



# SUSTAINABILITY

## REPORT 2023



شركة مصفاة الدقم والصناعات البتروكيماوية  
DUQM REFINERY AND PETROCHEMICAL INDUSTRIES COMPANY



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## MESSAGE FROM THE CEO



I am honored to present our inaugural Sustainability Report, highlighting OQ8's performance in 2023 and celebrating the achievements driven by the dedication of our employees and stakeholders. The year 2023 embarked on a very exciting transition from project completion to an operating business, receiving the first crude oil shipments and exporting our first products of Naphtha on April 14th. Our vision to become a world-class business guides our endeavours, particularly in pursuing ESG (Environment, Social, and Governance) ambitions.

In addressing our **environmental** obligations comprehensively, we have implemented various initiatives focusing on water usage, biodiversity, air quality, and waste management. Despite being one of the most modern refineries globally, we remain committed to further energy efficiency through operational excellence and technological investments.

On the **social** front, we take pride in our positive impact within the community, providing high-skilled, well-paying

employment opportunities and investing in social projects totaling nearly USD 960,632 in 2023. Our partnerships with local communities and stakeholders are invaluable in delivering meaningful social benefits. Additionally, our contribution to In-Country Value (ICV) reached nearly USD 6 million in supporting local SMEs and Oman's economy in 2023.

Our **HSSE** performance continues to improve steadily, with witnessing an overall improvement in HSSE performance across all incident categories in 2023 compared to the previous year. We maintain a firm belief in preventing incidents through hazard elimination, risk reduction, and threat prevention.

In terms of **governance**, we operate under a robust framework supported by world-renowned shareholders, OQ, and KPI. Our business is governed by an independent board and audit and risk committee, which ensures transparency and accountability.

Furthermore, our project financing and

insurance, provided by international partners, offer additional assurance and oversight of our initiatives, demonstrating tangible outcomes from our comprehensive ESG initiatives.

I extend my gratitude to the governments of Oman and Kuwait, our shareholders, board, management team, and employees for their unwavering commitment to OQ8's success. Together, their dedication remains instrumental as OQ8 builds legacies and fuels prosperity.

**David Bird**  
Chief Executive Officer

# OQ8 HIGHLIGHTS 2023

- The First Crude Shipment was received on **Jan 9th**.
- The refinery commenced operations on **March 23rd**.
- The first export was on **April 14th** exporting a total of 9500m<sup>3</sup> of Naphtha.

The laboratory is accredited with **ISO17025**, making it the first refinery laboratory in the Gulf to be accredited before commissioning.

**61%**  
Nationalization

**840**  
Employees

**15.5M**  
Man-hours  
**ZERO** Fatalities

**\$6M** Spent  
with  
Local Suppliers

**585**  
HSSE Sessions

**250,553**  
HSSE Training Hours

**3.541**<sup>GWh</sup>  
Total Solar Energy  
Generation

**1,166**  
Volunteering Hrs

**26** Initiatives and  
Sponsorship Activities  
**65,947**  
SI Beneficiaries

**17%**  
Females Of Our  
Top Management

**1,689,404**<sup>m<sup>3</sup></sup>  
Water Treated

# WHO WE ARE

2-1



Duqm Refinery and Petrochemical Industries Company LLC (OQ8) is a Joint Venture (JV) between OQ S.A.O.C (50%) and Kuwait Petroleum International (50%) located in the Southeast Al Wusta Governorate of the Sultanate of Oman.

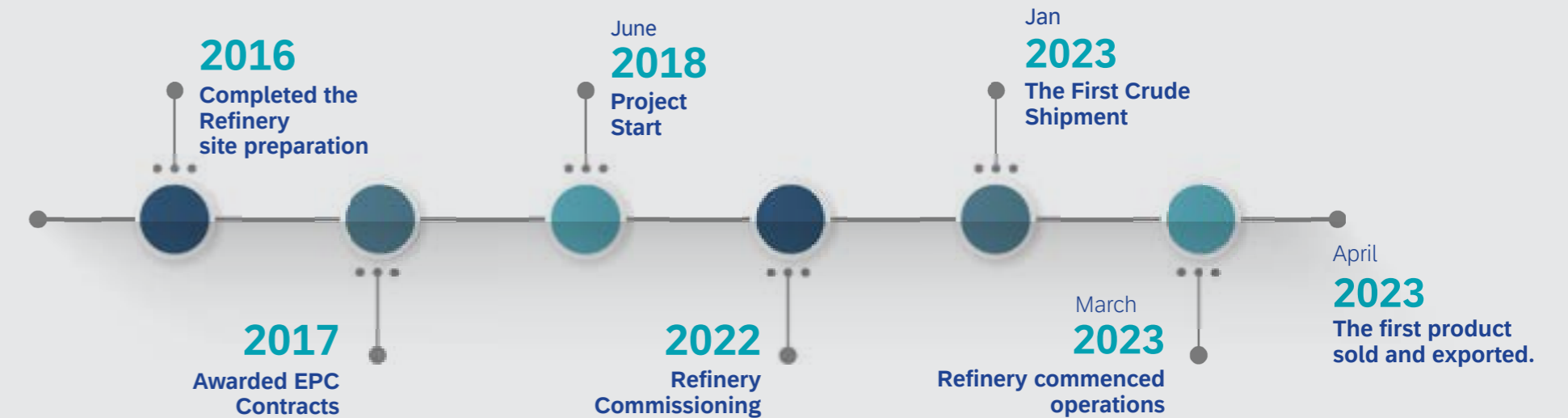
This gives the project a strategic maritime location and a competitive advantage in the path of international shipping lines in the Indian Ocean and the Arabian Sea, thus easing transport in and out of the region.

The refinery will have a nominal capacity of 11.5 million (M) tons per annum, approximately 230,000 barrels per stream

day. It will produce several products for the export market that conform to international standards, including liquefied petroleum gas (LPG), Naphtha, Diesel, kerosene jet fuel (Jet A-1), Petroleum coke, and Sulphur.

As our Refinery ranks approximately 9 in the Nelson Complexity Index, we have demonstrated a solid commitment to technological advancement, surpassing the average complexity compared to other refineries in the Middle East. By embracing complex technologies, we aim to provide superior, refined products while operating more energy-efficiently.

# ACCOMPLISHMENT AND TIMELINE



# OVERVIEW OF OUR OPERATIONS AND PARTNERSHIPS

2-6

**35%**  
Crude Oil

**OQT**

Mina Al Fahal

**9** vessels  
Total of 10 M BBLs of OEC

Import Crude Oil

**65%**  
Crude Oil

**OQT**

Mina Al Ahmadi

**10** vessels  
Total of 21 M BBLs of KEC

**OTTGO**

**8** Storage tanks

**4.5M**  
Barrels Capacity

Ras Markaz

**OQGN**

Provide gas to operate the refinery's main processing units

**Marafiq**

Water and energy supply

**10**  
Processing units

**230,000**  
Crude Oil barrels/day

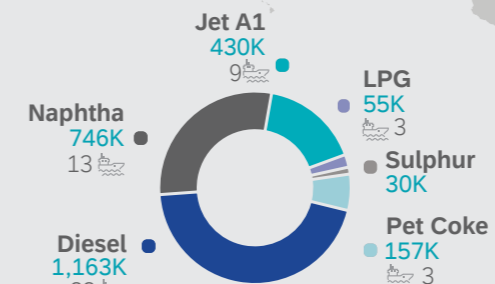
The Refinery

**18**  
Storage tanks

Export terminal (Port of Duqm)

**OQT**  
Oman Qatari Petroleum Corporation

Export through offtakes



Production



Export Markets

**80km** Pipeline of connecting Ras Markaz to the Refinery



# OUR APPROACH TO SUSTAINABILITY

2-22, 2-23, 2-24

At OQ8, we are committed to integrating sustainability into every aspect of our operations to drive responsible growth and create long-term value for all stakeholders. Our sustainability strategy is built upon five interconnected pillars, each essential for achieving our overarching goals. These pillars guide our performance and help us manage our business's material issues.



## 1

### Health and Safety

- Occupational health and safety

## 2

### People and Culture

- Employee engagement and involvement
- Equal opportunities, diversity, and non-discrimination
- Nationalization
- Opportunities for personal development and career progression

## 3

### Business Strategy and Growth

- Compliance with legal obligations
- Good governance practices

## 4

### Environment

- Management of environmental impact (including energy, waste and water)

## 5

### Community & Supply-Chain

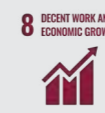
- Local communities and social investment
- Procurement Practices and ICV



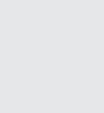
- Health



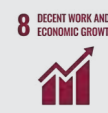
- Education, learning, Scientific Research and National Capabilities
- Labour Market and Employment



- Economic Leadership and Management



- Environment and Natural Resources



- Well-being and Social Protection
- Economic Diversification and Fiscal Sustainability



By aligning our actions with these five pillars, we aim to create a sustainable business model that delivers value for our shareholders, society, and the environment. We will continue to innovate, collaborate, and lead towards a more sustainable future.

# GOVERNANCE

2-12



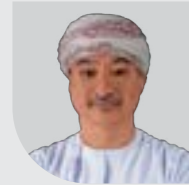
Our corporate governance policy has been meticulously crafted to align with international best practices and comply with the legislation of the Sultanate of Oman. We have implemented diverse processes, procedures, and systems to facilitate seamless collaboration among all parties operating under OQ8, nurturing a culture of teamwork, integrity, respect, and professionalism.

The Board of Directors acknowledges the paramount importance of corporate governance and its indispensable role in fostering sustainable development and prosperity for our business.



