



CHEMICAL SOLUTIONS TRADING COMPANY

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CORPORATE SUSTAINABILITY REPORT

For the period 1st January 2024 to 31st December 2024

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CEO's Message on Corporate Sustainability Report

At CHEMSOL, sustainability is not just a corporate responsibility—it is an intrinsic part of our identity, culture, and long-term business strategy. As a leading provider of trading and distribution services in special additives, pigments, food and feed ingredients, raw materials for adhesives, plastics, rubber, paints, coatings, water treatment, oil & gas, and more, we are acutely aware of our impact across industries and value chains. Our role is pivotal—not only in enabling growth across vital sectors but also in promoting sustainable practices and fostering environmental stewardship.

This Sustainability Report is a reflection of our commitment to integrating Environmental, Social, and Governance (ESG) principles across all levels of our operations. It showcases our dedication to transparency, responsible sourcing, resource efficiency, community engagement, and ethical business conduct. More importantly, it represents a promise—to continue evolving, adapting, and innovating in line with global sustainability goals and national visions, such as Saudi Arabia's Vision 2030.

Our operational model, which spans across diverse sectors—from construction chemicals to mining and electroplating solutions—demands a proactive approach to environmental and social governance. In the past year, we have taken meaningful steps to ensure that the products we distribute are safe, compliant, and aligned with emerging global sustainability standards. We are working closely with our suppliers and partners to reduce our carbon footprint, embrace circular economy principles, and identify greener alternatives across our product range.





At the heart of our sustainability journey is our people. CHEMSOL's workforce embodies a culture of integrity, inclusivity, and innovation. We continue to invest in employee well-being, development, and safety. By cultivating a workplace that respects human rights, celebrates diversity, and empowers individuals at all levels, we are building a resilient and future-ready organization.

Our community engagement efforts reflect our belief in inclusive growth. We support local development initiatives, educational programs, and capacity-building projects that align with both environmental sustainability and socio-economic progress. Through collaboration with regulators, industry peers, and civil society, we seek to contribute meaningfully to a low-carbon, resource-efficient economy.

On the governance front, we have implemented robust compliance systems, strengthened internal controls, and reinforced ethical decision-making throughout our operations. Our anti-corruption and responsible procurement frameworks ensure that we remain a trusted partner in every market we operate.

Looking ahead, we are committed to deepening our ESG impact. We aim to set measurable targets for emissions reduction, waste management, water conservation, and supplier sustainability evaluations. We will also continue to align our practices with global frameworks, including the GRI Standards, UN Global Compact, and Sustainable Development Goals (SDGs).

As we publish this report, I would like to extend my sincere gratitude to our employees, partners, clients, and stakeholders for their unwavering support. Together, we can drive meaningful change—ensuring that CHEMSOL not only grows profitably, but also responsibly.

Let us move forward with purpose, vision, and determination—toward a more sustainable and prosperous future for all.

Mohammed Shiraz

Chief Executive Officer
CHEMSOL, Kingdom of Saudi Arabia



ABOUT US

Chemsol is a symbol of growth, innovation and best possible solutions. Being in the market for years we have become a name of trust that builds deep-rooted business relations between suppliers and customers.

Diversity is our prime quality; with our worldwide contacts we provide competitive prices and desirable sources resulting in long lasting associations. Our Value Added services render us unsurpassable.

Constantly keeping up with up to the minute Global trends we conform to the demands of the cosmopolitan market. Our endeavors have stimulated significant breakthrough and has bestowed us an acme position amongst the leading companies in Saudi Arabia.

Holding a prominent spot as a supplier of chemicals and industrial raw materials, we offer our customers a wide range of high quality Commodity and Speciality Chemicals. We work with a diverse set of suppliers to provide a number of alternatives that best suits our client's needs.

With our dedicated technical support, we assist industries dealing with the following;

- Adhesive & Sealant
- Poultry & Animal Feed
- Construction Chemicals
- Mining & Fertilizer
- Paint & Coatings
- Rubber & Additives





OUR MISSION

“With the world shrinking into a global village, there is ever a need for diversification. Serving industry diversification is a key element for continual growth. We must strive to grow in emerging and developed markets, standing out in providing customized solutions to our customers, whether it is in spectrum of supply, service or technology. Just in time at the right time.



OUR VISION

“Build a business around the concept of welfare with the intentions to furnish common masses with Food, Shelter and Provisions.



OUR GOALS

“ To excel in our relevant fields, by inducing competent and skilled human resources available around the world building a corporate community working in tandem to achieve maximum growth, leaving behind a legacy for our next generation to build on the very foundation set forth by honest hard work and continual growth.





