



AUTOMOTIVE PRECISION TECHNOLOGY

SOCIAL IMPACT ASSESSMENT REPORT

2024

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SOCIAL IMPACT ASSESSMENT REPORT



1.0 EXECUTIVE SUMMARY

This comprehensive report for Social Impact Assessment (SIA) is developed to evaluate the social, economic, and environmental impacts of Automotive Precision Technology, a leading manufacturer of aluminum automotive parts for Tesla, etc. based in KEZAD industrial area of Abu Dhabi. Employing 174+ manpower working in three shifts respectively, APT significantly influences its employees, the local industrial community, and the broader environment in general.

APT as an organization has several long-term development goals that align with the broader strategic vision of the Emirate, such as Abu Dhabi Economic Vision 2030 and the UAE Vision 2021. These goals focus on economic diversification, sustainable development, social progress, and other technological advancement. APT as an automotive component manufacturing organization can support these goals in various ways:

- a. Reduce dependence on oil and gas revenues by diversifying the economy.
- b. Promote environmental sustainability and responsible resource use.
- c. Develop a knowledge-based economy with a focus on innovation and technology.
- d. Enhance the skills and capabilities of the local workforce.
- e. Foster social development and cultural preservation.
- f. Develop world-class infrastructure to support economic activities and improve quality of life.
- g. Preserve natural resources and protect the environment.

2.0 INTRODUCTION

2.1 Overview of APT Organization

Automotive Precision Technology (APT) is an automotive aluminum component manufacturing facility producing extruded components and sub-assemblies. APT is a subsidiary of UAE-based Al Ghurair Group, which has been active in the downstream aluminum industry since 1976 with the establishment of Gulf Extrusions in Jebel Ali. Gulf Extrusions added a second plant in KEZAD in 2017, giving the company a combined capacity of 70,000 MT per year and production of over 4 million automotive parts per year from APT's facility.

APT operational processes include design for the manufacture of new projects extrusion via Gulf Extrusions, fabrication and assembly, surface treatment, quality control, packaging, and global shipping.

2.1 Overview of APT Organization (contd...)

APT manufactures structural extruded automotive parts including front & rear bumpers, cross members, structural beams, electric vehicle (EV) battery extrusions, sunroof components, general vehicle body & chassis components & sub-assemblies, crash alloy components including sills & rockers, and sunroof components. APT is a certified IATF 16949:2016, VDA 6.1:2016, ISO 45001:2018 (H&S), ISO 14001:2015 (Environmental) & ISO 50001:2018 (Energy Management) facility. The Vision of APT is to be the #1 supplier of choice for automotive extruded aluminum components and its Mission is to support the global movement in sustainability by providing innovation in aluminum extrusion & manufacturing services for the automotive industry to produce safer, lightweight & greener vehicles.

APT's core values are centered around Accuracy, Precision, and Teamwork. APT is situated in KEZAD, Abu Dhabi, the largest operator of integrated and purpose-built economic zones. APT's current advanced manufacturing facility in KEZAD is located adjacent to Emirates Global Aluminum, which is one of the largest manufacturers of aluminum billets in the world. APT's new 33,000 SQM plant will be operational in early 2025.

2.2 Purpose and Scope of the Assessment

The purpose of this SIA is to evaluate APT's social impact, focusing on employment conditions, community contributions, environmental sustainability, and corporate social responsibility. The assessment provides insights for current status and improving further APT's social, economic and environmental performance.

3.0 METHODOLOGY

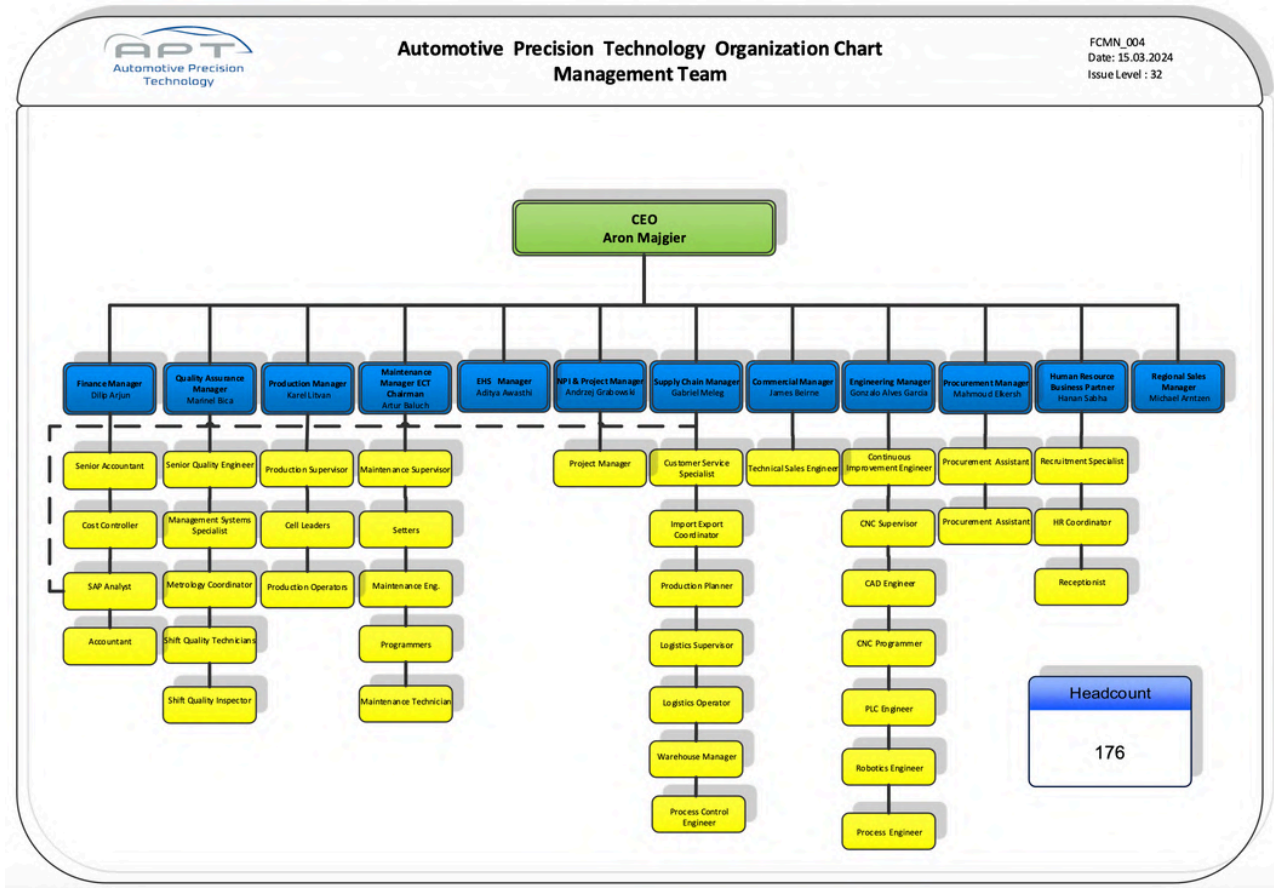
3.1 Data Collection Methods

The assessment utilized a combination of qualitative and quantitative data collection methods:

- **Focus Group /One to One Interviews:** Conducted with key stakeholders including employees, and APT management.
- **Document Review:** Analysis of company HR policies, OH&S reports, and other related manuals and procedures.
- **Site Visits:** Observations and assessments conducted during touring at the KEZAD facility.

4.0 EMPLOYMENT CONDITIONS

4.1 Workforce Demographics



APT Employees a Diverse Workforce:



Total Employees:
174+ Working Full Time



Gender Distribution:
07 Females (4.02%)



Gender Distribution:
167 Males (95.97%)

4.1.1 Breakdown of Nationalities

NATIONALITY	NUMBER
EMIRATI	03
POLISH	07
BRITISH	01
INDIAN	28
PAKISTANI	06
FILIPINOS	112
JORDANIAN	02
EGYPTIAN	04
HUNGARIAN	01
ROMANIAN	02
SPANISH	01
CZECHS	01
SIERRA LEONEAN	02
NEPALI	01
SAUDI	01
SYRIAN	01
UKRAINIAN	01

AGE RANGE:

Employees are an average age of **32 years old.**

- **Under 30: 24**
- **Between 30-50: 142**
- **Above 50: 12**

EMPLOYEES TURNOVER:

YEAR 2024

- **Resignations: 11.98%**
(28 employees)
- **Termination: 2.4%**
(4 employees)

4.2 Employees Recruitment Process

The hiring of new employees is done through web portals such as LinkedIn (APT) and other web portals. Based on the CVs received, interviews are conducted by the process owners. The manpower requirements are based on project needs and can vary.

4.3 Employees Training and Development

APT is committed to fostering a culture of continuous learning and professional growth. Its dedicated Training and Development program plays a pivotal role in providing ongoing education tailored to the evolving needs of its employees. Through a comprehensive range of workshops, online courses, and hands-on training sessions, APT ensures that every team member has access to the resources they need to enhance their skills and advance their careers. By investing in employee development, APT not only improves individual performance but also drives innovation and excellence across the organization.

4.4 Wages and Benefits

APT offers competitive compensation packages:



Wages

Above the local minimum wage, with possible annual reviews for adjustments based on performance.



Probation

6-months period.
Termination can be with one-month notice period.



Health Insurance

As per the medical insurance coverage.



Paid Leave

25 paid working day leave in 2 years time period.



Return Air Ticket

One economy class air ticket to the point of origin.



Training Programs

Regular training sessions to enhance skills and career advancement.

4.5 Working Hours and Shifts

The three-shift system ensures 24/7 operation, which is 6 days a week. Sunday working is optional for workers with strict adherence to not exceed 144 hours in a 3-week time period.

- **Shift Structure:** Morning (6 am - 2 pm), Afternoon (2 pm - 10 pm), Night (10 pm - 6 am)
- **Shift Rotation:** Employees rotate shifts every month to ensure work-life balance.
- **Overtime Policy:** Voluntary, with standard pay for overtime hours as per UAE labor laws.