# BOARD MEMBERS

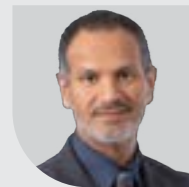
2-9 , 2-11



**HILAL AL KHARUSI**

**CHAIRMAN**

Chief Executive Officer of Commercial & Downstream OQ



**IMAD AL HADLAQ**

**BOARD MEMBER**

Executive Vice President Manufacturing KPI



**NABIL AL GHASSANI**

**BOARD MEMBER**

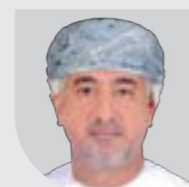
Founder and CEO of Makeen National Company



**SHAFI AL AJMI**

**DEPUTY CHAIRMAN**

President and CEO at Kuwait Petroleum International KPI



**KAMIL AL SHANFARI**

**BOARD MEMBER**

Managing director of OQ Refineries and Petrochemical industries OQ



**ABDULLAH AL AJMI**

**BOARD MEMBER**

KPI

# LEADERSHIP TEAM

2-9



**David Bird**

Chief Executive Officer



**Abdullah Al Ajmi**

Chief Operation Officer



**Nasha Al Falahi**

Chief, People, Technology, and Culture



**Mubarik AL Naamani**

Chief, Finance, Commercial & SCM

# CODE OF CONDUCT

2-15 , 2-27 205-2, 205-3



At OQ8, our standards position us to compete globally at the highest levels. Our code of conduct applies universally to all personnel, officers, executives, agents, and individuals working under contract, whether in permanent or temporary positions within our organization. This code serves as an indispensable cornerstone of OQ8, guiding us in our pursuit of vision and objectives.

To reinforce adherence to our code of conduct, we conducted sixteen sessions throughout the year, urging employees to uphold compliance and actively implement the policy. Additionally, employees are encouraged to raise complaints via email, with plans to transition to a ticketing system for 2024, streamlining the process for greater efficiency and effectiveness.

**ZERO**  
fraud and  
corruption  
incidents were  
reported in  
2023

**ZERO**  
code of  
conduct  
breaches

**TEN**  
complaints and  
grievances  
were raised,  
and all were  
resolved within  
the year.

# ENGAGING WITH OUR STAKEHOLDERS

2-29

Stakeholder engagement is critical to sustainability reporting and integrated into OQ8's strategic goals due to its importance to our business success. We define stakeholders as groups or individuals who are influenced by our activities, products, and services and affect our ability to achieve our goals.

This ongoing dialogue helps us identify and transform deep latent needs into innovative solutions. Through engagement across our entire value chain, we foster shared value creation. Collaboration with our stakeholders allows us to create new value propositions that could not be delivered in isolation.

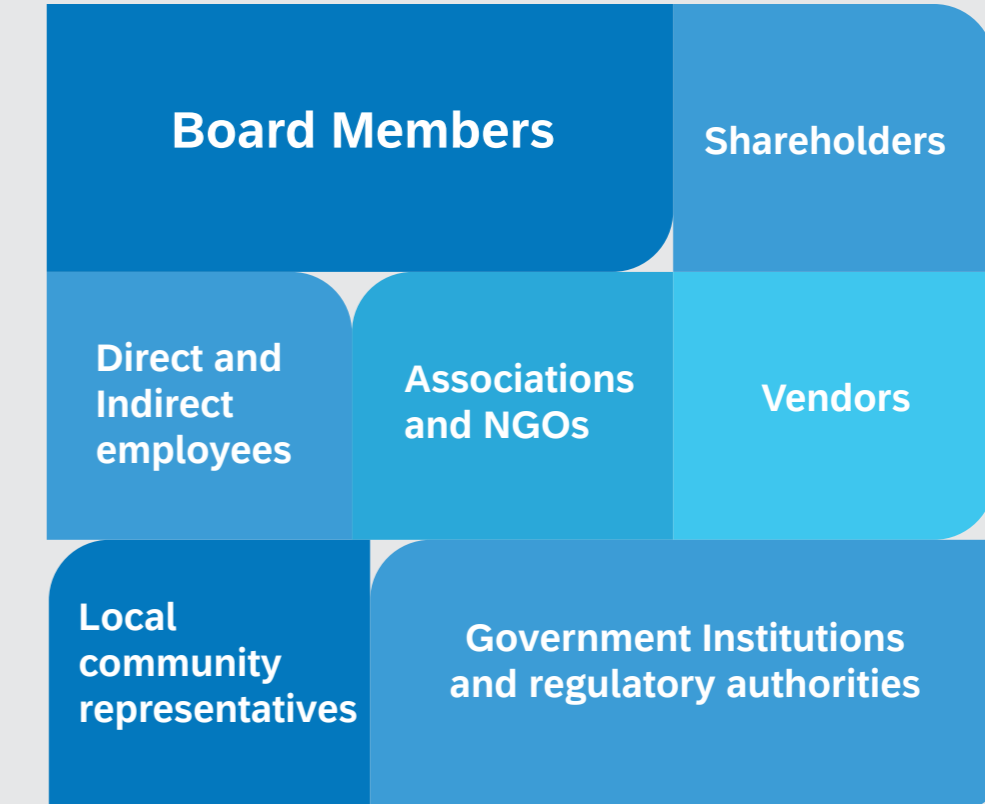
The selection of stakeholder groups has been done by following a mapping process. The

mapping process classified our stakeholders according to their characteristics, including whether they are external or internal and what category they belong to (e.g., business partners, vendors, or NGOs). This has been graphically plotted for ease of comprehension. Vendors and other identified stakeholders are classified as external stakeholders, while the OQ8 Board of Directors and the Leadership Team are considered internal stakeholders.

Through a stakeholder mapping project based on their level of influence and interest inside the company, we gained a deeper understanding of our stakeholders and their significance to OQ8's sustainability agenda. Organizing the engagement has also enabled us to classify and prioritize our stakeholders.



## LIST OF STAKEHOLDERS:



# MATERIALITY ANALYSIS

3-1, 3-2

## Process for Defining the Report Content

Materiality, as defined by the GRI Sustainability Reporting Standards, encompasses topics and indicators reflecting an organization's significant economic, environmental, and social impacts or those that would substantially influence stakeholder assessments and decisions.

In 2023, OQ8 initiated a comprehensive sustainability materiality assessment and stakeholder engagement project to define the content of its sustainability reporting and shape future sustainability strategies.

The process of defining the report content involved several steps:

- **Extensive desk research**, including the review of GRI Standards Disclosures.
- **Engagement with a cross-section of key stakeholders** to compile an inventory list

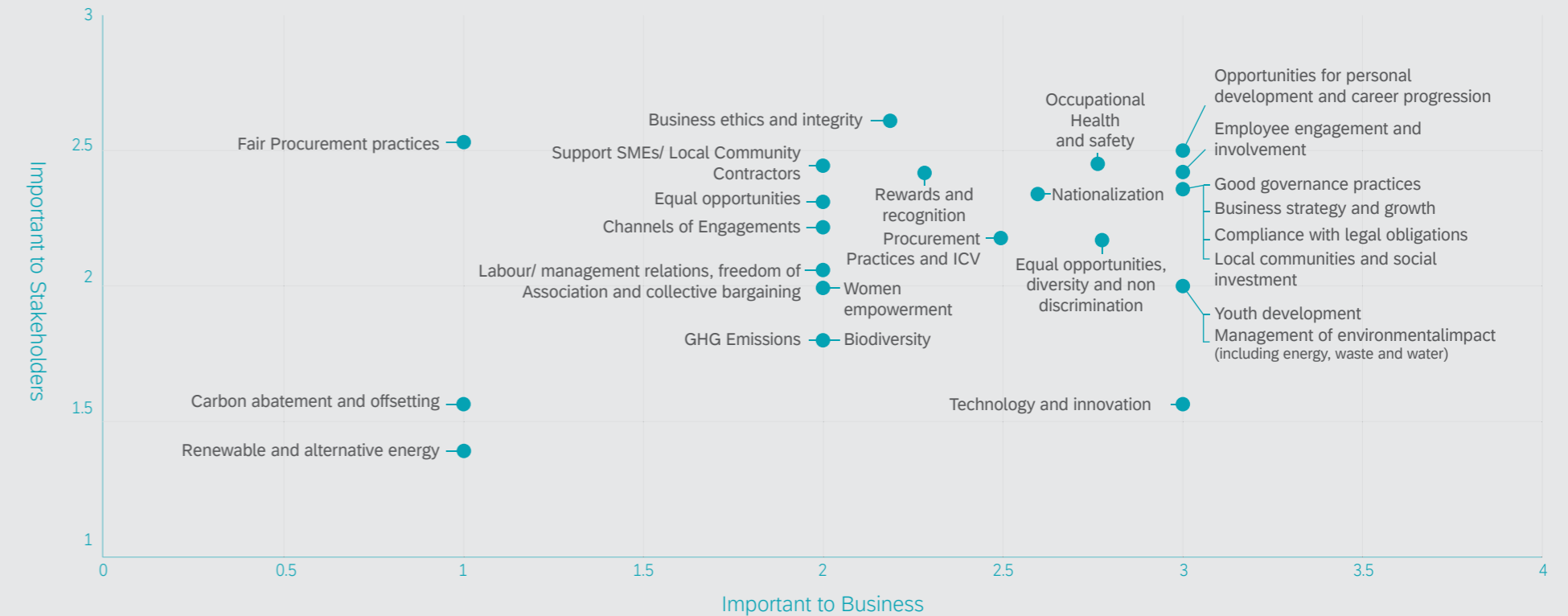
of business topics for testing.

- Conducting **engagement with major stakeholders** to rate the importance of OQ8 addressing each topic and asking senior managers from various business lines to assess OQ8's ability to make a positive difference on these topics.
- **Based on stakeholder consultation**, 10 highly material topics with scores above 2.4 points (on a scale of 1 to 3) were identified, which corresponded to 10 material topics defining the content of the report.

A key outcome of the research conducted is the evidence-based sustainability materiality matrix. This matrix maps significant sustainability topics along two axes, enabling OQ8 and readers of the report to understand the importance stakeholders attach to each topic, OQ8's ability to make a positive impact and the potential impact of these topics on OQ8's reputation.



