

شركة الصناعات الهندسية الثقيلة وبناء السفن ش.م.ك (عامة)

HEAVY ENGINEERING INDUSTRIES & SHIPBUILDING CO. K.S.C (Public)



HEISCO

SOCIAL RESPONSIBILITY

Talent Retention and Attraction

The group seeks to offer rewarding career opportunities that enable professionals to develop their career paths and contribute to the organization's success. We believe in the importance of attracting diverse talents and providing a workplace environment that empowers employees to acquire the necessary skills for growth and advancement within the Group.

We work on creating clear career development pathways, ensuring continuous opportunities for learning and professional growth for our employees. Throughout 2024 and 2025, the Group maintained its outstanding employee retention track record, reflecting its commitment to providing a supportive and motivating work environment that meets the aspirations of our team and fosters a strong sense of organizational belonging.

Recruitment & Employee Turnover

	2024	2025
Employees Retention Rate	105.537%	145.407%
Employees Turnover Rate	43.59%	19.48%
Number of New Employees	7000	9047

Diversity & