



FUTURE PIPE INDUSTRIES

Connecting Life.
Delivering the Future.

**Sustainability Report
2018**

www.futurepipe.com

SUSTAINABILITY REPORT 2018

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CEO WELCOME

It is with pride we present Future Pipe Industries first Sustainability report, a testament of our commitment to working towards economic, social and environmental sustainability across all our operations.

As a business we work to deliver water and energy to the world in the most efficient and sustainable way. We recognise sound sustainability management at both strategic and operational levels is a key business imperative.

Adopting sustainability is no longer an option but a necessity in business. The sectors we work affect our daily lives with direct and indirect social, economic and environmental impacts. Our commitment to sustainability stems from a firm resolve to conduct our business operations responsibly and create shared value for all stakeholders.

The achievements we have made would not have been possible without our committed management team which has driven our business strategy through which CSR and Sustainability are interwoven. I would like to thank our team for its dedication and commitment. Without this, Future Pipe Industries journey to a successful and sustainable future would not be possible.

Dirk Matthys
CEO



"We work together to deliver water and energy to the world in the most efficient and sustainable way."

FUTURE PIPE INDUSTRIES OVERVIEW

Future Pipe Industries designs and manufactures fiberglass piping systems for use across the Oil & Gas, Water, Industrial and Marine Industries. Enhancing our product range, we offer a number of customized solutions including system design and engineering services, project management, technical support, field supervision and training.

Established in 1984 in Dubai UAE, we have grown rapidly by aligning ourselves to our clear Corporate Purpose - to deliver water and energy to the world in the most efficient and sustainable way. Today our operations span throughout the Middle

East, Africa, Europe, North America and Asia, mobilizing over 3,300 team members across the world. Our Head Office remains in Dubai UAE, a country committed to sustainability through its national vision, strategies and initiatives.



OUR STRATEGIC COMPASS

***Our Corporate Purpose** - to deliver water and energy to the world in the most effective and sustainable way.*

***Our Mission** which makes clear we will deliver our purpose by playing our role as a responsible corporate citizen in all we do.*

***Our Values** - trust, courage, accountability, integrity and agility; the cornerstone of our sustainability and continuing success.*

As a business we align ourselves to our strategic compass which guides all we do. We are clear on our purpose and we put emphasis on our Values as they define who we are. They are our fundamental beliefs which guide our actions, decisions and behaviour. They influence the way we work with each other and the way we serve our customers and engage with our communities.

OUR STRATEGY



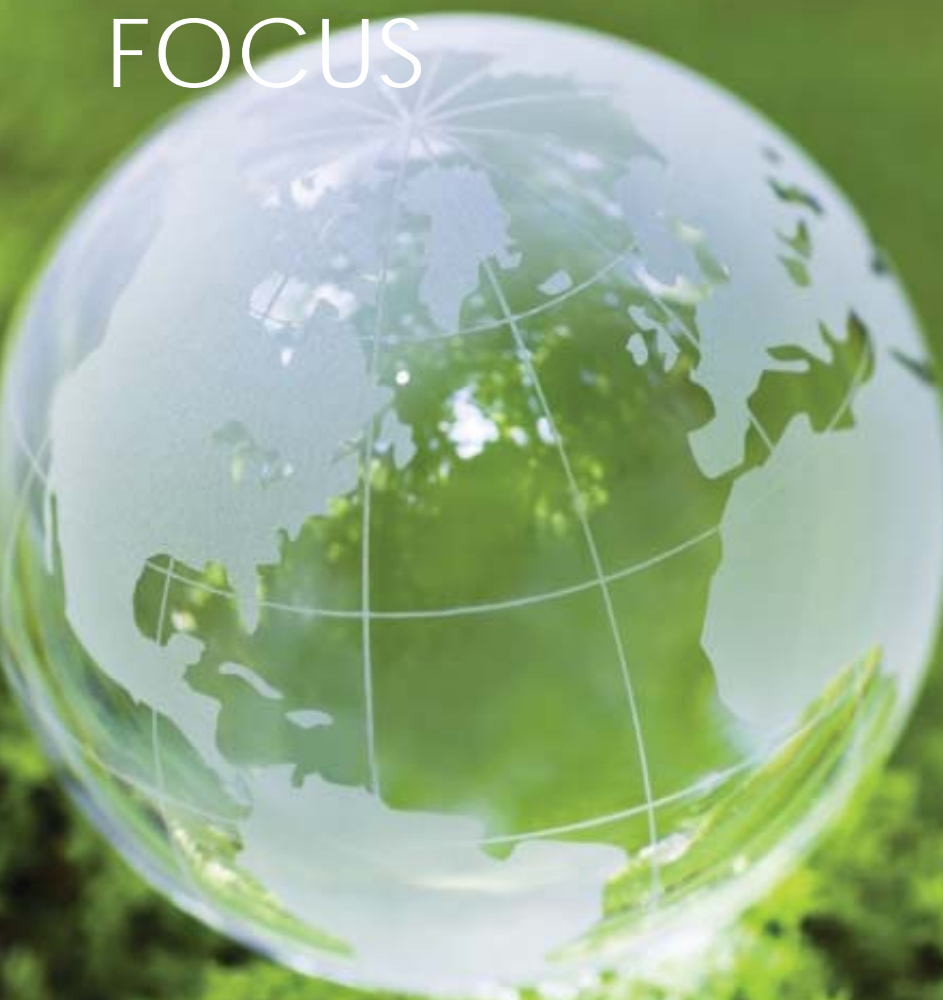
In late 2016 we set out on a journey to transform our business. Our OneFPI plan focuses on four Strategic Pillars



