

SUSTAINABILITY REPORT 2025

DAR ALSHIFA HOSPITAL



PHONE
+ (965) 1802555



STATE OF KUWAIT
Hawally – Beirut Street.



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Document Purpose

Dar Al-Shifa Hospital is dedicated to providing exceptional patient care while upholding a profound responsibility towards our planet and future generations. This report outlines our commitment to the United Nations Sustainable Development Goals (SDGs) and our initiatives to "Go Green," integrating environmental consciousness into every facet of our operations. We believe that a healthy environment is fundamental to healthy communities, and we are actively working to minimize our ecological footprint and maximize our positive social impact..

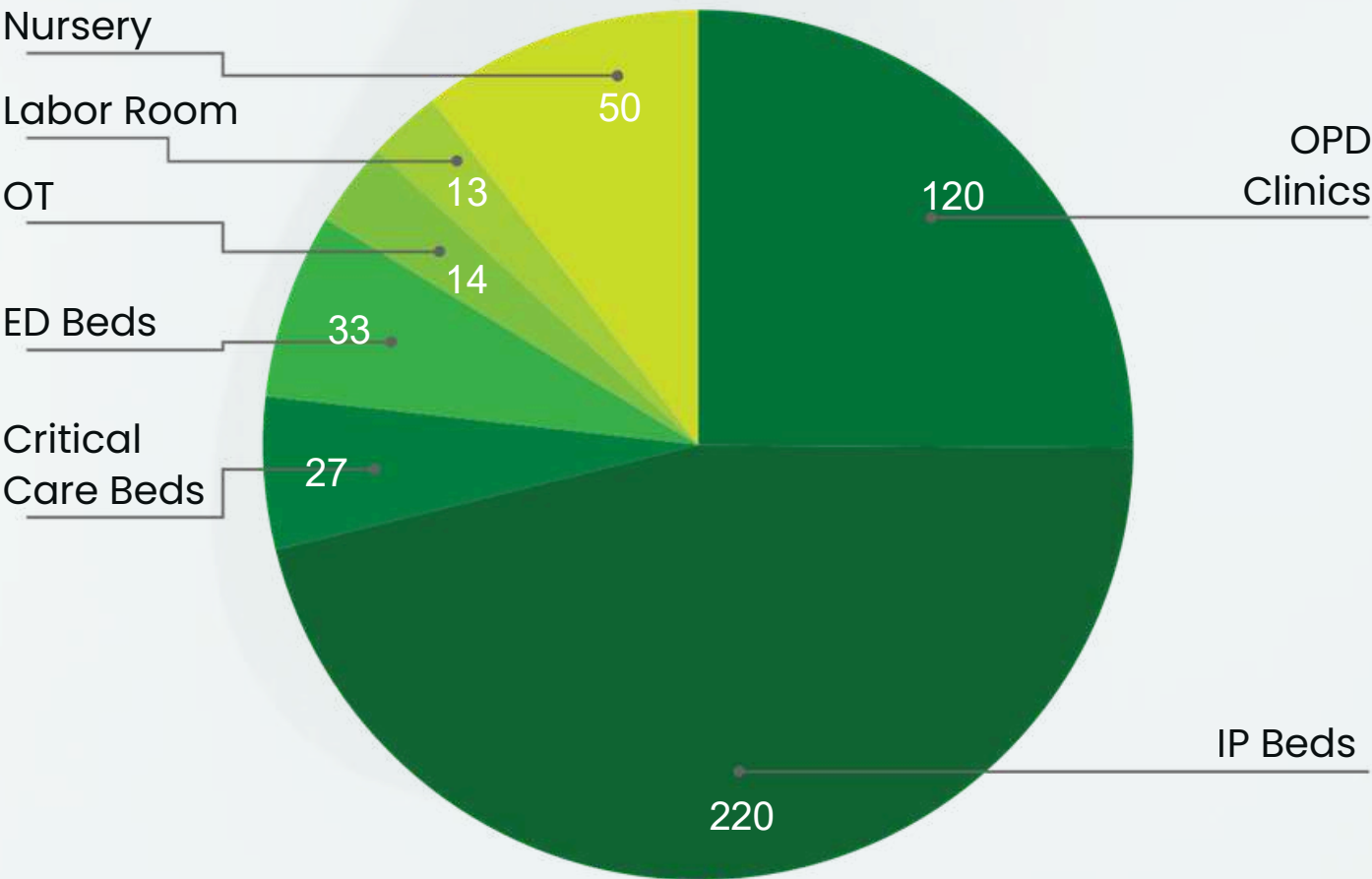


Our Identity

Dar Al Shifa Hospital, established in 1961 as a maternity hospital, is now Kuwait's leading private hospital. It became a registered shareholding company in 1996. The hospital has 220 inpatient beds, 120 outpatient clinics, 50 newborn nursery beds, 27 critical care beds, 14 operating theaters, 33 emergency department beds, and 13 labor rooms, serving over 800,000 patients annually.

The hospital promotes equal opportunity in employment, promotions, training, and pay. Since 2007, Dar Al Shifa has been accredited by Accreditation Canada and is the only hospital in Kuwait to hold the HIMSS Level 7 designation and the People-Centered Commitment Award.

Dar Al Shifa collaborates with several international organizations, including EpiHC, USRAD, Press Ganey, NDNQI, Quirónsalud Hospital, Bumrungrad Hospital, Johns Hopkins Hospital, and Indiana University Health. The hospital aims to provide high-quality healthcare that meets international standards for all residents of Kuwait sustainably.



Vision

To be the most trusted regional healthcare partner and the destination of choice for talents across the globe.

Mission

We are committed to inspire hope and provide an unparalleled patient experience to all we serve, driven by innovation, expertise and resilience

Values

We

- W – WELCOMING**
We want you to feel at home
- E – ETHICS**
We act with integrity & transparency
- C – COMPASSION**
We act with empathy & care
- A – ADVOCACY**
We are your voice
- R – RESPONSIBILITY**
We hold ourselves accountable
- E – EXCELLENCE**
We strive for perfection

Care

Medical Specialties

Internal Medicine | Cardiology |
Pulmonology | Gastroenterology |
Neurology | Nephrology | Dermatology |
Endocrinology | Rheumatology |
Hematology | Oncology | Infectious
Diseases | Family Medicine | Psychiatry

Surgical Specialties

General Surgery | Orthopedic Surgery |
Neurosurgery | Cardiovascular Surgery |
Plastic Surgery | Urology | ENT |
Ophthalmology | Obstetrics & Gynecology
| Dental & Maxillofacial Surgery | Bariatric
Surgery

Child Health

Pediatrics | Pediatric Surgery | Neonatal
Intensive Care (NICU) | Pediatric
Cardiology | Pediatric Neurology |
Pediatric Pulmonology | Pediatric
Gastroenterology

OT & Critical Care

14 Operating Theaters | 27 Critical Care Beds (ICU/CCU) | 33
Emergency Department Beds | 13 Labor Rooms | 50 Newborn
Nursery Beds | Post-Anesthesia Care Unit (PACU)

Clinical Support Services

Radiology & Imaging | Laboratory | Pharmacy | Physiotherapy &
Rehabilitation | Nutrition & Dietetics | Respiratory Therapy |
Infection Control | Blood Bank | Health Information Management

Our Journey To Excellence

2003
Expanded beyond
maternity services
130 Beds

2017
Hospital Expansion
135 Bedded
Multispecialty
Hospital

1963
Established as
Maternity Hospital
30 Beds

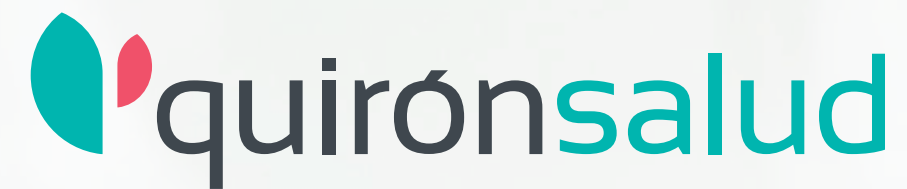
2010
Dar Al ShifaClinic
Was Established

2022
Expanded tobecome a
220 Bedded
Multispecialty
Hospital

2007 Accreditation Canada 	 2010_A CR	2011 ISO Food Services 	 2017 Lung Cancer Screening	2018 ISOMaterial Management 
 2019 SRC Orthopedic Center of Excellence	2019 DIAMLevel4 	 2021, 2022, 2023, 2024 HSE	2021 	 2022
2022 People centered care award 	 2023 Innovation and Leadership Award	2023 Hospital of the yearaward 	 2024 AMERICAN NURSES CREDENTIALING CENTER	2024  American Society for Gastrointestinal Endoscopy
 2024 Sustainable Procurement	2025 Call Center Services  ISO 18295-1:2017	 2025 Quality Improvement Commitment Award IDD Excellence	2025 People-Centred Care Centre of Excellence Designation 	

Our dedication to quality care is evidenced by our accreditations from leading healthcare organizations, prestigious awards for excellence, and ongoing achievements in areas like patient satisfaction and clinical care.

Our Affiliations



Scientific Collaboration



Indiana University Health



JOHNS HOPKINS
MEDICINE

A MESSAGE FROM OUR MANAGEMENT



Dr. Mohammad Jasim
Acting Chief Executive Officer

At Dar Al Shifa Hospital, our commitment goes beyond delivering exceptional healthcare. We believe that building healthier communities requires responsible environmental stewardship, social responsibility, and ethical governance. Aligned with the United Nations Sustainable Development Goals (SDGs) 2030, we are proud to present our third Sustainability Report, highlighting our progress in energy efficiency, responsible waste management, digital transformation, and the creation of greener healthcare environments. These initiatives support our vision of delivering high-quality care while minimizing our environmental impact.