OUR PRODUCTS

SOLVENTS



- | | | | |
|-----------------|----------------------|-------------------------|---------------------|
| ▪ Acetone | ▪ Di Ethyl Ether | ▪ MEK | ▪ N - Butanol |
| ▪ Butyl Acetate | ▪ Di Ethylene Glycol | ▪ Methanol | ▪ Solvent Naphtha's |
| ▪ Butyl Glycol | ▪ Ethyl Acetate | ▪ Methyl Glycol | ▪ Styrene |
| ▪ Cyclohexane | ▪ Hexane | ▪ Methylene Chloride | ▪ THF |
| ▪ Cyclohexanone | ▪ Isobutanol | ▪ Mono Ethylene Glycol | ▪ Toluene |
| ▪ DEA / TEA | ▪ Isopropanol | ▪ Mono Propylene Glycol | ▪ Trichloretylene |
| ▪ White Spirit | ▪ Xylene | | |

INDUSTRIAL CHEMICALS



- | | | | |
|-------------------------|-----------------------|----------------------------|-------------------------|
| ▪ Acetic Acid | ▪ Chromic Acid | ▪ Malic Acid | ▪ Sodium Hydrosulphite |
| ▪ Adipic Acid | ▪ Cobalt Sulphate | ▪ Manganese Oxide | ▪ Sodium Hydroxide |
| ▪ Ammonium Bi Carbonate | ▪ Copper Sulphate | ▪ Manganese Sulphate | ▪ Sodium Hypochlorite |
| ▪ Ascorbic Acid | ▪ Citric Acid | ▪ Mono Propylene Glycol | ▪ Sodium Metabisulphite |
| ▪ Activated Carbon | ▪ Dextrose | ▪ Nickel Chloride | ▪ Sodium Metasilicate |
| ▪ Aluminium Sulphate | ▪ De-ionised Water | ▪ Nickel Sulphate | ▪ Sodium Nitrate |
| ▪ Ammonium Chloride | ▪ Di Sodium Phosphate | ▪ Nitric Acid Pure | ▪ Sodium Nitrite |
| ▪ Anti Freeze | ▪ EDTA | ▪ Oxalic Acid | ▪ Sodium Persulphate |
| ▪ Anti Foam | ▪ Epsom Salt | ▪ Phosphates - Food | ▪ Sodium Propionate |
| ▪ Boric Acid | ▪ Ferric Chloride | ▪ Phosphoric Acid | ▪ Sodium Sulphate |
| ▪ Bromine | ▪ Ferric Sulphate | ▪ Potassium Carbonate | ▪ Sodium Sulphide |
| ▪ Barium Carbonate | ▪ Ferrous Sulphate | ▪ Potassium Chloride | ▪ Sodium Thiosulphate |
| ▪ Barium Sulphate | ▪ Formaldehyde | ▪ Potassium Hydroxide | ▪ SOLVENTS |
| ▪ Borax Granular | ▪ Formic Acid | ▪ Potassium Permanganate | ▪ Sorbic Acid |
| ▪ Calcium Carbonate | ▪ Fumaric Acid | ▪ Potassium Sorbate | ▪ Stearic Acid |
| ▪ Calcium Chloride | ▪ Glycerine | ▪ SALT | ▪ Sulphamic Acid |
| ▪ Calcium Citrate | ▪ Gypsum | ▪ Silica Gel | ▪ Tri Calcium Citrate |
| ▪ Calcium Propionate | ▪ Hydrochloric Acid | ▪ Silica Sand | ▪ Tri Sodium Phosphate |
| ▪ Calcium Formate | ▪ Hydrogen Peroxide | ▪ Sodium Ascorbate | ▪ Urea Technical |
| ▪ Calcium Oxide | ▪ Isopropanol | ▪ Sodium Benzoate | ▪ Vitamins |
| ▪ Calcium Hydroxide | ▪ Lactic Acid | ▪ Sodium Bi Carbonate | ▪ Water Test Tablets |
| ▪ Calcium Hypochlorite | ▪ Lime | ▪ Sodium Bi Sulphate | ▪ Water Treatment |
| ▪ Calcium Stearate | ▪ Magnesium Carbonate | ▪ Sodium Carbonate | Chemicals |
| ▪ Calcium Sulphate | ▪ Magnesium Chloride | ▪ Sodium Formate | ▪ Zinc Chloride |
| ▪ Caustic Potash Flake | ▪ Magnesium Oxide | ▪ Sodium Hexametaphosphate | ▪ Zinc Sulphate |
| ▪ Caustic Soda | ▪ Magnesium Sulphate | ▪ Sodium Hydrogen Sulphide | ▪ Zinc Oxide |
| ▪ Chrome Sulphate | | | |

CONSTRUCTION CHEMICALS



- Air Entraining Agent
- Cellulose Ether
- Cellulose Fiber
- Defoamers
- Foaming Agents
- Grinding Aid for Cement
- Hydrophobing Agent
- Thixotropic Agents
- Micro Silica
- Methyl Cellulose Ethers
- Pigments
- Polycarboxylate Ether (PCE)
- Rheology Modifier
- Set Accelerators
- Set Retarders
- Starch Ether
- Sodium Gluconate
- Shrinkage Reducing Additives
- Sodium Lignosulphonate (SLS)
- Sodium Sulfate Naphthalene (SNF)

MINING & FERTILIZER



- Borax Decahydrate
- Bentonite
- Defoamer
- Flocculant
- Granulation Aid
- Grinding Rods
- Soda Ash Dense
- Sodium Cyanide
- Sodium Metabisulfite
- Sodium Hexametaphosphate
- Zinc Sulfate Monohydrate

