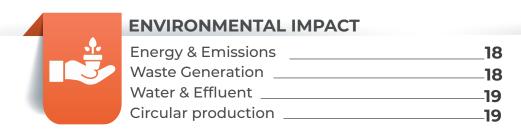


# **TABLE OF CONTENTS**

About this report	04
Chairman's message	05
2022 Highlights	08
About us	11
Materiality assessment	16





#### **PEOPLE & CULTURE**

Diversity, Inclusion & Equal Opportunity	_ 29
Occupational Health & Safety	_ 30
Human Resources Development	_ 3



#### **COMMUNITY IMPACT**

Health	22
Education	23
Climate Action & Biodiversity	25
Employee Community Initiatives	26



#### **ECONOMIC IMPACT**

Value Addition	34
Gross Exports	34
Government Revenue	34
Supporting Local manufacturers	34
Social Security Contributions	34

GRI CONTENT INDEX \_\_\_\_\_\_35



### **ABOUT THIS REPORT**

Roofings Group is committed to being an accelerator for a sustainable Africa. We understand the importance of considering our impact on the Environment, Society, and Economy. In line with SDG 12.6, we conduct annual sustainability reporting. Our dedication to transparency drives us to assess and communicate our progress towards our sustainability goals.

This report covers the impacts of our two companies, Roofings Limited and Roofings Rolling Mills for the year, 2022. The report has been developed with reference to the Global Reporting Initiative (GRI) standards (2021). The report has not been assured by a third party.

Date of publication: June 2023

In case of any inquiries regarding this report, please email ubuntu@roofingsgroup.com

**Dr Sikander Lalani** Chairman, Roofings Group

# A MESSAGE FROM OUR BOARD CHAIRMAN

Dear Stakeholders,

I am delighted to present the Roofings Group Sustainability Report for the year 2022, highlighting our commitment to sustainability and the positive impact we have made on society, the environment, and our stakeholders. We express our gratitude for your continued support and collaboration throughout this journey.

At Roofings Group, we firmly believe that sustainable practices are crucial for long-term success and prosperity. We understand that our actions today shape the future for generations to come. In 2022, we remained dedicated to integrating sustainability into our core business operations, and we have achieved significant milestones in various dimensions of sustainability. As the leading steel manufacturing company in Uganda, we have continued to drive growth in the sector and contribute to the economic growth of the country. We provided direct employment to over 1,500 people, contributed 179 billion in taxes, and supported 79 local manufacturers.

Minimising our environmental footprint remains

at the core of our sustainability agenda. We have embraced circular economy principles and enhanced resource efficiency throughout our operations. To accelerate our journey towards zero waste to landfill from our factories, we have commissioned research on upcycling of our byproducts.

The well-being and safety of our employees remain a top priority. We have fostered a culture of inclusivity and diversity, ensuring that our workforce feels valued and respected. By providing comprehensive training programs, improving occupational health and safety measures, and promoting a healthy work-life balance, we empower our employees to thrive both personally and professionally.

We have actively engaged society in uplifting local communities. We have supported the construction of social infrastructure, provided medical oxygen to private and public hospitals, supported screening for sickle cell, and engaged communities in tree planting initiatives. We believe in inclusive growth and remain dedicated to making a positive difference in people's lives.

While we celebrate our achievements, we acknowledge that challenges lie ahead. Climate change, resource scarcity, and evolving societal expectations demand continuous innovation and resilience. We are committed to exploring new technologies, adopting best practices, and collaborating with stakeholders to find sustainable solutions. We understand that sustainability is an ongoing journey, and we are steadfast in our pursuit of excellence.

We would like to express our gratitude to our employees, customers, suppliers, and partners for their unwavering support and collaboration. Together, we have accomplished remarkable feats and set the stage for a sustainable future. We also extend our appreciation to the Board of Directors for their guidance and strategic vision in driving our sustainability agenda.

The Roofings Group Sustainability Report 2022 reflects our commitment to transparency, accountability, and continuous improvement. While we are proud of our accomplishments, we are also inspired to do more. As we move forward, we invite all stakeholders to join us in our sustainability journey and help shape a brighter, more sustainable future for all.





**Sheikh Arif** Group CEO

### **SUSTAINABILITY MANAGEMENT**

Our commitment to sustainability is underscored by our vision, "An accelerator for a sustainable Africa". We strive to promote sustainable practices throughout our operations and supply chain. We strive to minimize our environmental impact, uplift communities, and create a supportive work environment for our employees. Roofings Group recognizes the Sustainable Development Goals, and therefore aligns its activities accordingly.

