation of employees on the one hand, and regulating the employee's code of conduct on the other hand. be'ah in principle doesn't encourage any kind of bonded Labour as it is fully complied with the law which stipulates the minimum provision in the employment contracts. We proudly state that all employment related administration, actions, decisions are governed with the HR Policy & Procedure Manuals, Manual of Authority, Oman Labor Law, Constitutions, Royal Degrees and ministerial resolutions issued from time to time by the Ministry of Manpower. We have considered and integrated the Ministry of Manpower issued decision number 222/2013 regarding the minimum wage standards while designing our grading structure and benefits. We confirm that the wages for the startup position within be'ah is far more than the minimum wages determined by the above decision. Similarly, we ensure that all new recruits are within the approved salary and grading structure.

Measurements of Outcomes

be'ah has not been involved in any legal cases, rulings or other events related to forced and compulsory labour, child labour or discrimination.



Sultanate of Oman Ministry of Manpower

- Article one from the ministerial decision 222/2013 states that:
The minimum wage for Omanis working in the private sector is 325
The amount in Oman Riyals is distributed as follows:
 - (225) Two hundred and fifty five Riyal Omani as a basic salary.
 - (100) one hundred Omani Riyals as allowances.
- Article two from the ministerial decision 222/2013 states that:
The employers have to pay the wages to the omani workers according to Article 1, without prejudice to employees who receive more than the minimum wage indicated.

Environment

Principles

Principle 7: Businesses should support a precautionary approach to environmental challenges;

Principle 8: undertake initiatives to promote greater environmental responsibility; and

Principle 9: encourage the development and diffusion of environmentally friendly technologies.

Implementation

Environmental protection system: solid waste systems

To avoid environmental damage, we implemented the following:

- Policies and progressive legislation (internal and external) been developed in this area (waste sector) and ensure the effective implementation (including special areas) of the same by educating stakeholders and monitoring compliance and impact.
- Develop, cascade and monitor goals and key metrics for reporting sections.
- Plan and lead initiatives to promote awareness, at all levels in be'ah, of the impact of emerging environmental concerns or issues that could arise from various waste management processes, and their implications for be'ah and to ensure their effective communication.
- Follow up on performance of contractors in be'ah various waste management operations and validate the quality of their work by site visits, monthly reporting and reviewing of their operation.

Emergency Procedures

Building an HSE culture inside be'ah offices, service facilities and sites have always been a top priority for be'ah and its stakeholders and contractors. After conducting a study, the team has noticed inadequate awareness of QHSE among be'ah employees, as a result, the year 2017 marked the start of the HSE's emergency mock drills and awareness campaigns. Now, the HSE department conducts emergency mock drills for employees on a regular basis. These emergency mock drills allow opportunities for improvement in *be'ah*'s ability to respond to emergencies by having the employees provide recommendations at the end of the drills.

Safe handling and storage of dangerous substance

In order to minimize the use and ensure safe handling and storage of hazardous materials, be'ah has implemented waste evaluation methods and structures that aim at protecting the environment in the best possible way when handling hazardous materials. All storage facilities that are being planned and build with the aim at storing hazardous substances, are built to high standards and are further protected by additional means (hazardous waste storage buildings are as an example constructed with a protective heavy duty HDPE liner as an extra barrier underneath the concrete floor).



Measurements of Outcome

be'ah has not been involved in any rulings related to environmental lawsuits. be'ah was a party on two Court cases related to environmental issues. All the cases are finished and no ruling or claim been accepted by the Court against be'ah.

Anti-corruption

Principles

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

Implementation

The Employees during joining must sign the code of ethics which include the following:

- Declaration
- Anti-bribery clause
- Conflict of interest clause

Also, in the new approved structure of the **Risk Management** is consist now of two functions:

- Corporate Risk Management
- Operational Risk management

Part of the Corporate Risk Management is assessing the Fraud Risk Assessment where we assess the Fraud Triangle and the components of fraud (like Asset misappropriation, conflict of interests, corruption, bribery and identity theft...etc) and we highlight any Fraud Indicators.

In terms of business, the following was set, in order to ensure **ethical behavior in contracts** with business partners:

- Developed be'ah Tender policies that are based on fairness & transparency.
- Adhering to Tenders Code of ethics.