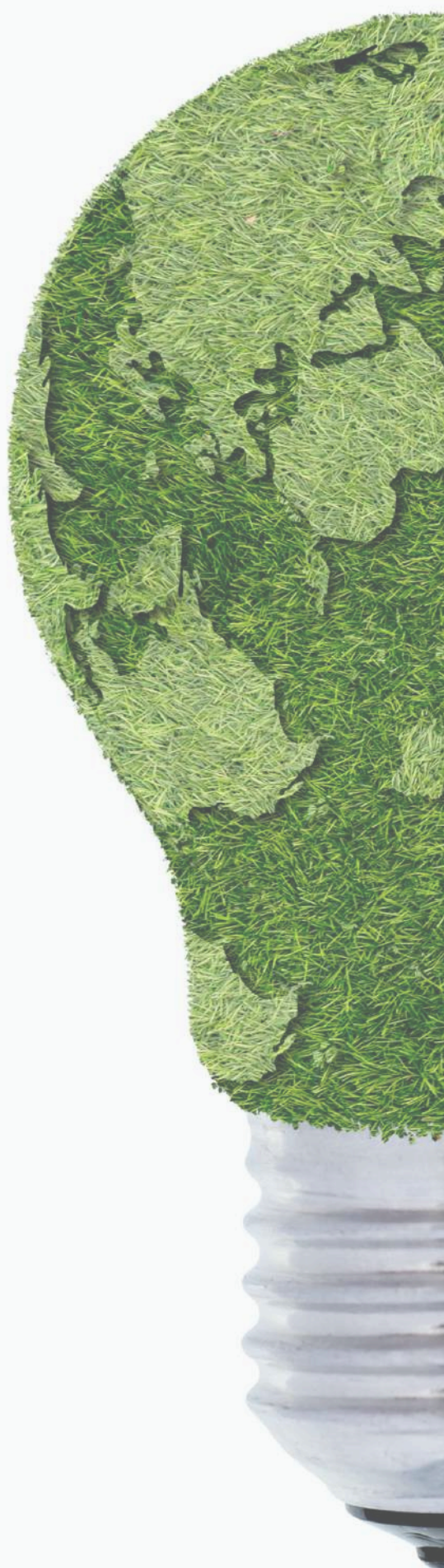
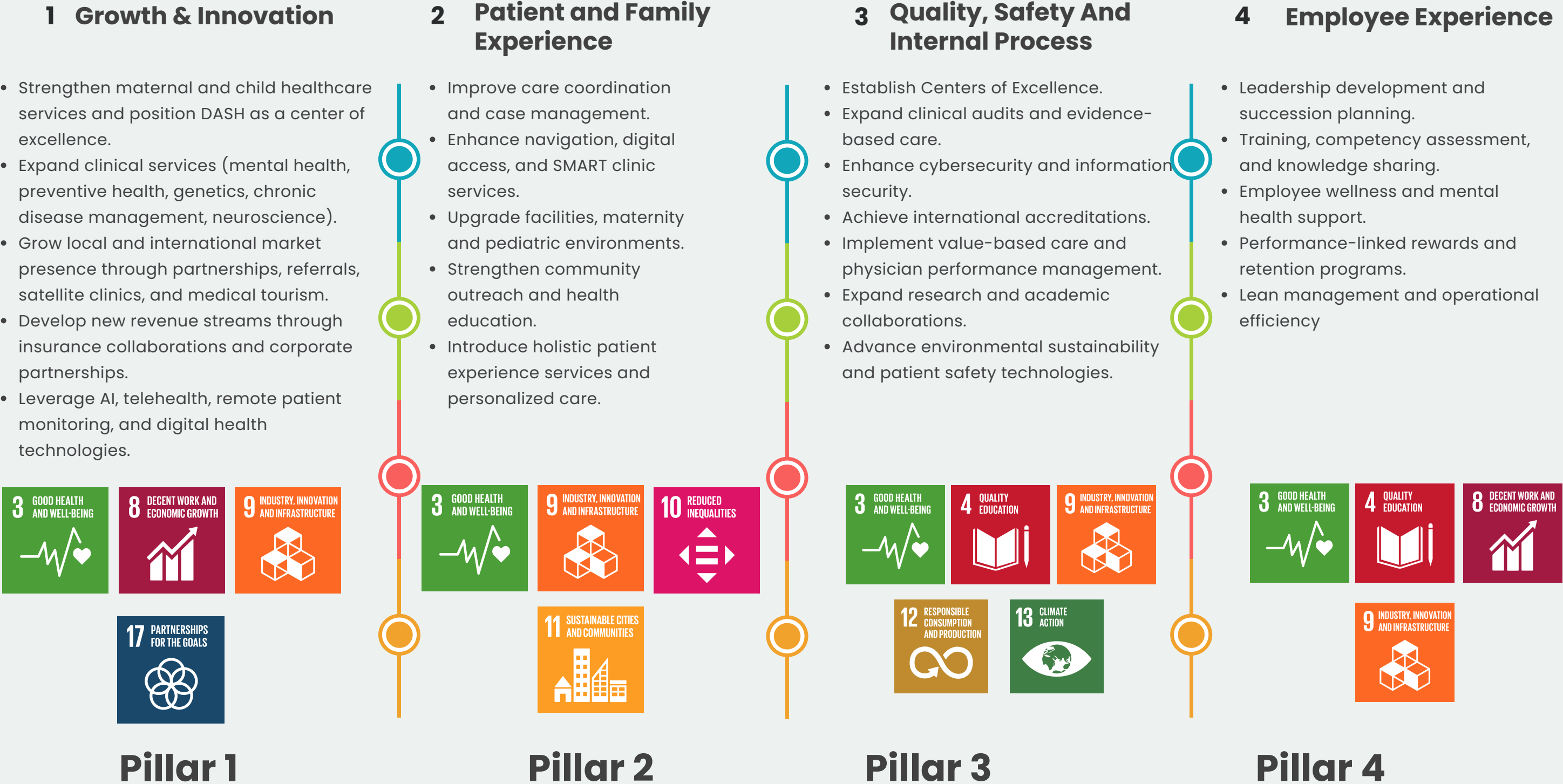
We remain dedicated to expanding equitable access to healthcare and strengthening partnerships that promote health awareness and disease prevention. Our diverse workforce, representing 44 nationalities, reflects our commitment to inclusion, respect, and excellence in patient care. While we are proud of the progress we have made, we recognize that sustainability is an ongoing journey. Together with our employees, patients, partners, and stakeholders, we remain committed to creating lasting value and contributing to a healthier, more sustainable future for generations to come.

Stakeholders Engagement



Our services affect many stakeholders. It is important for us to focus on their interests and to grow in a clear and responsible way. We have identified nine key stakeholders, and by talking with them, we can find out the issues that matter most. Our aim is to make sustainability a part of our daily work and to quickly address any concerns our stakeholders have. We use their feedback to shape our strategic and operational priorities regularly.

DASH Sustainability Priorities

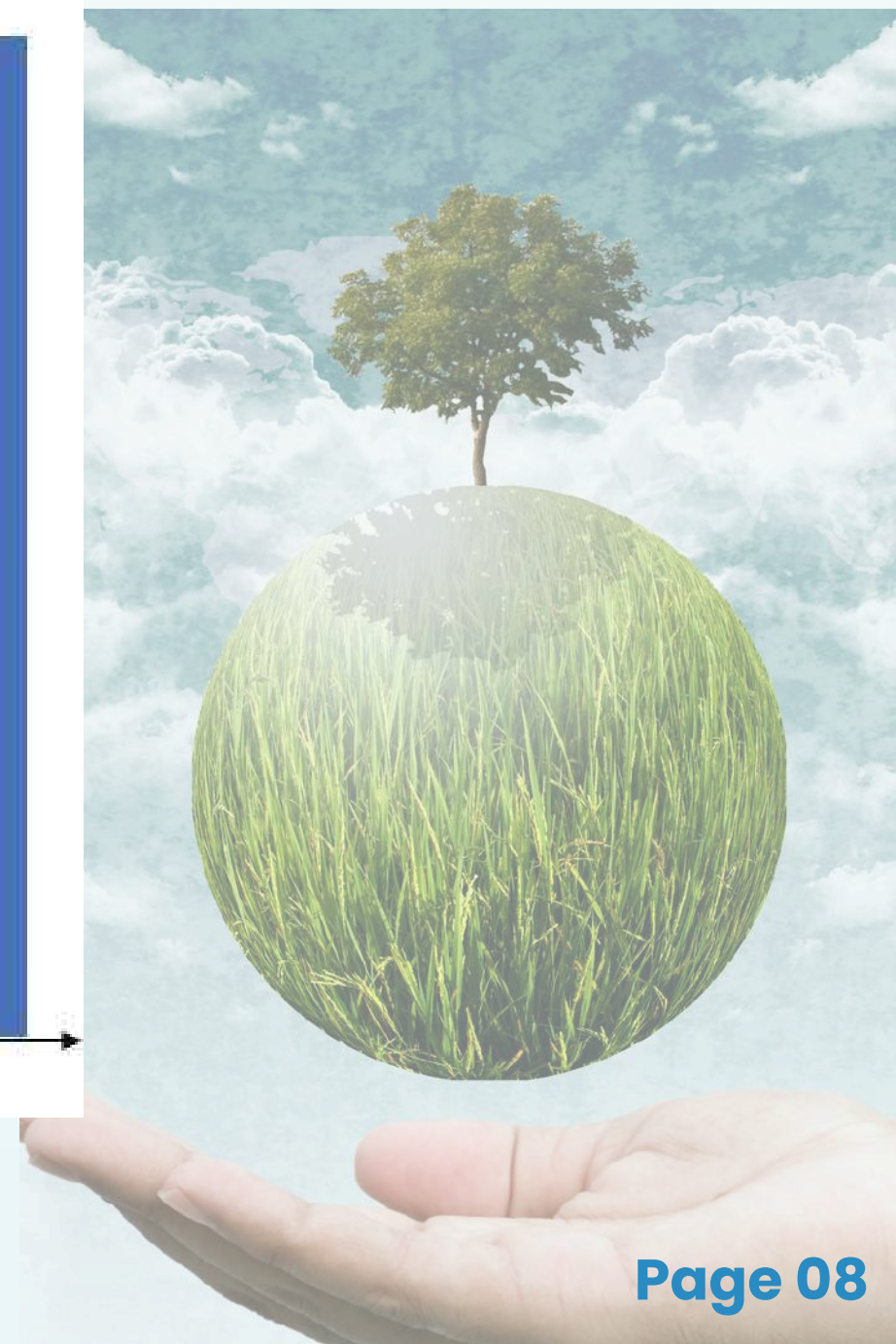
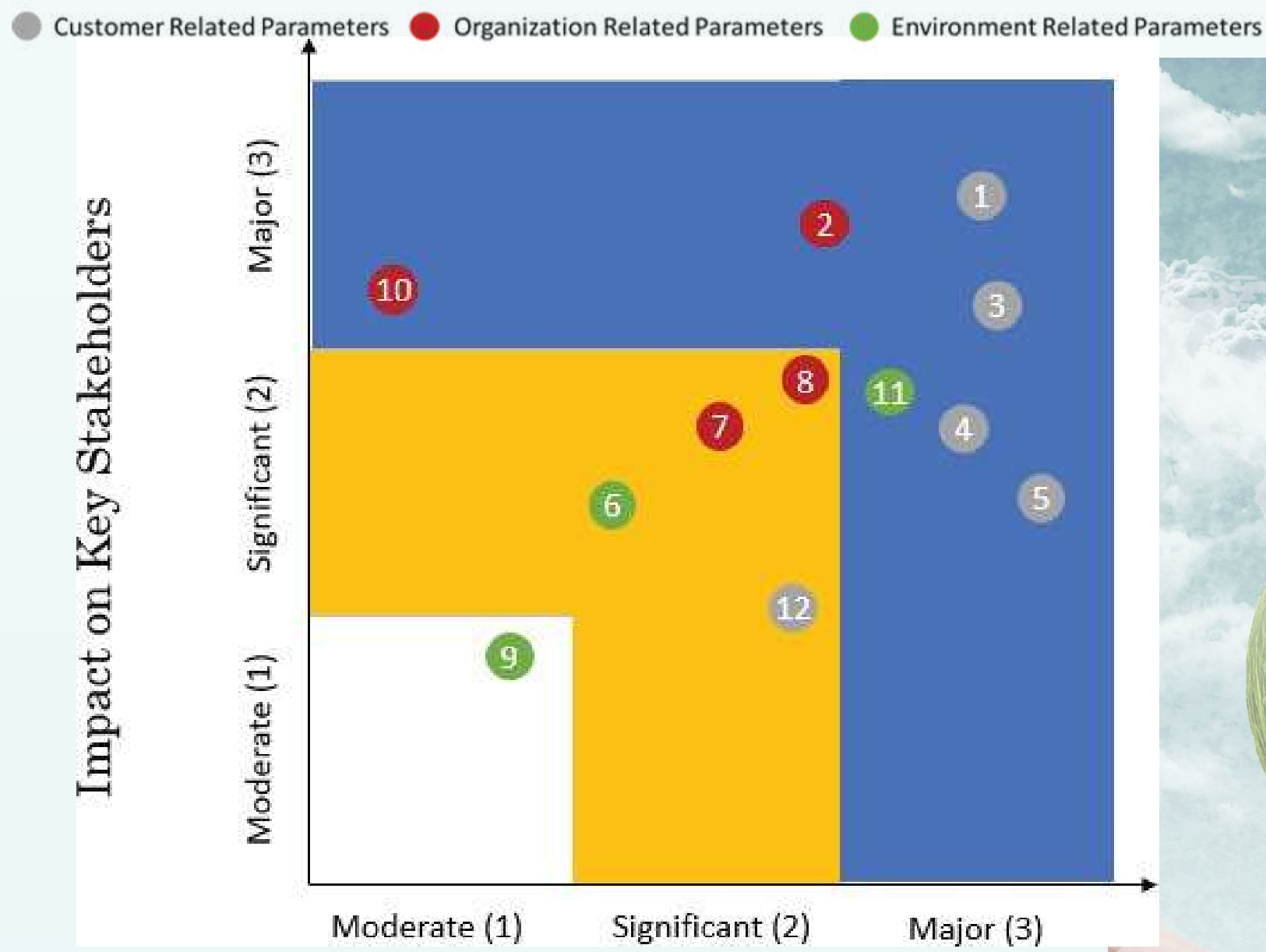