Our strategic direction is set by our Board of Directors. To ensure the successful implementation of sustainability initiatives, our respective departments work diligently under the guidance of the Group Chief Executive Officer. To promote effective coordination and transparency, the department responsible for sustainability reporting takes charge of annual reporting, ensuring that our progress and achievements are accurately communicated. By fostering collaboration and accountability across our organization, we strive to create a sustainable future for our company and stakeholders.

### **2022 HIGHLIGHTS**

### **Environmental Impact**

Waste generated



Garbage: 283 MT

Steel scrap: 13,347MT

Plastics scrap: 88.07MT

Red oxide: 1,287MT

Mill scale: 1,085MT

Waste recycled/ upcycled



Internally generated steel scrap: 13,347MT

Purchased steel scrap: 8,728MT

Plastics scrap: 88.07MT

Steel slag: 1,035MT

Mill scale: 1,367MT

**Energy** consumed



Over 80% Hydro electricity

### **Economic Impact**



Value addition

244 billion



Gross export value

291 billion



Taxes paid

179 billion



**NSSF** contributions

7.3 billion



manufacturers supported

**79** 



Local contracted companies

16

### **Impact on Employees**



**Employees** 

1,140



Outsourced workers

360



Gender diversity

**91**% male

9<sup>‰</sup> female



Average number of training hours per employee

8.8 hrs



Workers' union membership

**25**%



**Fatalities** 

0

### **Impact on Communities**



Tree seedlings donated 120,000



infrastructure

Social 3 projects



Oxygen cylinders refilled 34,795



Sickle cell screening

2500+ people



Safe drinking water

1000+ people

## **OUR CONTRIBUTION TO** SUSTAINABLE DEVELOPMENT GOALS





- ► We donate medical oxygen to public & private hospitals.
- ▶ We support the fight against sickle cell disease.
- ▶ We support construction of health facilities.



- ▶ We support the welfare of children in schools.
- ▶ We support the construction of education facilities



▶ We promote diversity and equal opportunity in all aspects of our business



- ▶ We ensure that hazardous chemicals are not released into the environment. All our Wastewater is treated.
- ► We provide clean drinking water to a neighbouring school



- ► We contribute to the GDP of Uganda through value addition.
- ► We create both direct and indirect jobs for various age groups.
- ► We promote and protect labour rights and promote safe and secure work environment.



- ▶ We support local Industries.
- ▶ We use environmentally friendly Technologies.
- ▶ We strive to use resources efficiently



► We provide equal employment opportunities to all employees and applicants for employment without regard to race, colour, religion, orientation, National origin, age or other status.



- ▶ Effluent from our factories is treated before releasing to the environment.
- ► We provide free tree seedlings towards reforestation initiatives.





- ▶ We support restoration of degraded areas, planting of new forests & other regreening initiatives.
- ▶ We have air pollution control systems that minimise emissions from our factories



► We wholeheartedly embrace the Ubuntu philosophy – "I am because We Are." We work with several organisations for the betterment of our Society

# **ABOUT US**





Producing **sustainable building materials** that enrich communities in Africa



Integrity

**Accountability** 

Respect

Sustainability

**Professionalism** 

### **BOARD OF DIRECTORS**



**Sikander Lalani**Board Chairman



**Oliver Lalani** Executive Director



Winnie Lalani Executive Director



**Nashila Lalani** Executive Director



Sheikh Arif Group CEO



**Anisha Lalani** Executive Director

### **Production Capacity & Products**

Cold Rolling Mill	150,000 tons per annum
Thermex Reinforcement Bars Mill	120,000 tons
Wire Galvanizing Lines Mill	14,400
Other assortment of steel cold forming lines	200,000 tons per annum
+ polypipes	

We manufacture a wide range of steel and plastic products mainly used in the construction industry.