Also, to ensure **that internal procedures support the company's anti-corruption commitment**, the following was established:

1. The Code of ethics in be'ah has been developed according to international standards and it is matching the code of ethics criteria in the organization of the Internal Auditor (IIA).
2. In be'ah we have all the three line of the defenses (process owners, Risk Management section and Internal Audit department) those are the three lines were ensure the implementation of the internal controls.
3. In Addition, be'ah have all the Governance Risk & Compliance (GRC) bodies, as we have the Internal Audit department, Compliance function, Risk Management and legal department, and all those GRC bodies ensure be'ah has controls over the (International Standards, public regulation and the Internal policies and procedures)

Finally, we have the Quality, Health and Safety department (QHS), we are looking into the ISO certification for all functions in all department (Risk Management part of it) and quality control for all be'ah's departments.

Measurement of Outcome

be'ah has never involved in any legal cases, rulings or other events related to corruption in all its forms.

Measurement of Outcomes

Demographics

be'ah treats all applicants with equal opportunities of employment irrespective of their age, sex, marital status, pregnancy, family status, disability, race, nationality or religion (provided that these do not impede the abilities of the prospective appointees to carry out normal job duties or affect the health and safety of fellow employees). The current demographic status are as follows:

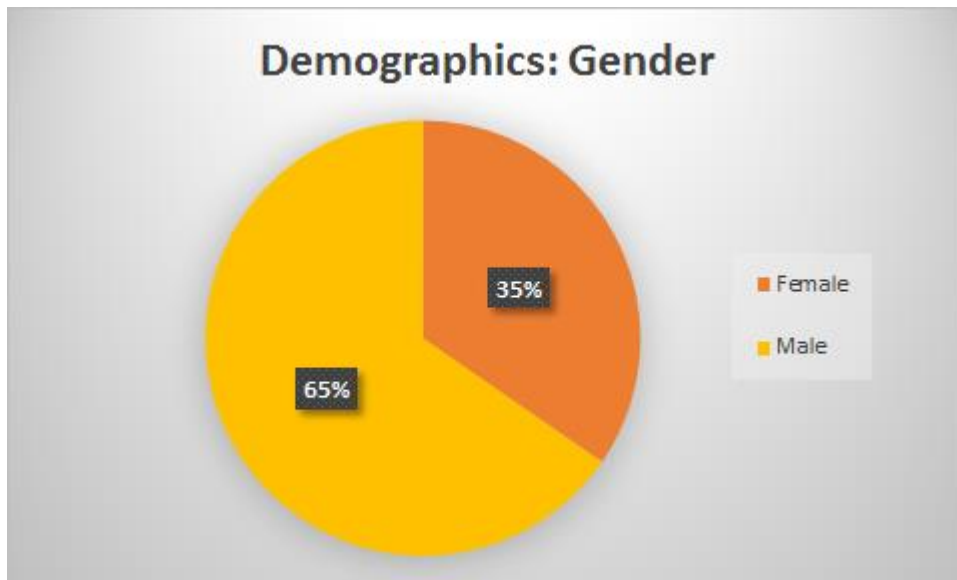


Figure 1. Out of 181 employees, 63 of them are female and 118 are male.

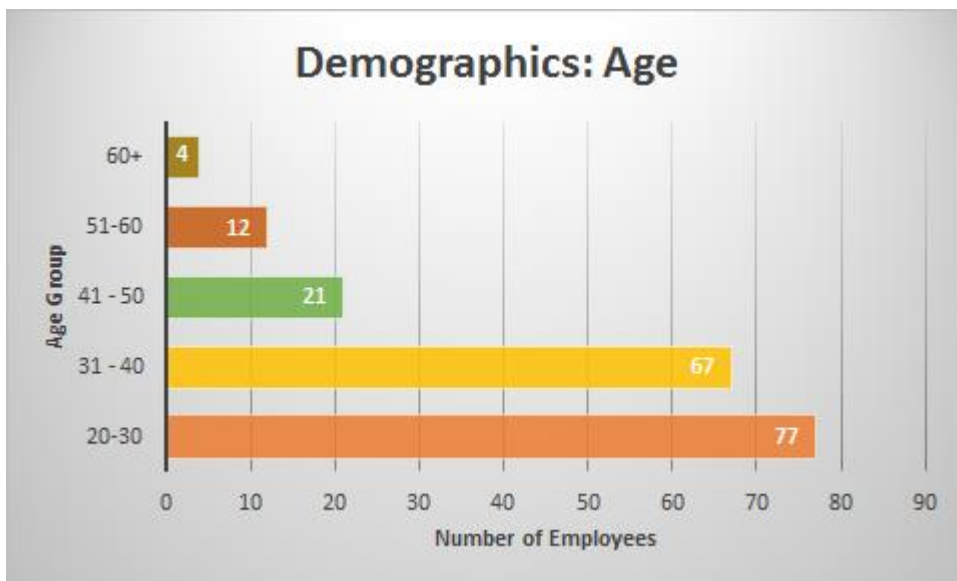


Figure 2. Distribution of employees by Age group.