ESG Materiality Matrix

Environmental, social, and governance (ESG) is a set of aspects considered when investing in companies, that recommends taking environmental issues, social issues and corporate governance issues into account.

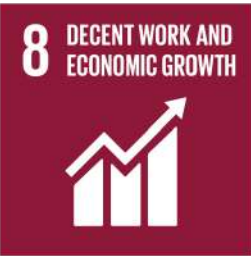
Impact On Dar Al Shifa Hospital

- 1. Service Quality and Patient Safety
- 2. Privacy and Cybersecurity
- 3. Energy Efficiency and Management
- 4. Labor Management
- 5. Carbon Emissions
- 6. Accessibility of Healthcare
- 7. Customer Satisfaction
- 8. Occupational Health and Safety
- 9. Waste Management
- 10. Information to Customers
- 11. Business Ethics and Compliance
- 12. Community Development



Our Contribution To The SDGs

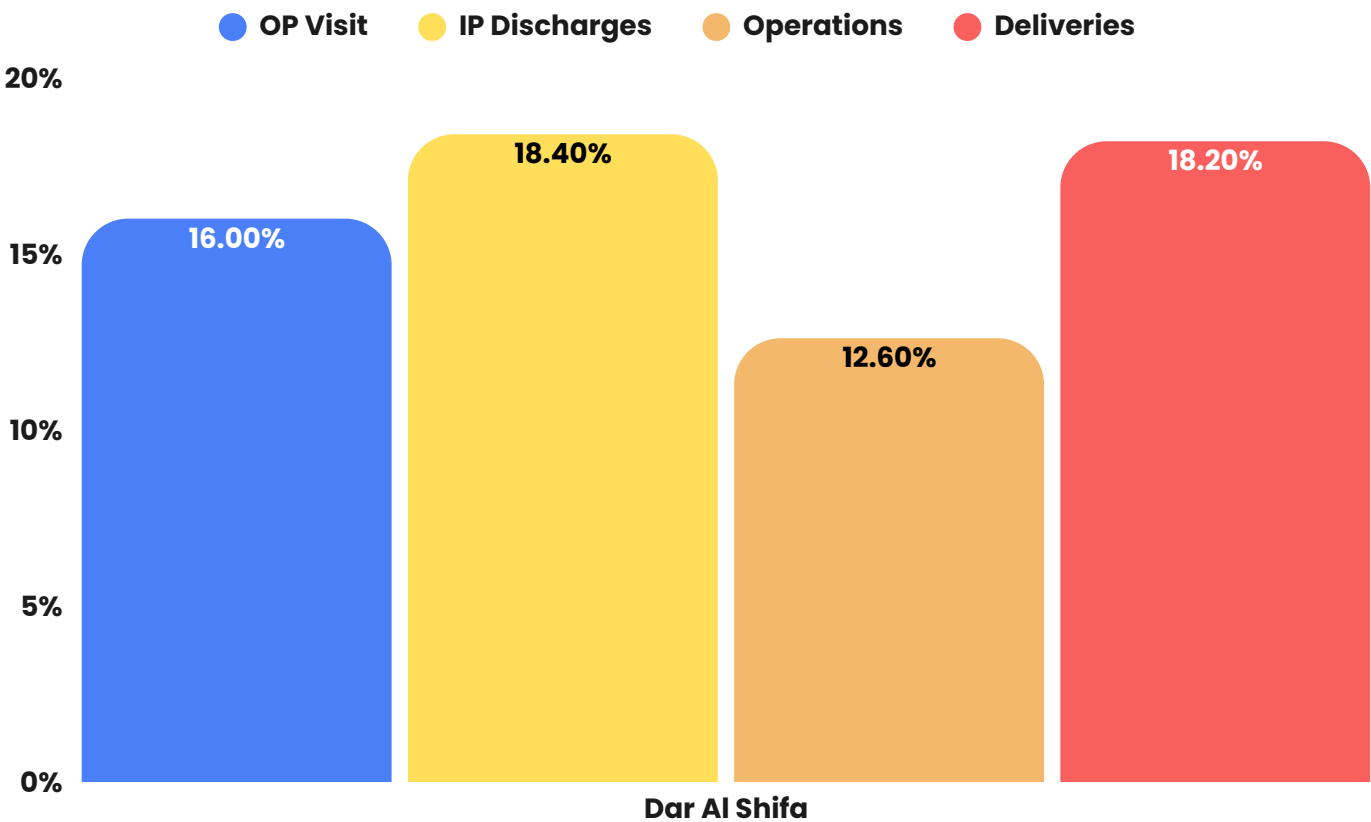




GRI 401-409: Promote sustained, inclusive and sustainable economic growth

DASH is essential to Kuwait's healthcare system, providing various clinical services that help lower government healthcare costs. This support is crucial as Kuwait faces high healthcare spending in the Gulf region. DASH serves a large part of the local population, aiding in meeting the growing healthcare demands from population growth and lifestyle changes as reflected in the graphs below:

DASH Contribution to Kuwait Private Health Sectors



Source: MOH Kuwait Statistics 2024 (Latest report) and DASH database

DASH is resolutely committed to the expansion of its operational scope and the diversification of its services. This commitment is reflected in the introduction of new medical specialties, the recruitment of esteemed healthcare professionals, and the establishment of patient trust through the provision of high-quality clinical services. These efforts are in alignment with our core value, "WECARE." Each year, we integrate additional specialties, resulting in a comprehensive range of services as detailed below, which underscores our ongoing initiative for operational enhancement.



DASH Human Resources (HR) plays a central role in advancing the hospital’s sustainability agenda by ensuring workforce stability, employee wellbeing, and continuity of care. Aligned with the United Nations Sustainable Development Goals (SDGs), our people strategy prioritizes employee well-being, workplace equity, and continuous professional development.



Workforce Overview

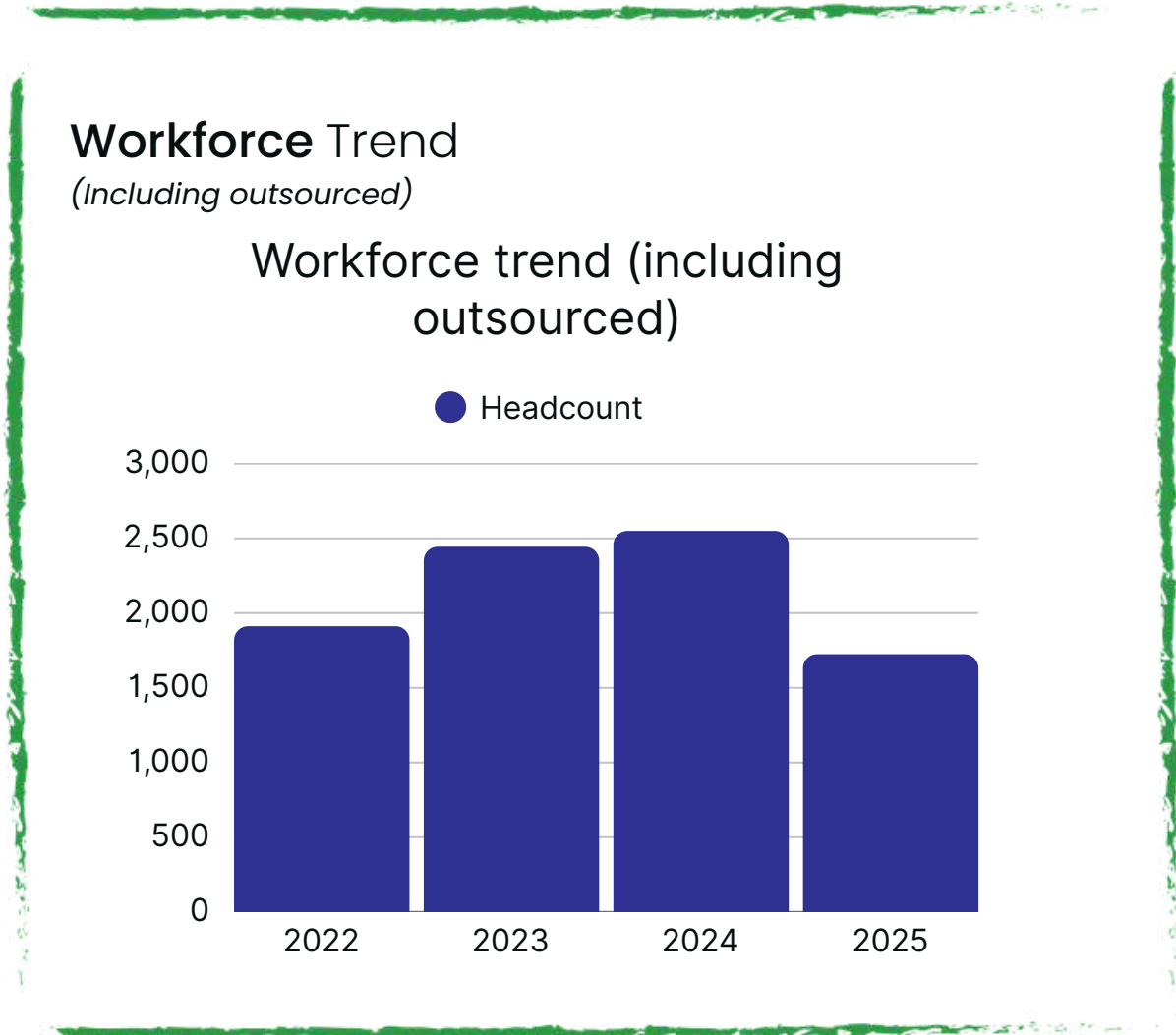
During the organizational changes following the AFYA program withdrawal in September 2024, HR adopted a structured, transparent, and people-centred approach to workforce management. Recognising the potential impact on employee morale and psychological well-being, we proactively engaged with staff through frequent, clear, and honest communication to address concerns and reduce uncertainty.

Targeted support measures were implemented to manage workforce transitions responsibly, including:

- Individual consultations to explore suitable options for affected employees
- Flexible leave arrangements (paid or unpaid, where applicable)
- Support for voluntary exits .

In light of fiscal constraints, a temporary hiring freeze and strategic vacancy management were enacted to ensure payroll continuity. These measures effectively prevented disruptions to employee payroll and eliminated involuntary layoffs, thus maintaining operational efficiency and financial discipline. Employees were encouraged to propose ideas for cost optimization and revenue enhancement, fostering a shared sense of responsibility.

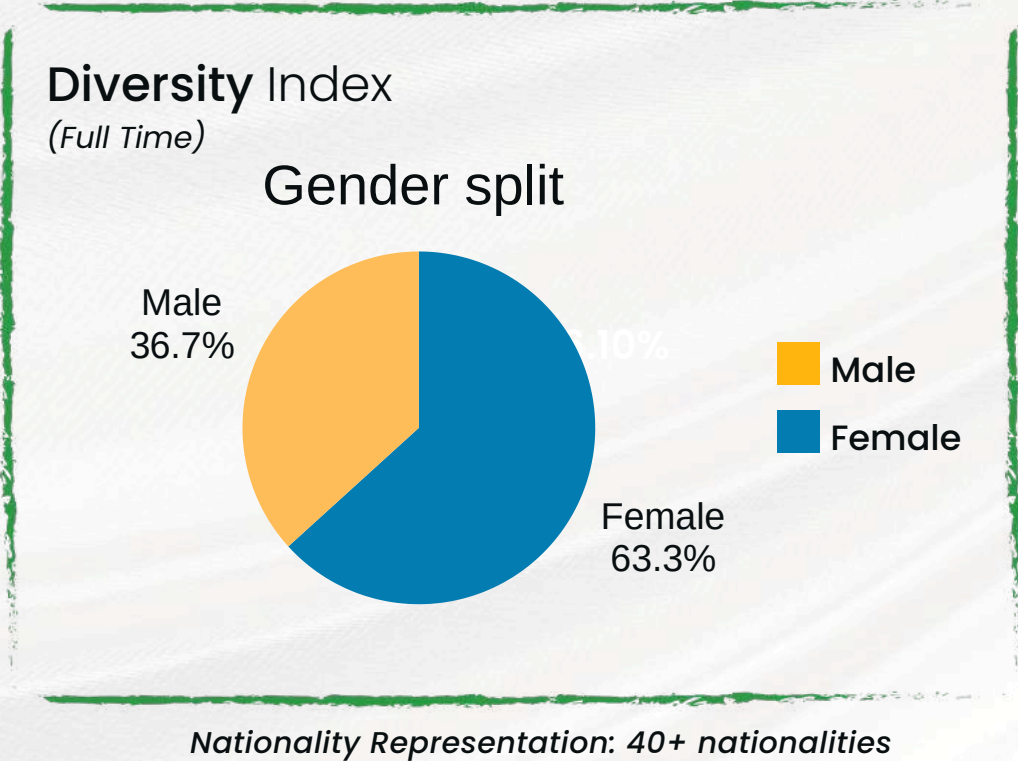
Despite financial challenges, DASH remained dedicated to employee well-being and workforce resilience, offering health programs that align with Sustainable Development Goal 3 (SDG 3). This approach highlights our commitment to responsible employment practices and the sustainability of the work environment, even during periods of organizational strain.



Note: The figures above represent the start of the respective years.



DASH promotes equal opportunities and supports small and medium-sized businesses, fostering job creation. Committed to sustainable economic growth (SDG 8) and gender equality (SDG 5), DASH encourages female workforce participation and invests in employee well-being.



GRI 203: Make cities and human settlements inclusive, safe, resilient, and sustainable.

DASH partners with NGOs in Kuwait, including the Patients Helping Fund and Tanmeia Association, to provide free or discounted medical treatments such as dialysis, IVF, and physiotherapy. They also run screening programs and awareness campaigns for breast and prostate cancers and osteoporosis to encourage early detection and treatment.

Services	Promotion Discount %		
	Patients	Staff	Staff Relatives
MRI Breasts	50%	90%	85%
Mammography	50%	90%	85%
US: Breast Sonar (Both)	50%	90%	85%
Sono-Mammogram	50%	90%	85%
Carcino Embryonic Antigen (CEA)	50%	90%	85%
Cancer Antigen 15.3 (CA 15.3)	50%	90%	85%
Dexa Bone density	50%	90%	85%



GRI 401-403: Occupational Health and Safety

DASH supports employees with medical treatment and sick leave for work-related injuries or illnesses occurring on-site, during commutes, or globally, per Kuwait Labor Law and the Insurance Company's Workmen's Compensation Policy. Coverage includes overtime, Friday shifts, and public holidays. Compensation varies by the accident's nature, with disability levels assessed by the General Medical Council of the Kuwait Ministry of Health.

Compensation Shall Be Payable On The Following Basis:

1

Death: 1,500 days salary or 10,000 KD, whichever is higher | 24 months salary

2

Permanent Total Disability: 2,000 days salary or 13,333.333 KD, whichever is higher | 48 Months Salary X percentage of disability

3

Permanent Partial Disability: Percentage of 2,000 days salary or percentage of 13,333.333 KD | 48 Months Salary × percentage of disability Xpercentage of disability

4

Temporary Total Disability: 100% of salary during the first six months and 50% of salary thereafter until the disability is cured or it becomes | Up to 52 Week Salary

We regularly assess workplace risks like needle stick injuries, exposure to harmful substances, falls, and mental health issues. Based on these assessments, we implement practices and policies to ensure employee safety.

To prevent needle stick injuries, we enforce disposal rules and use safety devices. For harmful materials, we provide guidelines and training for safe handling and disposal.

We also promote ergonomic practices and provide safety equipment to reduce fall risks. Additionally, we foster a supportive environment for mental health, offering resources for those in need.

Our dedication to risk assessment and safety practices ensures a healthy workplace at DASH.

Performance Improvement Plan

DASH enhances employee skills by promoting programs that align with organizational goals and emerging technologies. By allocating a budget, simplifying approval processes, and encouraging knowledge sharing, DASH provides the necessary resources and support for employee success.





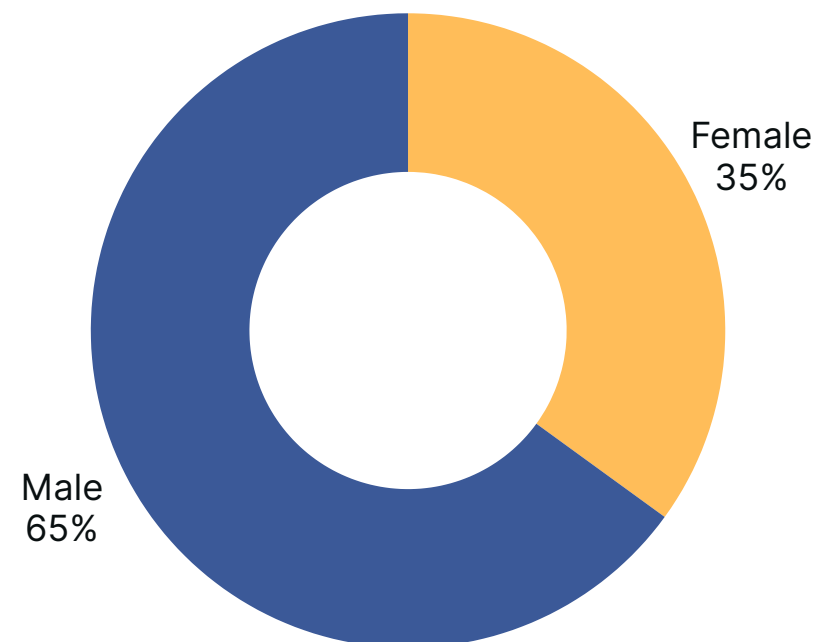
Quick Actions



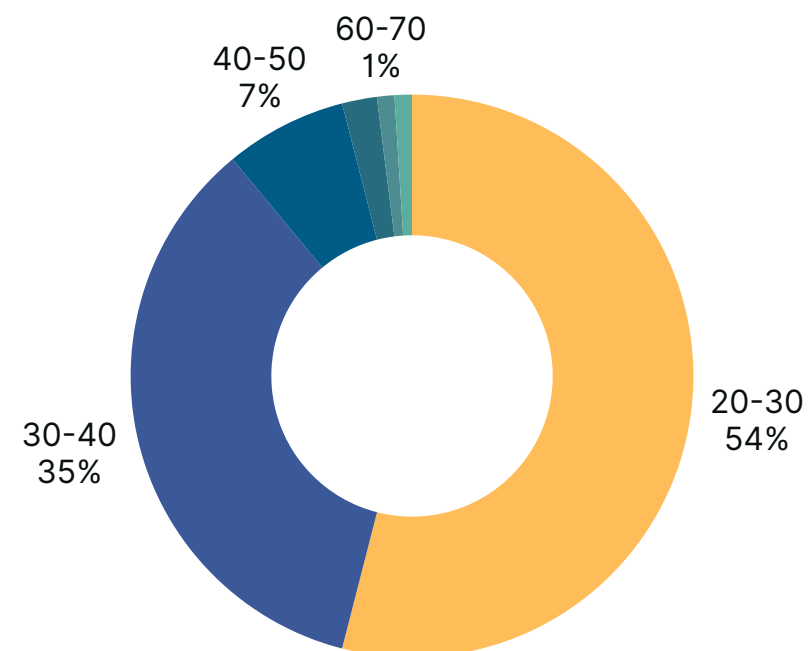
GRI 401: Employment

DASH is dedicated to inclusive recruitment, actively seeking diverse candidates to enhance our workforce and drive innovation. We uphold fairness and transparency in our internal promotions with clear evaluation criteria. Our multi-step decision-making process, involving diverse evaluators, helps minimize bias and ensures all employees feel valued and empowered.