#### Raw materials

- Plain Alzinc coils
- Pre-painted Alzinc coils
- Cold Rolled Closed Annealed coils
- Galvanized wire coils

### **Galvanized wire products**

- Barbed wire
- Razor wire
- Chain link
- Plain wire
- Galvanized wire mesh



#### HRC

- Hollow sections
- Mild steel plates
- Open profiles
- Mild steel expanded metal
- Mild steel embossed plates
- Door plates
- Angle bars
- Flat bars

#### Iron sheets

- Prepainted profile sheets
- AZ sheets
- Accessories



### Mild steel wire products

- Round bars
- Welded wire mesh
- BRC
- Wire nails
- Binding wire

### Reinforcement steel bars (TMX 500 C) Other Structural steel

#### Guardrails

- Universal beams
- C channel



#### **Plastic products**

- Pvc pressure pipe
- Pvc drainage pipes
- Pvc plumbing pipes
- Pvc screaning and casing pipes
- Pvc conduites
- PVC fascia boards and gutters,
- HDPE pipes
- PPR pipes
- Accessories

### **Our Supply Chain**

# **Upstream**

- Raw materials suppliers
- Spares
- Consumables
- Insurers
- Transporters
- Clearing and Forwarding Agents
- Security Service Providers
- Banking Institutions
- Courier Service Organizations
- General Sanitation Service Providers

## **Downstream**

- Steel manufacturers
- Hardware shops
- Metal fabricators
- Contractors
- Developers

### **Our Stakeholders**



### **MATERIALITY ASSESSMENT**

At Roofings, we recognize the importance of conducting a materiality assessment. While we did not conduct a formal materiality assessment for this reporting period, we are committed to ensuring transparency and accountability by providing meaningful insights into our sustainability performance on an annual basis. While a materiality assessment would enhance our sustainability reporting process, this year's approach to reporting is based on a thorough understanding of our business and engagement with stakeholders.

Environmental impact assessments were conducted in 2022. We also analysed feedback received from customers through the customer surveys that were done throughout the year. This

allowed us to identify key material topics which included Waste, Greenhouse Gas Emissions, Diversity and Equal Opportunity, Occupational Health and Safety, Training and Education, Economic Performance and Taxes, Local Communities. These were reported on in the previous year apart from Energy, Water and Effluents, Emissions, and Training and Education.

We recognize the need to continually refine our reporting approach and will consider conducting a formal materiality assessment in future reporting cycles to further strengthen our sustainability reporting process.

### **Material Topics**





#### **Our Environment Management System**

We have an Environment Management System which conforms to the requirements specified in ISO 14001:2015. The system has been audited and certified by NEMKO AS, a Norwegian based Accreditation Body. Our Integrated Management System Policy puts emphasis on the protection of the environment and conservation of natural resources. All sections in our companies have staff members responsible for identifying and monitoring all significant environmental aspects and impacts.

We are glad to report that according to the environment and social compliance audit report 2022, the environment, health, and safety of Roofings conforms to the EIA certificate of approval and the legal framework of Uganda.

#### **Energy and Emissions**

We are pleased to report that according to the environmental impact assessment reports for the year 2022, all the measured parameters for gaseous emissions from our factories were found to be within the stipulated National Environment (Air Quality Standards) Draft, as well as the international guidelines such as the WHO Ambient Air Quality Guidelines. This good report is attributed to our pollution control systems.

Energy consumption

Over 80% of energy consumed is hydroelectricity.

Electricity	79,924,013 KWH
Fuel (Diesel & Petrol)	524,853 L
Heavy furnace oil	1,585 MT
LPG gas	3,621 MT

As part of our commitment to environmental sustainability, we are exploring the possibility of conducting a comprehensive assessment of our carbon footprint in future. This forthcoming assessment holds immense value for us as it will provide invaluable insights into our greenhouse gas emissions. By gaining a deeper understanding of our carbon footprint, we will be better equipped to identify specific areas where we can make substantial improvements and further minimize our environmental impact.

We aim to go beyond mere compliance with regulations and standards. We strive to set higher benchmarks for ourselves and proactively address our environmental responsibilities. By conducting a thorough evaluation of our carbon footprint, we will be able to measure our progress more accurately, develop targeted strategies, and establish tangible goals for emission reduction.

#### **Waste Generated**

Our production processes generate both hazardous and non-hazardous waste. The types of hazardous waste generated at the facility include ferric oxide powder, boiler ash, cotton waste, plastics, ETP sludge, plastics, colour coating solvents, furnace ash and used furnace oil among others. Non-hazardous waste includes, used wooden pallets, used papers, kitchen, and office waste.

Waste is disposed off by licenced service providers. During waste collection, waste manifests are issued by the transporter indicating details of waste category, quantity, and destination of the waste among others, upon disposal of the waste, a waste distraction note is provided to confirm final waste disposal.



