



**ROOFINGS**  
Strength of a nation

# 2023 SUSTAINABILITY **REPORT**

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## Our Vision

- To be an Accelerator for a Sustainable Africa



## Our Mission

- Producing sustainable building materials that enrich communities.



## Core Values



**Integrity:** We are ethical, honest, and genuine in all that we do and live by our values.



**Accountability:** We set objectives and are responsible for achieving them both individually and collectively.



**Respect:** We value all our employees for their abilities, qualities and achievements as their role is key to the success of the organization.






**Sustainability:** We build capacity to ensure business continuity, we put our stakeholders first and ensure we positively impact the environment with our activities.



**Professionalism:** We develop a team-oriented work force with strong communication, interpersonal and problem-solving skills, motivating each other to realize our true potential.

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# ABOUT THIS REPORT

Roofings Group is committed to being an accelerator for a sustainable Africa, and therefore annually reports the most significant impacts of its activities and business relationships on the economy, environment, and people, including impacts on human rights.

## Organisations covered.

This report covers the impacts of our two companies in Uganda: Roofings Limited and Roofings Rolling Mills Limited.

## Reporting Standards

The report has been developed with reference to the Global Reporting Initiative (GRI) standards (2021).

Reporting Period: 1st January to 31st December 2023

Assurance: The report has not been assured by a third party.

Date of publication: June 2024

In case of any inquiries regarding this report, please email [ubuntu@roofingsgroup.com](mailto:ubuntu@roofingsgroup.com)

## Disclaimer

1. This report is for information purposes only and is not intended to be used as advice or basis for decision making
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## CHAIRMAN'S MESSAGE

### Dear Stakeholders,

Our commitment to sustainability is underscored by our vision, 'To be an accelerator for a sustainable Africa'. We strive to promote sustainable practices throughout our operations and supply chain. I am pleased to share with you our sustainability report for 2023. The report highlights our impact on the Environment, People, and the Economy.

### Contributing to Uganda's Economic Growth

Our value addition grew by **33.20%** from **244 billion** in 2022 to **325 billion** in 2023. We are happy to inform you that in 2023, we started an expansion project at Roofings Rolling Mills. We are constructing a state-of-the-art Cold Rolling Mill Complex which will bring the total annual production capacity of Roofings Group to **500,000 tons**.

### Protecting the Environment

As it is our annual routine, our factories were audited by environmental sustainability experts. I am glad to report that our factories were found to be compliant to environmental standards. Our Integrated Management System Policy puts

emphasis on the protection of the environment and conservation of natural resources. We continue to strive towards zero waste to landfill from our factory by applying the principles of reduce, reuse, and recycle. Besides embedding environmental sustainability within our factories, we actively participate in promoting greening projects. In 2023, we donated **370,000** tree seedlings to various individuals and organisations throughout Uganda. This brings our seedling donation to over 1.5 million since we started in 2012.

### Impacting Communities

The expansion project created several new job opportunities for Ugandans. In 2023, we had **1,871 workers**, an increase of **25%** from the previous year. We continued investing in various impactful projects in health and education. Our donation of medical oxygen to hospitals has now reached **100,000 oxygen** cylinders. We initiated a partnership with a local NGO to start producing wheelchairs and other mobility devices. The goal of the project is to empower persons with mobility challenges.



**DR SIKANDER LALANI**

Chairman and Managing Director - Roofings Group

# 2023 HIGHLIGHTS

## Environment

We obtain our electricity from the National Grid, which predominantly relies on hydroelectricity

**96%** raw material use efficiency

**20,000 MT** recycled Steel

**39 MT** recycled Plastics

**2,000 MT** byproducts reused/  
recycled

**370,000** Trees Planted



## Economy

Ugx. **176 billion** in Taxes paid

Ugx. **8.3 billion** Social Security Fund contributions

Ugx. **325 billion** in Value addition

Ugx. **274 billion** in Gross Export value

**87** manufacturers supported

1.05% of total Uganda's Exports  
2.64% of Uganda's Exports to East Africa



## People

### • Communities

**109** interns & Graduate trainees

**34,000** oxygen cylinders donated

**1,500** people screened for sickle cell

**Over 1,000** school children impacted

Social Impact Award

### • Our people

**1,871** Workers

**7.8 hrs** average training hours

**0** Fatalities

Language courses



*Disclaimer: Roofings Group relies on the National Grid for its electricity supply and has no control over the composition of energy sources in the generation mix provided by the National Grid.*

## Alignment With Sustainable Development Goals

SDG	Our contribution
	<ul style="list-style-type: none"> <li>• Equal opportunity policy in recruitment</li> <li>• Timely and prudent payment of taxes thus aiding Government in meeting their social objectives.</li> <li>• Timely and prudent social security contributions</li> </ul>
	<ul style="list-style-type: none"> <li>• Financing of machinery for local manufacturing of wheelchairs using sustainable materials</li> <li>• Donation of oxygen to hospitals</li> <li>• Support towards sickle cell awareness and screening</li> <li>• Donation of building materials towards construction of health facilities</li> <li>• Manufacturing of products that conform to health and safety standards</li> <li>• Implementation of occupational health and safety, Environment, and Quality management systems</li> <li>• ISO 45001:2018 certified</li> <li>• Support blood donation drives annually</li> </ul>
	<ul style="list-style-type: none"> <li>• Donation of building materials towards construction of schools</li> <li>• Scholarships and support towards the welfare of children in schools</li> <li>• Industrial training for vocational and university students</li> <li>• Industrial studies (Study tours for students)</li> <li>• Participation in policy formulation</li> </ul>
	<ul style="list-style-type: none"> <li>• Promotion of diversity and equal opportunity in all aspects of our business</li> </ul>
	<ul style="list-style-type: none"> <li>• Provision of free safe drinking water to schools, health facilities and our staff</li> <li>• Provision of Soap to staff</li> <li>• Hygiene Policies and Procedures in all workplaces, restrooms, and social grounds within the company</li> </ul>

	<ul style="list-style-type: none"> <li>• Provision of direct and indirect jobs</li> <li>• Promotion of safe and secure working environments for all workers</li> <li>• Value addition</li> <li>• Payment of taxes</li> <li>• Collective bargaining agreements</li> </ul>
	<ul style="list-style-type: none"> <li>• Value chain linkages by providing input materials to other Industries</li> <li>• Supply of quality products for development of quality, reliable, sustainable and resilient mega infrastructure</li> <li>• Use of environmentally friendly technologies.</li> </ul>
	<ul style="list-style-type: none"> <li>• ISO 14001:2015 certified</li> <li>• Publication of an annual sustainability report</li> <li>• Minimisation of waste generated from our factories</li> <li>• Recycling of steel &amp; plastic waste, byproducts, acid and wastewater</li> <li>• Implementation of minimum paper use policy</li> <li>• Policy on supplier responsibility for packaging materials</li> </ul>
	<ul style="list-style-type: none"> <li>• Donation of tree seedlings to individuals, private and government organisations to support restoration of degraded areas and other greening initiatives.</li> <li>• Minimisation of emissions through air pollution control systems</li> <li>• Treatment and Recycling of wastewater</li> </ul>
	<ul style="list-style-type: none"> <li>• Effluent from our factories is treated and tested for quality before releasing to the environment.</li> <li>• Donation of tree seedlings to individuals, private and government organisations to support restoration of degraded areas and other greening initiatives.</li> </ul>
	<ul style="list-style-type: none"> <li>• Subscription to Business Membership Organisations</li> <li>• Partnership with private and public organisations to implement social investment.</li> <li>• Partnership with Civil Society for Stakeholder Management</li> <li>• Partnership and Member of UMA, UNBS Tech Committee, PSFU, EABC, Chamber of Mines &amp; Petroleum, Chamber of Commerce.</li> </ul>

# ABOUT US

Roofings Group was founded by Dr Sikander Lalani. It comprises Roofings Limited, Roofings Rolling Mills Limited. Roofings launched operations in 1994 and has since grown into one of the leading manufacturers of quality steel and plastic products in East Africa. Our market share in Uganda is significant. We export to Rwanda, Burundi, DR Congo, Tanzania, and South Sudan.