POULTRY & ANIMAL FEED



- DL-Methionine
- DHA Omega 3
- Enzymes
- Emulsifiers
- Minerals
- Vitamins

RUBBER & ADDITIVES



- | | |
|--|-----------------------------------|
| ▪ Acrylonitrile Butadiene Rubber (NBR) | ▪ Natural Rubber (NR) |
| ▪ Styrene Butadiene Rubber (SBR) | ▪ Precipitated Silica |
| ▪ Polybutadiene Rubber (BR) | ▪ Rubber Additives |
| ▪ High Styrene Rubber (HSR) | ▪ Rubber Chemicals |
| ▪ Chloroprene Rubber (CR) | ▪ Styrene Butadiene Styrene (SBS) |

OUR SERVICES

WAREHOUSING



*Chemsol operates hazardous & non-hazardous materials compliant warehouses. We field a team of **experienced people**.*

Chemsol's facilities are utilized by some of the most demanding industry leaders who require highly efficient and regulatory compliant operations backed by effective and dedicated people. Our facilities, specialized service capabilities & local transportation are the components which make up our comprehensive warehousing solutions. Our modern warehouse is strategically located near Dammam Second Industrial City. Chemsol does this to provide the best service and 24 hour just-in-time delivery to our customers. Warehouse is designed for safe and efficient chemical storage and handling. These chemical warehouse follow the strictest of regulatory and quality standards to ensure all customer and regulatory requirements are met.

IMPORT SERVICES



*Chemical imports at **Saudi Arabia***

Importing of chemicals is allowed only after obtaining an importing permit from the concerned ministry. Import permit is given only to approved firms who holds the required licenses & approved storage facilities from the concerned authorities and to factories. We can undertake chemical imports for third parties after coming to a commercial agreement depending on the volume of the business and the efforts required in executing it.

Non-Hazardous chemicals require a prior release from the Ministry of Industry & Commerce, General Directorate of Laboratories and Quality Control at the Ministry, Saudi Food and Drug Authority (SFDA), or the Department of Meteorology & Environment Protection, each in its respective field and supervision. Dangerous chemicals import requires a release letter from the Ministry of Interior - Department of Arms & Explosives or Public Security.

Our expert teams of Logistics and Government Relation Officers takes this task carefully and make the necessary applications and follow ups with the concerned ministry to ease the chemical import clearance at designated Seaports and Airports.

Introduction to Corporate Sustainability Report

At CHEMSOL, sustainability is not just a guiding principle — it is an integral part of how we operate, grow, and deliver value across industries. As a leading trading and distribution company based in the Kingdom of Saudi Arabia, we supply a comprehensive portfolio of products ranging from special additives, pigments, and dyes to food and feed ingredients, raw materials for adhesives, plastics, rubber, paints and coatings, oil and gas, water treatment, mining, electroplating chemicals, construction chemicals, and spare parts for construction equipment. This diversity positions us at a vital intersection between global industry demands and sustainable development imperatives.

In this inaugural Sustainability Report, we present an overview of our Environmental, Social, and Governance (ESG) performance and the actions we are taking to advance sustainability across our operations and value chain. The report reflects our firm belief that responsible business practices are essential not only for compliance but also for long-term success, resilience, and stakeholder trust.

As global markets and regulatory environments evolve, we at CHEMSOL understand the urgency of integrating ESG principles into core decision-making. Whether it is through our sourcing methods, supply chain partnerships, environmental stewardship, or engagement with employees and communities, we strive to align with national and international sustainability frameworks.

This includes Saudi Arabia's Vision 2030, which emphasizes economic diversification, social development, and environmental protection, as well as global frameworks such as the UN Sustainable Development Goals (SDGs) and the Global Reporting Initiative (GRI) Standards.





Our Approach to Sustainability

We are committed to reducing environmental impact through efficient logistics, responsible material handling, and optimized distribution networks. In a sector that involves chemicals and industrial products, we place high importance on ensuring safe storage, transport, and disposal. Our environmental policies aim to minimize emissions, improve resource efficiency, and encourage the use of sustainable alternatives wherever possible.

From a social perspective, CHEMSOL places people at the heart of its strategy. We foster a safe, inclusive, and empowering work environment for our employees while promoting responsible labor practices across our supplier base. Our community outreach programs and employee development initiatives reflect our commitment to shared prosperity.

Governance is the backbone of sustainable business. We uphold high standards of transparency, compliance, and ethical conduct in all aspects of our operations. Our corporate governance framework ensures accountability, risk management, and continuous improvement across our business processes.

Looking Ahead

Sustainability is a journey that requires collaboration, innovation, and adaptability. As CHEMSOL continues to grow its presence in regional and international markets, we remain dedicated to refining our ESG strategies, investing in greener technologies, and working closely with stakeholders to create shared value.

This report is both a reflection of where we are and a roadmap for where we aspire to go. We invite our stakeholders—customers, partners, regulators, employees, and communities—to join us in shaping a more sustainable and responsible future.

Organizational Details

Legal Name: CHEMICAL SOLUTIONS TRADING COMPANY

Nature of ownership and legal form: Privately Owned

Location of its headquarters: Postal address: P.O. Box: 181,
Dammam 31411, Saudi Arabia.

Office # 104, 3rd Floor, Tower 4,
Novotel Business Park , Dammam,
King Fahad Bin Abdulaziz Road,
Al Khalidiyah Ash Shamaliyah,
Dammam 32232.