#### **Water and Effluent**

We recognize the critical importance of water conservation. By implementing sustainable practices, such as efficient water usage, recycling systems, and regular maintenance of facilities, we are committed to minimizing water waste and preserving this precious resource.

All wastewater generated from the operations of our facilities is directed into fully functional wastewater treatment plants. We conducted internal laboratory analysis and external analysis was conducted by the Ministry of water laboratory. The 2022 test analysis results indicated our effluent treatment meets the standards, thereby not harming the environment.

Effluent discharged

21,477m<sup>3</sup>





8,728MT

Internally generated steel scrap recycled



13,347MT

Steel slag recycled



1,035MT Mill scale recycled



1,367MT

### **Contributing Towards a Circular Economy**

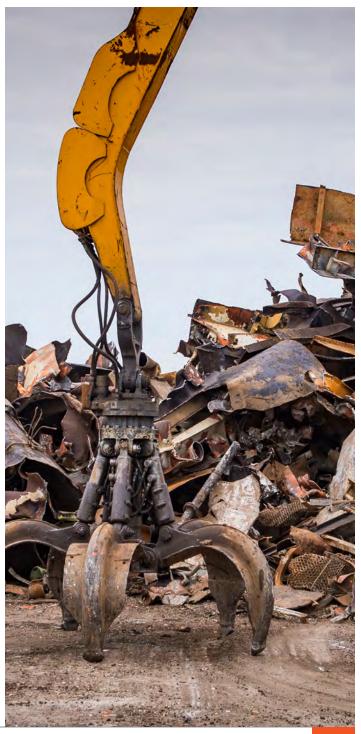
At Roofings, we understand the importance of taking a circular approach to production. Unlike the traditional linear "take, make, dispose" model, the circular economy is designed to minimize waste and maximize the use of resources by keeping them in use for as long as possible. By doing so, we can create a more sustainable future for ourselves and future generations.

### **Recycling steel scrap**

In 2022, we recycled 13,347 MT of steel scrap and 88.07 MT of plastics scrap generated from our factories. We recycled 8, 728 MT of steel scrap sourced through approved suppliers. 1,035 MT of steel slag and 1,367 MT of mill scale were recycled/upcycled.

#### Research

Roofings aims at turning its by-products into valuable materials and products instead of directing them to the landfill. These products find applications across various industries, including construction and infrastructure development. We are committed to researching innovative ways to repurpose our by-products. We are currently working with the department of Mechanical Engineering in the college of Engineering, Design, Art and Technology, Makerere University on research projects titled, "development of Iron Oxide Nanoparticles for applications in water treatment' as well as 'upcycling of steel slag in cement production'. So far, the study on iron oxide has identified potential interactions between iron oxide nanoparticle production parameters that may be useful for treating industrial wastewater. The next step is the applicability of the iron oxide nanoparticles in the treatment of industrial water.





### **COMMUNITY ENGAGEMENT**



Nashila Lalani Executive Director

We at Roofings Group are committed to practicing the Ubuntu philosophy, which emphasizes the importance of interdependence and collective responsibility towards a better society. We understand that our success is linked to the well-being of the communities we operate in. Hence, we have made significant social investments in various areas such as education, healthcare, and climate action.

I am delighted to report that over the years, we have refilled over 60,000 medical oxygen cylinders, donated over 1 million tree seedlings, screened over 2500 people for sickle cell, and donated materials towards the construction of schools and healthcare centres.

We believe that by living the Ubuntu philosophy and investing in social initiatives, we can build a more equitable and sustainable future for all.







### **Healthcare Support**

We recognize the role that we can play in promoting community health as part of our commitment to sustainability. Through our partnerships and programs, we are working to provide access to healthcare, thus helping to build a healthier and more sustainable future for the communities where we operate.

### Free medical oxygen supply

In 2022, we refilled 34,795 medical oxygen cylinders for government and private non-profit making hospitals, positively impacting the lives of tens of thousands of people in need. We have refilled a total of 63,998 cylinders since 2011.

### Tackling the sickle cell challenge

Roofings has partnered with the Uganda Sickle Cell Rescue Foundation (USCRF) since 2015 to reduce the sickle cell burden in Uganda. The Roofings Group Chairman, Dr Sikander Lalani is the current Chairperson of USCRF.

In 2022, we launched the 'shine the light on sickle cell" campaign aimed at encouraging people to know their sickle cell status before having children. Through this campaign, we reached over 2.5 million people with sickle cell awareness messages. Over 2,500 people received free sickle cell screening services, and over 4,000 people were trained on home care of sickle cell patients.