4.6. Sampled Employees

An employee's ID nos. 600216, 201713, 201742, 601002, 601064 were sampled during the site visit and interviewed on a one-to-one basis and as a focus group. Their details, observed and collected from HR, are as follows: (see sample overleaf)

4.7 Governing UAE Law

Cabinet resolution no. (1) of 2022 on the implementation of federal decree law no. (33) of 2021 regarding the regulation of labor relations.

4.8 Regulatory Compliance

To ensure compliance with local and international social standards, APT has implemented a comprehensive framework encompassing various measures. These measures typically cover regulatory compliance, ethical practices, environmental sustainability, labor standards, and community engagement. Here are the key measures that the APT organization has put in place:

- **Environmental Regulations:** APT is committed to exceeding Abu Dhabi's stringent environmental regulations. APT's operations are designed to minimize emissions, manage waste responsibly, and optimize resource usage, ensuring a sustainable and eco-friendly workplace.
- **Labor Laws:** APT adheres strictly to local labor laws, ensuring fair wages, reasonable working hours, and a safe and healthy work environment. It upholds the highest standards of employee rights and welfare.
- **ISO Certifications:** APT proudly holds ISO 14001:2015 for Environmental Management, ISO 45001:2018 Occupational Health and Safety and ISO 50001:2018 for Energy Management system respectively. These certification reflects its dedication to international best practices and continual improvement.
- **Global Reporting Initiative (GRI):** APT adopts GRI standards for sustainability reporting, ensuring complete transparency and accountability in its operations. This commitment underscores their dedication to global sustainability benchmarks.

4.9 Fair Labor Practices

- **Non-Discrimination:** APT foster an inclusive workplace with non-discriminatory hiring practices and equal opportunities for all employees.
- **Fair Wages:** APT compensation packages not only meet but often exceed local regulations and industry standards, reflecting its commitment to employees' financial well-being.

4.10 Social Impact Assessment / Observations

Automotive Precision Technology is strategically located in KEZAD, Abu Dhabi's industrial area, ensuring minimal disruption to residential communities. Its commitment to employee well-being is demonstrated through a comprehensive support system:

- **Health and Safety:** The APT facility includes a trained first aider and a male nurse on site for minor injuries. In cases of major injuries, it has a partnership with the Emirates Global Aluminum (EGA) clinic to provide necessary support.
- **Employee Accommodations:** APT provides allowances for employees to rent their own accommodations, offering them flexibility and comfort. Additionally, employees manage their own commute, fostering independence.
- **Sanitation and Facilities:** APT ensures ample sanitation facilities, including washrooms for employees, a canteen area for meals that can accommodate all shift employees, separate changing rooms for males and females, and a ground-floor accessible toilet.
- **Environmental Compliance:** APT conducts monitoring to comply with UAE environmental regulations, showcasing its commitment to environmental stewardship.
- **Recruitment Process:** The APT HR team posts job requirements online, and suitable candidates are interviewed by department heads, HR, and the CEO. This thorough process ensures the attraction and selection of the best talent.

APT is not just a workplace but a community committed to excellence in regulatory compliance, employee welfare, and environmental sustainability.

5.0 COMMUNITY IMPACT

APT as an organization is dedicated to making a positive impact on the communities in which it operates, even in industrial zones like KEZAD, Abu Dhabi, where immediate local communities may not be present. APT's commitment extends to fostering economic growth, enhancing local infrastructure, and promoting environmental sustainability, ensuring that its presence benefits society at large.

5.1 Positive Impacts

Job Creation: APT's facility is set to create numerous employment opportunities, spanning from manufacturing and assembly line positions to administrative and support roles. This will significantly reduce local unemployment rates and boost household incomes, contributing to economic stability.

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Economic Growth: The increased business activity from APT's operations will stimulate the local economy, supporting related industries and local businesses. This growth is expected to attract further investment from suppliers, logistics companies, and other sectors looking to benefit from the improved economic environment.

Infrastructure Development: The establishment of APT's manufacturing plant will likely lead to enhancements in local infrastructure, such as better roads and improved public services. These improvements will benefit the wider community, facilitating smoother logistics and daily operations.

Environmental Sustainability: APT is committed to utilizing environmentally friendly technologies, such as electric vehicles and renewable energy sources. This dedication to sustainability will contribute to a cleaner environment and promote long-term ecological health.

Community Engagement: APT's current involvement in local initiatives, sponsorships, and corporate social responsibility programs is designed to strengthen community ties and support various social causes. By actively engaging with the community, APT aims to foster a sense of solidarity and mutual support.

Skill Development: APT plans to invest in training programs and partnerships with local educational institutions. This initiative will enhance the skill sets of the community, providing long-term career growth and development opportunities. Exposure to advanced technologies will also upskill the local workforce, making them more competitive in the global market.

Innovation and Technology Transfer: By introducing advanced technologies and innovative practices, APT will inspire local businesses and entrepreneurs, fostering a culture of innovation and continuous improvement.