## OQ8 MATERIALITY MATRIX



# OUR ECONOMIC PERFORMANCE

3-3, 201-1

OQ8 embarked on its operational journey in March, with a processing capacity of 177,000 barrels per day, representing 77% of its total capacity. As we progressed towards 2023, we witnessed remarkable operational and financial performance across all our operations. Notably, our refinery's operational and commercial activities commenced in the first quarter, which contributed significantly to the company's financial results and boosted our overall productivity.

This year marks the beginning of revenue generation, driven by solid operational execution and favorable market conditions. We take immense pride in our achievements, and we remain committed to sustaining this positive momentum in the future by continuing to deliver high-quality services and products to our customers while maintaining our standards of excellence.

OQ8 commenced its operational activity



March  
**177,000**  
barrels per day  
**77%**  
of its Total Capacity

**\$1.97bn**  
Revenue

**\$186.2**  
Opex

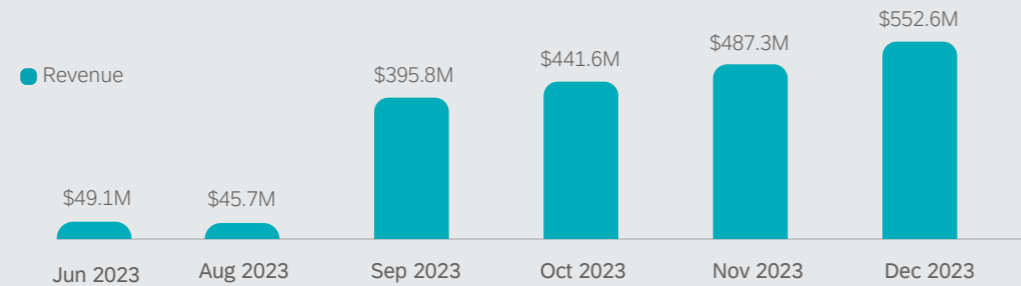
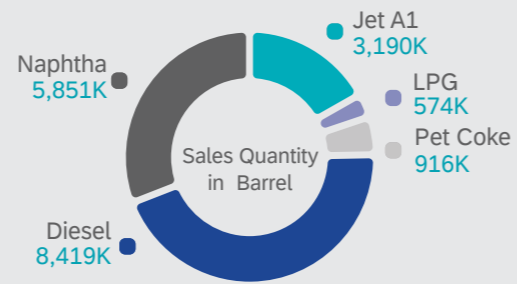




Photo Credits: Shailendra Mohite

# OUR CONTRIBUTION TO OMAN'S ECONOMY

203-1, 204-1

## IN-COUNTRY VALUE

At OQ8, we adhere to government laws concerning procurement and tendering policies and the specified regulations of the Special Economic Zone at Duqm (SEZAD). Our procurement practices prioritize a fair selection of suppliers and service providers.

We are dedicated to fostering the growth of local suppliers and maximizing our total spend retention within the Sultanate. To accomplish this, our In-Country Value (ICV) practices emphasize strategic investments in capital fixed assets, promoting the nationalization of our workforce—particularly in skilled and professional categories—and bolstering the Sultanate's economy through local sourcing of goods and services.



**98%**  
**\$105 Million**  
with local suppliers\*\*  
**↑ 38.5%**  
compared to 2022.

**6%**  
**\$6 Million**  
are spent with local  
suppliers' holders of  
Riyada Card\*\*\*  
**↑ 600%**  
compared to 2022.

\*The total procurement spent is divided into contracts ranging from 1-3 years and one-off purchase orders (POs).

\*\* Local suppliers refer to all vendors who are registered in the Sultanate of Oman

\*\*\*Suppliers that hold a Riyada card and are registered as a small and medium-sized enterprise in Oman under the Authority of Public Small and Medium Enterprise



## OUR PEOPLE

3-3

3-3, 202-2, 405-1

At OQ8, we prioritize enhancing the total employee experience and enabling each employee to reach their full potential. To achieve this, we actively seek customer feedback and benchmark against industry standards to incorporate best practices into our operations.

By centering our efforts on employees and customers, we ensure our actions are purposeful, impactful, and aligned with our overarching goals.

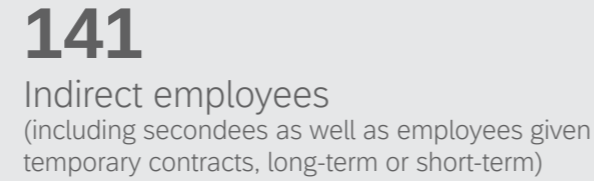
As we transition to a stand-alone setup, we focus on building a solid and sustainable foundation. This includes fostering a supportive environment where employees thrive, leveraging customer insights, and aligning our practices with industry-leading standards. Through this approach, we are poised to establish ourselves as a formidable entity committed to our employees' and



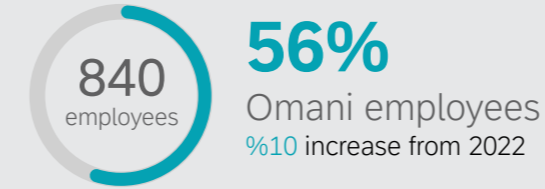
stakeholders' success and well-being.

Females represent a smaller percentage of our current workforce, constituting only 5%. This trend is primarily influenced by the technical nature of many roles within our organization, which are historically male-dominated. Across our operational sectors, excluding corporate functions, we observe a higher proportion of male employees than females.

However, there is encouraging progress



regarding female representation in our top management. In 2023, females comprised 17% of our top management, a notable increase from 11% in the previous year. This upward trajectory indicates positive strides toward gender diversity and inclusion at leadership levels within OQ8.



While the disparity in gender representation across different roles persists, we are committed to fostering an environment where diversity is embraced, and all individuals have equal opportunities for advancement. We recognize the importance of continuing efforts to promote gender diversity and inclusion throughout our organization, striving for greater balance and representation across all levels and functions.

3-3, 202-2, 405-1

At OQ8, we are deeply committed to fostering the hiring and empowerment of our local workforce, recognizing their pivotal role in driving Oman's economic growth. While we acknowledge the valuable contribution of

experienced expatriates in supporting our commissioning and start-up phases, we are concurrently dedicated to investing in developing a substantial local workforce.

At OQ8, we are dedicated to advancing social equity and fostering inclusive growth. We stand resolutely against bias, discrimination, and racism in all its forms. Central to our values is celebrating diversity, and we warmly welcome individuals from many cultures and races into our workforce.

We firmly believe that diversity and inclusion are fundamental human rights and sources of immense value to our organization. Embracing diverse perspectives,



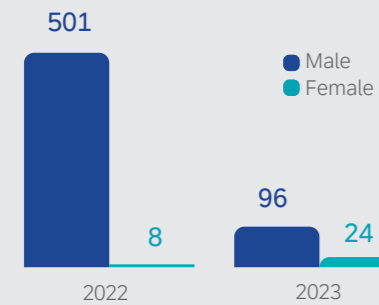
backgrounds, and experiences enriches our collective insight and enhances our ability to innovate and succeed in a rapidly evolving world.

At OQ8, we are committed to creating an environment where everyone feels respected, valued, and empowered to contribute their unique talents and perspectives. By championing diversity and inclusion, we strive to build a more vital, more resilient organization that reflects the richness and complexity of the communities we serve.

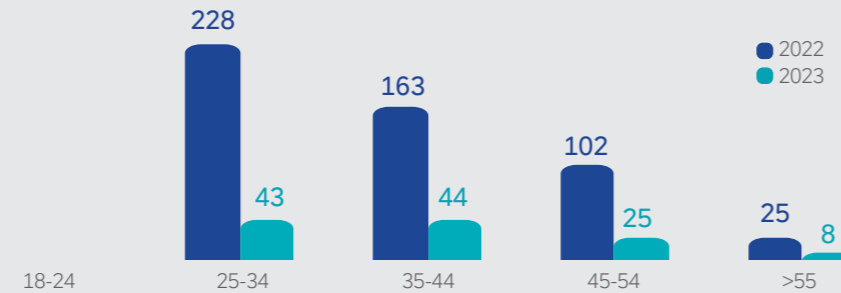


## Newly Hired Employees

401-1



Newly Hired Employees by Gender

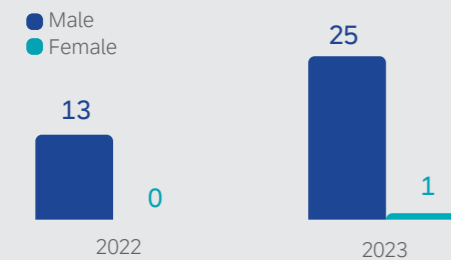


Newly Hired Employees by Age Group

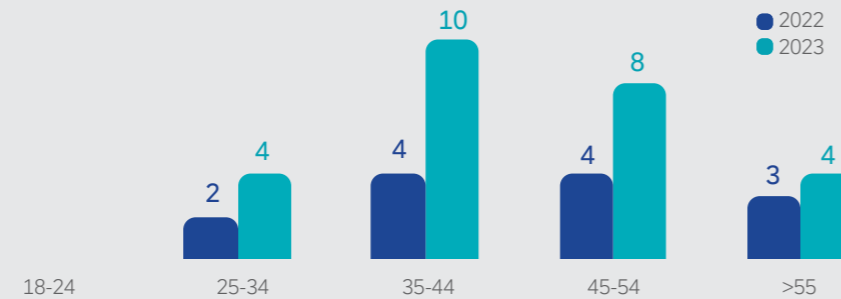
In 2023, OQ8 hired 120 new employees. This number represents a decrease compared to the previous year as the company started operating and reached a stable organizational structure.