The main objective of the campaign is to encourage people to know their sickle cell status before having children.







### **Palliative Care Centre Construction**

We donated building materials towards the construction of a palliative care center in Jinja City. The center has a capacity of housing up to 30 terminally ill patients. This will be the first care in Uganda to provide free services to terminally ill patients. By being the pioneering establishment, it sets a precedent for compassionate care. It will serve as a beacon of hope for individuals and families facing difficult circumstances.



### **Education Support**

### Renovation of a classroom block

We supported renovation of a classroom block in Lake Bunyonyi SS housing 3 classrooms and a staff room by providing roofing materials. The building had been roofed with asbestos which are deemed to be a health hazzard. The classrooms accommodate 200 students in total.



### Provision of cooking fuel and drinking water

Every year, Roofings donates used wooden pallets for cooking and drinking water to St

Peters Nantabulirwa Primary School located near Roofings Rolling Mills in Namanve. Our donation of pallets covers over 80% of what is needed for cooking food for over 1,000 children. This reduces deforestation. By giving access to clean and safe drinking water, we are playing a crucial role in ensuring that the children are healthy. The drinking water and pallets contribute to the overall well- being of the children.

Over **1,000** children impacted

### **Promoting Art**

Roofings donated building materials towards the construction of a modern ecologically designed art centre in Kampala. The centre will be a permanent hub for the advancement of home-grown talent. It will provide artists with world-class facilities for their work. It will host dynamic programmes and exchanges with artists from various countries. The art centre is designed to have a library, 6 artists' studios, a cafe and art shop, accommodation, and a gallery.





# Climate Action and Biodiversity Conservation

Besides ensuring that the biodiversity within our factories and the surrounding areas is conserved, we run a tree planting programme, Forever Forestry, which focuses on the production and donation of seedlings to support tree planting and regreening efforts throughout Uganda.

Our seedling donation to public and private institutions, including schools, churches, individuals, and other community organizations increased from 45,000 seedlings in 2021 to 120,000 seedlings in 2022. An increase of over 300% shows our commitment to regreening Uganda. As part of our commitment to accessibility and community involvement, seedling stands were strategically placed at all Roofings Group outlets and factories. This approach allows visitors and customers to actively participate in the greening initiative. By conveniently offering seedlings at our premises, we promote a culture of environmental stewardship and encourage individuals to contribute to the cause

### **Partnerships**

At Roofings Group, we firmly believe in the power of collaborative efforts to drive successful environmental initiatives. That's why we are proud to announce our participation in the Running Out of Trees (ROOTs) campaign, an impactful initiative that was started by the private sector in collaboration with the Ministry of Water and Environment.

The ROOTs campaign holds a critical mission to address the pressing issue of deforestation by planting 40 million trees annually. Recognizing the urgent need to preserve our planet's natural resources, Roofings Group has joined hands with government agencies, non-governmental organizations (NGOs), and other stakeholders dedicated to environmental conservation.

Roofings Group's involvement in the ROOTs campaign exemplifies our

unwavering commitment to environmental stewardship. By actively participating in this national initiative, we aim to contribute significantly to the reforestation efforts and mitigate the adverse effects of deforestation.

#### **Our Goal**

Roofings Group remains dedicated to expanding and enhancing its greening initiative in the coming years. We plan to support the planting of 10 million trees by 2030. We recognize the importance of continued investment in tree planting and regreening efforts to combat climate change, restore ecosystems, and promote environmental sustainability. As we move forward, we will continue to seek innovative approaches, strengthen partnerships, and actively involve our stakeholders to ensure a greener future for Uganda.

### **Employee Community Service**

Roofings is committed to developing a workforce that is socially responsible. We believe that engaging our employees in community service not only benefits the individuals and organizations we support but also enhances the overall well-being and satisfaction of our workforce. In 2022, our staff donated blood, 121 mosquito nets and participated in charity runs that raised funds for various social causes.

To reinforce our commitment, we are considering establishing a comprehensive program that encourages and supports employee participation in community service initiatives. We shall actively seek out partnerships with local organizations, and community groups to identify meaningful projects and volunteer opportunities. These initiatives will cover a wide range of areas, including education, health, environment, and social welfare.