## Factory locations

- Roofings Limited–Lubowa
- Roofings Rolling Mills–Namanve



## Outlets

- Banda
- Industrial Area
- Jinja
- Mbarara
- Gulu



## No. 1 TAX PAYER

In the Steel Industry



## EXPORTS

**1.05%** of total **Uganda's Exports**  
**2.64%** Of **Uganda's Exports to the East African Community**



## LARGEST STEEL MANUFACTURER

in Uganda (500,000 MT per annum)



## DIVERSIFIED MANUFACTURER

In building materials in East Africa



# 30 YEAR TIMELINE

**INITIAL INVESTMENT 2 MILLION USD**  
**36,000 MT PER ANNUM**

## 1994

**Roofings Limited was issued a license by the Uganda Investment Authority & commenced operations**

OC & Super Eco Machine -1994  
Chain link machine -1994



Hollow Section Machine 1 - RL - 1995  
Wire nail machine -1996  
Wirerod machine -1996  
Barbed Wire - RL - 1996  
Annealing Furnace - RL- 2001  
Welded Mesh Machine 1 RL - 2003  
Expanded Metal Machine (RL) - 2004  
Hollow Section Machine 2 - RL - 2005

## 1997

**Commenced exporting to EAC Region, starting with Rwanda, Burundi & South Sudan**



Welded Mesh Machine 2 (RL)- 2008  
Razor Wire Machine (RL)- 2008  
Eco tile & super V Machine (RL) - 2008  
Wire Drawing Line (RRM Plant 1) - 2009  
Galvanizing Line (RRM Plant 1)- 2010  
Hollow Section Machine 3 (RL) - 2010

## 2009

**Commissioned RRM Phase 1**  
Commissioned Galvanized wire Complex



## 2010

**Commissioned RRM Phase 3** **2013**

Cold Rolling Mill  
Continuous Galvanizing Line  
Colour Coating Line  
(144,000 tpa)

## 2011

**Commissioned RRM Phase 2**  
Meltshop & Rebar Rolling mill  
**Commissioned Roofings Polypipes**



# 2016

Introduction of Aluminium & Zinc Coating line (RRM Phase 3)

Started Embossing MS plates & doors (RL) -2014  
Super Tile Machine (RL) - 2015

Hollow Section Machine 4 (RL)- 2016  
Corrugation & Finishing Line (RRM Plant 3)- 2018

# 2020

Upgrading of Hot Rolling Mill from 72,000 tpa to 120,000 tpa

**500 MILLION USD**  
**500,000 MT PER ANNUM**  
AT THE END OF 2024

# 2024

**Complete RRM Phase 4**  
Cold Rolling Mill Complex  
Cold Rolling Mills  
Hot-dip galvanizing line  
Colour coating line  
**Wire Rod mill (RRM Phase 2)**

**PHASE 5**  
2025  
Forming Lines

Expanded Metal Machine added (RL) -2019  
Expanded PVC line Capacity (RL) -2019  
Expanded HDPE Capacity (RL) -2019  
Fascia Board Line (RL) -2019

Introduction of Cut & bend Machine (RL)- 2021  
Guard rail Machine (RL)- 2022

# 2019

# 2023

**LARGER HDPE Line installed (RL)**  
**Ground Breaking of RRM Phase 4**  
Cold Rolling Mill Complex (156,000 tpa)

# There's so much more to do

## BOARD OF DIRECTORS



**Dr Sikander Lalani**  
Board Chairman



**Winnie Lalani**  
Executive Director



**Sheikh Arif**  
Group CEO



**Oliver Lalani**  
Executive Director



**Nashila Lalani**  
Executive Director



**Anisha Lalani**  
Executive Director

# Production Capacity & Products

## Production Capacity

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



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

### LONG PRODUCTS



- Round bars
- Welded wire mesh
- BRC
- Wire nails
- Binding wire
- Barbed wire wire
- Chain link
- Plain wire
- Galvanized wire mesh
- Guardrails
- Universal beams
- C channel
- Reinforcement steel bars (TMX 500c)

### FLAT PRODUCTS



- Plain Alzinc coils
- Pre-painted Alzinc coils
- Cold Rolled Annealed coils
- Galvanized wire coils
- Pickled coils
- Hollow sections
- Mild steel plates
- Open profiles
- Mild steel expanded metal
- Mild steel embossed plates
- Door plates
- Angle bars
- Flat bars
- Prepainted profile sheets
- AZ sheets
- Roofing Accessories

### PLASTIC PRODUCTS



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

## Our Supply Chain

### ENTITIES UPSTREAM

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

### ENTITIES DOWNSTREAM

- Manufacturers
- Hardware shops
- Metal fabricators
- Contractors
- Property Developers

## Our Stakeholders



## SUSTAINABILITY AT ROOFINGS

Our vision, 'To be an accelerator for a sustainable Africa' underscores our commitment to sustainability. We embrace sustainability as the cornerstone of our corporate ethos. Sustainability is embedded in our integrated management system policy. Our systems integrate all common requirements of ISO 9001:2015; ISO 14001:2015 and ISO 45001:2018. We are ISO certified by NEMKO AS, an accredited certification body from Norway. We comply with all applicable legislations, regulations, codes of practice that apply to our sector. We respect and uphold human rights principles as outlined in the laws of Uganda and international standards

Our commitment extends beyond business metrics; it is a pledge to contribute to economic growth, preserve the environment, and empower lives. This is in line with Uganda's Vision 2040 and the UN Sustainable Development Goals. Through innovation, responsible practices, and community engagement, we aspire to build a legacy that not only stands the test of time but contributes to an Africa where prosperity is synonymous with sustainability.

The Board of Directors determines our sustainability strategies. The management breaks down the strategies into policies and initiatives for implementation.

We publish sustainability reports annually, reflecting our accountability and acknowledging our impact on the Economy, Environment, and People. Recognizing sustainability as a continual journey, we remain steadfast in our commitment to ongoing improvement.



**SHEIKH ARIF**  
Group Chief Executive Officer

# MATERIALITY ASSESSMENT

To determine areas where we have significant impact, we relied on our internal business evaluation, customer surveys, feedback from local communities, and environmental audits. We identified issues based on their potential impact on our business performance, stakeholder interests, regulatory requirements, and broader societal concerns. Additionally, we considered emerging trends, industry benchmarks, and best practices. The topics were approved by the Group Chief Executive Officer.

By focusing on issues that matter most to our stakeholders and business success, we strive to address challenges effectively, seize opportunities for innovation, and create long-term value for all our stakeholders.

We view comprehensive materiality assessment as a fundamental step towards achieving our sustainability objectives and fulfilling our responsibility as a corporate citizen. Therefore, we are committed to continuously refining our materiality assessment process to adapt to evolving stakeholder expectations, regulatory developments, and sustainability trends. Through ongoing dialogue and collaboration, we aim to enhance the relevance and effectiveness of our sustainability initiatives and reporting practices.