Country of operation: Kingdom of Saudi Arabia



The reporting period is from 1st January 2024 to 31st December 2024

GOVERNANCE



Approach to Stakeholder Engagement

GRI 2-29

CHEMSOL engaged stakeholders through structured consultations, including surveys, interviews, and meetings, to understand their expectations, concerns, and priorities related to our operations and ESG practices. This process involved customers, suppliers, employees, regulators, and community representatives. The feedback collected helped shape our sustainability strategy, ensuring alignment with stakeholder interests and global standards. Insights gained were incorporated into our materiality assessment and informed the development of relevant KPIs. By fostering open dialogue and transparency, CHEMSOL reinforced its commitment to responsible business conduct, accountability, and continuous improvement in trading, distribution, and chemical handling activities across all business segments.



Materiality Assessment & KPIs

GRI 3

A materiality assessment was conducted to identify key ESG issues relevant to stakeholders and business impact. This process prioritized sustainability topics and aligned them with strategic goals. Key Performance Indicators (KPIs) were established to monitor progress, ensuring accountability and continuous improvement in areas such as environment, labor, ethics, and governance.

List of material topics

GRI 3-2

ENVIRONMENTAL TOPICS

1. GHG Emissions Reduction
2. Energy Efficiency
3. Waste Management
4. Hazardous Material Handling
5. Water Pollution Control
6. Air Quality Management
7. Noise Pollution Prevention
8. Sustainable Product Sourcing
9. Environmental Compliance & Certifications
10. Climate Change Adaptation

SOCIAL TOPICS

1. Occupational Health & Safety
2. Employee Training & Development
3. Diversity, Equity & Inclusion (DEI)
4. Human Rights & Labor Practices
5. Fair Recruitment & Promotion
6. Employee Well-being & Benefits
7. Community Engagement
8. Supplier Social Assessment
9. Grievance Mechanisms & Whistleblower Protection
10. Digital & Information Security Awareness



GOVERNANCE TOPICS

1. Business Ethics & Anti-Corruption
2. Regulatory Compliance
3. Whistleblower Mechanism
4. ESG Risk Management
5. Information Security & Data Protection
6. Sustainability Reporting & Transparency
7. Board Oversight of ESG
8. Supplier Code of Conduct
9. Fair Competition & Market Conduct
10. Internal Audits & Accountability Mechanisms

Processes to remediate negative impacts

GRI 2-25

CHEMSOL achieved ISO 14001:2015 certification for Environmental Management, reinforcing our commitment to sustainability and responsible business practices. This internationally recognized certification underscores our dedication to minimizing environmental impact through structured environmental management systems. It reflects our proactive approach in managing waste, conserving resources, reducing energy consumption, and mitigating pollution across operations. The certification process involved thorough assessments of our environmental policies, practices, and compliance with regulatory requirements. By aligning our operations with ISO 14001:2015, CHEMSOL demonstrates its ongoing efforts to improve environmental performance, promote sustainability, and meet stakeholder expectations for a greener future.



CHEMSOL was certified with ISO 45001:2018 for Occupational Health & Safety, further enhancing our commitment to creating a safe and healthy work environment. This globally recognized certification highlights our dedication to preventing workplace accidents and ensuring the well-being of our employees. Through comprehensive health and safety management systems, we have implemented rigorous risk assessments, hazard control measures, and continuous training programs. The certification underscores our commitment to maintaining high standards of safety across all operations, reducing occupational health risks, and aligning with international best practices. CHEMSOL's focus on health and safety supports our broader ESG goals.

Mechanisms for seeking advice and raising concerns

GRI 2-26

Audits were performed in areas such as energy use, pay gap, fair recruitment & promotion, water, child labor, forced labor, human trafficking, anti-corruption, and information security.

CHEMSOL conducted an Energy Use Audit to assess the efficiency of energy consumption across its operations. The audit focused on evaluating energy usage in our warehouses, offices, and distribution centers. Key findings led to the identification of energy-saving opportunities, such as upgrading to energy-efficient lighting and machinery, improving HVAC systems, and optimizing operational processes. Additionally, the audit recommended the integration of renewable energy sources like solar power and implementing energy conservation training for employees. These efforts align with CHEMSOL's commitment to reducing environmental impact and support our ISO 14001:2015 certification for environmental management.

CHEMSOL conducted a Pay Gap Audit to ensure gender equity and fair compensation across all employee levels. The audit analyzed pay structures, comparing wages based on gender, role, and experience. It revealed that CHEMSOL maintains a commitment to fair pay practices, with no significant gender pay disparity. The findings reinforced our dedication to equal pay for equal work and highlighted areas for continuous improvement in recruitment and promotion processes. CHEMSOL remains committed to transparency and equality, aligning with our ESG goals and ensuring compliance with global standards for fair compensation and diversity.

CHEMSOL conducted a Fair Recruitment Audit to ensure the integrity and inclusivity of our hiring processes. The audit reviewed recruitment practices, job postings, candidate selection, and promotion procedures to ensure they were free from bias and based on merit. It confirmed that CHEMSOL's recruitment system is transparent, non-discriminatory, and aligned with our commitment to diversity, equity, and inclusion. Additionally, the audit provided recommendations for enhancing inclusive hiring practices, ensuring equal opportunities for all candidates regardless of gender, race, or background. This supports our ongoing efforts to foster a diverse and equitable workforce within the company.