### **OUR PEOPLE & CULTURE**



**Justine Namuli**Senior HR manager

As Roofings Group continues to grow and evolve, we are more intentional about creating a motivated, healthy, and agile workplace in which our people can thrive and directly impact the organisation's success.

We have Continued to make significant investments in our people and culture through implementation of flexible work arrangements and provided professional development opportunities to help our employees grow and thrive.

Our people and culture centred approach creates a positive work environment that directly benefits the business and improves employee experience, productivity, engagement, and innovation.

In this sustainability report, you will find more information on the initiatives we have undertaken to support our people and culture as well as the achievements in this regard.

We are confident that our continued commitment will continue to pay dividends both for our employees and for our business as we strive to be an accelerator for a sustainable Africa.

### **Number of Employees**

Roofings Group is one of the largest employers in Uganda, with a workforce of over 1,500 people. Of these, 1,140 are employees and the rest are outsourced workers or workers who are not employees. The outsourced workers are employed by companies that are contracted to provide services such as security, courier, loading, and cleaning services. All the outsourced workers work within Roofings premises.

### **Diversity and Equal Opportunity**

Roofings Group is committed to promoting diversity and equal opportunity in all aspects of our business. We have implemented policies and practices that promote diversity and inclusion throughout our organization. We provide equal employment opportunities to all employees and applicants for employment without regard to race, colour, religion, orientation, national origin, age. 91% of our employees are Ugandan nationals.

91% of our employees are men. This is largely due to the historically male-dominated nature of manufacturing industries especially steel industries. However, we are committed to promoting gender diversity within our workforce and believe that it is critical to our long-term success. To that end, we are actively implementing targeted recruitment efforts aimed at increasing the number of women in our workforce. Additionally, we offer flexible work arrangements that can help attract and retain female employees.

Department	Female	Male
Administration	27%	73%
Production	5%	95%

### Pay parity.

We have implemented policies and procedures that prioritize fairness and equity in remuneration of workers.

Men: Women 1:1

#### **Collective bargaining**

25% of our workforce chose to be members of a workers' union. We maintain an open dialogue and collaborative relationship with the union to address employee concerns and ensure their well-being.



Total number of workers 1,500



1.140



**Nationals** 

91%



Outsourced workers

Expatriates

09%



Men

91%



Women

90/0

### **Occupational Health and Safety**

We are committed to ensuring the well-being of our employees, customers, and other stakeholders by maintaining high standards of safety and health in our operations. Our NEMKO AS certified occupational health and safety management system is in line with the requirements of ISO 45001:2018 and other legal and statutory regulations.

Our health and safety committees oversee safety-related matters, including identifying hazards and implementing measures to reduce or eliminate them. Each section of our companies is represented on these committees. The committees meet at least once every month.

Employees are provided the necessary PPE and those who fall sick or are injured during work either use the company's clinic or are referred to external medical facilities to receive care (paid by Roofings).



### Work-related hazards and ill health cases

Work-related hazards that pose a risk of ill health to our workers include molten metal, scrap material, sharp edges of finished product, high noise levels, chemicals.

III-health cases in 2022 included respiratory diseases, malaria, burns, soft tissue injuries, musculoskeletal pains, gastrointestinal disorders, ENT, genital urinary tract, dermatological, ophthalmological, and peptic ulcer disease. Some of the common injuries are cuts, laceration, burns, sprains and strain, fractures, foreign bodies, and bruises. Most injuries were caused by molten metal, scrap material, sharp edges of finished product, high noise levels or chemical materials. We did not have any fatalities in 2022.

### **Health and Safety Initiatives**

As it is our practice, we implemented various policies and procedures to identify and mitigate potential risks to our employees and other stakeholders. Our health and safety committees were very active, and we conducted regular safety trainings.

Our health and safety committees oversee safety-related matters, including identifying hazards and implementing measures to reduce or eliminate them. Each section of our companies is represented on these committees. The committees met at least once every month.

#### Health and safety trainings

Several trainings such as the HIRA, safety awareness, accident report and investigation and IMS awareness among other external trainings are offered to all employees.

#### Wellness initiatives

In 2022, Roofings continued its commitment to prioritizing the well-being of its staff through various initiatives and programs. Alongside our longstanding aerobics sessions, charity runs, and medical camps, we introduced a new and exciting addition to our employee wellness offerings: weekly yoga classes.