## Material Topics



Energy



Water and Effluents



Waste



Emissions



Biodiversity



Diversity and equal Opportunity



Occupational Health and Safety



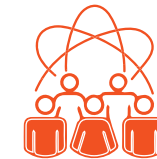
Training and Education



Economic Performance



Taxes



Local Communities

ENVIRONMENTAL IMPACT

# NATIONAL SCHOOLS CHAMPIONSHIP 2023

SDGs Supported

13 CLIMATE ACTION

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



Empower the next generation of tomorrow



## Our Environment Management System

Our Environment Management System (EMS) aligns with the ISO 14001:2015 standards. Certified by NEMKO AS, a reputable Norwegian Accreditation Body, our EMS prioritizes environmental protection and the sustainable use of natural resources. Within our organization, dedicated staff members meticulously track and manage significant environmental aspects and impacts across all departments. By doing so, we contribute to a greener, more responsible future.

We contract a team of certified environmental practitioners to undertake environmental audits of our factories annually.

## Our commitment

At Roofings Group, we are committed to minimizing our environmental footprint by continuously improving our operations to minimize emissions, conserve resources, promote circular production, and promote biodiversity conservation. Through innovation and collaboration, we strive to implement sustainable practices that prioritize the health of our planet and communities.



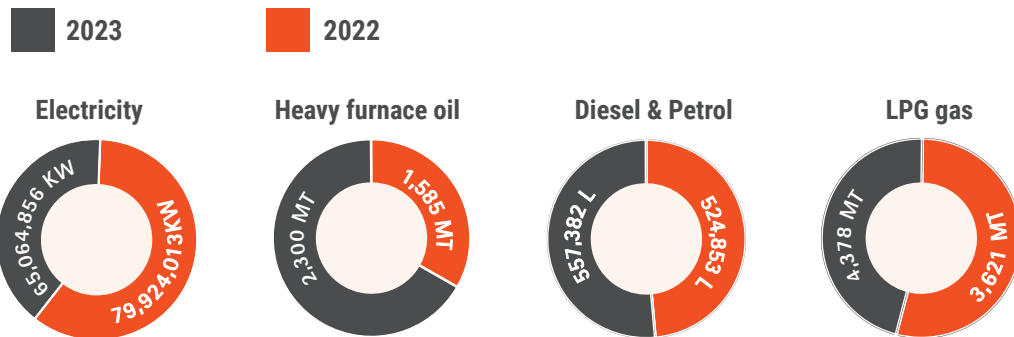
## Energy and Emissions

Our factories primarily utilize hydroelectric power to drive our operations. Hydropower generation produces significantly fewer greenhouse gases compared to fossil fuel-based electricity sources. We still rely on heavy furnace oil, Liquefied Petroleum Gas (LPG), and fuel for certain operational requirements.

We continuously seek cleaner sources of energy. Through ongoing efforts to optimize energy efficiency, Roofings continues to pave the way for sustainable industrial practices within its sector.

An audit of stack emissions from our factories was carried out. Stack emissions can be harmful to people and the environment. The 2023 results indicated consistent compliance with results below the acceptable limits stipulated by the Central Pollution Control Board (CPCB) for a range of pollutants. This outcome underscores our commitment to environmental stewardship and the wellbeing of local communities. Our state-of-the-art air pollution control system, Scrubber and Regenerative Thermal Oxidizer minimize the release of pollutants into the atmosphere. We have invested in energy-efficient technologies which minimize our carbon footprint.

We have not yet calculated our scope 1,2 and 3 GHG emissions (carbon footprint). Doing this in future will help us establish tangible goals for emission reduction, develop strategies, and measure our progress.



## Resource & Waste Management

### Materials used

The major materials consumed in our steel production processes include Hot Rolled Coils, Wire Rod Coils, Aluminum Silicon Alloy, and SP High Grade Zinc. PVC and HDPE Resins are the main raw materials used in our plastics production processes. We ensure that all raw materials are procured from suppliers that have a strong focus on sustainability.

Raw Material	2023
Hot Rolled Coils	168,662MT
Wire Rod Coils	14,523 MT
Aluminum Silicon Alloy	3,874 MT
SP High Grade Zinc	2,625 MT
Pre -Mixed Ingot (Alum & ZINC)	1 MT
PVC resins	1,019 MT
HDPE resins	458 MT

### Waste Generation

We generate both hazardous and non-hazardous waste. Hazardous waste generated include used lubricating oil, waste acid, chromate waste, mill scale, red oxide, mill sludge, steel, and PVC scrap. Non-hazardous waste include refuse from scrap sorting, cooling waste, and domestic waste (office waste, empty plastic bottles, food remains and packaging materials). We endeavour to reduce, reuse, and recycle whenever we can. Our aim is to minimise negative impact.

	2023	2022
Garbage	298MT	283MT
Steel slag	581MT	1,035MT
Mill scale	1,200MT	1,085MT
Red Oxide	639MT	1,287MT

### Scrap Generation

Our commitment to sustainability drives us to minimize scrap generation. Through meticulously optimized production processes, we continuously evaluate and enhance our manufacturing techniques to reduce material losses. Rigorous quality control measures ensure that only high-quality products leave our facilities, minimizing the likelihood of defective or substandard materials that would otherwise contribute to scrap.

Roofings is committed to minimizing waste and optimizing resource utilization.

WE ARE  
WORKING TOWARDS  
**ZERO**  
**WASTE**  
TO LANDFILL  
from our factories



In 2023, our material efficiency was 96%.

Material	2023
Steel scrap	16,443MT
Plastic scrap	39 MT

We remain dedicated to responsible production, striving to minimize scrap generation and contribute to a greener future.

### Waste disposal

Waste that is not recycled or re-used is disposed of by licensed service providers. Waste distruction note is provided to confirm final waste disposal.

### Waste Recycling

At Roofings, we view waste as a resource, therefore we prioritize waste recycling as a fundamental practice. By recycling materials such as metals, plastics, acid, we reduce the strain on natural resources and minimize our ecological footprint. Steel and plastics made using recycled metals use less water, less energy, and less virgin materials.

- **Recycling Scrap**

Recycling contributes to a circular economy. By recycling steel and plastics, we close the loop, preventing valuable materials from ending up in landfills. We recycle all internally generated steel and plastics scrap and metal scrap purchased from licenced suppliers. Scrap metal is converted to Thermal Mechanical Treated (TMX) Bars using Thermex technology and scrap plastics are converted to various plastic construction materials.

In 2023, we recycled 20,212MT of metal scrap and 39MT of plastics scrap. Of the metal scrap recycled, 23% was purchased from licensed suppliers.

	2023	2022
Internally generated steel scrap	16,443MT	13,347MT
Purchased metal scrap	3,769MT	8,728MT
Plastic scrap	39 MT	88.07MT

- **Recycling byproducts**

We support the circular economy by supplying byproducts to other industries for repurposing into new products. Slag is used in backfilling, making pavers and charcoal stoves. Mill scale is used as a carbon reducing agent.

**Mill scale- 798 MT | Slag- 581 MT | Red Oxide-639 MT**

### Recycling Iron oxide for wastewater and drinking water treatment.

Our collaboration with Makerere University and the Ministry of Science and Technology on the groundbreaking project, "Application of Iron Oxide Nanoparticles in Wastewater and Drinking Water Treatment." Is ongoing. The technologies developed by this research will mitigate the potential risks of disposing of iron oxide as well as help in wastewater and drinking water treatment.