## Employee Turnover

401-1



Employee Turnover by Gender



Employee Turnover by Age Group

In 2023, our employee turnover doubled compared to 2022, with much of this increase attributed to the shift from the commissioning phase to the operational phase.



At OQ8, we understand employee turnover's crucial role in shaping our business and influencing our progress toward sustainability objectives. We firmly believe that retaining skilled and devoted employees is fundamental for fostering a conducive and effective workplace environment. Our dedication lies in ensuring that our employees feel appreciated and empowered. To achieve this, we actively solicit feedback from our workforce through various channels, including surveys, to pinpoint areas where we can enhance support and equilibrium. By prioritizing employee well-being and loyalty, we aim to cultivate a robust and adaptable organization capable of realizing our sustainability ambitions while generating enduring value for all stakeholders.

## Consistent Employee Engagement and Involvement



At OQ8, consistent employee engagement and involvement are essential for maintaining a thriving and productive workplace culture.

### OQ8 Committees

Establishing the OQ8 committees aims to foster a bottom-up approach, enhance employee engagement, align solutions with business goals and needs, understand business challenges, and facilitate the voicing of new ideas and concerns.



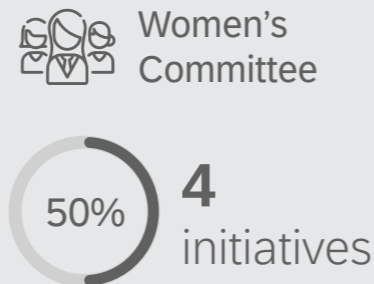
**Main initiative:**

- Employee Kids Football academy
- Football field rental



**Main initiative:**

- Salaries standardization
- Facility enhancement



**Main initiative:**

- Facility enhancement

## Culture Survey

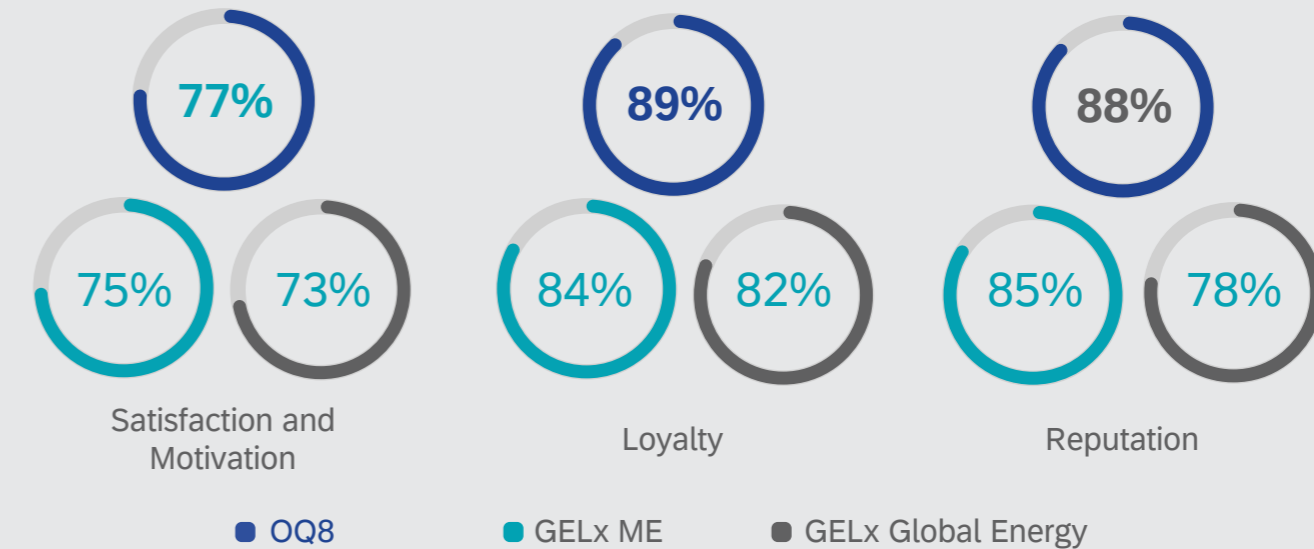
At OQ8, we prioritize fostering a culture of open dialogue where thoughts and ideas are freely shared to improve our business across all levels continually. As part of our commitment to promoting workplace well-being and nurturing a positive work environment, we conduct an engagement and culture survey annually.

In 2023, we saw a significant increase in employee participation in the annual culture survey, rising by 14.7% and covering 82% of

our total workforce. The survey results are promising, with a satisfaction and motivation score of 77%, a loyalty score of 89%, and an impressive 88% of employees expressing pride in being associated with OQ8. These scores surpass benchmarks set by GELx Middle East and Global Energy and Resources, underscoring our employees' high levels of emotional commitment towards OQ8. Their willingness to go above and beyond during challenging periods is evident, contributing to their personal growth and

enhancing overall employee satisfaction, engagement, and productivity.

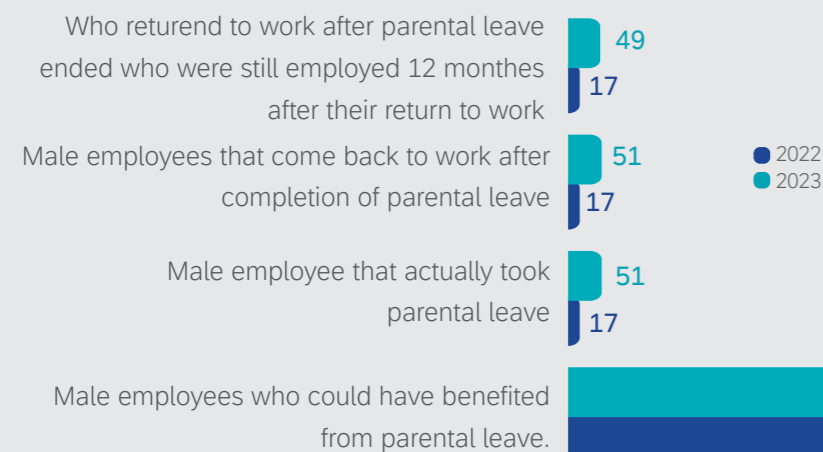
Such dedication reflects our employees' deep-rooted commitment to our organization and reinforces our belief in fostering a supportive and empowering work environment. We remain committed to leveraging these insights to enhance our workplace culture further and drive continued success for OQ8 and its employees.



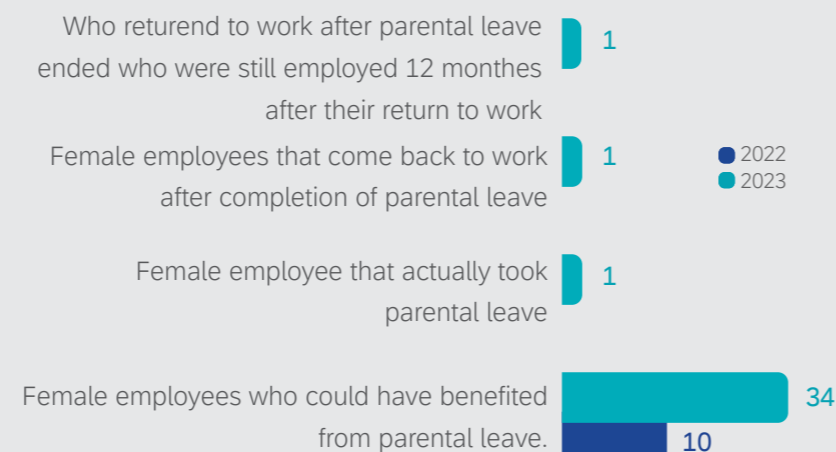
## Parental Leave

401-3

### Parental Leave (MALE)



### Parental Leave (FEMALE)



At OQ8, we offer parental leave to all eligible employees. The parental leave enables working parents to concentrate on fulfilling their family's needs, particularly during the crucial early stages of parenthood. By releasing employees from the burden of balancing work and

family life, parental leave can significantly improve their mental and physical well-being. Therefore, offering parental leave is a critical step toward creating a supportive and sustainable work environment that values the needs of its employees.

In 2023, 17 male and one female employee were entitled to this benefit. We are dedicated to fostering a supportive and empowering environment that prioritizes the happiness and well-being of all our employees.

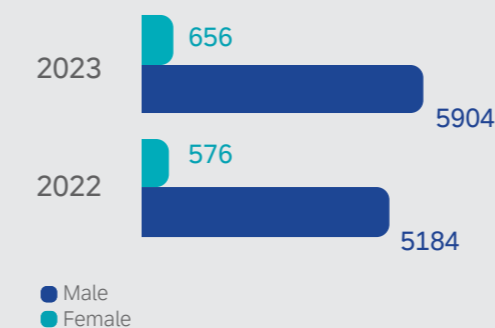
## Uplifting our People's Capabilities

404-1, 404-2

OQ8 is committed to investing in the training and development of its employees. Allocating a significant amount of time and resources toward enhancing employees' skills and knowledge demonstrates a strong commitment to fostering a culture of continuous learning and growth within the organization.

In 2023 we have invested 6,560 hours in 820 training programs. Tailored to individual and organizational needs, this investment fosters a culture of continuous learning and growth, crucial for fostering innovation and success.

Average Training Hours per year by Gender



Career management at OQ8 involves nurturing careers and providing our employees with opportunities and support to enhance their skills, knowledge, and abilities, thus enabling them to seize potential career advancement opportunities. This includes facilitating job rotation, secondments, or project assignments whenever possible.

Development planning is guided by identifying competency and skill gaps, which are assessed at least biennially using assessment methods provided by the People Department, with the performance appraisal process serving as input for development planning.

### Interventions considered in the IDP:

1. Job Rotation
2. On the Job Training
3. Secondment
4. Job Shadowing
5. Memberships
6. E-learning virtual & class-based training

OQ8's development plan is prepared annually by line managers in collaboration with the People Department, following the 70/20/10 methodology:



## Individual Development Plan (IDP)

404-1, 404-2

At OQ8, we recognize the importance of developing employees to meet the demands of their current and future roles. Our Individual Development Plans (IDPs) cover at least two years of development, but they are reviewed annually to ensure alignment with evolving needs and goals.