Improved Quality of Life: Enhanced job prospects, economic stability, and environmental benefits from APT's operations will collectively improve the overall quality of life for community members.

Addressing Potential Risks: While the potential benefits are significant, APT also acknowledges and addresses potential risks associated with its operations to ensure a balanced and responsible approach.

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Environmental Pollution: APT is implementing stringent measures to minimize air, water, and soil pollution, ensuring the health and safety of local residents and ecosystems.

Noise Pollution: APT will further adopt noise reduction technologies and practices to mitigate the impact of increased noise levels from the manufacturing plant and associated traffic.

Traffic Congestion: APT is working on traffic management solutions with concerned contractors to handle the influx of workers and transport vehicles, aiming to reduce congestion and enhance safety.

Resource Strain: APT is committed to sustainable resource management practices to prevent strain on local water and energy supplies, ensuring that its operations do not lead to shortages or increased costs for the community.

Displacement and Social Disruption: Through careful planning and community engagement, APT aims to minimize displacement and social disruption and is dedicated to preserving the cultural dynamics and supporting the livelihoods of local residents.

Health Risks: APT adheres to rigorous safety standards to protect workers and nearby residents from industrial emissions and chemicals, safeguarding public health.

Economic Inequality: APT is committed to ensuring that job opportunities are accessible to local residents, promoting economic equality and preventing disparities.

Job Security: APT focuses on creating stable and secure employment opportunities, even in the face of economic shifts, and invests in workforce resilience.

Land Use and Aesthetics: APT facilities generate an aesthetically pleasing look into the landscape, preserving the visual appeal and supporting local tourism and recreation.

APT as an organization believes in the power of positive impact and is dedicated to making meaningful contributions to the communities it serves, ensuring sustainable growth, environmental stewardship, and enhanced quality of life.

5.2 Prevailing Social Challenges for APT Organization

APT recognizes that its operations come with potential challenges, and they are committed to addressing these with positive and proactive measures. Here are the key areas of concern and APT's dedicated approach to each:

- **Environmental Impact:**

Pollution and Waste: APT understands the concerns regarding the environmental impact of its manufacturing processes. Hence, it is dedicated to implementing cutting-edge technologies and best practices to minimize air and water pollution, manage waste responsibly, and reduce its overall carbon footprint. APT's goal is to operate sustainably and be a leader in environmental stewardship.



Resource Consumption: APT is committed to using local resources, such as water and energy, efficiently and sustainably. APT will invest in renewable energy sources and innovative technologies to ensure that its operations do not strain existing infrastructure and that it contributes positively to local resource management.

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- **Social Changes:**

Increased Population: APT is aware that an influx of workers may impact local demographics. APT is committed to working closely with local authorities and communities to ensure adequate housing and infrastructure development. Its aim is to support balanced and harmonious growth that benefits everyone.

Cultural Integration: APT values diversity and inclusion. APT has implemented programs to facilitate the integration of new workers into the local community, promoting cultural exchange and social cohesion. APT's efforts focus on fostering a welcoming and inclusive environment for all.

- **Economic Dependence:**

Single Industry Focus: APT recognizes the risks of economic dependency on a single industry and is committed to diversifying its investments and supporting the growth of various sectors within the local economy. By creating partnerships and encouraging innovation, APT aims to build a resilient and dynamic economic landscape.

- **Competition with Local Businesses:**

Resource Competition: APT understands the concerns of local businesses regarding competition for resources. APT collaborates with local enterprises to ensure a fair distribution of resources, invests in training programs to develop a skilled local workforce, and supports initiatives that benefit the entire business community.

Market Dynamics: APT is dedicated to fostering a healthy market environment. It supports small businesses through various initiatives, such as providing mentorship, facilitating access to new markets, and promoting fair competition. APT's goal is to ensure that its presence enhances, rather than hinders, local business growth.

Community Expectations and Corporate Social Responsibility: APT is deeply committed to building strong relationships with the community, enhancing its reputation, and creating a sustainable business model. APT strives to benefit all stakeholders. Proactive engagement, transparency, and a genuine commitment to Corporate Social Responsibility (CSR) principles are at the core of its approach to meeting and exceeding community expectations.

5.3 Social Impact Assessment

Shop Floor Committee: To enhance communication, a committee is formulated through voting, and its role is defined as a liaison between workers and management. The role of the committee is to keep shop floor workers updated about new policies, procedures, and important announcements from management. It acts as a bridge of communication to seek out any respective feedback and concerns from workers, ensuring that their voices are heard.

Workers' Complaints Escalation Process: The streamlined Workers' Complaint Escalation process at APT ensures that employee concerns are managed promptly and effectively. Initially, complaints are reported by the Supervisor or Engineer to their Line Manager, who then forwards them to HR for the implementation of appropriate actions. This process aligns with the Al Ghurair Ethics Hotline & Whistleblowing Policy, ensuring fairness, transparency, and integrity.



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• Stakeholder Engagement:

Community Consultations: APT actively engages with local communities and stakeholders through systematic consultations and robust feedback mechanisms. This approach fosters open, ongoing dialogue, ensuring community voices are heard and valued.