- **Acid regeneration**

As part of our dedication to environmental stewardship and commitment to responsible resource management, we have implemented an innovative acid regeneration system within our pickling process. Instead of disposing of used acid, we regenerate and reuse it. This closed-loop approach not only reduces waste but also minimizes the environmental impact associated with chemical consumption.

## Water and Effluent

We have a wastewater recycling plant and an effluent treatment plant. In 2023, we discharged **28,054** M3 of effluent. All wastewater generated is directed to our treatment plants before discharging to the environment. The 2023 internal and external laboratory test analysis results indicated our effluent treatment meets the standards, thereby not harming the environment. The volumes of water discharged increased due to an increase in production.

We remain committed to minimising effluent discharged from our factories.

	2023	2022
Effluent discharged	28,054 m <sup>3</sup>	21,477m <sup>3</sup>
Water used	114 ML	

During the year 2023, we consumed 114 mega litres of water. As part of our ongoing efforts, we continuously explore ways to optimize water usage and minimize our environmental impact.

## Printing paper usage

As part of our commitment to environmental sustainability, we implemented a paper use policy in 2023. This initiative aims to minimize unnecessary paper consumption across the organisation. While the overall impact of this policy is still being measured, we used **7.5** tons of paper in 2023. We look forward to building on this progress in the coming year.



# Biodiversity Conservation & Climate Action

## Biodiversity around our premises

At Roofings, we recognize the critical importance of preserving and enhancing biodiversity within our operational footprint. We have the state-of-the-art air pollution control systems and effluent treatment plants ensuring that the biodiversity around our factories is protected. We have also greened our premises.



## Forever Forestry Programme

Our commitment to biodiversity conservation extends beyond minimising negative impact on the biodiversity within our immediate surround to actively fostering biodiversity conservation initiatives throughout the country. Since 2012, we have been devoted to combating climate change, protecting biodiversity, and fostering food security through tree planting. We operate a seedling nursery situated at our Lubowa factory that produces various species of trees including mangoes, jackfruits, avocados, Markhamia Lutea (Musambya), Maesopsis Eminii (Musizi), Prunus Africana (Entasesa), Terminalia Superba, and Grevillea Robusta. The seedlings are donated to individuals, communities, private and public organisations. Our donation increased from **120,000** seedlings in 2022 to **370,000** seedlings in 2023. We have so far donated 1.5 million tree seedlings since 2012.

Seedlings  
donated in  
2023  
**370,000.**

Seedlings  
donated  
since 2012  
**1.5 million.**

Our goal  

---

**10 million**  
trees by  
2030.





## Collaborations

Over the years, we have partnered with several private and public organisations including Stanbic Bank, TotalEnergies, Ministry of Trade, Industry and Cooperatives, Ministry of Water and Environment, Absa Bank, Centenary bank etc.



## The Run for Climate

Roofings sponsored and participated in the 2023 edition of Run4climate. It is an annual run organized by Tree Adoption Uganda with the aim of raising awareness on climate change and fostering multi-sectoral participation for climate action.



# SOCIAL IMPACT

## SDGs Supported

<b>8</b> DECENT WORK AND ECONOMIC GROWTH 	<b>3</b> GOOD HEALTH AND WELL-BEING 	<b>4</b> QUALITY EDUCATION 	<b>5</b> GENDER EQUALITY 	<b>17</b> PARTNERSHIPS FOR THE GOALS 
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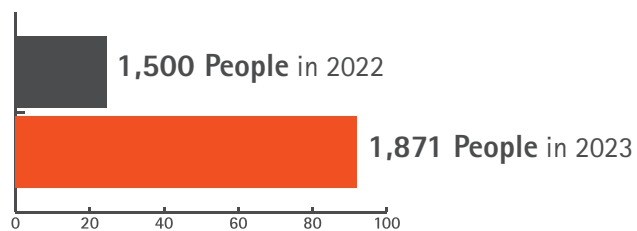
## Employment

### Our commitment

Roofings Group continued its commitment to fostering social impact by providing meaningful employment opportunities. We strive to empower individuals, strengthen families, and contribute positively to the socioeconomic fabric of our society.

We have witnessed a **25%** growth in our workforce i.e. from **1,500** people in 2022 to **1,871** people in 2023 mainly on account of the ongoing expansion project at Roofings Rolling Mills. Notably, **92%** of our employees and all outsourced workers are Ugandan nationals, reflecting our deep-rooted investment in local talent.

Category	2022	2023
Total number of workers	1,500	1,871
Employees	1,140	1,231
Outsourced workers	360	640



## Respecting Human Rights

### Our policy & commitment

Roofings Group is dedicated to respecting and upholding human rights principles as outlined in the labour laws of Uganda, and in international laws, including the Universal Declaration of Human Rights and the International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work. We acknowledge the role businesses play in safeguarding human dignity, equality, and social justice.

As part of our longstanding commitment to have a positive impact on society, we have integrated human rights due diligence processes into our policies and procedures throughout our internal operations.






## Diversity and Equal Opportunity


### Our Commitment

Roofings Group is dedicated to fostering diversity and ensuring equal opportunities across all facets of our operations. Our policies and practices actively promote inclusion throughout the organization. In line with Uganda's labor laws and other relevant regulations, we offer equal employment opportunities to both current employees and prospective applicants. We do so without discrimination based on race, color, religion, age, or any other legally protected characteristic.

## Gender parity

	Department wise gender diversity				
		2023		2022	
	Department	Female	Male	Female	Male
	Administration	27%	73%	27%	73%
	Production	5%	95%	5%	95%
Overall gender diversity of employees					
		2023		2022	
	Male	91%		91%	
	Female	9%		9%	

There was no change in the gender diversity of our employees. The percentage of women and men remained at **9%** and **91%** respectively. **14%** of our outsourced workers were female. We are committed to promoting gender diversity within our workforce. To that end, we are actively implementing targeted recruitment efforts aimed at increasing the number of women in our workforce. Through our internship and graduate training programs, we are intentionally interesting women to join the steel sector which is predominantly male. **33%** of interns in 2023 were female.

	Outsourced workers	
	Male	86%
	Female	14%

The proportion of women in our total workforce  
**11.5%**

## Age diversity

Our workforce thrives on diversity, and age is no exception. At Roofings Group, we celebrate the richness of experience across generations.

Employees aged under 30 years old	25%
Employees aged between 30 to 50 years	71%
Employees aged over 50 years	4%

## Pay parity

We have implemented policies and procedures that prioritize fairness and equity in remuneration of workers. Therefore, men and women are paid equally.

I thank Roofings for keeping me for 19 years of service. My salary was increased every year, I received Christmas hampers and salary bonus every year. A lot will be missed!

**Sempuline Lule**  
Retired staff

Our Goal  
**20%** Women by 2028

## Award for Exceptional Occupational Safety and Health Management

Roofings Group was honored with an esteemed award for its outstanding performance in occupational safety and health management. The Ministry of Gender, Labour, and Social Development bestowed this accolade upon the company in recognition of its commitment to maintaining a safe and healthy working environment for its employees. This remarkable achievement showcases Roofings' dedication to prioritizing the well-being of its workforce while setting an exemplary standard for the industry.



# Occupational Health and Safety

## Our policy & commitment

We uphold the health and safety of our workforce, clientele, and other interested parties by adhering to stringent safety and health protocols in our activities. Our occupational health and safety management system, certified by NEMKO AS, aligns with the stipulations of ISO 45001:2018 and other legal and regulatory mandates.