### Masar Program

We aim to enhance the skills of our leaders through the “Masar” program.

This initiative is part of OQ8’s ongoing commitment to empower our national employees to keep pace with supervisory development and follow the company’s future vision.

The program is designed by international standards of the Chartered Management Institute, UK, to refine leadership skills and empower OQ8 personnel in middle and senior roles.



### Takatuf LEAD

LEAD stands for Learn, Empower, Aim, and Drive. It is a leadership program designed to catalyze personal and professional breakthroughs. We aim to empower employees to emerge as even more effective and influential leaders. This transformative program is meticulously crafted to elevate participants’ leadership skills to the next level through five-day activities and excursions.



### Learning

### E-learning Solutions

In support of enriching our employees’ learning journeys, Learning & Development (L&D) has partnered with LinkedIn Learning. This partnership provides OQ8 employees with access to over 18,000 courses spanning various business fields. These e-learning solutions empower employees to learn at their own pace, with courses accessible 24/7 and compatible with mobile devices.

# SOCIAL INVESTMENT

3-3, 413-1, 413-2

Social investment is a cornerstone of our organizational objectives and overarching culture. Our vision for social investment is deeply rooted in integrating social responsibility, fostering a symbiotic relationship that enriches society and enhances our business dynamics. We aspire to position OQ8 as a vanguard in corporate social responsibility, earning recognition on local, national, and international stages for our unwavering commitment to delivering substantial and meaningful positive impact.



Our Social Investment Strategy consists of three main pillars:



Our social investment initiatives and interventions in the local community in Al Wusta target individuals from early education to job seekers and enterprises by implementing our signature programs, which are outlined below.

## > Science of A Refinery

Aiming to inspire children to broaden their knowledge in STEM subjects closely related to the refinery's core functions.

### Direct beneficiaries:

- Primary school students (grades 1 to 6)

## > Youth Development Program

A four-day course focusing on soft skills training, utilizing outdoor adventure activities to build the capacity of youth.

### Direct beneficiaries:

- High school students (grades 9 to 11) for the Skills for Life course
- Fresh graduates and job seekers for the Next Generation course

## > Al Nokhedha

The goal is to enhance participants' interpersonal skills, which are crucial in the corporate workplace. These skills include communication, decision-making, problem-solving, and resilience.

### Direct beneficiaries:

- Phase one: High school students (grades 9 to 12)
- Phase two: local entrepreneurs

## > UK Summer Camp

An English Development Program delivered abroad to enhance English literacy among students from Al Wusta.

### Direct beneficiaries:

- High school students (grades 9 to 10)

## > Marefa

A capacity-building program focused on enhancing business-related skills within the Duqm community.

### Direct beneficiaries:

- Fresh graduates
- Job seekers
- SMEs and start-ups

## Our Social Investment Performance Summary 2023



## UK Summer Camp

OQ8 has organized a UK English Language Summer Camp for several successful years. Unfortunately, it was put on hold due to COVID-19.

In 2023, we announced a new collaboration with Takatuf Oman and the prestigious Oxford University to offer a purposeful English Language Learning program.

The program enhances language skills, promotes cultural understanding, and fosters personal growth. Students from the Al Wusta region had the opportunity to immerse themselves in English language learning amidst the historic backdrop of Oxford University. The program featured daily language learning activities, cultural awareness development, and field trips to iconic cities such as Cambridge, London, and

Brighton. This exchange program, designed to provide a unique and enriching experience for students, allowed them to delve into the

intricacies of the English language while soaking in the vibrant culture of the UK.

**20**  
Beneficiaries





## Science of a Refinery

### Al Wusta

The Science of a Refinery program, in collaboration with a local SME, demonstrates our commitment to inspiring young minds in STEM (Science, Technology, Engineering, and Mathematics) subjects. In partnership with the Directorate General of Education in the Al Wusta Region, this initiative was designed to ignite a passion for science and technology through engaging, interactive, and simplified sessions. By integrating the program with the core functions of the refinery, we aimed to educate and foster a genuine interest in these vital subjects, laying the groundwork for future innovation.

### Salalah

The Science of a Refinery program, developed and initiated by OQ8 volunteers,



was held at Salalah Grand Mall over three days from August 4 to August 6. Aiming to inspire children to expand their knowledge in STEM subjects closely related to the

refinery's core functions, the program enhanced the regular school curriculum by teaching engaging, interactive, and simple vital concepts.

**1900+**  
Beneficiaries



Al Wusta  
Salalah



## Youth Development Programme

Committed to fostering employability skills among the youth in Duqm, we have partnered with Outward Bound Oman to implement three courses designed to cultivate the potential of local young individuals. Outward Bound programs offer challenging outdoor experiences that extend beyond traditional classroom learning.

The four-day program was tailored for high school students aged 15-17 in the Al Wusta region and university graduates. The primary objective was to reshape young people's perception of themselves and their lives by developing their personal, social, and emotional skills during this crucial phase of their education, significantly enhancing essential skills for personal and professional growth.

**53**  
Beneficiaries



Jabal Al Akhdhar  
Bidiyah Sands





## Al Nokhedha Programme

Conducted over three days and benefiting more than 100 students, the Al Nokhedha program focused on instilling essential skills such as self-leadership, communication, decision-making, teamwork, team leadership, and resilience. The curriculum employed practical examples, dynamic discussions, and real-life scenarios to empower young Omani students in shaping their future paths. The program's second phase was tailored to meet the specific needs of Small and Medium Enterprises (SMEs). Acknowledging SMEs' pivotal role in our rapidly growing economy, the program empowered selected SMEs through a comprehensive two-day course designed to equip them with the skills to navigate a dynamic market successfully.



**100+**  
Beneficiaries



Al Wusta  
Salalah



## SAWAED

SAWAED is a voluntary program introduced at OQ8. It encourages employees to contribute and volunteer in projects to uplift and upskill local communities.

OQ8 recognizes the significance of voluntary activity as a vital expression of citizenship and a key component of community engagement. OQ8 ensures that volunteers are appropriately involved, valued for their contributions, and respected as colleagues.

Through its volunteering arm, SAWAED, OQ8 aims to instigate positive change within the community and serve Oman.

**1,166**  
Volunteering Hrs





## Stakeholder Engagement

We hold monthly meetings to establish strategic alignment with our stakeholders, emphasizing continuous open dialogue as a crucial tool for cultivating a mutually beneficial relationships with local communities.

Our commitment is founded on the belief that the local community is instrumental in the successful delivery of the project, and our dedication to prosperity extends to both shareholders and the surrounding community. Safely managing and delivering the Refinery project hinges on obtaining official permits from authorities and, equally important, gaining informal consent and support from communities in and around Duqm.

 **58**  
Total engagement with stakeholders



## OUR ENVIRONMENTAL PERFORMANCE

3-3, 403-1, 403-2, 403-3, 403-4

# HEALTH, SAFETY, SECURITY AND ENVIRONMENT (HSSE)

At OQ8, our business philosophy prioritizes health, safety, security, and environmental protection (HSSE). Every member of our team is dedicated to achieving excellence in HSSE performance and ensuring compliance with all relevant regulations and standards throughout every stage of our operations, from production to distribution of petroleum products.

Our core values include a commitment to protecting people, the environment, our assets, and the local communities where we operate. We firmly believe that all incidents can be prevented through the elimination of hazards, the reduction of risks, and the prevention of threats. This proactive approach underscores our dedication to maintaining a safe and sustainable operation while minimizing any adverse impact on our surroundings.



Our HSSE Aspirations are:

-  **Ensure compliance with the applicable HSSE legal requirements**
-  **Zero Incidents work environment**
-  **Governorate the worker safety**
-  **Maximize the impact of refinery activities on people, the environment, and society**
-  **Safeguard our assets**
-  **Preserve integrity of refinery processes**

A dedicated HSSE policy was developed and approved by our management in August 2023 and is available in both Arabic and English to ensure an inclusive roll-out. At OQ8, we firmly believe that all incidents are

preventable through eliminating hazards, risk reduction, and threat prevention.

Despite our ongoing efforts to enhance HSSE management, regrettable incidents persist. Nevertheless, OQ8 remains unwavering in its commitment to thoroughly investigate these

occurrences and implement additional measures to prevent their recurrence. The Life-Saving Rules, comprising ten stipulations with zero tolerance for non-compliance, underscore our dedication to prioritizing safety.



**Confined Space Entry**  
Obtain authorization before entering a confined space



**Energy Isolation**  
Verify isolation and zero energy before work begins



**Hot Work**  
Control flammable and ignition sources



**Overriding Safety Controls**  
Obtain authorization before overriding or disabling safety critical equipment/systems



**Permit to Work (PTW)**  
Work with a valid permit when required



**Work at Height**  
Protect yourself against any fall when working at a height



**Personal Protective Equipment**  
Always wear Personal Protective Equipment (PPE) when required in the workplace



**Gas Test**  
Conduct Gas Tests when required



**Line of Fire**  
Keep yourself and others out of the line of fire



**Mechanical Lifting Operation**  
Plan lifting operations and control the area



**Driving**  
Follow safe driving rules



**Alcohol or Drug abuse**  
No alcohol or drugs while working or driving

At OQ8, we prioritize the dissemination of our HSSE policies and best practices to all stakeholders, including employees, contractors, and subcontractors. Promoting awareness and understanding fosters a collective commitment to safety across our operations. To achieve this goal, we conduct various initiatives such as workshops, training courses, and field visits to enhance workplace safety.