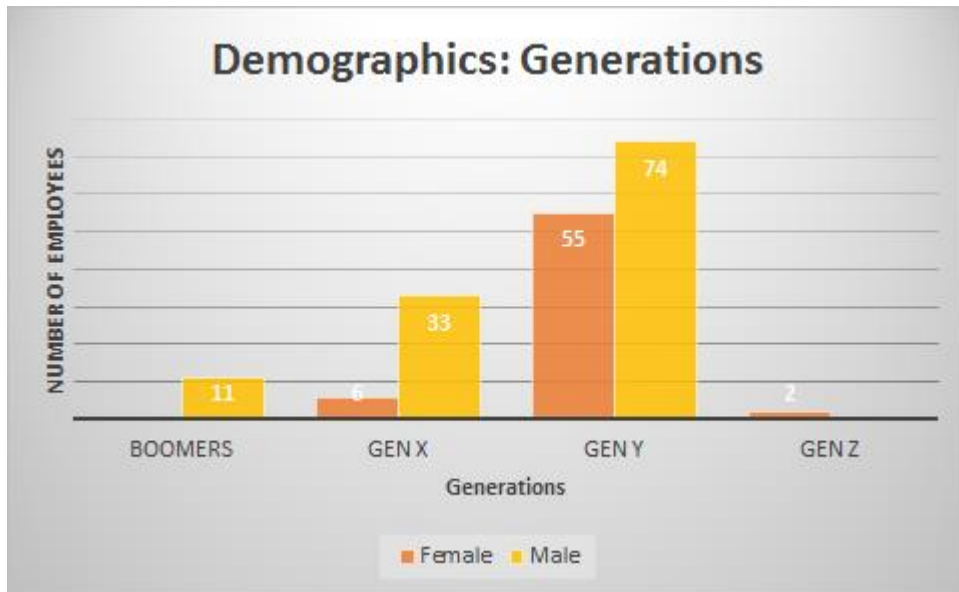


Figure 3. Distribution of employees by generation.

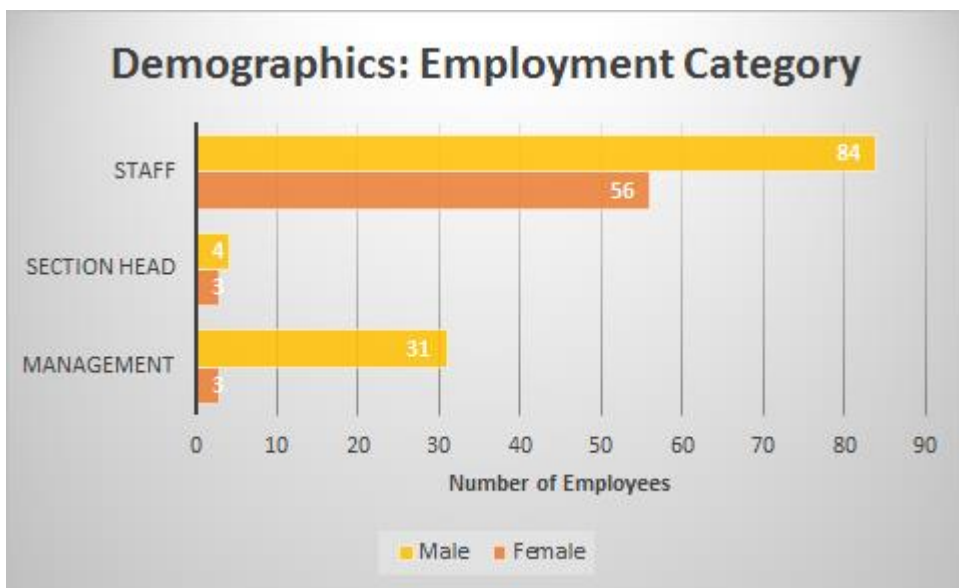


Figure 4. Distribution of employees by employment category.

Recycle Materials

To increase the percent of recycled materials, four Material Recovery Facilities (MRFs) are planned to be constructed in the next 2 years in different parts of Oman by be'ah. The first facility is expected to be commissioned in Q1 2019. These facilities are expected to achieve overall Municipal Solid Waste (MSW) diversion rate from landfills of between 4-7% of total produced MSW in Oman. There are also plans to introduce two bins MSW collection system in Muscat that will enhance the percentage of recycled materials from collected MSW.