We break down our strategy into executable deliverables and track our performance against them using a Balanced Score Card approach called our Strategy Into Action (SIA).

Our SIA ensures we work towards enhancing all areas of the business to contribute towards the overall success of the company. Every individual has up to three performance objectives which directly drive the SIA, this gives real purpose to our work and a vision to how each individual impacts the bigger picture and our results.

OUR SUSTAINABILITY FOCUS



We are working to ensure Sustainability is intrinsic in the way we do business at Future Pipe Industries. We are making good progress and we have plans to further ensure it is fully woven into all we do.

For Future Pipe Industries, Sustainability and CSR are about making a difference and being accountable for the impact of our operations on the environment and the wider community. We are committed to sustainable development to ensure a better quality of life for everyone; now and for generations to come. We embrace the principles of Sustainability as laid

down in the United Nations Global Compact. These principles are reflected in our strategy and the mechanisms and practices enabling us to achieve it.

Our long-term sustainability is the responsibility of each and every employee at Future Pipe Industries and we encourage, support and recognise contributions to it.

We are realistic. We understand that we must make improvements gradually and continually whilst sustaining and growing our business and working within our sphere of influence. We achieve this by setting and reviewing long, medium and short-term goals and maintaining control of our operations.



To ensure all we do works to support our Sustainability goals, our four business strategy areas translate to our four Sustainability focuses.



CUSTOMER EXPERIENCE



GROWTH



OPERATIONAL EXCELLENCE



PEOPLE FIRST

Our sustainability goals map to the United Nations Sustainable Development Goals (SDG's). We recognise our actions, in conjunction with others, will work to deliver sustainable development for generations to come.

STAKEHOLDER AND COMMUNITY
 Building strong relationships for the good of the business, our customers, partners, employees and the wider community is part of the way we do business. We have identified our stakeholder groups and engage with each of them in ways which help build mutual understanding and benefit.

ECONOMIC
 We conduct and grow our business ethically and build value by operating and growing responsibly guided by our policies, procedures and governance. We hold ourselves accountable for the impact of our operations and have appropriate policies and control to manage them to ensure our growth is positive and enhancing to the industry we work in and the world around us.

ENVIRONMENTAL
 The nature of our business means that we need to understand and carefully manage our impact on the environment. Operating effectively will help us to do this. We also have a major responsibility and opportunity to convert the world's pipe systems to the longer term, more environmentally friendly fiberglass pipe.

PEOPLE & CULTURE
 We believe in people and put them first in all we do. It is only through the actions of people that we will realise our three other Sustainability goals. We will build the relationships and culture needed to enable people to be productive, satisfied and dedicated corporate citizens.