CHEMSOL conducted a comprehensive audit on Child Labor, Forced Labor, and Human Trafficking to ensure compliance with ethical standards and labor laws. The audit reviewed recruitment practices, employee contracts, and working conditions to verify that no underage workers are employed and that all employees voluntarily entered into employment agreements. It also assessed supply chain partners to ensure they adhere to similar ethical standards. The audit reaffirmed CHEMSOL's commitment to human rights and labor laws, ensuring that no exploitation or coercion occurs within our operations, and reinforcing our dedication to fair and safe working conditions in line with ESG principles.

CHEMSOL conducted a Fair Promotion Audit to evaluate the transparency and fairness of our internal promotion processes. The audit reviewed promotion criteria, employee performance evaluations, and opportunities for advancement across all levels. It confirmed that promotions at CHEMSOL are based on merit, skills, and experience, ensuring equal opportunities for all employees. Additionally, the audit identified areas for improvement in communication and employee awareness of promotion policies. By ensuring a fair and consistent approach to promotions, CHEMSOL reaffirms its commitment to diversity, equity, and inclusion, aligned with our broader ESG goals.

CHEMSOL conducted a Water Audit to assess water usage efficiency and identify areas for conservation across our operations. The audit examined water consumption patterns in our facilities, including manufacturing, cleaning, and cooling processes. Key findings highlighted opportunities to reduce water wastage through improved systems for water recycling, better monitoring, and optimized usage practices. The audit also recommended the installation of water-saving devices and employee training on efficient water usage. By implementing these measures, CHEMSOL aims to reduce its environmental footprint and contribute to sustainable water management, aligning with our ESG commitments and ISO 14001:2015 certification.

CHEMSOL conducted an Anti-Corruption Audit to assess the effectiveness of our anti-corruption policies and practices. The audit reviewed financial transactions, procurement processes, and employee conduct to ensure compliance with local and international anti-corruption regulations. It also evaluated internal controls, including reporting mechanisms and whistleblower protection, to prevent bribery, fraud, and unethical practices. The audit confirmed that CHEMSOL maintains a zero-tolerance policy towards corruption and reinforces ethical business practices across all operations. Recommendations were made to further strengthen training programs and enhance transparency, aligning with our commitment to integrity and ESG principles.

CHEMSOL conducted an Information Security Audit to evaluate the robustness of our data protection practices and ensure the confidentiality, integrity, and availability of sensitive information. The audit reviewed cybersecurity protocols, access controls, data storage, and communication systems to identify potential vulnerabilities. It also assessed employee awareness regarding data security and adherence to best practices. The findings confirmed that CHEMSOL implements strong safeguards to protect against data breaches and cyber threats, ensuring compliance with international information security standards. Recommendations were made to further enhance security measures and strengthen data protection frameworks, supporting our commitment to ESG and operational integrity.



Anti-corruption training

GRI 205-2

CHEMSOL conducted comprehensive training sessions focused on corruption and bribery prevention to uphold ethical business practices and enhance compliance across all operations. The training covered identifying corrupt behaviors, understanding legal implications, and following internal reporting procedures. Employees were educated on the company's zero-tolerance policy toward bribery and unethical conduct, reinforcing a culture of transparency and integrity. Real-life case studies and role-playing scenarios were used to encourage awareness and ethical decision-making. This initiative strengthens CHEMSOL's governance framework and supports its ESG goals by promoting accountability and ethical responsibility among all staff and management.

CHEMSOL implemented a company-wide information security training program to enhance cyber-resilience and safeguard sensitive data. The sessions included guidance on identifying phishing attacks, managing passwords securely, handling data responsibly, and responding to potential breaches. Employees were trained on internal security protocols and encouraged to follow best practices in both digital and physical information handling. This initiative is part of CHEMSOL's ongoing commitment to minimizing cybersecurity risks and ensuring compliance with international data protection standards. By empowering employees with knowledge and tools, the company ensures a secure digital environment aligned with ESG values and modern operational demands.



ENVIRONMENT

Energy consumption within the organization

GRI 302-1

CHEMSOL, a trading and distribution company based in KSA, integrates ESG principles into its operations by monitoring and managing energy use across all activities. In the reporting period, CHEMSOL recorded a total energy consumption of 11,804.3 kWh. This includes electricity usage in warehouses, offices, and distribution centers supporting sectors such as chemicals, food, oil & gas, construction, and mining. The company is committed to improving energy efficiency and reducing environmental impact through responsible energy management practices. Continuous tracking, awareness, and operational enhancements are being implemented to align with global sustainability standards and reduce the overall carbon footprint.

Direct (Scope 1) GHG emissions

GRI 305-1

CHEMSOL, a trading and distribution company based in KSA, is committed to environmental responsibility by integrating ESG principles into its operations. During the reporting period, CHEMSOL's total gross Scope 1 GHG emissions amounted to 21.38 metric tons of CO₂ equivalent (MT CO₂e). These emissions resulted from direct fuel consumption associated with company-owned vehicles and equipment used in logistics and distribution of specialty chemicals, additives, food and feed ingredients, and industrial materials. CHEMSOL continuously explores cleaner technologies, fuel-efficient practices, and emission-reduction strategies to minimize its carbon footprint and support national and global climate goals.