New hires 2025



New Hires per Age Group - 2025

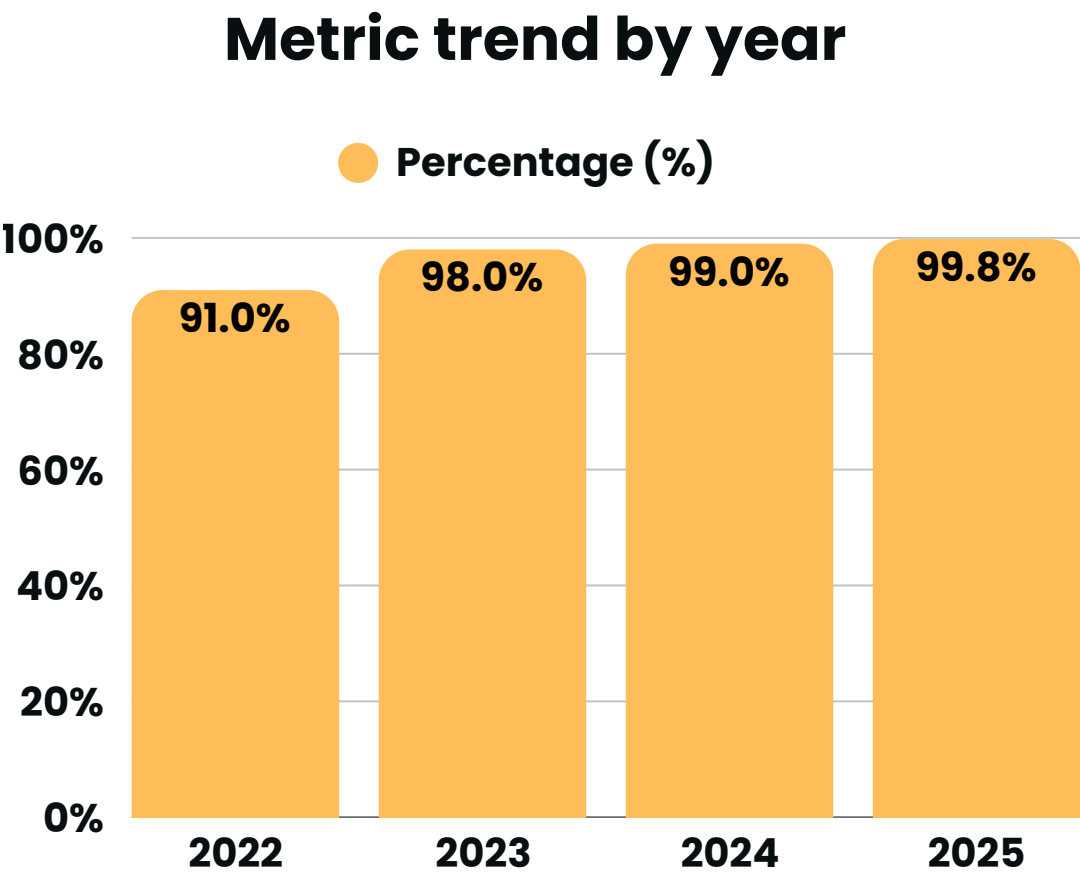


**A Truly Global
Workforce
40+
Nationalities**

Empowering Our Workforce:

DASH enhances personnel safety through comprehensive education and training programs, including mandatory infection prevention and control sessions, e-learning modules, and annual campaigns. In 2025, compliance for immunizations and screenings reached 99.8%, a significant improvement from previous years. Initiatives like the "FitLife" event promote healthy lifestyles, while regular nutrition tips encourage balanced diets. DASH fosters accountability by involving staff in infection prevention strategies and recognizing outstanding contributions with awards and incentives.

Compliance to Vaccination





GRI 413: Local Communities
413-1: Operations with local community engagement, impact assessments, and development programs.

Community Inclusion and Disability Support Initiatives

In 2025, Dar Al Shifa Hospital achieved a significant milestone by receiving the Quality Improvement Commitment Award from Accreditation Canada for successfully meeting the International Standards of Excellence in Intellectual and Developmental Disabilities (IDD) Services.

This recognition reflects the hospital’s structured and measurable efforts to:

- Integrate IDD standards into governance and operational policies
- Increase patient satisfaction among individuals with IDD and their families
- Increase the number of IDD patients accessing services, reflecting enhanced trust and accessibility
- Strengthen patient rights and reasonable accommodation practices

Escort Team & Transportation Support

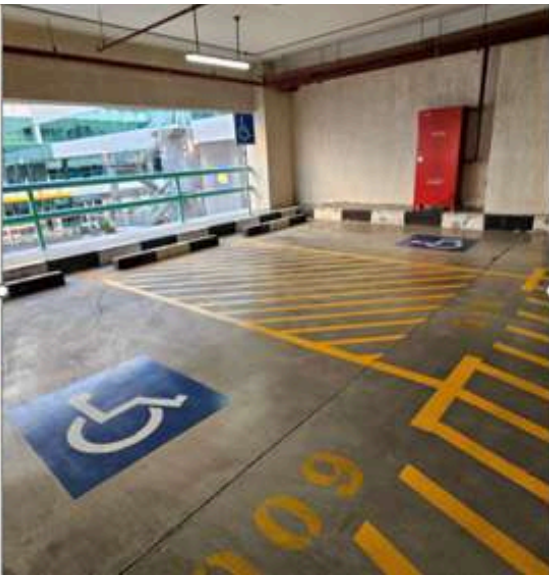
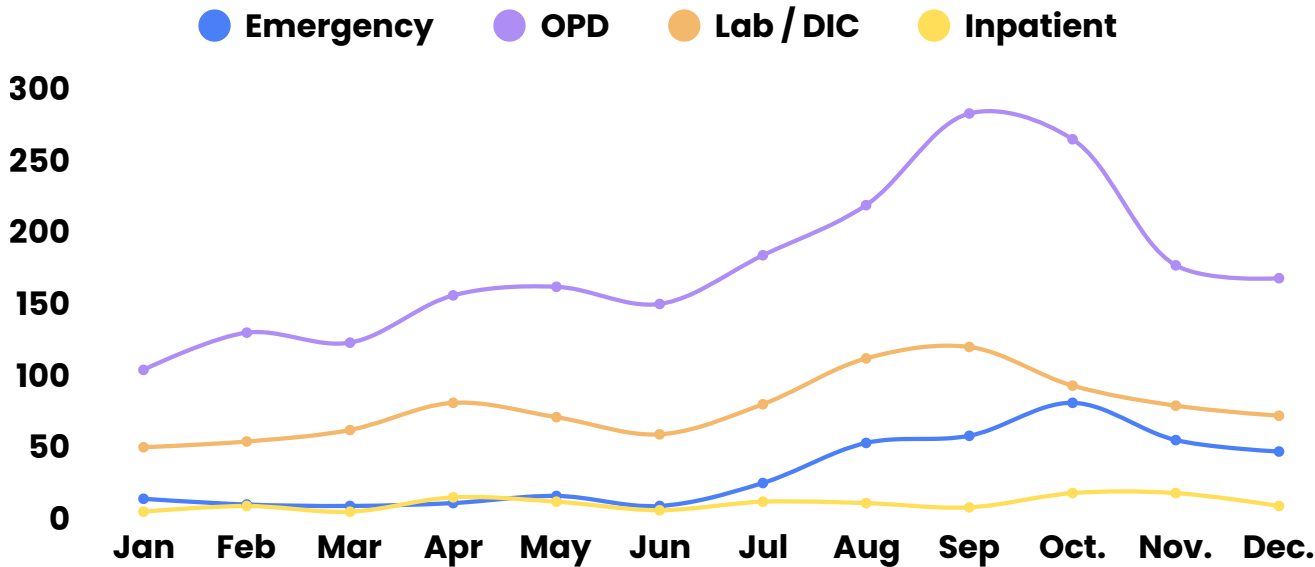
To enhance safety and dignity, Dar Al Shifa implemented:

- Escort Team Services to accompany IDD patients throughout their hospital journey, ensuring comfort, navigation support, and reduced anxiety.
- A suitable accessible van service at affordable rates, designed to facilitate safe and convenient transportation for patients and families.

These services significantly reduced missed appointments and improved overall patient experience.



IDD Patients Volume Growth -2025



Our hospital has conducted outreach programs and awareness sessions at the following disability support organizations and rehabilitation centers:

1. KSH Kuwait – Al-Ahmadi
2. KSH Kuwait – Gernatah
3. KSH Kuwait – Al-Jahra
4. KSH Kuwait – Hawalli

These visits included health awareness sessions, medical consultations, infection prevention education, and discussions on enhancing accessibility and support services for individuals with disabilities.

Recreational and Social Engagement Activities

Dar Al Shifa Hospital supports the well-being of patients with IDD and their families by organizing recreational activities and social events that promote inclusion, build confidence, and strengthen community ties.



Future Commitment

Dar Al Shifa Hospital remains committed to expanding its community engagement efforts by developing new programs, increasing accessibility, and advocating for the rights and well-being of individuals with disabilities. We will continue to strengthen our partnerships with disability organizations and actively participate in initiatives that support a more inclusive society.



Participation in Awareness Events: International Day of Persons with Disabilities

Community outreach activities continued through awareness campaigns, inclusive events, and partnership engagement.

A passionate collaboration between the IDD Team, Dar Al Shifa Sanad Committee, and Kuwait Society for the Handicapped promoted inclusion, support, and compassionate care – including advocacy for employees working with cancer and reinforcement of inclusive workplace values.