11 SUSTAINABLE CITIES AND COMMUNITIES


4 QUALITY EDUCATION


1 NO POVERTY


2 ZERO HUNGER


8 DECENT WORK AND ECONOMIC GROWTH


9 INDUSTRY, INNOVATION AND INFRASTRUCTURE


17 PARTNERSHIPS FOR THE GOALS


12 RESPONSIBLE CONSUMPTION AND PRODUCTION


13 CLIMATE ACTION


7 AFFORDABLE AND CLEAN ENERGY


14 LIFE BELOW WATER


6 CLEAN WATER AND SANITATION


15 LIFE ON LAND


3 GOOD HEALTH AND WELL-BEING


10 REDUCED INEQUALITIES


16 PEACE, JUSTICE AND STRONG INSTITUTIONS

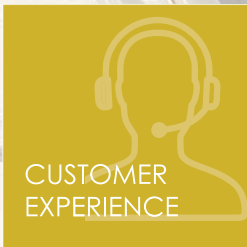

5 GENDER EQUALITY


We were delighted to achieve the Dubai Chamber CSR Label in early 2018, the award is recognized as the highest level of CSR recognition in the Middle East. The Dubai Chamber represents, supports and protects the interests of the business community across Dubai. They invite companies to apply for their Label which provides a Diagnostic Model, as well as a learning and development tool to help companies define and then improve their Corporate Sustainability and Responsibility strategy, related policies and management practices. The Label brings together international sustainability best practices as well as standards and guidelines such as ISO 26000, ISO 14001 and the Global Compact

Principles and Sustainable Development goals. The assessment covers the impact areas of Sustainability and CSR: Environment, Community, Workplace and Marketplace, and it provides recognition for companies implementing Sustainability practices in the region.

For Future Pipe Industries, applying the Dubai Chamber CSR Label Framework has enabled us map out key areas of risk and opportunity in terms of approaching how we manage our social and environmental impacts. We have a better understanding of our approach to corporate responsibility and sustainability and the steps we need to improve further.





FOCUS AREA:
**STAKEHOLDER &
COMMUNITY**

We work to build strong relationships for the good of our business. Our customers, partners, employees and the wider community are all part of the way we do business. We work with our stakeholders and engage with them in ways which help build mutual understanding and benefit.

In 2018, we have focused on moving our business forward in many ways specifically through,

Our Customers

We work closely with our Customers every day to deliver everything from tender documents through to fully delivered projects. We know that listening is a very important part of our customers experience with us and a critical way we can work closer together to deliver first time, every time.

In 2018, we undertook our third survey, conducted to gauge the performance across our business to assess our strengths, detect areas for improvement and identify new opportunities.

In response to the European General Data Protection Regulation (GDPR), we launched our Data Protection Policy to provide our customers with a clear overview on how we use and store their data. We also appointed a Data Protection Officer with the duty to ensure that the rules/principles of data protection are followed.

Collaboration with Customers

We are proactive with our customers and regularly work with them to develop workshops or forums where we can collaborate. These sessions pool our collective knowledge and can work to share information, plan how to work efficiently together or pass on new skills. Our Abu Dhabi team worked with one of our largest EPC on a 'Quality Culture Cultivation Workshop'.

We are proactive with our customers and regularly work with them to develop workshops or forums where we can collaborate.

In Oman we held our annual roadshow 'Successful Applications of RTR Pipes in Oil & Gas Production' where customers and interested parties could learn more about the competitive attributes of fiberglass pipes and how our solutions can be applied.



As a key element of our Marketing mix we attend a number of events which we align with our customers on, one such long-standing relationship we have is with the Water, Energy, Technology, and Environment Exhibition (WETEX), organised by Dubai Electricity and Water Authority (DEWA) where this year we were proud to launch new products. Our stand caused great interest with the very large Glass Reinforced Epoxy (GRE) Valve Chamber on display, one of our latest innovations for Water Transmission & Distribution Networks. The chambers are easy to install as they are supplied as one single unit, reducing workmanship and installation time as well as being maintenance and corrosion free with a minimum life span of 60 years. They are significantly cheaper than concrete and 90% less weight – key ways we are passing on our sustainable message to our customers. Two other new innovations included the new REKA Joint for Wavistrong products - it changes the way we fit and install our products – easier and far less leak-prone. We also had the Double Bell Testable Coupler on display, a new joint system with additional REKA sealing rings and pressure taps to enable a more effective and efficient way to perform hydrostatic pressure testing of installed non-restrained Glass Reinforced Polyester (GRP) piping joints.



Enhancing Technical Training

One of the services we provide for our customers is technical training. We offer this solution to our customers to support and increase their knowledge of fiberglass, train and certify them to become jointing bonders. Our Field Services team have been working to ensure all contractors receive a positive and engaging 'Future Pipe Experience' as part of their working with us and training is no exception. The Field Services team have implemented a new global standard for Training Rooms and a number of our facilities have undergone a transformation to enhance the learning environment as well as receiving strong dedicated tuition from our expert team. Pictured are our Dubai and Netherlands training rooms.