## Health and safety management

Our dedicated health and safety committees are responsible for supervising matters related to Environment, Health, and Safety (EHS), which includes the identification of potential risks and the execution of strategies to mitigate or eradicate them. These committees, which meet at least monthly, have representatives from every section of our companies. Each committee member is mandated to identify and report actual and potential health and safety concerns.

## Health and safety trainings

Our staff undergo health and safety trainings. Trainings include Hazard Identification and Risk Assessment, safety awareness, accident report and investigation among others. The Environment Health and Safety representatives carry out monthly toolbox talks within their sections.

The main work-related hazards that pose a risk to our workers include molten metal, sharp edges, high noise levels, and chemicals. We operate in-house clinics at all our manufacturing facilities to handle injuries and illnesses. Situations that exceed the capabilities of our clinics are referred to external medical institutions. In 2023, the most common injuries included cuts, laceration, burns, sprains and strain, fractures, foreign bodies, and bruises. Over 90% of the recorded injuries were minor. We did not have any fatality in 2023.

Number of work accident fatalities	0
Number of First Aid Cases (FACs)	105
Number of Lost Time Incidents (LTIs)	42
Total recordable injuries (LTIs+ FACs)	147



## Work-Life Balance

Roofings Group recognizes the importance of a healthy and balanced lifestyle for its employees. In 2023, we continued our commitment to employee well-being through a variety of initiatives:

**Physical Activity:** We offered weekly yoga and aerobics sessions, providing staff with opportunities to improve their physical fitness and reduce stress.

**Preventative Care:** We organized medical camps, giving employees access to health screenings and consultations.

**Mental Wellbeing:** We hosted workshops and trainings on stress management, equipping staff with tools to manage work-life balance and mental health.

These initiatives aim to create a work environment that fosters employee well-being, ultimately contributing to a more productive and engaged workforce.





# Human Resource Development

## Our Commitment

Our commitment to sustainable development encompasses the growth and empowerment of our nation's human resources. Roofings recognises that people are key to its success which is why one of its core strategic priorities focuses on recruiting, retaining, and developing highly talented and committed staff.

## Staff Training and Education

Staff are supported in building a long-term career within the business through training and development programs.

Our employees had access to a diverse range of training programs designed to enhance their skills and knowledge. The training areas included occupational health and safety, and technical trainings including maintenance, production quality, among others. The average training for the employees in 2023 was **7.8 hours**.

To empower our staff to better serve our French-speaking and Kiswahili-speaking clientele and foster their personal growth, we launched successful French language and Kiswahili language classes.. The inaugural session attracted 30 participants.



# Community Engagement



## Community Engagement

“Caring for our communities is at the heart of Roofings Group’s mission. Through strategic investments and genuine partnerships, we’re committed to driving positive change and creating a brighter future for all”



**Nashila Lalani**

Executive Director, Roofings Group.

## The Social Impact Award

Roofings received the Omutima Omugabi award in recognition of its commitment to corporate philanthropy. The award was presented to Roofings by CivSource Africa at the Gathering of Givers event held at Mestil Hotel, Kampala.

The Gathering of Givers 2023 was held to celebrate corporate philanthropy in Uganda. The event was held under the theme "Beyond Profit: businesses driving social change,"- recognizing the crucial role played by businesses in advancing social good.





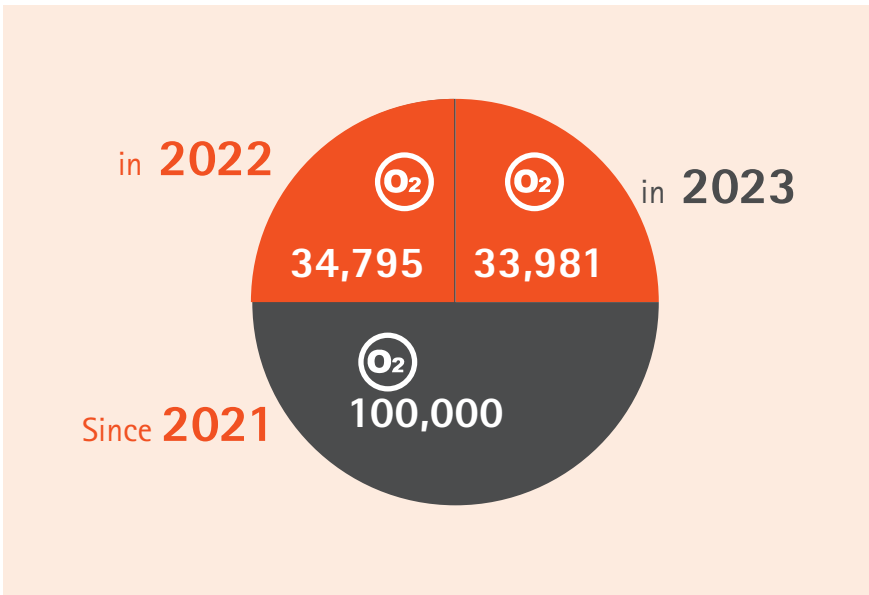
## Doing life with our community

In the neighbourhood of Lubowa, where one of our factories stands, we were thrilled to sponsor the first-ever Lubowa Community Day. The event attracted over 500 community members. The community came together for a day of fun, friendship, and social good. The day featured various activities such as tree planting, health checks, networking, and various sports activities for all ages. It was a day where relationships were forged, bonds were strengthened, and the fabric of our community was woven tighter. We look forward to building stronger community relationships wherever our factories are located.

## Healthcare Support

### Free Oxygen to Hospitals

We refilled 33,981 medical oxygen cylinders in 2023, positively impacting tens of thousands of lives. The oxygen was donated through National Medical Stores and directly to over 30 private and public hospitals including Mulago National Referral Hospital, Mbale Referral Hospital, Kabale Referral Hospital, Jinja Referral Hospital, Soroti Referral Hospital, Moroto Referral Hospital, Mengo Hospital, Nsambya Hospital, Kitovu Hospital (see appendix II for the full list of hospitals). Our total cylinder refills since 2021 have now reached 100,000 demonstrating our ongoing commitment to providing essential medical support.



## Wheelchair Access Project

We partnered with Kyaninga Child Development Centre (KCDC) to start manufacturing all-terrain wheelchairs and other assistive devices using bamboo. The choice of using bamboo was to use sustainable materials which are sourced from sustainably managed forests.

We contributed towards the construction of the workshops and purchase of tools and machinery.

This initiative not only aims to bridge a substantial accessibility gap but also strives to redefine standards for sustainable and affordable mobility solutions. Over **1,000** wheelchairs will be produced annually, some of which will be donated directly to beneficiaries, and others will be donated through partners



## Palliative care

In 2022, Roofings Group supported the construction of the SD Cancer Palliative Care Centre in Jinja. The centre aims to improve the quality of life for individuals with Cancer in advanced stages and experiencing significant physical, emotional, and psychological distress. This initiative marked a significant milestone in our corporate social investment, underscoring our dedication to making a tangible difference in the lives of individuals battling cancer. The doors of the centre were opened in August 2023, and it served 18 patients plus **28 family** members, offering holistic services.

## The fight against Sickle Cell Disease

Roofings Group takes pride in its ongoing financial support of the Uganda Sickle Cell Rescue Foundation since 2013. In 2023, we contributed towards the dissemination of customized messages to over **10 million** individuals, encouraging them to know their sickle cell status. Additionally, more than **5,000 people** were screened for sickle, aiding in early detection and intervention efforts. We were proud to be the main sponsors of the 6<sup>th</sup> Annual sickle cell conference held in Lira City. We have also placed donation boxes at our premises to create awareness about sickle cell and to encourage stakeholders to make financial contributions.