Additionally, Dar Al Shifa continued structured outreach programs with local rehabilitation centers and disability organizations across Kuwait, including:

- Health awareness campaigns
- International disability day
- On-site consultations
- Caregiver support and empowerment programs





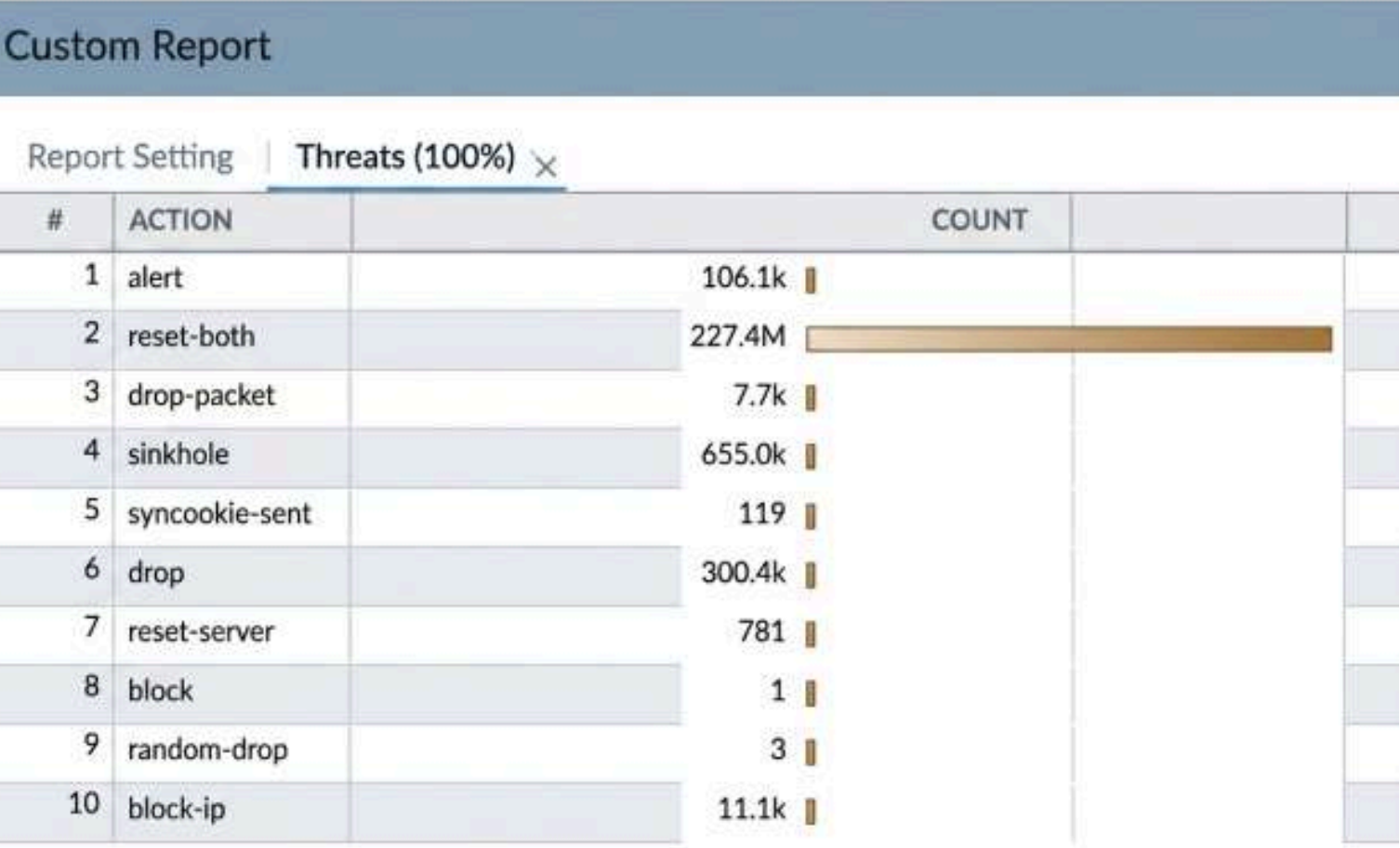
GRI 418: Customer Privacy

DASH prioritizes the digitization of healthcare data while emphasizing privacy and cybersecurity. It collects diverse data, including personal patient information and sensitive medical records. To protect both patients and the organization, DASH employs comprehensive measures such as enterprise protocols, specialized software, monitoring practices, and surveillance systems.

Policy Violations Prevented	Incoming Malware/Virus Blocked	IPS (Intrusion Prevention System)	User Attempted Restricted Sites	Security Breach
No Policy Violations	227.4M Malware/Virus Blocks, 11.1K IP Blocks (Threats Blocked)	Firewall	136.6M Blocked URLs	0

Prevention Of Data Security Breaches

In the fiscal year 2025, there were no incidents of patient data loss or leakage.





GRI 204: Procurement Practices

Sustainability in procurement is increasingly important as businesses strive to minimize their environmental and social impact. DASH evaluates supplier performance for private hospitals through vendor analysis, including site visits and life cycle assessments, while also supporting local businesses. Suppliers are chosen based on criteria such as quality, environmental responsibility, communication, location, pricing, professionalism, and team health credentials to ensure high-quality products and sustainability.

DASH’s Materials Management function holds ISO 20400:2017 certification for sustainable procurement. The 2025 program continues the 2024 approach of evaluating suppliers based on quality, environmental responsibility, communication, location, price, professionalism, and workforce credentials.

The 2025 materials documentation classifies 19 sustainability work items as follows:

Initiative category	Reported count
Environment	7
Economic / cost saving	5
Environment and cost saving	2
Go Green	2
Initiative	3
Total	19

Achievements:

- 1. Successfully installed Auto Cut Hand Paper Towel Dispenser and save considerable cost and tissues.
- 2. Replaced Oral Suction Dental Chlorhexidine Kit to Non- Chlorhexidine.
- 3. Successfully Replaced Clear Plastic water cups to normal cups, were significantly saved the cost.

Project in Pipeline:

- 1, **Go Green:** Pharmacy and Catering – Plastic Bag Thickness reduction.
- 2. **Environment & Cost Saving:** Auto Cut Hand Paper Towel Dispenser.
- 3. **Environment & Cost Saving:** To introduce an Alternative Trio-Wipes (High-Level Disinfection Probe cleaning Wipes).



Environmental Strategy

Environmental strategy to reduce carbon, save energy, manage waste, conserve water, and shift to renewables by 2030.



01 RENEWABLE
ENERGY

02 CARBON
EMISSIONS

03 WASTE
MANAGEMENT



GRI Standard 302-4: Reductions in energy consumption achieved as a direct result of conservation and efficiency initiatives

The 2025 report set the available baseline: annual electricity consumption of **25,519,167** and an associated facilities footprint of **14,265** compared to **14,587** metric tons of CO2 in 2024. Energy-conservation measures were expected to reduce electricity consumption by **15.5%** and reduce annual CO2 emissions by 100 metric tons. The 2025 supplementary documents confirm continued improvements in chiller and centralised air conditioning, but do not provide a recalculated electricity total, emissions inventory, or verified reduction against the 2024 baseline. DASH should therefore treat 2025 as a transition year for energy-efficiency implementation and publish a comparable 2025 energy and emissions inventory once utility and operational data have been consolidated.

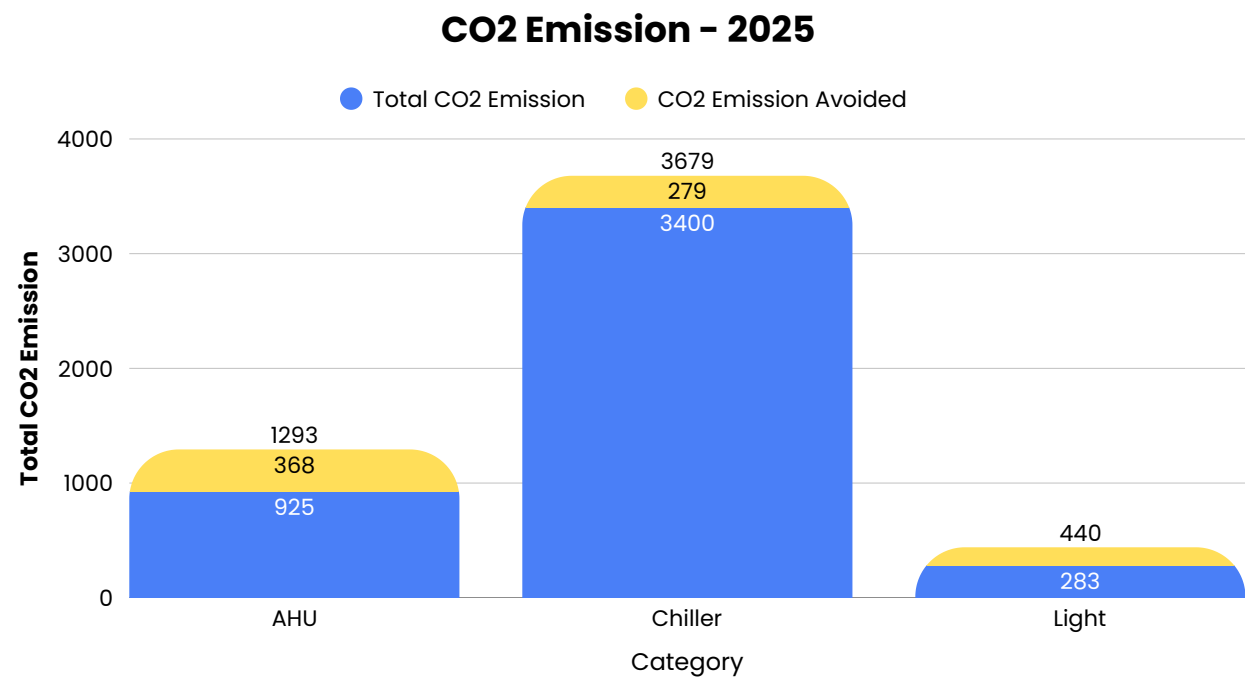
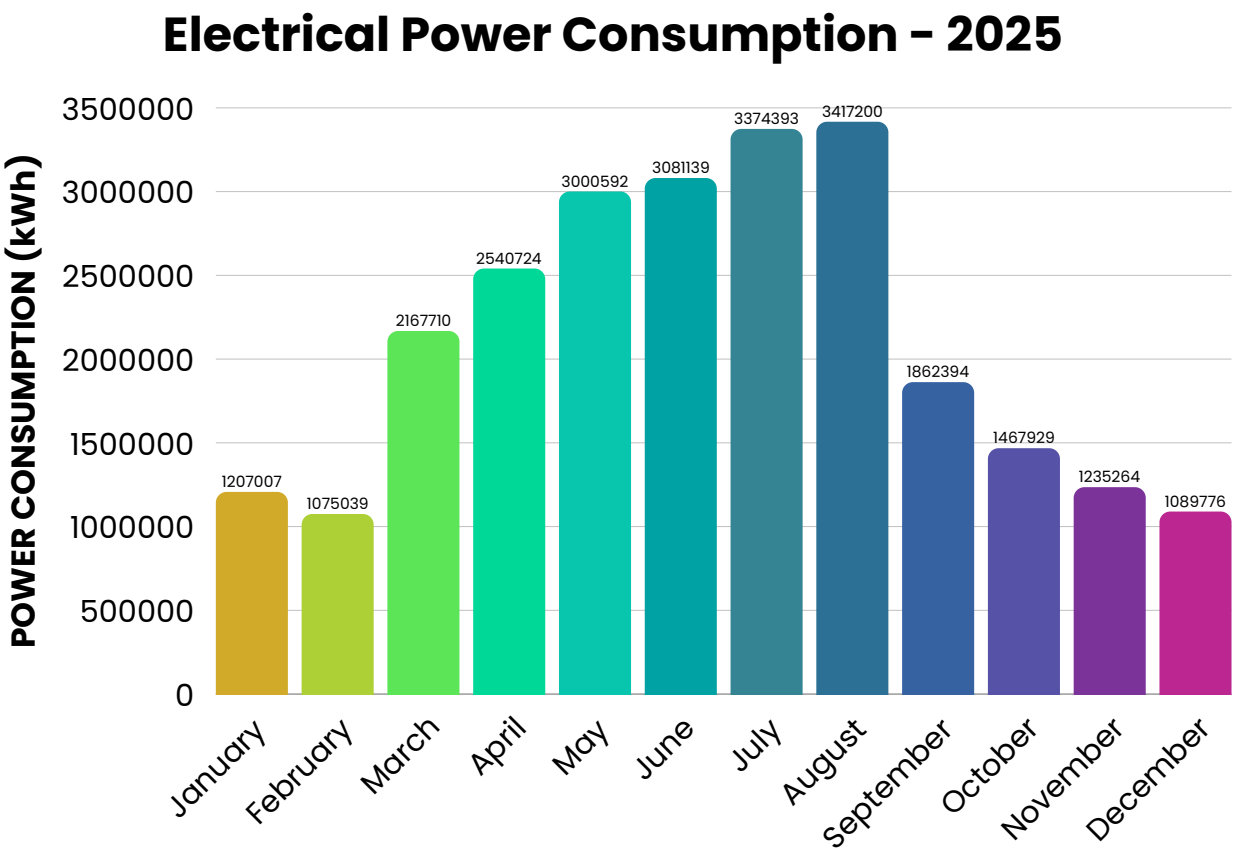
Electrical Baseline And Facilities CO2 Footprint