Rate of Occupational diseases, injuries and absenteeism

Occupational disease, injuries and absenteeism surveillance involves the systematic monitoring of health events in be'ah in order to prevent and control occupational hazards and their associated diseases, injuries and absenteeism. The following are measurements taken to prevent and control occupational hazards:

- Run regular HSE inspection and audit.
- Employee HSE training.
- Availability of annual medical examination.
- Vaccinations according to the nature of work.
- Incident reporting and investigation mechanism.
- Monthly HSE statistic report (To report / record all types of injury, injury rate (IR), occupational diseases rate (ODR), lost day rate (LDR), absentee rate (AR) and work-related fatalities for independent contractors working on-site to whom the organization is liable for the general safety of the working environment.

HSE Statistic Report												
Sr.No.	Description	2015										
		Feb	Mar	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec
1	Total nos. of Staff	90	100	101	105	107	110	112	118	118	124	128
2	Total sick leave	3	3	12	13	15	4	5	8	26	18	6
3	*Number of working days	20	23	22	22	22	18	22	19	20	22	20
4	Cumulative of Operating Days from February 2015 up to date	20	43	65	87	109	127	149	168	188	210	230
5	Total Safe working hours	14400	18400	17776	18480	18832	15840	19712	17936	18880	21824	20480
6	Cumulative total Safe working hours		32800	50576	69056	87888	103728	123440	141376	160256	182080	202560
7	Number of LTI (Lost Time Injury)	0	0	0	0	0	0	0	0	0	0	0
8	Number of Accident	0	1	0	0	0	0	0	0	0	0	1
9	Number of Near Miss Reported	0	0	0	0	0	0	0	0	0	0	0

Figure 5. HSE Statistic Report for year 2015

Sr.No.	Description	2016											
		Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
1	Total nos. of Staff	129	132	137	139	140	144	143	144	146	147	143	144
2	Total sick leave	23	21	22	11	29	38	14	37	5	18	28	40
3	*Number of working days	21	21	23	20	23	19	20	23	16	22	20	20
4	Cumulative of Operating Days from February 2015 up to date	251	272	295	315	338	357	377	400	416	438	458	478
5	Total Safe working hours	21672	22176	25208	22240	25760	21888	22880	26496	18688	25872	22880	23040
6	Cumulative total Safe working hours	224232	246408	271616	293856	319616	341504	364384	390880	409568	435440	458320	481360
7	Number of LTI (Lost Time Injury)	0	0	0	0	0	0	0	0	0	0	0	0
8	Number of Accident	0	0	1	0	0	0	0	0	0	0	0	0
9	Number of Near Miss Reported	0	0	0	0	0	0	0	0	0	0	0	0

Figure 6. HSE Statistic Report year 2016

Sr.No.	Description	2017											
		Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
1	Total nos. of Staff	146	149	151	156	159	164	165	167	168	171	173	173
2	Total sick leave	9	8	17	28	42	9	16	13	14	20	26	14
3	*Number of working days	23	20	22	20	23	16	21	22	19	24	22	21
4	Cumulative of Operating Days from February 2015 up to date	501	521	543	563	586	602	623	645	664	688	710	731
5	Total Safe working hours	26864	23840	26576	24960	29256	20992	27720	29392	25536	26224	26934	27665
6	Cumulative total Safe working hours	508224	532064	558640	583600	612856	633848	661568	690960	716496	742720	769654	797319
7	Number of LTI (Lost Time Injury)	0	0	0	0	0	0	0	0	0	0	0	0
8	Number of Accident	0	0	0	0	0	0	0	0	0	0	0	0
9	Number of Near Miss Reported	0	0	0	0	0	0	0	0	0	0	0	0

Figure 7. HSE Statistic Report year 2017

Sr.No.	Description	2018							
		Dec	Jan	Feb	Mar	Apr	May	Jun	Jul
1	Total nos. of Staff	173	175	177	177	177	182	182	175
2	Total sick leave	14	8	17	11	16	8	6	8
3	*Number of working days	21	23	20	22	21	23	8	22
4	Cumulative of Operating Days from February 2015 up to date	731	754	774	796	817	840	848	870
5	Total Safe working hours	27665	28419	29193	29989	30806	31646	32494	33364
6	Cumulative total Safe working hours	797319	825738	854931	884920	915726	947372	979866	1013230
7	Number of LTI (Lost Time Injury)	0	0	0	0	0	0	0	0
8	Number of Accident	0	0	0	0	0	0	0	0
9	Number of Near Miss Reported	0	0	0	0	0	0	0	0

Figure 8. HSE Statistic Report year 2018

In summary, be'ah has not been involved in any legal cases, rulings or other events related to occupational diseases, injuries or discrimination against age, gender, marital status, pregnancy, family status, disability, race, nationality or religion.