Transparency: APT is unwavering in its commitment to maintaining transparent communication about project developments, impacts, and the proactive measures taken to address concerns. This builds trust and accountability, reinforcing APT's dedication to ethical operations.

• Corporate Social Responsibility (CSR):

Community Programs: APT develops and supports transformative programs that significantly benefit local communities. These initiatives focus on education, healthcare, and infrastructure projects, enhancing the overall quality of life and fostering sustainable development.

Local Employment: APT prioritizes local hiring and offers comprehensive training programs to enhance the skills and employability of the local workforce, thereby contributing to regional economic growth and development.

• Monitoring and Reporting:

Sustainability Reports: APT publishes sustainability reports, showcasing the company's social, environmental, and economic impacts and initiatives. These reports exemplify APT's commitment to responsible and sustainable practices.

Compliance Reports: APT provides thorough compliance reports to relevant authorities and stakeholders, ensuring adherence to regulatory standards and demonstrating unwavering transparency and accountability.

• Workplace Safety:

APT places paramount importance on employee safety, employing a comprehensive and proactive approach to health and safety. This includes:

- **Safety Training:** APT conducts regular, in-depth safety training programs for all employees, fostering a culture of safety awareness and preparedness throughout the organization.
- **Emergency Preparedness:** APT implements robust emergency preparedness and response plans, ensuring swift and effective action in case of emergencies to protect employee well-being.

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- **Safety Measures:** APT enforces stringent safety measures, including regular safety drills, provision of high-quality protective equipment, and strict compliance with local labor laws, ensuring a secure working environment for all employees.
- **Employee Suggestion Boxes:**

APT values employee feedback and has installed suggestion boxes at work sites. Employees are encouraged to submit their ideas and concerns using specially provided suggestion cards. The Environment, Health, Safety, Energy, Sustainability, and Security (EHSESS) Manager regularly compiles and reviews these suggestions to conduct thorough root cause analysis and recommend corrective actions. By fostering a proactive, inclusive approach to safety and stakeholder engagement, APT aims to create a supportive, secure, and ethically driven workplace environment for all its employees and stakeholders.

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6.0 SOCIAL IMPACT ASSESSMENT

APT facility has demonstrated an outstanding commitment to ensuring a robust Occupational Health & Safety (OH&S) framework and comprehensive environmental operational controls. The implementation of these measures reflects a proactive and meticulous approach to worker safety, comfort, and community engagement. Detailed observations highlight the exemplary standards maintained across various aspects of the facility:

- **Safety Personnel:** The facility meticulously maintains a prominently displayed list of trained first aiders and fire wardens. This ensures that all workers are well-informed about whom to approach in case of emergencies, fostering a culture of preparedness and security.
- **Canteen Facilities:** The canteen is impressively spacious, designed to comfortably accommodate 30-40 workers simultaneously. It is equipped with state-of-the-art refrigerators and ample storage facilities, ensuring the preservation of workers' food in a hygienic manner. Furthermore, the canteen features a lectern and TV, facilitating educational presentations and interactive sessions that foster community engagement and continuous learning.
- **Washroom Facilities:** The washroom facilities are maintained to impeccable standards, offering a high level of cleanliness and security with the provision of individual lockers. Separate facilities are provided for men, women, and individuals with disabilities, reflecting a profound commitment to inclusivity and respect for diverse needs.
- **Prayer Facilities:** Recognizing the spiritual needs of its workforce, the facility has allocated a dedicated prayer space. This initiative underscores the company's respect for the religious practices of its employees, fostering an environment of inclusivity and cultural sensitivity.
- **Drinking Water:** The availability of clean drinking water dispensers at strategic locations throughout the facility, including operational areas, ensures that workers have constant access to hydration, promoting health and well-being.

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- **Emergency Preparedness:** The facility is equipped with a sophisticated alarm system and comprehensive administrative controls designed to ensure swift and effective emergency responses. Secondary containment systems are in place for all chemical drums, and Material Safety Data Sheets (MSDS) are clearly affixed, demonstrating a high level of preparedness for any potential emergency scenarios.
- **Environmental Monitoring:** Regular and rigorous air and water quality tests are conducted, with results consistently indicating that all parameters are within safe and acceptable ranges. This commitment to environmental stewardship ensures a safe and healthy workplace for all employees.



7.0 EMPLOYEE DEVELOPMENT AND TRAINING

APT is committed to fostering continuous employee development, ensuring a skilled and adaptable workforce.

- **Training Programs:** APT integrates comprehensive workshops and training programs into its operational framework. These initiatives cover a range of topics including cutting-edge technologies, leadership development, professional growth courses, and Occupational Health & Safety (OH&S). This approach ensures that employees are equipped with the latest skills and knowledge.
- **Career Advancement:** APT's recruitment policies, job descriptions, and employment contracts are meticulously designed and effectively implemented. This ensures clear career pathways and opportunities for growth within the organization.
- **Diverse Workforce:** Given the specialized nature of APT's business in the auto industry, which demands highly specialized skills rarely found locally, the company recruits a majority of its workforce internationally. This results in a culturally diverse employee demographic, enriching the workplace with a variety of perspectives and experiences.