Recognizing the importance of holistic well-being, Roofings introduced weekly yoga classes for staff in 2022. These sessions, led by professional instructors, provided employees with a space to relax, rejuvenate, and enhance their physical and mental health. Yoga not only improves flexibility and strength but also reduces stress, enhances focus, and promotes mindfulness. The inclusion of yoga classes in our wellness program demonstrated our commitment to

nurturing the overall well-being of our staff.

In line with our tradition, we continued to offer weekly aerobics sessions throughout 2022. These energetic workouts served as a means for employees to engage in physical activity, improving health, boosting energy levels, and promoting camaraderie among colleagues. By maintaining this regular fitness routine, we encourage our staff to lead active lifestyles, reducing the risk of health issues and creating a positive work environment.

We continued to organize medical camps, providing our employees with access to essential healthcare services. These camps offered comprehensive health check-ups, including screenings for common diseases, immunizations, and consultations with medical professionals. By prioritizing preventive care and early detection, we aimed to empower our employees to take charge of their health and well-being, fostering a culture of proactivity and care within our organization.



### **Human Resources Development**

Roofings recognizes the pivotal role of individuals in driving its success, which is why one of its fundamental strategic priorities revolves around the acquisition, retention, and cultivation of highly skilled and dedicated personnel. The company actively supports its employees in constructing enduring careers by offering comprehensive training and development programs, empowering them to acquire the necessary competencies for performing their tasks with utmost safety and efficiency.

Throughout 2022, we ensured that our employees had access to a diverse range of advanced training programs designed to enhance their skills and knowledge. These training opportunities encompassed various areas such as sustainability, occupational health and safety, and technical trainings including maintenance and operation of factory Mac safety principles, and production quality, among others. The Average training for the employees in 2022 was 8.8 hours. This does not include onthe-job training.

Furthermore, we recognized the importance of fostering a multinational work environment, and therefore supported our employees in learning new languages to facilitate their integration into such an environment.

We paid particular attention to the on boarding process for new hires. To ensure their seamless transition into our company, we provided them with a comprehensive five-day product knowledge training within our factory premises.

Amidst this comprehensive training framework, we are delighted to report that two of our staff members underwent dedicated training on sustainability reporting in 2022. This noteworthy development serves as a testament to our unwavering dedication to integrating sustainable practices into every facet of our business operations. Moreover, it underscores

our steadfast commitment to providing transparent and comprehensive annual sustainability reports that detail our impact on the environment, economy, and society at large.

We believe that investing in the training and education of our staff is a crucial step towards building a sustainable future. By empowering our employees with the necessary skills and knowledge, we are confident in our ability to drive positive change within our organization and the wider community.

**Average training hours** 

8.8



### **ECONOMIC IMPACT**

As the leading steel manufacturing company in Uganda, we have continued to drive growth in the sector and contribute to the economic growth of the country. We provide employment, create value, honour our tax obligations, and support the growth of local companies.

#### Value addition

Our value addition reduced from 331 billion in 2021 to 244 billion in 2022. This is a reduction of 26.3% in 2022 compared to 2021. This reduction is attributed to the following factors.

- i. High Inflationary pressure,
- ii. Low demand
- iii. Limited Government expenditure.

2022	2021	2020
244 billion	Ugx 331 billion	Ugx 276 billion

### **Gross Exports**

Our Gross exports in 2020 was UGX 250 billion. For the Financial year 2022 the Gross Exports increased by 16% to UGX 291 Billion. This was largely due to the quality of our products being appreciated in the East African region as well as Government effort to emphasize Intra Regional Trade. The total Exports in three years from 2020 to 2022 was \$206 Million.

#### **Contributions to Government Revenues**

Our contribution to the Government revenue in the financial year ending 2020 UGX 120 Billion, for the Financial year 2021/2022 the contribution increased by UGX 59 Billion, close to 50%. We are Prized as the largest Contributor to the Government Revenues in the Steel Sector of the Country and, we continuously partner with the Tax Body to enhance Revenue Mobilization through Scientific Tax Evaluation for the Manufacturing Sector

### Supporting local manufacturers and companies

Roofings is committed to investing in backward integration to ensure that Manufacturers who are into Forward Integration shall be served sufficiently good quality Inputs for their value chains This has been supported by government support of BUBU (Buy Uganda Build Uganda) in the private sector where we have seen an increase in the number of suppliers sourcing their inputs within the Country thereby reducing Forex Haemorrhage.

The number of manufacturers supported increased by 54%, that is from 51 supported in 2021 to 79 supported in 2022.