We also work to connect with our customers in a more informal setting and were delighted to send a team to take part in the 4th Dubai Electricity and Water Authority (DEWA) Suppliers Cricket Tournament. A full day of cricket played against a number of other local teams and a great opportunity to network with fellow suppliers.



Our Suppliers

Our approach to Key Supplier Management is company-wide, it is much wider than the responsibility of just our Purchasing team. We work to develop strategic relationships with suppliers to achieve long-term, sustained, significant, and measurable business value for both the supplier and for Future Pipe Industries. To do this we have policies in place to evaluate and qualify suppliers who want to work with us. Together we follow our Strategic Sourcing Policy and our Supplier Code of Conduct, two documents launched in 2018 which outline the principles for our supplier relationships. They cover areas such as Human Rights, EHS, Governance, Ethics and Legal Requirements, Quality and Confidentiality. We verify and evaluate compliance to the code through scorecards and assessments (self and third party), certifications/statements or audits. We then track and monitor the continuous improvement measures from both parties to further improve supplier relationships.

The two new documents align to legal requirements, our Values, Business Ethics Policy, Ethics, Anti-Bribery and Anti-Corruption Policies and is supported by our Business Procurement Plan, Strategic Sourcing Methodology and Procurement Risk Management.

Employees

In 2018 we continued to build a stronger culture of collaboration and communication. As we grow as a company and collaborate more and more, especially at a global level, we are required to review and update some of our working processes.

The spirit of governance, ethics and transparency is present throughout all levels of our organisation by way of our Code of Conduct and Ethics that each employee is required to accept and sign annually while employed with us.

Transforming our organisation has required us to look at all element of our operations. 'How' we work together as we transform is the key focus of our Operating Framework, a document developed for all employees and is our guide to our policies, goals, standards and procedures. The framework

sets out our corporate culture and identity, how the different parts of Future Pipe Industries will work together, who is responsible for what and how we will make decisions. Every element of the Operating Framework is designed and documented to support our overall strategy.

We have worked to develop our internal communications channels to ensure employees have access to the information they need to do their job most effectively while understanding more around our strategy and their role in helping us deliver it. We have also significantly increased our options for learning and development this year through the introduction of learning academies for specific groups of employees, this is covered in more detail in the People & Culture Section of this report.



Wider Community

Future Class

Future Pipe Industries is committed to developing and offering a robust “Graduate and Students” program to recruit, train, place and retain high potential college graduates and under graduates from various global universities. “Future Class” attracts young students and graduates to Future Pipe Industries. We need youth and passion flowing in to our organization to help keep us grounded, develop new ways of thinking and ensure a robust talent pipeline for the future.

*There are three main elements to
Future Class,*

*Future Class Graduate Program
Future Class Internship Program
Future Class Vocational Program*

We reach out to universities close to where we have offices to offer these placements, whether it is for the year-long placement or a shorter 4-week internship over the summer holidays with a local college or school.



Giving

Our approach to Giving is via The Makhzoumi Foundation, a private non-profit organisation that contributes to societies development through four key programs; vocational, development, healthcare and micro-credit programs. On a monthly basis we provide a donation to the Foundation which supports and enables them to meet their strategic goals with the view to building a better tomorrow. Our donation helps to support initiatives such as vocational skills training, micro-finance initiatives as an instrument for poverty reduction and community development to empower and drive sustainable change within communities. Future Pipe Industries and The Makhzoumi Foundation are part of our holding company, Future Group who work to address a better tomorrow, today.

مؤسسة مخزومي Makhzoumi Foundation



Local Sponsorship

Future Pipe Industries were delighted to be one of the sponsoring companies of the International College - IC Alumni Suhoor. The aim of the annual Alumni event is to help to inspiring learners of today to become global citizen leaders of tomorrow. International College (IC) is a top educational institution in Lebanon and the region; providing its students with the tools to excel in fulfilling their potential and aspirations and prepares them to serve their communities as responsible leaders.

We also sponsored the Lebanese American University (LAU) Alumni Gala Dinner. The Gala dinner held the theme of "Fund Education. Enhance Lives" which closely aligns the Alumni cause 'to provide Education for students who deserve it but cannot afford it and that will help students achieve their dreams and realize their true potential by providing them with a comprehensive educational experience'.



Volunteering

Many of our employee's volunteer in the communities in which they work or live. As a company we understand the benefits of volunteering and looked to support it via introducing a Volunteering Policy which allows each employee a day a year to volunteer in their community. We have also supported initiatives which we know are important to the communities in which we live.