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• Technical Training:

Manufacturing Processes: Employees receive targeted training on specific manufacturing processes, including stamping, welding, painting, and assembly.

Robotics and Automation: Training programs are available for operating and maintaining robotic systems and automated machinery, keeping employees at the forefront of technological advancements.

CNC Machining: Employees are trained in computer numerical control (CNC) machine operation and programming, ensuring precision and efficiency in production.

Mechatronics: APT provides training that combines mechanical, electrical, and computer engineering knowledge, crucial for maintaining complex machinery.

Occupational Health and Safety (OHS): Comprehensive training ensures safe working conditions and adherence to safety regulations, fostering a secure workplace environment.

• Soft Skills:

Teamwork and Collaboration: Programs designed to build effective teams and enhance collaborative efforts.

Leadership and Management: Training for both current and future leaders focuses on management skills and leadership techniques, preparing them to lead with confidence and competence.



8.0 ENVIRONMENTAL CONSIDERATIONS

APT places a strong emphasis on environmental sustainability, integrating eco-friendly practices into all aspects of its operations.

- **Sustainable Operations:**

Resource Efficiency: APT implements strategies to minimize water and energy consumption, and actively promotes the use of renewable energy sources. These efforts ensure that the company operates efficiently and sustainably.

Pollution Control: Advanced technologies and processes are utilized to minimize emissions, effluents, and waste, demonstrating APT's commitment to reducing its environmental footprint.

- **Environmental Impact Assessments:**

EIA Reports: Thorough environmental impact assessments (EIAs) are conducted before initiating new projects. This proactive approach helps identify and mitigate potential environmental risks, ensuring responsible project development.

Continuous Monitoring: Regular monitoring of environmental parameters is conducted to ensure ongoing compliance and prompt resolution of any issues. This continuous vigilance reinforces APT's commitment to environmental stewardship.

APT is dedicated to sustainable resource usage, optimizing raw material consumption and energy use, and ensuring that all operations contribute positively to environmental sustainability.

8.1 Emissions and Waste Management

APT adheres to stringent environmental standards:

- **Emissions:** Regular monitoring and reduction strategies, compliance with standards.
- **Waste Management:** Comprehensive recycling programs, safe disposal of hazardous waste, and waste reduction initiatives. APT minimizes the generation of aluminum scrap within its own operations. Profiles undergo regular reviews, and orders are placed with Gulfex to acquire the desired specifications. This proactive approach is implemented during the initial phase to minimize offcuts. The profiles are produced and supplied in lengths that optimize the machining process, effectively reducing the generation of aluminum waste.

CSR



9.0 STAKEHOLDER ENGAGEMENT

9.1 Corporate Social Responsibility (CSR) Policies and Practices

APT's CSR framework is meticulously crafted to emphasize sustainability and ethical practices, ensuring that the company operates with integrity and a deep commitment to positive social impact.

- **CSR Policies:** APT has established comprehensive guidelines that govern ethical behavior, sustainability initiatives, and community engagement. These policies serve as a foundation for the company's commitment to responsible business practices and social accountability.
- **Reporting:** APT is dedicated to transparency and accountability through the regular publication of detailed CSR reports. These reports provide an in-depth look at the company's activities, achievements, and the tangible impact of its CSR initiatives on communities and the environment.
- **Third-Party Audits:** To ensure the highest standards of compliance and transparency, APT engages independent third-party auditors. These auditors are tasked with verifying adherence to both local and international standards, providing an unbiased validation of APT's sustainability efforts and CSR reports.
- **Independent Verification:** Third-party auditors offer an objective review of APT's compliance with established standards, ensuring the accuracy and integrity of sustainability and CSR reports.
- **Ethical Practices:** APT is committed to maintaining the highest standards of corporate governance through robust ethical practices and stringent compliance measures.
 - **Code of Conduct:** APT has established a comprehensive code of conduct that outlines ethical business practices, anti-corruption policies, and adherence to legal standards. This code serves as a guiding framework for all employees and stakeholders.
 - **Compliance Audits:** Regular internal and external audits are conducted to ensure compliance with local and international standards. These audits help identify areas for improvement, ensuring that APT continuously enhances its governance practices.

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- **Supply Chain Responsibility:**

APT recognizes the importance of responsible supply chain management and is dedicated to ensuring that its suppliers adhere to high social, environmental, and ethical standards.

Supplier Code of Conduct: APT implements a stringent supplier code of conduct, requiring all suppliers to commit to ethical business practices and sustainability. This code ensures that the entire supply chain operates with integrity.

Due Diligence: APT conducts thorough due diligence and regular assessments of its suppliers. These evaluations ensure that suppliers comply with the company's social, environmental, and ethical standards, fostering a responsible and sustainable supply chain.