### **Social Security Contributions**

All our employees are covered under a provident fund provided by National Social Security Fund (NSSF). Our social security contributions in 2020 was UGX 6 billion and the same has increased in financial year 2022 by 22% to UGX 7.30 Billion.



244 billion



Gross export value

291 billion



179 billion







### **GRI CONTENT INDEX**

Statement of use	Roofings Group has reported the information cited in this GRI content index for the period 01/Jan/2022 to 31/12/2022 with reference to GRI Standards.	
GRI 1 used	GRI 1: Foundation 2021	
GRI STANDARD	DISCLOSURE	PAGE NO.
GRI 2: General Disclosures 2021	2-1 Organizational details	11
	2-2 Entities included in the organization's sustainability reporting	4
	2-3 Reporting period, frequency, and contact point	4
	2-5 External assurance	4
	2-6 Activities, value chain and other business relationships	13
	2-7 Employees	29
	2-8 Workers who are not employees	29
	2-9 Governance structure and composition	12
	2-11 Chair of the highest governance body	12
	2-12 Role of the highest governance body in overseeing the management of impacts	7
	2-13 Delegation of responsibility for managing impacts	7
	2-14 Role of the highest governance body in sustainability reporting	7
	2-22 Statement on sustainable development strategy	7
	2-30 Collective bargaining agreements	29
GRI 3: Material Topics 2021	3-1 Process to determine material topics	16
	3-2 List of material topics	16
GR1 306: Waste 2020	3-3 Management approach	18
	306-1 Waste generation and significant waste-related impacts	18
	306-2 Management of significant waste-related impacts	18-19
	306-3 Waste generated	18

	306-4 Waste diverted from disposal	19
	306-5 Waste directed to disposal	18
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	29
	405-2 Ratio of basic salary and remuneration of women to men	29
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	30
	403-2 Hazard identification, risk assessment, and incident investigation	30
	403-3 Occupational health services	30
	403-4 Worker participation, consultation, and communication on occupational health and safety	30
	403-5 Worker training on occupational health and safety	30
	403-6 Promotion of worker health	30
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	30
	403-8 Workers covered by an occupational health and safety management system	30
	403-9 Work-related injuries	30
	403-10 Work-related ill health	30
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	34
	201-3 Defined benefit plan obligations and other retirement plans	34
GRI 413: Local Com- munities	413-1 Operations with local community engagement, impact assessments, and development programs	21-26
GRI 404: Training and Education	404-1 Average hours of training per year per employee	32
	404-2 Programs for upgrading employee skills and transition assistance programs	32

### **Our Locations**

**Roofings Limited** 

Plot 126, Lubowa Estate, Entebbe Road

P.O.Box 7169, Kampala, Uganda

Tel: (+256) 0312 -340 207

Customer care Toll free: 0800 – 240 100

Email: roofings@roofingsgroup.com

Roofings Rolling Mills

Plot 406, Namanve

P.O.Box 35086, Kampala, Uganda

Tel: (+256) 0312 -221 500

Customer care Toll free: 0800 -240 100

Email: rrm.salesteam@roofingsgroup.com

Roofings Kenya Limited

Sales & Admin Office: Merchant Square,

Riverside Drive, Block C.

P.O.Box 6175-00200, Nairobi, Kenya.

Email: Saleskenya@roofingsgroup.com

Toll Free: 800 -724 -700

Banda

Plot 62, Mukabya Road, Banda

P.O.Box 7169, Kampala, Uganda

Tel: (+256) 0414 -289 943

(+256) 0312 -340 170

Toll free: 0800 - 240 100

Email: superstore7@roofingsgroup.com

Jinja

Plot 4 to 6 – 6A, Spire Road

P.O.Box 7169, Jinja, Uganda

Tel: (+256) 0434 – 123 053

(+256) 0312 -340 140

Toll free: 0800 – 240 100

Email: superstore4@roofingsgroup.com

Mbarara

Plot 208, Block 1 Kashaari

Mbarara Municipality

Tel: (+256) 0776 046 594

(+256) 0312 -340 150

Toll free: 0800 - 240 100

Email: mbarara@roofingsgroup.com

Channel Lane

Plot 2, 5th Street, Industrial Area

P.O.Box 7169, Kampala, Uganda

Tel: (+256) 0414 – 251146

(+256) 0312 -340 130

Toll free: 0800 – 240 100

Email: outlet3@roofingsgroup.com