## The Kabaka Run

Roofings proudly supported the Kabaka Birthday Run, preceding the celebrations of His Majesty Ronald Muwenda Mutebi II. The Run's theme, "Men for Good Health to Save The Girl Child and The Fight to end HIV/AIDS By 2030," aligns with our commitment to community health. With **200** of our staff participating, we actively contributed to raising awareness and combating HIV/AIDS. Our involvement reflects our dedication to supporting crucial causes and fostering a healthier future.





# Education Support

## Construction of schools

Roofings Group takes great pride in its ongoing commitment to supporting the construction of schools, a cornerstone of community development. Through the donation of premium building materials sourced from our factories, we have contributed significantly to construction of various primary and secondary schools. In 2023, we extended our aid to the Sadhguru School in Fort Portal by assisting in the construction of a vocational building. This initiative underscores our belief in the transformative power of education and our dedication to empowering future generations with the resources they need to thrive

## Annual support to our local community partner school

Roofings Group has been instrumental in supporting St. Peter's Nantabulirwa Primary School, which is near our factory in Namanve. Our commitment has fueled remarkable growth, as evidenced by the surge in total enrollment from **200 learners** in 2015 to an impressive count of over **1,000 learners** today.

Year after year, Roofings proudly extends its support by donating drinking water, and used wooden pallets, which serve as essential resources for cooking benefiting the entire student body.

## Factory tours

In 2023, we proudly hosted **2,595 students** for immersive factory tours, igniting their curiosity and passion for industry. Through these experiences, we fostered a deeper understanding of manufacturing processes and environmental stewardship. By opening our doors to the next generation, we're sowing seeds of inspiration and knowledge, and nurturing future leaders.



**"We proudly hosted 2,595 students"**

## Internships and Graduate Training

At Roofings Group, we believe in investing in the future that's why we have internship and graduate training platforms designed to nurture talent, foster learning, and contribute to the socio-economic fabric of Uganda.

In 2023, we hosted **102 interns** and **7** graduate trainees who represented a wide range of disciplines—from engineering and finance to sales and marketing. We are intentional about encouraging women to join the steel

sector. We are proud to note that **30%** of the interns and trainees were female.

As we look ahead, Roofings Group remains dedicated to fostering talent and driving positive change through education and empowerment.



## Employee Community Service

At Roofings, we are dedicated to fostering a socially responsible workforce. We actively engage employees in volunteering initiatives, which not only benefits the individuals and organizations we support but also enhances overall well-being and job satisfaction among our staff.

### Donation of delivery Kits

Our Roofings Limited staff (Lubowa) donated 120 delivery kits to expectant mothers within Ndejje Division in Wakiso District. This ensured that the beneficiaries had access to essential items for a safe and comfortable childbirth experience. The kits were distributed at Ndejje Health Centre IV.



### Blood donation

Throughout 2023, our compassionate and committed staff members exemplified the spirit of community by generously donating a total of 216 units of blood. Their selfless contributions not only reflect our organization's values but also underscore our collective commitment to making a positive impact in the communities we serve. These donations have undoubtedly made a significant difference in the lives of those in need.



# ECONOMIC IMPACT

SDGs Supported



## Driving Economic Growth



“ The steel industry plays a pivotal role in driving Uganda’s economic expansion and holds the promise of becoming a cornerstone for its financial well-being. Beyond its fundamental importance in construction and infrastructure, steel serves as a catalyst for diverse manufacturing endeavors, fostering innovation and opening avenues for creative solutions across various sectors. Roofings Group, as the leading steel manufacturing company in Uganda, is proud to contribute 1.05% of the country’s total exports. ”

**Martin Kyeyune (PhD)**

Chief Corporate Affairs, Roofings Group

## Value addition

In 2023, our value addition experienced a remarkable growth of **33.20%** compared to the previous year, 2022. This positive trend can be attributed to Uganda’s strategic policy of encouraging Ugandans to appreciate the locally made goods to enhance economic sustenance of local businesses. Additionally, the encouragement for manufacturers to procure intermediary goods and inputs from fellow manufacturers within the value chain has played a significant role. As a result, the composition of goods sold by Roofing Group has enhanced the product and service solutions offered to include fellow manufacturers. As such we have witnessed a substantial growth in the value addition to the inputs we use in production.

2023	2022
325 billion	244 billion



**Value Addition: Ugx 325 billion**

## Gross Exports

The performance of exports value has reduced by 5.84% i.e. from UGX **291** billion in 2022 to UGX **274** billion in 2023. This resulted from substandard items penetration in some of our export markets. We are taking strategic initiatives to sensitize our export clientele on quality products as well as engaging the Standards regulatory body to in Uganda to provide extended services to the counterpart regulators in the respective countries.

## Contributions to Government Revenues

Our tax contribution in 2022 was UGX **179** billion and UGX **176** billion in 2023. There was a marginal decrease in 2023 due to reduced Commodity prices in 2023.

2023	2022
176 billion	179 billion

## Supporting local manufacturers

In 2023, Roofings provided steel to **87** local companies involved in the production of construction materials, machinery, and other steel-dependent products. This support is exhibited in the provision of inputs that are manufactured within our factories. We are witnessing growth in this area due to our solution-based approach to both established and upcoming manufacturers, including artisans. Our services include working capital solutions, customisation, product education, standards training, logistics solutions among others.

## Social Security Contributions

Our social security contributions increased by **13.70%** i.e. from UGX **7.30** billion in 2022 to 8.3 billion in 2023. Worth noting that post Covid-19, many firms either downsized or went into wage discount negotiations with their staff. Our growth is hinged on our core value of having highly productive and well-motivated personnel.

# CORPORATE GOVERNANCE

At Roofings Group, we are committed to maintaining the highest standards of corporate governance, which is fundamental to our sustainable growth and the creation of long-term value for our stakeholders. Our corporate governance framework is designed to ensure accountability, transparency, and integrity in all our operations.

## Governance Structure

### Board of Directors

Our Board of Directors is responsible for providing strategic direction and oversight of the company's management. The Board is composed of 6 members. The Board meets regularly to review the company's performance, set strategic objectives, and ensure compliance with regulatory requirements.

### Executive Leadership

Our executive leadership team, led by the Group Chief Executive Officer is responsible for the day-to-day management of the organisation. Other team members include the Chief Finance Officer, Chief Corporate Affairs Officer and the Chief Technical Officer. The team ensures that strategic plans are implemented effectively and that operations align with our corporate values and objectives.

## Risk Management

We have a robust risk management framework in place to identify, assess, and mitigate risks across the organization. This includes regular risk assessments, internal audits, and compliance checks to ensure we are prepared to respond to emerging challenges.

## Ethics & Integrity

Roofings Group is committed to upholding the highest ethical standards in all our business activities. We have implemented an anti-corruption, anti-bribery, and anti-money laundering policy. The policy outlines the ethical principles and procedures that all employees must adhere to. Regular training and awareness programs are conducted to ensure that all employees understand and comply with these standards.