Our team in the US proudly participated in two Giving initiatives during the festive season, the Houston Children's Charity 'Adopt-A-Family' program and the Salvation Army senior citizen initiative. In total we adopted two families and six senior citizens over the festive season.

The families develop a 'wish list' from which our employees bought many of their much-needed items such as bed sheets, clothes, home wares and food as well as some gifts to be opened on Christmas Day. Thanks to the generosity of over 400 corporate sponsors, over 2,000 children were blessed with Christmas joy.

Our six senior citizens from the Salvation Army live in assisted facilities and often don't have family who visit. The team purchased for them bath robes, comfortable socks, slippers, puzzles and fun activities, along with personal hygiene necessities.

The team in Houston came together over lunch and got into the festive spirit by wrapping the gifts.





FOCUS AREA:
ECONOMIC

We conduct and grow our business ethically and build value by operating and growing responsibly guided by our policies, procedures and governance. We hold ourselves accountable for the impact of our operations and have appropriate policies and control to manage them to ensure our growth is positive and enhancing to the industry we work in and the world around us.



Corporate Governance

Our overall governance rests with the Board of Directors, comprising of a mixture of executive and non-executive members. Each member brings significant experience in their own field and work together to set direction and support for our organisation.

To effectively carry out their collective work, the Board maintains the Audit Risk Committee with different responsibilities to ensure ongoing compliance as well as financial reporting and disclosure oversight.

We work to operate in an ethical and transparent manner exceeding, where possible, the minimum compliance requirements. This begins with our Code of Conduct and Business Ethics Policy. Both these documents support how we work together, and employees are required to confirm they have read and understand the documents.

Our Operating Framework is our guide to our policies, goals, standards and procedures. The framework sets out our corporate culture and identity as well as the way the we do business. Launching the Operating Framework has been an important milestone in our OneFPI transformational journey. It guides everything each and every one of us does every day and the decisions we take. Every element of the Operating Framework has been designed and documented to support our strategy. It was developed alongside the OneFPI strategy in a highly collaborative way. Our leadership team built our Operating Framework,

they understand the principles on which it is built and will, use it daily.

Quality



We were delighted to be honoured by Saudi Aramco with a 'Local Manufacturers Quality Excellence Award' at the 2018 Saudi Aramco Quality Forum, which held the theme "Toward Quality Excellence". The Forum and award represent Saudi Aramco's commitment towards quality, safety and excellence, as well recognizing the development of globally competitive local manufacturing industries. Future Pipe Industries is proud to be working with and supporting Saudi Aramco to develop a quality-focused culture within the local industry in pursuit of quality excellence as a way to grow our business in a sustainable way through long term trusted relationships. As a local business partner, we work to deliver materials to meet Saudi Aramco's specifications and demanding quality standards to support them to sustain one of the most reliable

oil and gas facilities in the world and protect their valuable supply chain.

Value Improvement Program



As part of our overall strategy, we run a Value Improvement Program (VIP) where all employees can put forward ideas for adding more value to our business. The program works to ensure we stay competitive and customer focused while transforming our business for our long-term growth and success. Reducing our operating expenditure, increasing our operation's efficiency, and improving the quality and value from the perspective of our customers are critical to our long-term competitiveness. VIP is enabling us to be more efficient and effective as well as support investment in our growth initiatives.



FOCUS AREA:
ENVIRONMENTAL

The nature of our business means that we need to understand and carefully manage our impact on the environment. Operating effectively will help us to do this. We also have a major responsibility and opportunity to convert the world's pipe systems to the longer term, more environmentally, friendly fiberglass pipe.

Through our Quality, Health, Safety and Environment (QHSE) policy, we actively seek to Reduce, Reuse, Recycle and in 2018 we had many successes in these three areas,

Reduce Energy

Each of our manufacturing plants has an Energy Conservation Plan which is monitored locally and globally through standards and operating control procedures. Electricity use is in direct relation to our resin use, in order for us to manufacture our pipes. We have made significant steps to closer align the relationship and then decrease it. Globally we have seen a reduction of 500000 KwH through our Electricity Conservation Plan. All our operating plants are certified ISO 14001:2015 with the plan to progress to the energy management certification of ISO 50001:2011.

A further focus of energy reduction is conservation of pneumatic energy. Many of our machines in the plant convert pneumatic energy into other forms of kinetic or potential energy to support our production and testing processes. Improper handling of Pneumatic energy can lead to injury, so it is important we conserve this energy but even more importantly it is important we keep our employees safe. Training and adherence to our policy on Lockout/Tagout has virtually eliminate the risk involved with Pneumatic energy and seen a reduction in its use.