Internally, we tailor training programs to address our organization's specific needs and policies. These include the OQ8 HSSE Plant Induction, Environmental Awareness, e-Permit to Work Levels 1 & 2, Lockout Tagout, and Incident Reporting. Additionally, we offer external training opportunities that provide specialized expertise and certifications from reputable organizations. These external training programs cover OPAL Hydrogen Sulfide Awareness, Confined Space Training, First Aid (AHA), Fire Warden,

and SCBA (Self-Contained Breathing Apparatus).

Our investment in comprehensive health and safety training programs demonstrates our unwavering commitment to the well-being of our employees and the broader community. We believe that fostering a safety culture, reducing workplace accidents, and ensuring compliance with relevant regulations are essential to our operational ethos.

**585**  
HSSE Sessions

**250,553**  
HSSE Training Hours

**8,325**  
Employees undertook training on Occupational Health and Safety

403-5

**6,586**  
Contractors undertook training on Occupational Health and Safety

Topics covered:

- Hearing conservation
- HSSE First Aid
- Job Safety Analysis Procedure
- H2S Awareness
- Behaviour Based Safety

## SAFETY

403-6, 403-8

Our commitment to preserving individual well-being is at the core of our business objectives, and we prioritize establishing robust HSSE performance standards.

Our Emergency Response Plan (ERP) has achieved a significant milestone by being approved and certified by the Civil Defense and Ambulance Authority (CDAA). This distinction marks the first ERP in Oman to receive such external validation.

This certification underscores our commitment to ensuring the highest emergency preparedness and response standards. It reflects our dedication to safeguarding the well-being of our employees, facilities, and surrounding communities in any unforeseen emergencies. We take great pride in this accomplishment and remain steadfast in our ongoing efforts to maintain a robust emergency response framework.





**January 2023**  
 OQ8 clinic started 24/7 operations

Sixty of our staff members completed training in the Incident Command System (ICS) levels 100 through 800, equipping them with the necessary skills to fulfil roles during

emergencies. Additionally, fire brigade members from our operations and maintenance departments underwent basic and advanced fire courses offered by the National Fire Protection Association (NFPA), enabling them to effectively support fire teams in emergencies.

To achieve our safety objectives, we rely on the Aman system, our comprehensive Safety reporting software, launched in 2022. This system enables us to address all aspects of a top-performing safety program effectively.



**403-9, 403-10**

In 2023, OQ8 invested a total of 15.5 million man-hours, witnessing an overall improvement in HSSE performance across all incident categories. Despite the doubling of LTIF (Lost Time Injury Frequency) in 2023, the number of Lost Time Injury cases remained consistent with the previous year. This discrepancy is attributed to the significant reduction in total man-hours worked in 2023 compared to 2022, which reached nearly 50 million man-hours.

**Lost Time Injury Frequency (LTIF)**



# ENVIRONMENT

3-3

At OQ8, we are determined to protect the environment in all the areas in which we operate. We work tirelessly to ensure that all our operations cause no harm to the people and the living environment. Consequently, we adhere to all our locations' environmental regulations and best practices and often look beyond these requirements to ensure the highest standards are implemented to reduce our ecological footprint. Our environmental performance metrics and areas of scrutiny include the following:

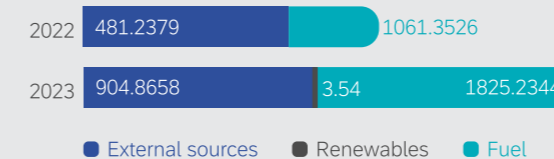


## Enhancing energy efficiency in all our operations

3-3, 302-1, 302-2

As illustrated in the chart below, our energy consumption doubled as we transitioned from the commissioning phase in 2022 to the operational phase in 2023. This increase is typical during such transitions. Before operations commenced, we relied on two sources of energy. However, post-operations, we invested in a third source of energy: renewable energy, specifically solar energy.

### Energy Consumption by Source (GWH)



In a proactive effort to reduce our carbon footprint, we integrated solar energy into the refinery design to meet our energy requirements. We installed solar panels across all accessible rooftop areas, covering

a total area of 47,048 square meters, along with 295 standalone streetlights. Since January 2023, the solar panel system has been operational, effectively generating a total energy output of 3.541 gigawatt-hours (GWh). This initiative demonstrates our commitment to sustainability and environmental responsibility.

## Monitoring and evaluating our GHGs

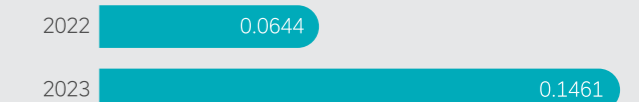
3-3, 305-1, 305-2, 305-3, 305-5

Monitoring and evaluating our greenhouse gas (GHG) emissions is fundamental to comprehending our environmental footprint, recognizing patterns, establishing targets, and guiding future actions. We can establish a baseline through meticulous tracking, measurement, and assessment of GHG emissions from OQ8 during a stable year of operations. This baseline is a reference point against which we can compare estimated emission levels outlined in our designs. This comparative analysis enables us to effectively manage and mitigate our environmental

impact while aligning with global endeavors to combat climate change. By embracing this process, we demonstrate our commitment to environmental stewardship and sustainable practices, contributing to a healthier planet for current and future generations.

As depicted in the chart below, our total greenhouse gas (GHG) emissions doubled in 2023, primarily attributable to the transition from the commissioning phase in 2022 to the operational phase in 2023, operating at maximum capacity. Such an increase is typical and anticipated, particularly at this stage, and aligns with the projected emissions outlined in the design plans.

### GHG Emissions (million tonnes CO2 equivalent)



### Reducing the volume of flared gases and stack emissions

A Flare Minimization Plan (FMP), developed according to international standards, outlines measures to reduce flaring to the greatest extent possible without compromising safety or essential refinery operations. The plan ensures that flaring events occur only during upset conditions and emergencies. Operational adjustments are made to process units to prevent flaring and maintain safe and reliable operations. Furthermore, a flare gas recovery system has been installed in the refinery design to address greenhouse gas emissions. This system, consisting of a specialized compression package, recovers and repurposes gases and emissions typically burned during flaring, contributing to environmental sustainability efforts.

### Managing water consumption and minimizing water contamination

3-3, 303-1, 303-2, 303-3, 303-4

In our commitment to bolster our environmental impact, we have implemented a Wastewater Treatment Plant (WWTP) to recycle water consumption. This system is meticulously designed to effectively collect and manage aqueous emissions from the Refinery, ensuring operational continuity during routine activities and unforeseen events or maintenance procedures. The treated wastewater, discharged into the sea from the WWTP, strictly adheres to the specified limits outlined in the Environmental Basis of Design, ensuring compliance with environmental regulations and standards.

Our WWTP incorporates primary, secondary, and tertiary treatments, empowering us to recycle wastewater within our processes and safely discharge it into the sea through Marafiq. Moreover, we are actively exploring opportunities to utilize further treated wastewater, maximizing its recovery potential. The wastewater undergoes treatment by MD159 standards before being discharged to



the joint outfall via Marafiq, strategically located east of the Refinery site. We have installed an analyzer and conductivity meter within the facility to ensure water quality and promptly detect any potential contamination. This enables us to swiftly identify and divert any contaminated condensate to the WWTP, safeguarding our environmental stewardship efforts.

 **1,689,404 m<sup>3</sup>**  
Treated Water in 2023

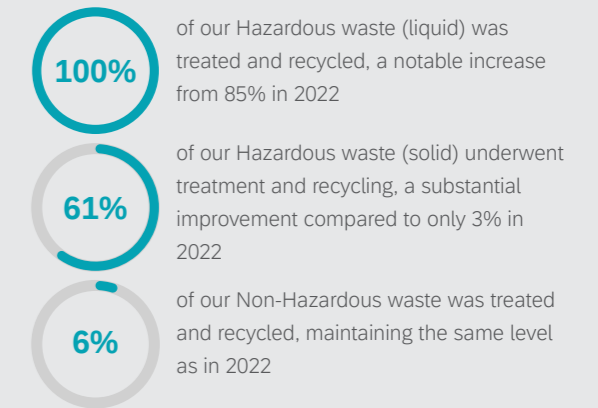
### Managing our waste, utilizing environmentally friendly disposal and handling methods

3-3, 306-3, 306-4, 306-5

At OQ8, our waste reduction commitment drives us to continuously improve our operations. Through our partnership with the Oman Environmental Services Holding Company, be'ah, we prioritize the responsible management of our industrial waste,

ensuring it is collected, disposed of, and treated safely and in compliance with minimal environmental impact.

In our efforts:



The remaining waste was disposed of in designated final disposal locations, including Be'ah facilities and approved landfills. These achievements underscore our dedication to environmental sustainability and continual progress in waste management practices.

## BIODIVERSITY

304-1, 304-2, 304-3

We are steadfast in our commitment to preserving Oman's natural environment, particularly in the vicinity of our refinery facilities. Recognizing the significance of the nearby bird area, we conducted an assessment study during the early stages of the project to evaluate our potential impact on the local and surrounding biodiversity.

In accordance with the International Finance Corporation's Performance Standard 6 on Biodiversity Conservation and Sustainability Management of Living Natural Resources, we developed an operational Biodiversity Offsetting Strategy to mitigate any residual impact. As part of this strategy, an area totalling 571 hectares (spanning six sites, including intertidal and terrestrial areas) has been approved as an offset. Currently, plans are underway to restore habitats within these



designated areas.