### *Roofings is now a Certified Blue Company*

We are proud to announce our certification as a Certified Blue Company. This accreditation is aimed at creating a cohort of corporates that associate themselves with a level playing field and fostering the centrality of the public interest in the activities of the respective organizations. This serves as evidence of High level of Corporate Governance and Ethical Practices in conducting business. For further details please visit: <https://the-bluecompany.org>



## Tax Governance

We have a functional Tax Governance and Control framework which is spearheaded by our Chief Finance Officer and the Chief Corporate Affairs Officer. We comply with timely payment of all taxes. We are committed to a high level of transparency in our interactions with Uganda Revenue Authority

## Stakeholder Engagement

We recognize the importance of engaging with our stakeholders, including employees, customers, suppliers, competitors, and the communities in which we operate. We have established regular communication channels to gather feedback and address concerns. Our stakeholder engagement strategy includes:

**Workers' Union:** Our staff are free to join the workers' union, through which they can communicate their concerns on wages, benefits, working conditions and others.

**Customer Care Centre:** We have a fully dedicated customer care centre that engages customers through toll-free lines, emails, social media and suggestion boxes. The team also carries out regular customer surveys. We have a customer service charter to ensure our customers are served in a timely professional manner.

**Membership Associations:** We engage competitors and partners through membership associations like Uganda Manufacturers Association, Uganda Iron and Steel Manufacturers Association, Private Sector Foundation, East African Business Council Chamber of Mines and Petroleum, Chamber of Commerce, Federation of Uganda Employers etc.

**Employee Volunteering:** Our employees participate in community activities, reflecting our commitment to engaging our communities.

**Sustainability Reporting:** We publish an annual report highlighting our impacts on the Environment, People and the Economy.

# GRI CONTENT INDEX

Statement of use	Roofings Group has reported the information cited in this GRI content index for the period 01/Jan/2023 to 31/12/2023 with reference to GRI Standards.	
GRI 1 used	GRI 1: Foundation 2021	
GRI STANDARD	<b>DISCLOSURE</b>	<b>LOCATION</b>
GRI 2: General Disclosures 2021	2-1 Organizational details	7
	2-2 Entities included in the organization's sustainability reporting	2
	2-3 Reporting period, frequency, and contact point	2
	2-5 External assurance	2
	2-6 Activities, value chain and other business relationships	11-12
	2-7 Employees	26
	2-8 Workers who are not employees	26
	2-9 Governance structure and composition	10, 45
	2-10 Nomination and selection of the highest governance body	
	2-11 Chair of the highest governance body	10
	2-12 Role of the highest governance body in overseeing the management of impacts	13
	2-13 Delegation of responsibility for managing impacts	13
	2-14 Role of the highest governance body in sustainability reporting	13-14
	2-22 Statement on sustainable development strategy	13
	2-30 Collective bargaining agreements	46
GRI 3: Material Topics 2021	3-1 Process to determine material topics	14
	3-2 List of material topics	14
GRI 301: Materials 2016		
	301-1 Materials used	18
	301-2 Recycled input materials used	20
	301-3 Reclaimed products and their packaging materials	20



# GRI CONTENT INDEX

Statement of use	Roofings Group has reported the information cited in this GRI content index for the period 01/Jan/2023 to 31/12/2023 with reference to GRI Standards.	
GRI 306: Waste 2020	3-3 Management approach	16
	306-1 Waste generation and significant waste-related impacts	18
	306-2 Management of significant waste-related impacts	16, 20
	306-3 Waste generated	18
	306-4 Waste diverted from disposal	20
	306-5 Waste directed to disposal	18, 20
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	45
	405-2 Ratio of basic salary and remuneration of women to men	28
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	31
	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	43
	201-3 Defined benefit plan obligations and other retirement plans	44
GRI 413: Local Communities	413-1 Operations with local community engagement, impact assessments, and development programs	33-41
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



Number 801057-1

# CERTIFICATE

## Roofings Rolling Mills Limited Phase 02

Plot 406, Kampala Industrial Business Park, Kampala, Uganda

has implemented and maintains an Environmental Management System which fulfills Nemko's provision for Management System Certification and the requirements of the following standard

### ISO 14001:2015

with the scope described by the organization, 2021-06-24

The certificate covers the following activities:

Manufacture and Distribution of steel products and accessories – TMT (Thermo - Mechanical Treated) High Tensile Bars

Oslo, 2021-10-25

Håkon Rem  
Nemko AS, Certification Department



First time issued 2012-11-07  
Expires 2024-09-15

Nemko AS, Philip Pedersens vei 11, P.O. Box 91, 1325 Lysaker, Norway - Enterprise Number NO9/4404532



Number 800468-1

# CERTIFICATE

## Roofings Rolling Mills Limited Phase 02

Plot 406, Kampala Industrial Business Park, Kampala, Uganda

has implemented and maintains a Quality Management System which fulfills Nemko's provisions for Management System Certification and the requirements of the following standard

### ISO 9001:2015

with the scope described by the organization, 2021-06-24

The certificate covers the following activities:

Manufacture and Distribution of steel products and accessories – TMT (Thermo - Mechanical Treated) High Tensile Bars

Oslo, 2021-10-25

Håkon Rem  
Nemko AS, Certification Department



First time issued 2012-11-07  
Expires 2024-09-15

Nemko AS, Philip Pedersens vei 11, P.O. Box 91, 1325 Lysaker, Norway - Enterprise Number NO9/4404532



Number 907892-1

# CERTIFICATE

## Roofings Rolling Mills Limited Phase 02

Plot 406, Kampala Industrial Business Park, Kampala, Uganda

has implemented and maintains an Occupational Health and Safety Management System which fulfills Nemko's provisions for Management System Certification and the requirements of the following standard

### ISO 45001:2018

with the scope described by the organization, 2021-06-24

The certificate covers the following activities:

Manufacture and Distribution of steel products and accessories – TMT (Thermo - Mechanical Treated) High Tensile Bars

Oslo, 2021-10-25

Håkon Rem  
Nemko AS, Certification Department



First time issued 2012-11-07  
Expires 2024-09-15

Nemko AS, Philip Pedersens vei 11, P.O. Box 91, 1325 Lysaker, Norway - Enterprise Number NO9/4404532



Number 801057-1

# CERTIFICATE

## Roofings Rolling Mills Limited Phase 02

Plot 406, Kampala Industrial Business Park, Kampala, Uganda

has implemented and maintains an Environmental Management System which fulfills Nemko's provision for Management System Certification and the requirements of the following standard

### ISO 14001:2015

with the scope described by the organization, 2021-06-24

The certificate covers the following activities:

Manufacture and Distribution of steel products and accessories – TMT (Thermo - Mechanical Treated) High Tensile Bars

Oslo, 2021-10-25

Håkon Rem  
Nemko AS, Certification Department

First time issued 2012-11-07  
Expires 2024-09-15



Nemko AS, Philip Pedersens vei 11, P.O. Box 91, 1325 Lysaker, Norway - Enterprise Number NO974404532



Number 800468-1

# CERTIFICATE

## Roofings Rolling Mills Limited Phase 02

Plot 406, Kampala Industrial Business Park, Kampala, Uganda

has implemented and maintains a Quality Management System which fulfills Nemko's provisions for Management System Certification and the requirements of the following standard

### ISO 9001:2015

with the scope described by the organization, 2021-06-24

The certificate covers the following activities:

Manufacture and Distribution of steel products and accessories – TMT (Thermo - Mechanical Treated) High Tensile Bars

Oslo, 2021-10-25

Håkon Rem  
Nemko AS, Certification Department

First time issued 2012-11-07  
Expires 2024-09-15



Nemko AS, Philip Pedersens vei 11, P.O. Box 91, 1325 Lysaker, Norway - Enterprise Number NO974404532



Number 907892-1

# CERTIFICATE

## Roofings Rolling Mills Limited Phase 02

Plot 406, Kampala Industrial Business Park, Kampala, Uganda

has implemented and maintains an Occupational Health and Safety Management System which fulfills Nemko's provisions for Management System Certification and the requirements of the following standard