Energy indirect (Scope 2) GHG emissions

GRI 305-2

CHEMSOL, a KSA-based trading and distribution company, integrates ESG practices to promote sustainable business operations across diverse sectors, including chemicals, food ingredients, oil & gas, construction, and water treatment. In the reporting year, CHEMSOL recorded a total gross Scope 2 GHG emission of 3.54 metric tons of CO₂ equivalent (MT CO₂e), primarily from purchased electricity used in offices and warehouses. The company is committed to reducing indirect emissions by enhancing energy efficiency, adopting energy-saving technologies, and exploring renewable energy sources. These efforts align with CHEMSOL's commitment to environmental stewardship and contribution to climate change mitigation.

Other indirect (Scope 3) GHG emissions

GRI 305-3

CHEMSOL, a trading and distribution company based in KSA, integrates ESG values into its business operations across sectors such as chemicals, food and feed, oil & gas, construction, and mining. In the reporting year, CHEMSOL's total gross Scope 3 GHG emissions amounted to 176.23 metric tons of CO₂ equivalent (MT CO₂e). These emissions are associated with upstream and downstream activities, including transportation, employee commuting, and third-party logistics. CHEMSOL is actively engaging suppliers and partners to reduce indirect emissions, promoting sustainable logistics practices and lifecycle awareness to minimize environmental impact throughout its value chain.

CHEMSOL, a KSA-based trading and distribution company, incorporates ESG principles across its operations, covering sectors such as specialty additives, industrial chemicals, food ingredients, and construction materials. In the reporting period, CHEMSOL reported total gross Scope 3 downstream GHG emissions of 48.09 metric tons of CO₂ equivalent (MT CO₂e). These emissions are linked to the distribution, processing, and use of sold products. CHEMSOL is committed to engaging customers and logistics partners to minimize downstream impacts by promoting low-emission alternatives, encouraging responsible product use, and supporting industry-wide decarbonization efforts in alignment with global climate goals.

CHEMSOL, operating in KSA, provides trading and distribution services across sectors such as chemicals, food and feed ingredients, oil & gas, water treatment, and construction. In line with ESG integration, CHEMSOL recorded total gross Scope 3 upstream GHG emissions of 128.14 metric tons of CO₂ equivalent (MT CO₂e) during the reporting period. These emissions arise from upstream activities, including purchased goods and services, transportation, and supplier-related operations. CHEMSOL is working closely with supply chain partners to reduce emissions intensity, encourage sustainable sourcing, and drive environmental improvements throughout procurement and inbound logistics processes.

Reduction of GHG emissions

GRI 305-5

CHEMSOL invested in renewable energy by installing advanced solar technologies across its operational sites. This initiative significantly reduced dependence on fossil fuels and contributed to lowering greenhouse gas (GHG) emissions. The solar systems supply clean energy for daily operations, promoting environmental sustainability and energy efficiency. Regular monitoring ensures optimal performance and carbon savings, reinforcing CHEMSOL's commitment to climate action. The project not only supports national and global emission reduction goals but also strengthens CHEMSOL's resilience against energy cost fluctuations. This transition to greener energy sources reflects the company's proactive stance on environmental responsibility and innovation.

Reduction of energy consumption

GRI 302-4

CHEMSOL prioritized environmental sustainability by investing in energy-efficient machinery to minimize its operational footprint. The new equipment consumes significantly less power, reducing overall energy consumption and lowering greenhouse gas emissions. This initiative supports CHEMSOL's broader goal of enhancing energy efficiency while maintaining high productivity standards. The upgraded systems also improve performance reliability and reduce maintenance needs, contributing to long-term cost savings and environmental benefits. By integrating energy-efficient technology, CHEMSOL demonstrates its commitment to responsible resource use and aligns with global sustainability practices. Continuous monitoring ensures that energy savings are tracked and contribute to measurable ESG outcomes across the company's operations.





Training employees in energy conservation and climate action empowers them to adopt sustainable practices, reducing environmental impact and operational costs. Educated staff can identify energy-saving opportunities, such as turning off unused equipment and optimizing resource use, fostering a culture of efficiency. This awareness not only enhances workplace sustainability but also aligns with global climate goals, promoting corporate responsibility. Engaging employees through workshops and practical initiatives ensures long-term commitment to environmental stewardship. Ultimately, such training transforms the workforce into proactive participants in combating climate change, benefiting both the organization and the planet.

At CHEMSOL, we closely monitor and manage energy consumption and greenhouse gas (GHG) emissions to reduce our environmental impact. Our strategy focuses on improving energy efficiency across operations, adopting renewable energy sources, and optimizing equipment to minimize energy use. We conduct regular audits to identify areas for improvement and invest in energy-efficient technologies. To track GHG emissions, we measure and report data, taking steps to reduce carbon footprints through process optimization and waste minimization. Our sustainability initiatives are aligned with our ESG goals, ensuring continuous progress toward achieving net-zero emissions while fostering environmental stewardship within the organization.