Water Use

Like Electricity, our water use is in direct relation to our pipe production, we have put in place a global Water Consumption policy which has stabilised our water consumption and, in places, reduced it through awareness and operational measures. We continue to work on reducing consumption further with ongoing education on water usage.

Solar Power

Work has begun on a project to install solar panels across five of our factory roofs at our Dubai facility. This is our first initiative with solar and once in place it will be initiated at other locations. Solar panels will enable us to run our plant almost exclusively from solar energy, thus significantly reducing our need for electricity and other power forms. Left over energy will be sent to the grid for re-distribution. Our Solar power capacity will be in the region of 2 Megawatt and will bring a CO2 offset of c.2,000 tons. We will also benefit from the cost saving this will bring our operations as an added incentive.





Paper Reduction

As a business we have implemented a number of initiatives to support a reduction in paper waste.

Our Technology team in coordination with IT have made converted all their Know-How documents to fully electronic versions which are now available on our intranet. Over 1200 documents consisting of 10,000+ pages have been digitized, categorised, indexed and formatted with a filtering option enabling authorized users to easily navigate and access online the latest version of all the relevant documents. Not only does it ensure we are sharing our most up to date product and technical knowledge across the entire company, but no hard copies of the large documents need to be in circulation.

All our letterheads globally are now available digitally and can be updated instantly where accreditations or details change. This has led to a reduction in wastage of pre-printed letterhead stock. We also ran a small internal campaign to 'think before you print' and, where printing is absolutely necessary, to consider better options such as double-sided printing. These small changes alone have been measured in terms of a significant cost reduction for the business but equally important is the environmental benefit of paper reduction.

Bus Service

We have reduced the number of cars on the road every day in Dubai by providing employees with a free bus service to work. We run six busses carrying 120 employees from various points which lessens our carbon footprint by approximately 6,200 tonnes CO₂ saving per year and is also an additional benefit we offer for employees.



Reuse

Through our See. Say. Do HSE focus we have installed a number of initiatives to support reusing or preventing loss of materials.

We have installed spill protection systems, high level shut-off valves for all our chemical tanks. These prevent overflow and at the same time the spill is contained in bunding. In some cases, we are able to re-use this material so have become less wasteful as a result.

In other areas we have added baths where excess chemicals used in the manufacturing process may drip as the pipes are in the manufacturing process. With this additional measure as well as significant training and focus we are pleased to report significant improvements in wasted materials and we closed the year with no environmental spills.



Recycle

As a business we continually work to minimise waste wherever possible. However, our operations do create waste so we look for ways to make use of this waste useful under the principle of 'reduce, reuse, recycle'.

One very successful initiative where we have been able to recycle our waste has been through partnering with the United Nations Industrial Development Organization (UNIDO) and Egyptian Ministry of Trade and Industry. One of the more significant waste materials we produce as a manufacturing plant by volume is powder waste, produced during the grinding and cutting process of our pipes. After many trials it was found that our powder waste can be used as a filler in products such as hard foam, and as an additional benefit, the powder actually increased product performance. We are partnering with a supplier who uses all the powder waste we create from our factory in Egypt. The supplier uses it in products such as tiles, coatings and coverings. Through this initiative we no longer send 25 tons of waste for disposal every year.



This initiative along with others have played a part in our achieving an increase of the materials we recycle as a business to 23%, a marked increase from 5% in 2017. These initiatives will continue through 2019 and we actively seek to do more to reduce, reuse, recycle.



FOCUS AREA: PEOPLE & CULTURE

We believe in people and put them first in all we do. It is only through the actions of people that we will realise our three other CSR goals. We will build the relationships and culture needed to enable people to be productive, satisfied and dedicated corporate citizens.

Developing Our Team

Our world is changing at significant pace. As an employer we have a responsibility to support our team in managing this constant change. We have rolled out a range of hard and soft skills training through our different Learning Academies which began in 2017 and continued into 2018;

- Foundation Academy - for all employees
- Transformational Leadership - for our leadership team
- Commercial Academy - for Sales and Marketing teams

Our Foundation Academy has developed a range of soft skill training courses, aligned to drive our strategy and with our values and behaviours. Courses including Emotional Intelligence, Time Management and Interpersonal skills have been rolled out and have been very well received. As part of our inclusive approach to learning, employees were asked for their input to help shape and prioritise the Academies offerings.