### ISO 45001:2018

with the scope described by the organization, 2021-06-24

The certificate covers the following activities:

Manufacture and Distribution of steel products and accessories – TMT (Thermo - Mechanical Treated) High Tensile Bars

Oslo, 2021-10-25

Håkon Rem  
Nemko AS, Certification Department

First time issued 2012-11-07  
Expires 2024-09-15



Nemko AS, Philip Pedersens vei 11, P.O. Box 91, 1325 Lysaker, Norway - Enterprise Number NO974404532



Number 901482

# CERTIFICATE

## Roofings Rolling Mills Limited Phase 03

Plot 406, Kampala Industrial Business Park, Kampala, Uganda

has implemented and maintains an Environmental Management System which fulfills Nemko's provision for Management System Certification and the requirements of the following standard

### ISO 14001:2015

with the scope described by the organization, 2021-04-26

The certificate covers the following activities:

Production and marketing of Aluminum Zinc coated coils/sheets (AZED) & Pre-painted aluminum zinc coated coils/sheets (PPAZ)

Oslo, 2021-10-25

Håkon Rem  
Nemko AS, Certification Department

First time issued 2015-11-09  
Expires 2024-09-15



Nemko AS, Philip Pedersens vei 11, P.O. Box 91, 1325 Lysaker, Norway - Enterprise Number NO974404532



Number 800850

# CERTIFICATE

## Roofings Rolling Mills Limited Phase 03

Plot 406, Kampala Industrial Business Park, Kampala, Uganda

has implemented and maintains a Quality Management System which fulfills Nemko's provisions for Management System Certification and the requirements of the following standard

### ISO 9001:2015

with the scope described by the organization, 2021-04-26

The certificate covers the following activities:

Production and marketing of Aluminum Zinc coated coils/sheets (AZED) & Pre-painted aluminum zinc coated coils/sheets (PPAZ)

Oslo, 2021-10-25

Håkon Rem  
Nemko AS, Certification Department

First time issued 2015-11-09  
Expires 2024-09-15



Nemko AS, Philip Pedersens vei 11, P.O. Box 91, 1325 Lysaker, Norway - Enterprise Number NO974404532



Number 907128

# CERTIFICATE

## Roofings Rolling Mills Limited Phase 03

Plot 406, Kampala Industrial Business Park, Kampala, Uganda

has implemented and maintains an Occupational Health and Safety Management System which fulfills Nemko's provisions for Management System Certification and the requirements of the following standard

### ISO 45001:2018

with the scope described by the organization, 2021-04-26

The certificate covers the following activities:

Production and marketing of Aluminum Zinc coated coils/sheets (AZED) & Pre-painted aluminum zinc coated coils/sheets (PPAZ)

Oslo, 2021-10-25

Håkon Rem  
Nemko AS, Certification Department

First time issued 2015-11-09  
Expires 2024-09-15



Nemko AS, Philip Pedersens vei 11, P.O. Box 91, 1325 Lysaker, Norway - Enterprise Number NO974404532



Number **901310**

# CERTIFICATE

## Roofings Limited

Plot 126, Entebbe road, Lubowa Estate, Kampala, Uganda

has implemented and maintains an Environmental Management System which fulfills Nemko's provision for Management System Certification and the requirements of the following standard

### ISO 14001:2015

with the scope described by the organization, 2021-06-08

The certificate covers the following activities:

Manufacturing and Trading of Steel Products

Oslo, 2021-11-08

*Håkon Rem*

Håkon Rem  
Nemko AS, Certification Department



First time issued **2010-09-21**  
Expires **2024-11-05**

Nemko AS, Philip Pedersens vei 11, P.O. Box 91, 1325 Lysaker, Norway - Enterprise Number NO974404532



Number **907901**

# CERTIFICATE

## Roofings Limited

Plot 126, Entebbe road, Lubowa Estate, Kampala, Uganda

has implemented and maintains an Occupational Health and Safety Management System which fulfills Nemko's provisions for Management System Certification and the requirements of the following standard

### ISO 45001:2018

with the scope described by the organization, 2021-06-08

The certificate covers the following activities:

Manufacturing and Trading of Steel Products

Oslo, 2021-11-08

*Håkon Rem*

Håkon Rem  
Nemko AS, Certification Department



First time issued **2011-11-01**  
Expires **2024-11-15**

Nemko AS, Philip Pedersens vei 11, P.O. Box 91, 1325 Lysaker, Norway - Enterprise Number NO974404532



Number **900396**

# CERTIFICATE

## Roofings Limited

Plot 126, Entebbe road, Lubowa Estate, Kampala, Uganda

has implemented and maintains a Quality Management System which fulfills Nemko's provisions for Management System Certification and the requirements of the following standard

### ISO 9001:2015

with the scope described by the organization, 2021-06-08

The certificate covers the following activities:

Manufacturing and Trading of Steel Products

Oslo, 2021-11-08

*Håkon Rem*

Håkon Rem  
Nemko AS, Certification Department



First time issued **1999-12-04**  
Expires **2024-11-05**

Nemko AS, Philip Pedersens vei 11, P.O. Box 91, 1325 Lysaker, Norway - Enterprise Number NO974404532



Number 800714

# CERTIFICATE

## Roofings Ltd (Polypipes Division)

Plot 126, Lobowa Estate, Entebbe Road, PO Box – 7169, Kampala, Uganda

has implemented and maintains a Quality Management System which fulfills Nemko's provisions for Management System Certification and the requirements of the following standard

### ISO 9001:2015

with the scope described by the organization, 2022-04-22

The certificate covers the following activities:

Production and Marketing of Polypipes and Fittings

Oslo, 2022-12-13

*Bente Hallingstad*

Bente Hallingstad  
Nemko Scandinavia AS, Certification Department

First time issued    2013-12-20  
Expires                2025-12-20



Nemko Scandinavia AS, Philip Pedersens vei 11, P.O. Box 91, 1325 Lysaker, Norway - Enterprise Number NO927845087

## HOSPITAL OXYGEN CYLINDER REFILLS IN 2023

	NAME	QUANTITY
1	Butabika Hospital	45
2	Dajt Healthcare	138
3	Entebbe Regional Referral Hospital	137
4	Hoima Referral Hospital	204
5	Holly Cross Hospital.	297
6	IHK Hospital	17
7	Jinja Referral Hospital	580
8	Joint Clinical Research Centre	9
9	Kabale Referral Hospital	618
10	Kawempe Referral Hospital	1,556
11	Kawolo Hospital	560
12	Kayunga Hospital	150
13	Kiruuddu National Referral Hospital	447
14	Kitovu Hospital	278
15	Murchison Bay Prison Hospital	163
16	Mbale Referral Hospital	3,797
17	Mengo Hospital	6,331
18	Moroto Referral Hospital	214
19	Mukono General Hospital	97
20	Mulago SWH	346
21	Naguru Hospital	382
22	Nama Wellness Community Centre	10
23	National Medical Store	16,346
24	Nkozi Hospital	546
25	St Henry's Hospital Kitovu	32
26	Soroti Regional Referral Hospital	181
27	Special Force Command Hospital	46
28	St. Stephens Hospital	23
29	St. John xxiii H Aber	24
30	St. Stephen Hospital	81
31	St. Francis Nsambya Hospital	152
32	St. Joseph Hospital Kitovu	35
33	Uganda Police Emergency Medical	9
34	UPDF Masindi Hospital	9
35	Watoto Church East	2
36	Others	119



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