Recycled input materials used

GRI 301-2

CHEMSOL adopted sustainable, eco-labeled products across its operations to significantly reduce its environmental footprint. These products are selected based on recognized environmental certifications, ensuring they meet stringent criteria for safety, biodegradability, and minimal ecological impact. By replacing conventional materials with environmentally friendly alternatives, CHEMSOL reduces harmful emissions, resource depletion, and waste generation. This shift aligns with global sustainability goals and customer expectations for responsible sourcing. The use of eco-labeled products also enhances workplace safety and supports circular economy principles. CHEMSOL remains committed to continuous evaluation and integration of sustainable options to drive environmental stewardship throughout its trading and distribution activities.

Waste generation and significant waste-related impacts

GRI 306-1

CHEMSOL conducted regular environmental monitoring to ensure strict compliance with national and international environmental regulations and to safeguard workplace safety. The monitoring covered key parameters such as air quality, wastewater discharge, noise levels, and hazardous substance handling. Specialized testing and inspections were performed at scheduled intervals to detect potential environmental risks and implement corrective actions promptly. By maintaining comprehensive records and adhering to regulatory thresholds, CHEMSOL reinforces its commitment to environmental protection. These practices not only ensure a safer and healthier workplace but also demonstrate transparency and accountability in operations. Continuous monitoring supports the company's broader ESG and sustainability objectives.

Management of significant waste-related impacts

GRI 306-2

At CHEMSOL, office waste management practices focused on reducing, sorting, and recycling waste internally to minimize environmental impact. Employees were trained to segregate paper, plastic, and electronic waste at designated collection points. Reusable materials were prioritized, and recycling bins were installed across the facility. For hazardous waste, strict procedures were followed—materials were clearly labeled, stored in compliant containers, and disposed of through certified waste handlers. These efforts aligned with regulatory requirements and environmental best practices. By fostering a culture of responsibility, CHEMSOL reduced landfill dependency, enhanced resource efficiency, and strengthened its commitment to sustainable and safe waste management across operations.

At Chemsol, internal waste sorting and disposal are managed through clearly defined waste streams to ensure responsible handling and environmental compliance. Employees are trained to segregate waste into categories such as paper, plastics, metals, e-waste, hazardous, and organic waste. Color-coded bins with clear signage are placed across the facility to streamline sorting. Hazardous and chemical wastes are handled separately under strict safety protocols and disposed of through certified vendors. Regular monitoring and audits ensure adherence to waste management procedures. This structured approach minimizes landfill contribution, enhances recycling rates, and aligns with Chemsol's ESG goals for sustainable operations and regulatory compliance.

At Chemsol, we conduct regular training sessions to educate employees on waste reduction and sorting practices. The training emphasizes minimizing waste at the source, adopting digital documentation, and reusing office supplies. Employees learn to properly segregate waste into designated streams such as recyclables, organic, hazardous, and general waste, using color-coded bins. Sessions include demonstrations, visual aids, and interactive activities to reinforce learning. Special focus is given to handling chemical and e-waste responsibly. Continuous awareness through posters and internal audits supports long-term habit formation. This initiative enhances operational efficiency, supports regulatory compliance, and reflects Chemsol's commitment to sustainable environmental practices.

At CHEMSOL in KSA, we provide comprehensive waste management training to all employees to promote sustainable practices across our operations. The training covers waste segregation, safe handling of hazardous materials, and methods for reducing waste generation in our trading and distribution activities. Employees learn about the environmental impacts of improper waste disposal and the importance of recycling and repurposing materials. We emphasize compliance with local regulations and safe disposal protocols for chemicals and industrial waste. Regular refresher courses and workshops are held to ensure employees are equipped with the knowledge and skills to contribute to our ESG waste management goals effectively.

CHEMSOL in KSA has successfully implemented waste management strategies that resulted in a total waste generation of 4281 kgs in 2024. Our commitment to ESG principles guided our approach to minimizing waste across our diverse product portfolio, including special additives, pigments, chemicals, and construction equipment spare parts. Through effective waste segregation, recycling initiatives, and optimized production processes, we reduced non-recyclable waste and increased the amount of materials repurposed. Hazardous waste was managed in compliance with local regulations. Continuous monitoring and employee training contributed to this achievement, aligning our operations with sustainability goals while minimizing our environmental footprint.

Environmental Compliance

GRI 307

CHEMSOL organized four impactful advocacy activities to promote environmental sustainability. These included a community awareness campaign on waste reduction, a seminar on industrial water conservation, a tree planting drive involving employees and local partners, and a school outreach program educating students about eco-friendly practices. Each initiative was aligned with CHEMSOL's ESG strategy and aimed to engage different stakeholders in sustainability efforts. By fostering dialogue, sharing knowledge, and encouraging action, CHEMSOL strengthened its environmental commitment while inspiring others to join the cause. These advocacy efforts reflect the company's proactive role in driving environmental stewardship beyond its operations and into the broader community.

CHEMSOL provides Environmental Services and Advocacy Training to empower employees and stakeholders with the knowledge and skills needed to reduce environmental impact. This training covers key areas such as energy conservation, sustainable resource management, waste reduction, and the importance of eco-friendly practices in daily operations. Employees are educated on environmental regulations, the benefits of using renewable resources, and the company's efforts in reducing its carbon footprint. Additionally, CHEMSOL advocates for sustainability through community outreach, ensuring that environmental responsibility extends beyond the workplace to support broader ecological preservation goals. This initiative underscores our commitment to sustainable practices in all business operations.