In conclusion, APT's CSR policies and practices demonstrate a robust commitment to ethical behavior, sustainability, and community engagement. Through transparent reporting, rigorous audits, and comprehensive governance and supply chain measures, APT exemplifies corporate responsibility and sets a high standard for ethical business conduct.

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9.1.1 APT Social Accountability and Governance Policy

Automotive Precision Technology (APT), an automotive component manufacturing company, is unwavering in its dedication to upholding the standards of social responsibility and ethical conduct across all surfaces of its business operations. We acknowledge the significance of maintaining fairness and ethical practices not only within our organization but also throughout the entire supply chain, impacting our employees, the communities we operate in, and the global environment. It underscores our commitment to cultivating a positive work environment, prioritizing the well-being of our employees, and actively contributing to the betterment of the communities we serve.

1. APT is committed to adhering to relevant local and federal laws, regulations, and approved codes of practice concerning labour, human rights, and social responsibility. APT upholds and endorses human rights principles, ensuring that its operations do not violate the fundamental rights of employees. The company aims to establish a workplace that promotes dignity, equality, and fair treatment.
2. APT expressly forbids the use of child labour and forced labour in any appearance. We pledge to verify the age of all employees and guarantee that workers are willingly engaged in their employment. Any occurrences of child labour forced labour, or human trafficking will be promptly addressed, and corrective measures will be taken.
3. APT believes in work-life balance that prioritizes the well-being of its employees. The company is dedicated to offering fair wages and ensuring that working hours align with relevant laws and industry norms. Overtime work is expected to be voluntary and appropriately compensated.
4. APT is committed to provide a safe and healthy working environment for all employees by adhering to relevant occupational health and safety laws and standards. The commitment includes identifying and mitigating occupational health and safety risks through regular assessments, as well as implementing measures to prevent accidents and injuries.
5. APT ensures that the necessary training will be provided to raise awareness of safety protocols and social best practices.

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6. APT pledges to uphold and endorse the right to collective bargaining, fostering open communication channels between management and employees. APT acknowledges and respects the right of employees to freely associate and participate in collective bargaining activities addressing concerns and negotiate equitable terms and conditions of employment.

7. APT strictly prohibits discrimination based on race, colour, gender, religion, age, disability, sexual orientation, or any other protected status and providing equal opportunities for all employees.

8. APT strive to be a responsible corporate citizen by actively engaging with the communities where we operate.

9. APT expects from our suppliers and business partners to adhere to similar social responsibility standards. We will work collaboratively with our supply chain partners to ensure that the requirements are met.

10. APT will be communicated the policy to all employees, suppliers, and relevant stakeholders for our expectation and necessary compliance.

11. APT is committed to continuous improvement, and we will regularly review and update this policy to reflect changes in laws, regulations, and best practices.

Review of the Policy:

Automotive Precision Technology (APT), an automotive component manufacturing company, demonstrates a strong commitment to social responsibility and ethical conduct across its business operations, impacting employees, communities, and the global environment. APT adheres to relevant local and federal laws, regulations, and approved codes of practice concerning labor, human rights, and social responsibility, ensuring a workplace that promotes dignity, equality, and fair treatment.

The company strictly prohibits child and forced labor, guaranteeing voluntary employment through age verification and corrective measures if violations occur. APT prioritizes employee well-being by offering fair wages, lawful working hours, and voluntary, compensated overtime. It maintains a safe and healthy work environment through regular assessments and preventive measures, supported by necessary training on safety protocols and social best practices. APT upholds the right to collective bargaining, fostering open communication between management and employees, and strictly prohibits discrimination, promoting equal opportunities for all.

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As a responsible corporate citizen, APT actively engages with the communities where it operates and expects its suppliers and business partners to adhere to similar social responsibility standards.

The policy is communicated to all employees, suppliers, and relevant stakeholders to ensure compliance. APT is committed to continuous improvement, regularly reviewing and updating the policy to reflect changes in laws, regulations, and best practices.

9.1.2 APT Gender Responsive Policy

Automotive Precision Technology (APT), recognizing the inherent dignity and equal rights of all individuals, is committed to upholding human rights, and promoting gender equality. This commitment aligns with international standards, including the United Nations (UN) Guiding Principles on Business and Human Rights (Regulations and Conventions) that emphasize the importance of gender responsiveness in policy development. This document serves as a formal declaration of our commitment to integrating a gender-responsive approach into our policies, ensuring that they comply with UN regulations on human rights.

1. Purpose and Scope:

This policy commitment aims to:

- a. Affirm our dedication to respecting and protecting human rights, with a specific focus on promoting gender equality.
- b. Provide a framework for the development, implementation, and evaluation of gender-responsive policies across all facets of APT.
- c. Align with and adhere to UN regulations related to human rights, with a focus on gender-specific considerations.

2. Principles:

We are guided by the following principles:

- a. The APT is dedicated to eradicating discrimination, including gender-based discrimination, to ensure equal opportunities for everyone. They uphold the human rights of all individuals, including freedom from discrimination, forced labor, child labor, and exploitation.
- b. APT will comply with all relevant laws and regulations pertaining to human rights in the jurisdictions where we operate.
- c. We recognize the importance of gender equality in all aspects of our operations, from recruitment and professional development to decision-making processes.
- d. APT strives to create an inclusive environment that respects and values the diversity of its workforce, fostering an atmosphere of mutual respect.

