ULTIMATE ARMOUR WORKS FZC

COMMUNICATION ON PROGRESS JULY 2018

ULTIMATE ARMOUR WORKS FZC
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UN GLOBAL COMPACT

WE SUPPORT

ULTIMATE ARMOUR WORKS FZC (UAW) is a privately owned company registered in RAK Free Zone, United Arab Emirates. The company was established in 2005 and currently employs approximately 300 full time staff from 19 different countries.

UAW facilities operate 24 hours, six days per week to ensure annual production targets.

We believe that we are among the market leaders for quality and reliability.

We aim to be ranked by our staff as the best place to work in our industry.

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ISO9001:2015 Quality Management Systems

09 July 2018

United Nations
Secretary General
António Guterres
1st Ave. and 46th Street
New York, NY 10017
USA

Dear Sir,

Since joining the United Nations Global Compact initiative, Ultimate Armour Works sustains its commitment to the ten principles of the Global Compact, with respect to human rights, labour, environment and anti-corruption.

We are always sensitive to our employees needs and are bringing continual improvement in human rights management. This year we are invested in improving the employee skills and to prevent corruption by further education, advocacy and system review.

Therefore it is with great pride that we hereby submit our fifth Communication of Progress Report for July 2017 to July 2018.

Yours faithfully

Mark Regenass
Managing Director

HUMAN RIGHTS

Principle 1: Business should support and respect the protection of internationally proclaimed human rights.
Principle 2: Business should ensure that they are not complicit in human rights abuses.

"Protection of human rights is one of our core business principles. We encourage a work environment that fosters mutual respect and acceptance and offer a work environment free from discrimination of all forms and equal opportunity for advancement".

Actions in 2017	Measurement of Outcome	2018 Objectives and Targets
Continuing construction of new employee accommodation with first aid room, canteen, laundry, TV and activities room.	Constructed first building for employee accommodation with all basic facilities. New accommodation is closer to UAW facility which reduced the travel time to and from work.	Finish the remaining construction of employee accommodation within the first quarter of 2019.
Measures taken to eliminate any harm or threat to human life and health during manufacturing through Risk assessment, induction training and by providing personal protective equipments for every activity.	Accidents and fatigues are reduced by 80%.	

LABOUR STANDARDS

Principle 3: Business will uphold the freedom of association and the effective recognition of the right to collective bargaining
Principle 4: Eliminate all forms of forced and compulsory labour
Principle 5: Abolish child labour
Principle 6: Eliminate discrimination in employment and occupation

"UAW does not prohibit the right to freedom of association. UAW does not conduct or condone any forms of forced and compulsory labour or child labour. UAW complies with all labour laws, regulations and recommendations in order to ensure a safe, fair and non-discriminative workplace for our employees".

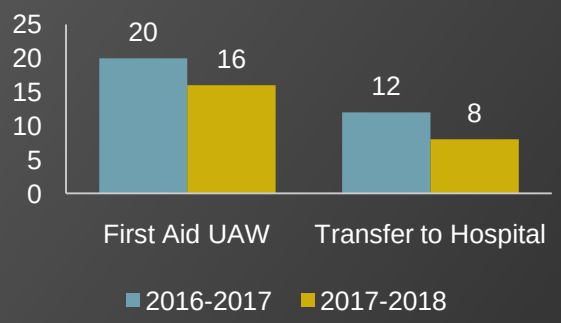
Actions in 2017	Measurement of Outcome	2018 Objectives and Targets
Staff sent on various courses and seminars improving their qualifications. 1. ANSYS Explicit - for design team. 2. Certification of welding procedure & WQT. 3. Level 2 - Emergency First Aid At Work training course. 4. ISO 9001:2008 QMS Internal auditor course. 3. Civil Defence – Health and Safety training course.	44 members of UAW staff improved their knowledge and professional experience in various sectors.	UAW continues to encourage its staff to attend courses and seminars to obtain further training that will enhance their knowledge and working skills in their particular profession.
Encourage teamwork and unity amongst all employees.	All professional and private related matters and problems risen by employees have been resolved. Based on the above, we have improved our communication system within the company.	Our aim is to encourage team spirit and a sense of camaraderie amongst the staff.

Actions in 2017	Measurement of Outcome	2018 Objectives and Targets
Bespoke monitoring system to collect data for fair performance evaluation in every department.	Human relationship cannot impact on performance score. Performance criteria's are work quality, efficiency, innovative ideas etc. Skills and Ideas of employees are appreciated and rewarded.	Committee for overseeing and managing canteen operations for employees from different countries, and to ensure the satisfaction with the provided traditional food.
Having respect for the different cultures and religions of our employees, we celebrate the following holidays and festivities: 1. Chinese New Year for Vietnamese Nationals. 2. Eid Al Fitr and UAE National Day for Arabic community. 3. Easter and Christmas for Christians. 4. Onam for Indian (Kerala) community.	Enhanced respect for each other's culture and beliefs.	Continue fostering mutual respect and understanding.

ENVIRONMENT

Principle 7: Support a cautionary approach to environmental challenges.
Principle 8: Undertake initiatives to promote environmental responsibility.
Principle 9: Encourage the development and diffusion of environmentally friendly technologies.

"UAW FZC is committed to protect the environment by reducing carbon emission, energy and water consumption. Our aim is to continuously improve the environmental performance within our facility by using efficient technologies and provide continuous training to our employees. UAW FZC operate in full compliance with applicable national, international, state and local environmental regulations."

Actions in 2017	Measurement of Outcome	2018 Objectives and Targets
Emergency procedures are in place to prevent and address accidents affecting the environment and human health.		Identity, implement and monitor energy saving initiatives in each departments.
Paint storing and handling method.	Less paint wastage and reduction of pollution.	Keep educating staff about their work environment and the safety hazards.
Health, safety and environment training has been given to all staff. Safe handling, storage of chemical and other dangerous substances, ensuring safe operation and procedure.	The amount of injuries reported, reduced by 25% compared to previous years .	Continue to follow ISO 14001:2004 and ISO 18001:2007 standards.

ANTI-CORRUPTION

Principle 10: Work against corruption, in particular bribery and extortion

"UAW does not accept or condone any form of corruption including bribery and extortion".

Actions in 2017	Measurement of Outcome	2018 Objectives and Targets
Anti-bribery and anti-corruption awareness has been risen to all employees and the public.	One employee was found guilty of committing extortion by collecting sum of money from co- workers. It was followed through an Investigation and the employee was terminated for misconduct.	Create and publicize whistle blowing policy in UAW. Follow through with a complete investigation after a whistle blowing event.
Our suppliers are evaluated via questionnaire based on the ten (10) principles of the UN Global Compact.	Employees of UAW are well vetted prior to being employed and are constantly reminded about the implications related to bribery, corruption and extortion.	We aim to prevent corruption by further education, advocacy and system review.

INNOVATION NOT IMMITATION

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