11804.3 kWh**Total energy consumption**

GRI 302-1

4281 Kgs**Waste**
(Total Waste Generated in Kgs)

GRI 306-2

4 Nos**Environmental Services & Advocacy**
(Number of Activities)

GRI 307



21.38 MT CO₂e**Total gross Scope 1 GHG Emission**

GRI 305-1

3.54 MT CO₂e**Total gross Scope 2 GHG emissions**

GRI 305-2

176.23 MT CO₂e**Total gross Scope 3 GHG emissions**

GRI 305-3



48.09 MT CO₂e

Total gross Scope 3 Downstream GHG emissions

GRI 305-3

128.14 MT CO₂e

Total gross Scope 3 Upstream GHG emissions

GRI 305-3



SOCIAL



Work-related injuries

GRI 403-9

CHEMSOL achieved a significant safety milestone by recording no reportable incidents. The company's rigorous safety protocols and proactive measures contributed to maintaining a safe working environment. Regular emergency drills, including fire, chemical spill, and fall simulations, were held to ensure employees were well-prepared for any potential emergencies. These drills provided hands-on training, reinforcing proper response procedures and promoting a safety-first culture within the organization. CHEMSOL's commitment to ongoing safety training and risk mitigation helped ensure that employees could react effectively to emergencies, maintaining high safety standards throughout the year.

Health and safety training equips employees to recognize workplace hazards and adopt safe practices, reducing accidents and injuries. It ensures compliance with legal standards, minimizing liability and potential fines. Such training fosters a safety-first culture, enhancing employee morale, confidence, and productivity. By promoting awareness and proactive risk management, it contributes to a safer, more efficient work environment. Ultimately, investing in health and safety training safeguards employee well-being and supports organizational success.

Benefits provided to full-time employees

GRI 401-2

CHEMSOL ensured that 100% of its employees were covered under comprehensive health insurance, reflecting the company's commitment to employee well-being. This comprehensive coverage included access to medical services, preventive care, and emergency support, promoting the overall health and safety of staff members. By providing this level of coverage, CHEMSOL aimed to reduce financial barriers to healthcare and offer employees peace of mind knowing they were supported in managing their health needs. This initiative aligns with CHEMSOL's broader ESG goals of fostering a supportive, healthy work environment for all employees.

Programs for upgrading employee skills

GRI 404-2

At Chemsol, we prioritize employee growth and professional development as a key pillar of our success. In the past year, 100% of our employees received comprehensive career training tailored to their specific roles and future aspirations. Training programs included technical skills, safety protocols, environmental practices, leadership development, and personal effectiveness. This initiative reflects our commitment to fostering a learning-oriented culture that empowers individuals and enhances team performance. By equipping every employee with the tools to excel, we ensure sustained innovation, compliance with industry standards, and long-term organizational growth driven by a skilled and motivated workforce.

Incidents of discrimination and corrective actions taken

GRI 406-1

CHEMSOL proudly recorded zero incidents related to diversity, equity, or inclusion (DEI), reflecting the company's commitment to fostering an inclusive and respectful workplace. The company's ongoing DEI training and policies contributed to this positive outcome, ensuring that all employees felt valued and respected regardless of their background or identity. By promoting an environment of fairness and equal opportunity, CHEMSOL cultivated a culture where diversity is embraced and discrimination is not tolerated. This achievement demonstrates the success of CHEMSOL's efforts to integrate DEI principles into daily operations and maintain a harmonious work atmosphere.

New suppliers that were screened using social criteria

GRI 414-1

CHEMSOL provided training to its suppliers on ethical labor practices, ensuring responsible sourcing and fair labor conditions throughout the supply chain. The training focused on promoting human rights, preventing forced and child labor, and upholding fair wages and working hours. By equipping suppliers with the knowledge and tools to adhere to ethical labor standards, CHEMSOL reinforced its commitment to sustainability and social responsibility. This initiative helped ensure that labor practices in the supply chain align with the company's values of fairness, transparency, and respect for workers, fostering long-term, responsible partnerships with suppliers.



Operations and suppliers at significant risk for child labor

GRI 408-1

CHEMSOL internal reviews confirmed the absence of child labor, forced labor, and human trafficking within the company's operations and supply chain. The company conducted thorough assessments to ensure compliance with international labor standards and ethical practices. These reviews involved scrutinizing supplier contracts, auditing workforce conditions, and evaluating human rights policies. By maintaining stringent monitoring and enforcing strict ethical guidelines, CHEMSOL ensures that all labor practices are fair and humane. This commitment supports the company's dedication to creating a responsible, transparent, and ethical business environment, free from exploitation and harmful labor practices.

0 Nos

Employee Health & Safety
(Number of reportable incidents)

GRI 403-9

100%

Working Conditions

(Percentage of Employees Cover Under Health Insurance)

GRI 401-2

100%

Career management / Training

(Percentage of employees participating in career development programs)

GRI 404-2



0 Nos

Diversity, Equity & Inclusion
(Number of Reported incidents)

GRI 406-1