Through the Transformational Leadership Academy our top 90 leaders have benefitted from developing their essential leadership skills. This year the academy ran three tracks,

*Building High Performing Teams
Emotionally Intelligent Leadership
Leading Change*

Following the training each participant received nine mentoring sessions to support their learning, put individual action plans into place and deliver their goals.

Our Sales and Marketing teams have also received dedicated job specific training through the Commercial Academy, courses such as Scenario Planning and Appreciative Inquiry are delivering a greater understanding of our customers' needs and what steps can be taken in order to fulfil them.





Our business is heavily reliant on project management and we are continually looking for planning principles and execution practices which can offer ways in which projects can be run more effectively and efficiently. Along with a new planning software implementation, our Supply Chain & Operations Global Project Management and Field Services team underwent training to improve our ways of executing our scope to satisfy our clients requirements through providing the best solutions.

Global Project Management and Field Services have also developed a standard set of procedures to be used by all Projects and Field Services Teams globally for which the teams have undergone extensive training on how to implement. The Quality Management System for Project Management and Field Services has been developed over the last 12 months and consists of process flows, procedures, and forms. The main objective is to integrate and unify our project planning and execution processes from initiation stage up to closure and completion phase in order to standardize service levels and deliver a consistent customer experience.

We have also put a heavy focus on Values training to ensure as we transform as a company, we focus on 'doing the right thing'. The decisions we make every day impact on those around us, our customers, team members, our community – our values help to guide us to make the right decisions, especially when they are tough ones.



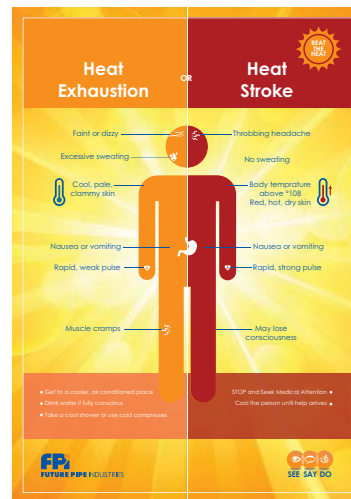
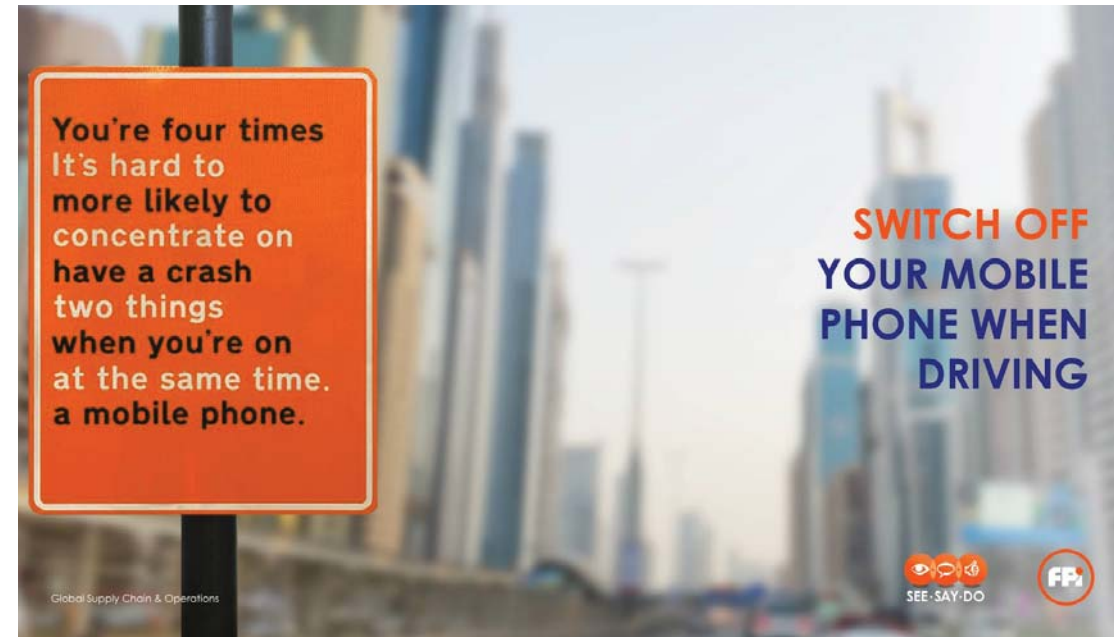
Our Culture of Safety - See. Say. Do.