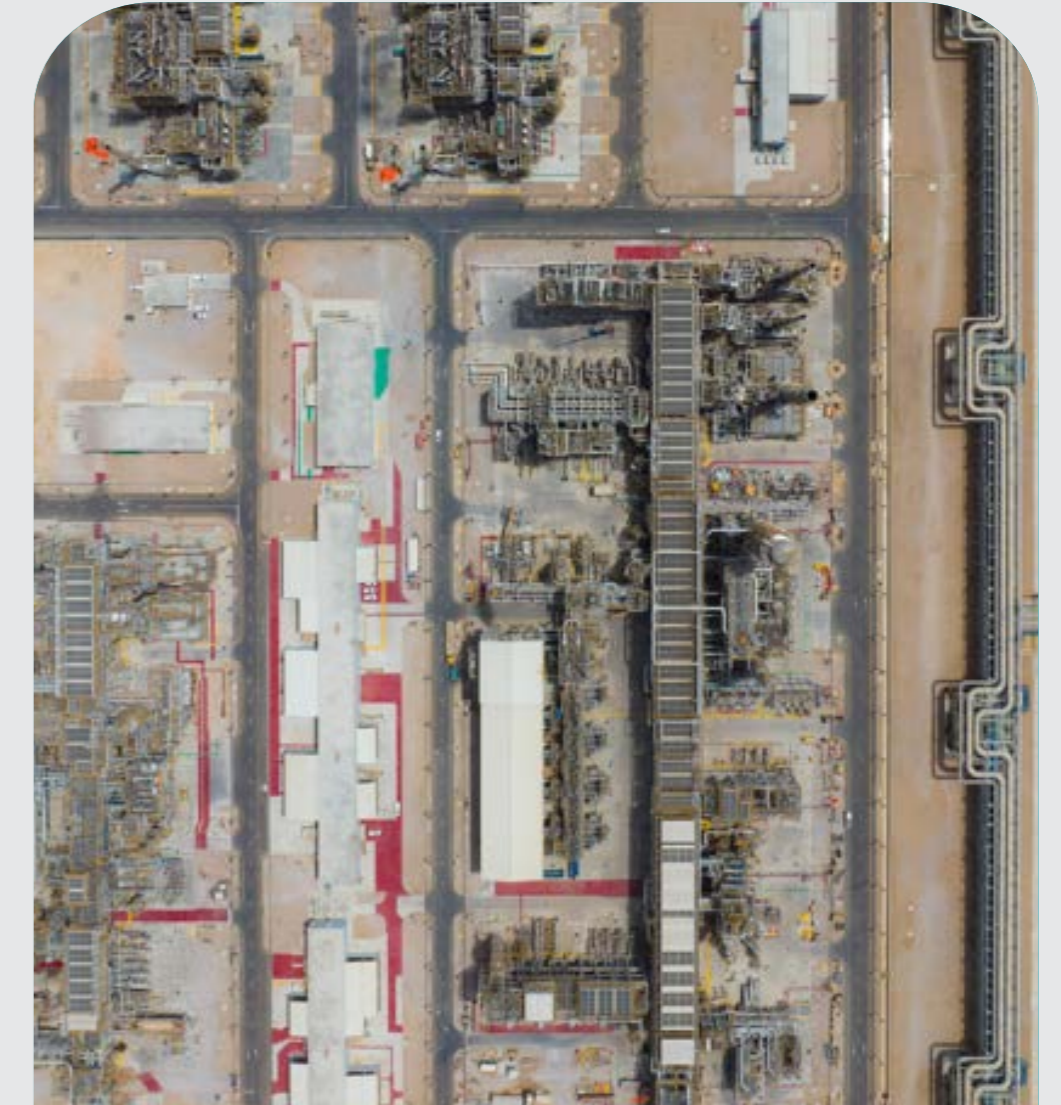
By proactively implementing measures to offset our impact on biodiversity and adhering to international standards, we

demonstrate our commitment to environmental stewardship and sustainability in the regions where we operate.

## ENVIRONMENT INITIATIVES

### Waste Management

In line with the government's dedication to upholding a safe, secure, and sustainable environment in compliance with internationally approved regulations and standards, we have forged an agreement with the Oman Environmental Services Holding Company, be'ah, to manage our industrial waste. Under this agreement, our waste will be processed at be'ah's industrial waste treatment facility in both the northern interior and the economic zones, guaranteeing the implementation of rigorous management and safety protocols.



## Employee Environmental Awareness Campaign

The environmental team at OQ8 has initiated an awareness program for employees focused on the ecological system within the organization. So far, eight sessions have been conducted, covering 12 topics related to environmental management. These topics include:

1. Waste Management
2. Wastewater Management
3. Water Management
4. Air Emissions
5. Ambient Air Quality
6. Ozone-depleting substances
7. Greenhouse Gas (GHG) Management
8. Chemical Usage and Storage
9. Radioactive Materials Management
10. Noise Management
11. Biodiversity Conservation
12. Oil Spill Response Plan

These sessions aim to educate employees about environmental aspects relevant to OQ8's operations and encourage their participation in environmental conservation efforts. By increasing awareness and

understanding of environmental issues, employees can contribute to the organization's overall sustainability goals and ensure compliance with environmental regulations and standards.

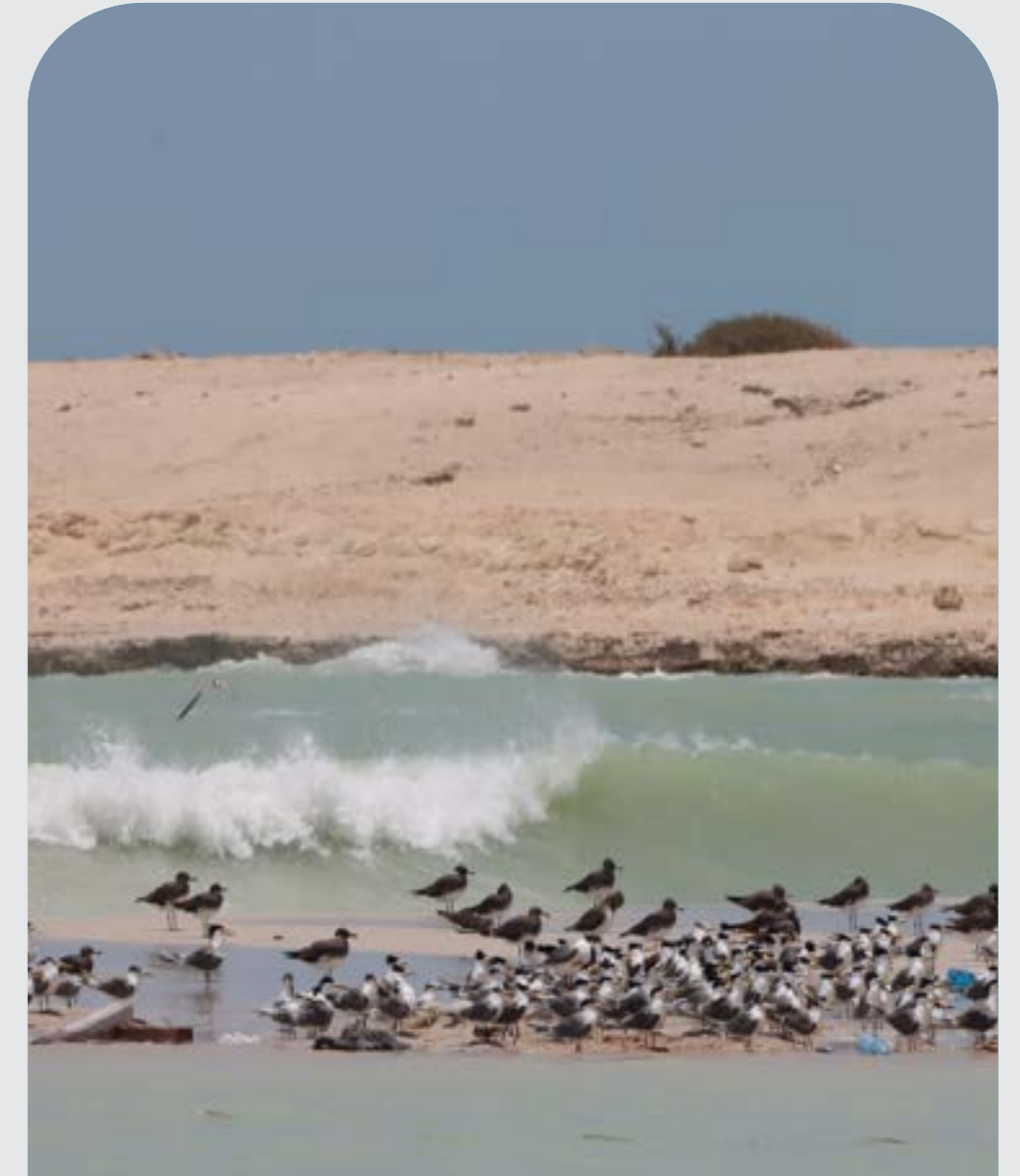


## Clean-up Campaign

The clean-up campaign in the areas surrounding our main building was conducted successfully, with active participation from OQ8 staff, IPMT, and contractors. This collaborative effort has resulted in transforming the workspace into a safer and more organized environment.

Moreover, the campaign has contributed significantly to boosting the morale of the participants, as they recognize the collective investment in the well-being of our work environment. By actively engaging in initiatives like these, we not only improve the physical environment but also foster a culture of responsibility and pride in our workplace.

**40**  **2**  **Hrs**  **Duqm Refinery**





# GRI CONTENT INDEX



Duqm Refinery and Petrochemical Industries (OQ8) has reported the information cited in this GRI content index for the period 1<sup>st</sup> January 2023 - 31<sup>st</sup> December 2023 with reference to the GRI Standards.

For the Content Index – Advanced with Reference Option Service, GRI Services reviewed that the GRI content index has been presented in a way consistent with the requirements for reporting with reference to the GRI Standards, and that the information in the index is clearly presented and accessible to the stakeholders. The service was performed on the English version of the report.