DASH's annual electrical consumption is 25,519,167 kWh, leading to 14,265 metric tons of CO2 emissions. which is less by 322 metric tons of CO2 emissions. Energy Conservation Measures (ECMs) are expected to reduce consumption by 15.5%, resulting in an annual decrease of 100 metric tons of CO2.

We are implementing advanced HVAC technologies, including high-efficiency air conditioning units and heat recovery ventilation, alongside routine maintenance and insulation improvements to minimize energy losses. Also, we've replaced five 20-year-old chillers with energy-efficient screw compressor chillers with variable frequency drives (VFDs), avoiding the use of chlorofluorocarbon (CFC) gases.

DASH Contribution to Climate Protection

DASH is phasing out CFC-emitting air conditioners to reduce environmental impact. We have also replaced R22-based chillers with R410A, a more eco-friendly refrigerant that helps combat global warming and protects the ozone layer.



Patient Centered Hospitality

To improve patient experience, we focused on enhancing the atrium ambience by incorporating sustainable greenery and introducing a relaxation lounge. Added the greenery in the parking, bridge area and hospital overall by **2.5 %**

Used Battery Collection:

In line with EPA recommendations, our hospital has established a battery disposal program. Collection containers are available on every floor for proper disposal. Once full, we transport the batteries to the EPA for processing. This initiative supports environmental sustainability and enhances safety by reducing hazardous material exposure.

Changing From C Fold To Automatic Tissue Dispenser

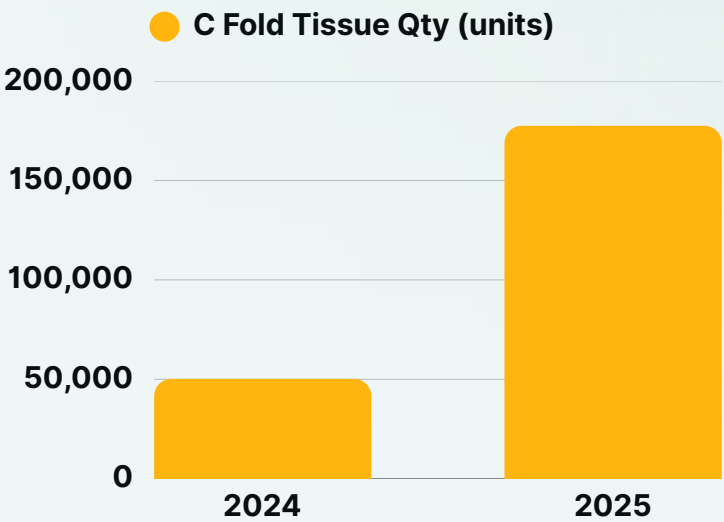
Our hospital switched 200 C-fold tissue dispensers to automatic dispensers. This change reduced tissue consumption by **49%**, addressing environmental concerns and saved cost by average of **12000KD**. We aim to promote sustainability and efficiency, contributing to responsible resource management.

Promising Progress: Waste Reduction In Figures

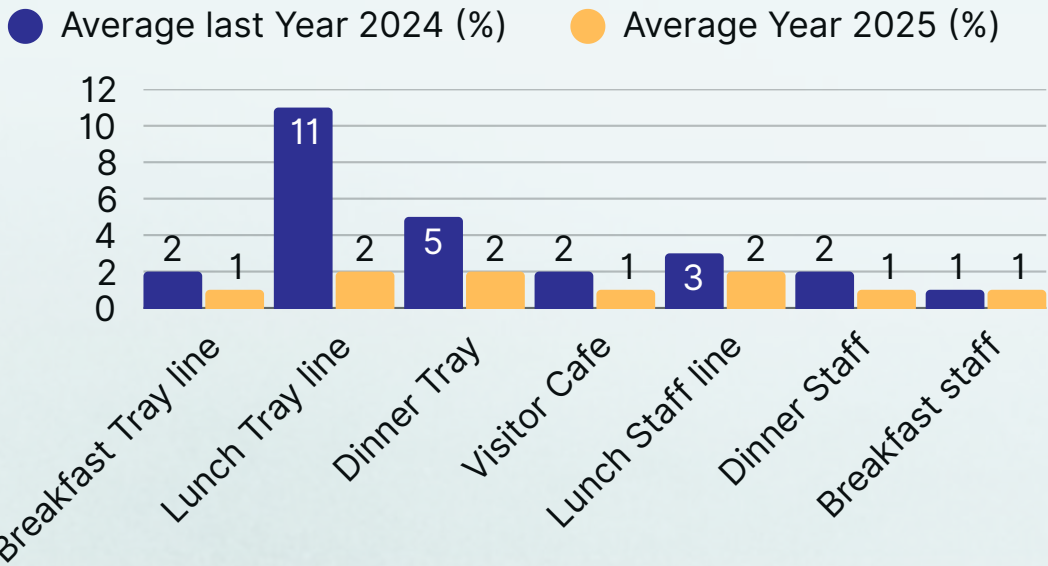
Our dedication to sustainable waste management is reflected in our continued achievements. At DASH, we prioritize eco-friendly practices and, through education and meaningful initiatives, strive to protect the health of our community, healthcare workers, and the environment.



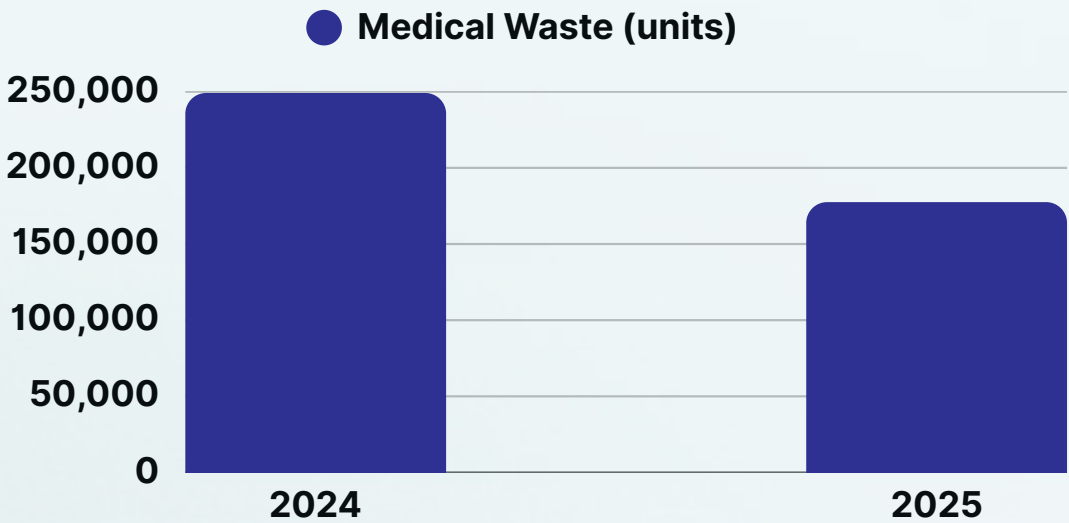
C fold tissue 303351 qty by year



Food waste



Medical waste 2024/2025 comparison by KG



In 2025, our organization concentrated on minimizing plastic waste by significantly reducing the usage of plastic cups within administrative offices and staff lounges. We encouraged employees to utilize their own reusable cups or bottles, leading to a notable 49% decrease in plastic cup consumption. Furthermore, we streamlined waste management by reducing the number of garbage bins in administrative areas and promoting the disposal of food waste in a centralized bin. This initiative not only enhanced our waste disposal processes but also contributed to a reduction in the frequency of plastic bag replacements.



GRI 306: Environmental Performance

Sustainable Waste Management At DASH: A Commitment To Environmental Stewardship

At DASH, we prioritize responsible waste management as a key aspect of our commitment to sustainability and the well-being of healthcare workers, patients, and the environment. Our practices adhere to the standards set by the EPA and the Ministry of Health in Kuwait to ensure safety and compliance.

A Holistic Approach To Waste Management:

Waste management at our hospital involves careful handling, segregation, and disposal of medical waste to prevent contamination and harm. Our goal is to reduce environmental impact and promote resource-efficient alternatives.