At the end of 2017 we introduced 'See. Say. Do.' as a new way of embedding a culture of safety across our global operations by reinforcing and developing our health and safety practices and culture. See. Say. Do. empowers employees to,

See Something. Say Something. Do Something

where they see anything which impacts on our culture of safety. As a result of the focus and coupled with the work our HSE teams have done around policies and initiatives, the year closed with zero fatalities, with Lost Time Injuries Rate (LTIR) at 53% lower than last year and medical treatment cases falling to just two.

Each month we have rolled out a dedicated focus linked to See. Say. Do. The focuses have covered many areas including Road Safety, Winter Health, Beating the Heat. These mini campaigns have been rolled out in a variety of ways - articles, posters, team talks, training sessions and so on to ensure the information is received and action taken.



Employee Health

In many locations our teams have benefited from Health Awareness days. Living a healthy lifestyle is a fundamental component to achieving our optimal physical and mental well-being, which helps in reducing stress and provides a lot of other benefits. The awareness sessions have involved medical professionals who we have partnered with us coming on site to provide advice on areas such as healthy eating, an active lifestyle, flu vaccines, blood sugar level tests to check for diabetes and optical testing. In many cases we have been able to offer either free or subsidized services for our teams.

We have not just focused on physical health; Mental Health is becoming an increasingly important topic in the workplace. In 2018 we made a step forward to addressing it through our internal communications and with a few dedicated training focuses such as 'Managing Stress'.



Celebrating Together

Being a global company we are blessed with a richness of cultures and experiences. We work with our employees to celebrate occasions which are important to them, it also gives us an opportunity to come together and network informally which is crucial to building a high performing team.

Rami Makzhoumi Hajj Policy

Each year as part of the Rami Makzhoumi Hajj Policy, we sponsor a number of our employees to perform the pilgrimage Hajj. As a company we continue to be inspired by Rami's legacy and honour his contribution to our business by enabling eligible and dedicated Muslim Future Pipe employees to complete the Hajj Pilgrimage, the fifth pillar of Islam. In 2018 we were delighted to be able to send 17 employees for the pilgrimage.

Diwali, the Festival of Lights

Our Shared Service Centre in Chennai celebrated Diwali, the Festival of Lights, with a rainbow of colour to lift the spirits of the festival season. All employees appeared at office in traditional dress to celebrate the festival with joy and harmony exhibiting unity in diversity.

Dussehra

Our team in Pune celebrated Dussehra, a major Hindu festival celebrated on the 10th day of Shukla Paksha. Dussehra is celebrated in the month of Ashwin and celebrates the victory of good over evil. Our team are pictured with their Dussehra drawing.



National Day and Commemoration Day

Our Dubai team celebrate the UAE 47th National Day and Commemoration Day with coffee and cake in the UAE flag colours before the team stood silent for a minute's commemoration of those who have fallen as we raised our flag to half-mast. The team then planted some tree saplings across the plant, including the Ghaf tree, the national tree of the UAE. Ghaf Trees provide a valuable ecosystem and can survive in the desert; providing shade for other plants and animals, support for nutrient cycles and crop pollination, as well as putting much needed oxygen back into the air. Planting Ghaf trees will support Future Pipe Industries in offsetting some of our carbon footprint and preserve the rich heritage and culture that is attached to the Ghaf tree.



Sport

Sport is a common language across the world. During the FIFA World Cup we ran a number of engagement activities for our employees, including prediction games, a employees children's drawing competition as well as screening the matches live for employees along with drinks and snacks. In the run up to the World Cup, Abu Dhabi organised a soccer tournament for employees. The tournament took place over a period of a few weeks and not only improved the health of those playing but helped to build sportsmanship, cooperation and teamwork.



FOCUS FOR 2019

In 2018 we have aligned our 4 strategic pillars to our 4 CSR and Sustainability focuses. Sustainability is now integrated in our strategy and how we run our business for long term success.

We have had many achievements in 2018 and we have created an environment and appetite to do more in 2019.

We have had many successes in 2018 which we are proud of and importantly, we have created an environment and appetite to do more which we will harness and develop through ongoing dedication and application of the areas where we can influence most.

We will do this by continuing to integrate sustainability with our key business strategies and capturing added value from breakthrough sustainability initiatives that benefit all stakeholders. We will be driven by a passionate commitment to improve our company, society, and the environment because it's the right thing to do. This aligns to our corporate purpose, 'to deliver water and energy to the world in the most effective and sustainable way'.