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- e. APT pledges to be accountable for its actions by consistently assessing and enhancing its gender-responsive policies to guarantee their efficacy. The organization also promises to hold itself and its suppliers responsible for maintaining human rights standards and addressing any breaches that may arise.
- f. APT will strive to maintain transparency in our operations and supply chain by openly communicating our human rights policies and practices to stakeholders.
- g. APT is dedicated to continuously improving our human rights due diligence processes through ongoing assessment, monitoring, and evaluation.

3. Compliance with UN Regulations:

APT acknowledges its obligation to comply with UN regulations on human rights, particularly those related to gender equality. We commit to integrating these principles into our policies and practices, ensuring that our actions align with international standards.

4. Implementation and Monitoring:

To implement this commitment, APT will:

- a. This Policy is Developed and implemented all departments/functions, considering the specific needs and challenges faced by different genders.
- b. Establish mechanisms for monitoring and evaluating the effectiveness of these policies, with a focus on continuous improvement.
- c. Provide regular training and awareness programs to educate our workforce about the importance of gender equality and human rights.

5. Reporting and Communication:

APT will communicate progress and achievements related to gender-responsive policies and UN regulation compliance through:

- a. Annual reports that highlight key initiatives, achievements, and areas for improvement.
- b. Transparent communication with stakeholders, ensuring openness about our commitment and efforts to respect human rights.

6. Review and Revision:

This policy commitment will be periodically reviewed and revised to ensure its continued relevance and effectiveness in addressing evolving challenges and opportunities. By endorsing this Gender-Responsive Policy Commitment, APT reaffirms its dedication to fostering a workplace that respects human rights, promotes gender equality, and aligns with UN regulations.

Review of the Policy:

Automotive Precision Technology (APT) has established a Gender-Responsive Policy to affirm its unwavering commitment to human rights and gender equality, aligning with the United Nations (UN) Guiding Principles on Business and Human Rights. This policy serves to reinforce APT's dedication to creating a respectful and inclusive environment, eradicating gender-based discrimination, and ensuring equal opportunities for all employees. It provides a robust framework for the development, implementation, and evaluation of gender-responsive policies throughout the organization, guaranteeing compliance with international human rights standards. Central to this policy are principles such as the eradication of discrimination, adherence to relevant laws, and the promotion of diversity and mutual respect within the workforce. APT emphasizes accountability by continuously assessing and improving its policies, ensuring transparency in operations and supply chains, and committing to the ongoing enhancement of human rights due diligence processes.

The implementation strategy includes developing gender-specific policies across all departments, establishing monitoring mechanisms, and offering regular training programs to underscore the significance of gender equality and human rights. Progress will be communicated through annual reports and transparent stakeholder engagement, maintaining openness about APT's efforts and achievements. This policy will undergo periodic reviews to adapt to evolving challenges, reaffirming APT's dedication to a workplace that upholds human rights and gender equality in alignment with UN regulations.

10.0 CONCLUSION

In conclusion, APT stands as a paragon of exemplary corporate stewardship and operational excellence. The unwavering commitment of the leadership team is evident in every facet of the organization, driving a culture of safety, inclusivity, and innovation. The impressive Health, Safety, and Environment (HSE) protocols meticulously implemented across all operational workplaces not only safeguard the well-being of every team member but also set new industry standards.

APT's dedication to providing best-in-class facilities for its workers is unparalleled. The thoughtfully designed canteens offer facilities for the workers not only to store their food but also as a meeting place to promote overall health and morale. State-of-the-art washrooms are meticulously maintained to ensure hygiene and comfort, while secure cabinets provide a safe space for personal belongings, fostering a sense of security and convenience. This attention to detail underscores APT's belief in the intrinsic value of its workforce and its commitment to creating a supportive and productive work environment. Moreover, APT's robust framework of policies related to social impact assessment highlights its profound commitment to sustainable and ethical business practices. The currently undergoing comprehensive life cycle assessment (LCA) methodology adopted by APT will ensure that every product and process is evaluated for its environmental impact from inception to disposal. This thorough approach not only minimizes the ecological footprint but also promotes resource efficiency and innovation in sustainable practices.

APT's dedication to transparency and accountability is further demonstrated through its parallel adopted process of sustainability reporting. By systematically documenting and sharing its environmental, social, and governance (ESG) performance, APT commits to providing stakeholders with a clear and honest view of its operations and impacts. This open communication fosters trust and encourages continuous improvement in line with global sustainability standards.

In essence, APT's leadership, operational protocols, worker facilities, and commitment to sustainability collectively forge an organization that is not only a leader in its field but also a model of responsible and forward-thinking business practices. By integrating rigorous HSE standards, comprehensive life cycle assessments, and transparent sustainability reporting, APT exemplifies how corporate success can be harmonized with social responsibility and environmental sustainability commitment.

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