Categorization And Segregation:

At DASH, we categorize hospital waste into General, Pathological, Infectious, Sharps, Chemicals, and Pharmaceutical waste. We use color-coded bags for accurate sorting from the point of generation, which improves disposal efficiency and safety. DASH adheres to Kuwait EPA guidelines for waste management and chemical disposal.

Stringent Disposal Procedures

We follow MOH guidelines by sending pathological and sharp waste to authorized incineration agencies for safe disposal. Our partnership with government bodies ensures efficient collection and management of general waste, reflecting our commitment to responsible waste handling.

Educating Our Workforce

We are committed to waste management by educating our staff on handling, segregation, storage, and disposal protocols for clinical waste. All employees receive orientation training through our Hospitality department to promote an environmentally conscious workplace. Additionally, we emphasize sustainable practices, such as energy conservation, by encouraging the shutdown of lights and devices when not in use.

Go Green Initiative

We take pride in our Go Green initiative aimed at reducing General Waste in our facilities. By promoting eco-friendly alternatives, we've significantly cut down on disposable items like paper cups and plastic spoons, encouraging the use of reusable cups and water bottles. We've also minimized garbage bag usage in our offices. The initiative's success is measured by the percentage reduction in waste, which helps conserve valuable resources.



GRI Index



Target	Available Business Disclosures	Unit	Sources
	3.2 Benefits which are standard for full-time employees of the organization but are not provided to temporary or part-time employees, by significant locations of operation. These include, as a minimum: i. Life insurance; ii. Health care; iii. Disability and invalidity coverage; iv. Parental leave; v. Retirement provision; vi. Stock ownership; vii. Others.	N/A	GRI Standard 401-2
	3.3 A description of any voluntary health promotion services and programs offered to workers to address major non-work-related health risks, including the specific health risks addressed, and how the organization facilitates workers' access to these services and programs.	N/A	GRI Standard 403-6-b
	ii. Recycling iii. Composting iv. Recovery, including energy recovery v. Incineration (mass burn) vi. Deep well injection vii. Landfill viii. On-site storage - Other (to be specified by the organization)		
3.9	Total weight of non-hazardous waste, with a breakdown by the following disposal methods where applicable: i. Reuse ii. Recycling iii. Composting iv. Recovery, including energy recovery v. Incineration (mass burn) vi. Deep well injection vii. Landfill viii. On-site storage	Tons	GRI Standard 306-2
	4.3 Average hours of training that the organization's employees have undertaken during the reporting period, by: i. Gender; ii. Employee category	Hours	GRI Standard 404-1
	4.4 Average hours of training that the organization's employees have undertaken during the reporting period, by: i. Gender; ii. Employee category	Hours	GRI Standard 404-1
	4.5 Average hours of training that the organization's employees have undertaken during the reporting period, by: i. Gender; ii. Employee category	Hours	GRI Standard 404-1
Target	Available Business Disclosures	Unit	Sources
	5.1 When a significant proportion of employees are compensated based on wages subject to minimum wage rules, report the relevant ratio of the entry level wage by gender at significant locations of operation to the minimum wage	Ratio of the entry level wage by gender	GRI Standard 202-1
	5.1 Whether a local minimum wage is absent or variable at significant locations of operation, by gender; in circumstances in which different minimums can be used as a reference, report which minimum wage is being used	\$ currency	GRI Standard 202-1
	5.1 When a significant proportion of other workers (excluding employees) performing the organization's activities are compensated based on wages subject to minimum wage rules, describe the actions taken to determine whether these workers would be above the minimum wage	N/A	GRI Standard 202-1
	5.1 Percentage of individuals within the organization's governance bodies in each of the following diversity categories: i. Gender; ii. Age group: under 30 years old, 30-50 years old, over 50 years old; iii. Other indicators of diversity where relevant (such as minority or vulnerable groups).	%	GRI Standard 405-1

Target	Available Business Disclosures	Unit	Sources
5.1	Percentage of employees per employee category in each of the following diversity categories: i. Gender; ii. Age group: under 30 years old, 30-50 years old, over 50 years old; iii. Other indicators of diversity where relevant (such as minority or vulnerable groups).	%	GRI Standard 405-1
5.1	Ratio of the basic salary and remuneration of women to men for each employee category, by significant locations of operation.	Ratio	GRI Standard 405-2
	7.3 In joules, watt-hours or multiples, the total: i. Electricity sold ii. Heating sold iii. Cooling sold iv. Steam sold	Joules, watt-hours or multiples	GRI Standard 302-1
	7.3 Total energy consumption within the organization, in joules or multiples.	Joules or multiples	GRI Standard 302-1
	7.3 Energy consumption outside of the organization, in joules or multiples.	Joules or multiples	GRI Standard 302-2
	7.3 Energy intensity ratio for the organization.	Joules or multiples per basic unit	GRI Standard 302-3
	7.3 Amount of reductions in energy consumption achieved as a direct result of conservation and efficiency initiatives, in joules or multiples.	Joules or multiples	GRI Standard 302-4
7.3	Reductions in energy requirements of sold products and services achieved during the reporting period, in	Joules or multiples	GRI Standard 302-5
	i. Gender; ii. Age group: under 30 years old, 30-50 years old, over 50 years old; iii. Other indicators of diversity where relevant (such as minority or vulnerable groups).		
8.5	Ratio of the basic salary and remuneration of women to men for each employee category, by significant locations of operation.	Ratio	GRI Standard 405-2
8.6	Total number and rate of new employee hires during the reporting period, by age group, gender and region.	Number and %	GRI Standard 401-1
8.6	Total number and rate of employee turnover during the reporting period, by age group, gender and region.	Number and %	GRI Standard 401-1
8.7	Operations and suppliers considered to have significant risk for incidents of: i. Child labor; ii. Young workers exposed to hazardous work.	N/A	GRI Standard 408-1
8.7	Operations and suppliers considered to have significant risk for incidents of child labor either in terms of: i. Type of operation (such as manufacturing plant) and supplier; ii. Countries or geographic areas with operations and suppliers considered at risk.	N/A	GRI Standard 408-1
8.7	Measures taken by the organization in the reporting period intended to contribute to the effective abolition of child labor.	N/A	GRI Standard 408-1
8.7	Operations and suppliers considered to have significant risk for incidents of forced or compulsory labor either in terms of: i. Type of operation (such as manufacturing plant) and supplier; ii. Countries or geographic areas with operations and suppliers considered at risk.	N/A	GRI Standard 409-1
8.7	Measures taken by the organization in the reporting period intended to contribute to the elimination of all forms of forced or compulsory labor.	N/A	GRI Standard 409-1
8.8	Percentage of total employees covered by collective bargaining agreements.	%	GRI Standard 102-41
8.8	Minimum number of weeks' notice typically provided to employees and their representatives prior to the implementation of significant operational changes that could substantially affect them.	Number of weeks	GRI Standard 402-1

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SDG	Target	Available Business Disclosures	Unit	Sources
 10 REDUCED INEQUALITIES	10.3	Total number of employees by employment contract (permanent and temporary), by gender.	Number of employees	GRI Standard 102-8
	10.3	Total number of employees by employment type (full-time and part-time), by gender.	Number of employees	GRI Standard 102-8
	10.3	Total number and rate of new employee hires during the reporting period, by age group, gender and region.	Number and %	GRI Standard 401-1
	10.3	Total number and rate of employee turnover during the reporting period, by age group, gender and region.	Number and %	GRI Standard 401-1
	10.3	Average hours of training that the organization's employees have undertaken during the reporting period, by: i. Gender; ii. Employee category.	Hours	GRI Standard 404-1
	10.3	Percentage of total employees by gender and by employee category who received a regular performance and career development review during the reporting period.	% of total employees	GRI Standard 404-3

SDG	Target	Available Business Disclosures	Unit	Sources
 11 SUSTAINABLE CITIES AND COMMUNITIES	11.2	a. Extent of development of significant infrastructure investments and services supported; b. Current or expected impacts on communities and local economies, including positive and negative impacts where relevant; c. Whether these investments and services are commercial, in-kind, or pro bono engagements.	N/A	GRI Standard 203-1

SDG	Target	Available Business Disclosures	Unit	Sources
 12 RESPONSIBLE CONSUMPTION AND PRODUCTION	12.8	Whether each of the following types of information is required by the organization's procedures for product and service information and labeling: i. The sourcing of components of the product or service; ii. Content, particularly with regard to substances that might produce an environmental or social impact; iii. Safe use of the product or service; iv. Disposal of the product and environmental or social impacts; v. Other (explain).	N/A	GRI Standard 417-1
	12.8	Percentage of significant product or service categories covered by and assessed for compliance with such procedures.	%	GRI Standard 417-1

SDG	Target	Available Business Disclosures	Unit	Sources
 15 LIFE ON LAND	15.1	Total number of IUCN Red List species and national conservation list species with habitats in areas affected	Number	GRI Standard 304-4
	15.2	a. Gross direct (Scope 1) GHG emissions in metric tons of CO2 equivalent. b. Gases included in the calculation; whether CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all. c. Biogenic CO2 emissions in metric tons of CO2 equivalent.	metric tons of CO2 equivalent	GRI Standard 305-1
	15.2	a. Gross location-based energy indirect (Scope 2) GHG emissions in metric tons of CO2 equivalent. b. If applicable, gross market-based energy indirect (Scope 2) GHG emissions in metric tons of CO2 equivalent. c. If available, the gases included in the calculation; whether CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all.	metric tons of CO2 equivalent	GRI Standard 305-2
	15.2	a. Gross other indirect (Scope 3) GHG emissions in metric tons of CO2 equivalent. b. If available, the gases included in the calculation; whether CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all. c. Biogenic CO2 emissions in metric tons of CO2 equivalent. d. Other indirect (Scope 3) GHG emissions categories and activities included in the calculation.	metric tons of CO2 equivalent	GRI Standard 305-3

SDG	Target	Available Business Disclosures	Unit	Sources
 16 PEACE, JUSTICE AND STRONG INSTITUTIONS	16.10	Total number of identified leaks, thefts, or losses of customer data.	Number of leaks, thefts or losses	GRI Standard 418-1



Thank You!

Contributors:

Dr. Jessy Jacob, Director of Operations
Mr. Mohannad Safi, Deputy Quality Manager and Risk Management
Ms. Pretty Wilfred, Health Information Management Supervisor
Ms. Ruth George, Human Resources Head of Rewards
Mr. Josemon Francis, Chief Financial Officer
Mr. Ananda Sagri, Engineering Director
Ms. Nadeen Kamil Aljawhary, Hospitality Manager
Ms. Katherine Lucero and Ms. Heba Ata, Infection Control Nurses
Mr. Mohamed Baslim, Assistant Material Management Manager
Ms. Pradubdow Kumpraewpan is a Senior Hospitality Supervisor

Approved by:

Dr. Mohammad Jasim, Acting Chief Executive Officer / Chief Medical Officer