GRI Standard	Disclosure	Location in this report/ Link to webpage	Statement / Omission	Applicable GRI Sector Standards(s) REF No.
<b>GRI 1: Foundation 2021</b>				
<b>General Disclosures</b>				
	2-1 Organizational details	Who we are (p 8-9)		
	2-2 Entities included in the organization's sustainability report	Duqm Refinery and Petrochemical Industries (OQ8) (p 74 )		
	2-3 Reporting period, frequency, and contact point	About this report ( p 74 )		
<b>GRI 2: General Disclosures 2021</b>	2-4 Restatement of information		It's the first GRI report for OQ8 and there's no restatement of information.	
	2-5 External assurance		External assurance was not considered at this stage, considering the first report for the organization.	
	2-6 Activities, value chain, and other business relationships	Overview of our operations and partnerships (p 10-11)		

GRI Standard	Disclosure	Location in this report/ Link to webpage	Statement / Omission	Applicable GRI Sector Standards(s) REF No.
	2-7 Employees	Our People (p29-30)		
	2-8 Workers who are not employees	Our People (p29-30)		
	2-9 Governance structure and composition	Board Members & Leadership Team (p16-17)		
	2-11 Chair of the highest governance body	Board Members & Leadership Team (p16)		
	2-12 Role of the highest governance body in overseeing the management of impacts	Governance (p14-15)		
	2-15 Conflicts of interest	Code of Conduct (p18-19)		
	2-22 Statement on Sustainable Development Strategy	Our Approach to Sustainability (p12-13)		
	2-23 Policy commitments	Our Approach to Sustainability (p12-13)		
	2-24 Embedding policy commitments	Our Approach to Sustainability (p12-13)		
	2-27 Compliance with laws and regulations	Code of Conduct (p12-13 & 18-19)		
	2-29 Approach to Stakeholder Engagement	Engagement with our stakeholders (p20-21)		

GRI Standard	Disclosure	Location in this report/ Link to webpage	Statement / Omission	Applicable GRI Sector Standards(s) REF No.
<b>Material Topics</b>				
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Materiality Analysis (p22-23)		
	3-2 List of material topics	Materiality Analysis (p22-23)		
<b>Energy</b>				
GRI 3: Material Topics 2021	3-3 Management of material topics	Enhancing energy efficiency in all our operations (p57)		11.1.1
<b>GRI 302: Energy 2016</b>	302-1 Energy consumption within the organization	Enhancing energy efficiency in all our operations (p57)		11.1.2
	302-2 Energy consumption outside of the organization	Enhancing energy efficiency in all our operations (p57)		11.1.3
<b>Water and effluents</b>				
GRI 3: Material Topics 2021	3-3 Management of material topics	Managing water consumption and minimizing water contamination (p58-59)		11.6.1
<b>GRI 303: Water and effluents 2018</b>	303-1 Interactions with water as a shared resource	Managing water consumption and minimizing water contamination (p58-59)		11.6.2
	303-3 Water withdrawal	Managing water consumption and minimizing water contamination (p58-59)		11.6.4
	303-4 Water discharge	Managing water consumption and minimizing water contamination (p58-59)		11.6.5

GRI Standard	Disclosure	Location in this report/ Link to webpage	Statement / Omission	Applicable GRI Sector Standards(s) REF No.
<b>Biodiversity</b>				
GRI 3: Material Topics 2021	3-3 Management of material topics	Biodiversity (p60)		11.4.1
<b>GRI 304: Biodiversity 2016</b>	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Biodiversity (p60)		11.4.2
	304-2 Significant impacts of activities, products, and services on biodiversity	Biodiversity (p60)		11.4.3
	304-3 Habitats protected or restored	Biodiversity (p60)		11.4.4
<b>Emissions</b>				
GRI 3: Material Topics 2021	3-3 Management of material topics	Monitoring and evaluating our GHGs (p57)		11.1.1 / 11.2.3
<b>GRI 305: Emissions 2016</b>	305-1 Direct (Scope 1) GHG emissions	Monitoring and evaluating our GHGs (p57)		11.1.5
	305-2 Energy indirect (Scope 2) GHG emissions	Monitoring and evaluating our GHGs (p57)		11.1.6
	305-3 Other indirect (Scope 3) GHG emissions	Monitoring and evaluating our GHGs (p57)		11.1.7
	305-5 Reduction of GHG emissions	Monitoring and evaluating our GHGs (p57)		11.2.3

GRI Standard	Disclosure	Location in this report/ Link to webpage	Statement / Omission	Applicable GRI Sector Standards(s) REF No.
<b>Waste</b>				
GRI 3: Material Topics 2021	3-3 Management of material topics	Managing our waste, utilizing environmentally friendly disposal and handling methods (p59)		11.5.1
	306-3 Waste generated	Managing our waste, utilizing environmentally friendly disposal and handling methods (p59)		11.5.4
<b>GRI 306: Waste 2020</b>	306-4 Waste diverted from disposal	Managing our waste, utilizing environmentally friendly disposal and handling methods (p59)		11.5.5
	306-5 Waste directed to disposal	Managing our waste, utilizing environmentally friendly disposal and handling methods (p59)		11.5.6
<b>Employment</b>				
GRI 3: Material Topics 2021	3-3 Management of material topics	(p32-33)		11.10.1
<b>GRI 401: Employment 2016</b>	401-1 New employee hires and employee turnover	(p32-33)		11.10.2
	401-3 Parental leave	(p36)		11.10.4

GRI Standard	Disclosure	Location in this report/ Link to webpage	Statement / Omission	Applicable GRI Sector Standards(s) REF No.
<b>Occupational Health and Safety</b>				
GRI 3: Material Topics 2021	3-3 Management of material topics	Our environmental performance (p49-63)		11.9.1
	403-1 Occupational health and safety management system	Our environmental performance (p49-63)		11.9.2
	403-2 Hazard identification, risk assessment, and incident investigation	Our environmental performance (p49-63)		11.9.3
	403-3 Occupational health services	Our environmental performance (p49-63)		11.9.4
<b>GRI 403: Occupational Health and Safety 2018</b>	403-4 Worker participation, consultation, and communication on occupational health and safety	Our environmental performance (p49-63)		11.9.5
	403-5 worker training on occupational health and safety	(p52)		11.9.6
	403-6 Promotion of worker health	Safety (p53-54)		11.9.7
	403-8 Workers covered by an occupational health and safety management system	Safety (p53-54)		11.9.9
	403-9 work-related injuries	(p55)		11.9.10
	403-10 work-related ill health	(p55)		11.9.11

GRI Standard	Disclosure	Location in this report/ Link to webpage	Statement / Omission	Applicable GRI Sector Standards(s) REF No.
<b>Training and Education</b>				
GRI 3: Material Topics 2021	3-3 Management of material topics	Uplifting our People's Capacity (p37-39)		11.10.1
<b>GRI 404: Training and Education 2016</b>	404-1 Average hours of training per year per employee	Uplifting our People's Capacity (p37-39)		11.10.6
	404-2 Programs for upgrading employee skills and transition assistance programs	Uplifting our People's Capacity (p37-39)		11.10.7
<b>Diversity and Equal Opportunity</b>				
GRI 3: Material Topics 2021	3-3 Management of material topics	(p31)		11.11.1
<b>GRI 405: Diversity and Equal Opportunity 2016</b>	405-1 Diversity of governance bodies and employees	(p31)		11.11.5
<b>Local Communities</b>				
GRI 3: Material Topics 2021	3-3 Management of material topics	Social Investment (p40-48)		11.15.1
<b>GRI 413: Local Communities 2016</b>	413-1 Operations with local community engagement, impact assessments, and development programs	Social Investment (p40-48)		11.15.2

GRI Standard	Disclosure	Location in this report/ Link to webpage	Statement / Omission	Applicable GRI Sector Standards(s) REF No.
	413-2 Operations with significant actual and potential negative impacts on local communities	Social Investment (p40-48)		11.15.3
<b>Economic Performance</b>				
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Contribution to Oman's Economy (p27-28)		11.14.1
<b>GRI 201: Economic Performance 2016</b>	201-1 Direct Economic value generated and distributed	Our Economic Performance (p24)		11.14.2
<b>Market Presence</b>				
GRI 3: Material Topics 2021	3-3 Management of material topics	(p31)		11.14.1
<b>GRI 202: Market Presence 2016</b>	202-2 Proportion of senior management hired from local community	(p31)		11.14.3
<b>Indirect Economic Impacts</b>				
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Contribution to Oman's Economy (p27-28)		11.14.1
<b>GRI 203: Indirect Economic Impacts 2016</b>	203-2 Significant indirect economic impacts	Our Contribution to Oman's Economy (p27-28)		11.14.5

GRI Standard	Disclosure	Location in this report/ Link to webpage	Statement / Omission	Applicable GRI Sector Standards(s) REF No.
<b>Procurement Practices</b>				
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Contribution to Oman's Economy (p27-28)		11.14.1
<b>GRI 204: Procurement Practices 2016</b>	204-1 Proportion of spending on local suppliers	Our Contribution to Oman's Economy (p27-28)		11.14.6
<b>Anti-corruption</b>				
GRI 3: Material Topics 2021	3-3 Management of material topics	Code of Conduct (p18-19)		11.20.1
<b>GRI 205: Anti-corruption 2016</b>	205-2 Communication and training about anti-corruption policies and procedures	Code of Conduct (p18-19)		11.20.3
	205-3 Confirmed incidents of corruption and actions taken	Code of Conduct (p18-19)		11.20.4

## About this Report

2-2, 2-3

The following is OQ8's first GRI Sustainability Report covering its approach and performance in 2022 and 2023. This report was written with reference to the GRI Sustainability Reporting Standards. Feedback on OQ8's sustainability approach and performance is welcomed. For further details about any information you find within this report, please get in touch with us directly.

Email: [comms@oq8.om](mailto:comms@oq8.om)

PO Box 144

PC 102

Muscat

Sultanate of Oman

Tel: + 968 22187442

[www.oq8.om](http://www.oq8.om)

**OQ8** SUSTAINABILITY  
REPORT 2023

شركة مصفاة البترول والصناعات البتروكيماوية  
DUMI REFINERY AND PETROCHEMICAL INDUSTRIES COMPANY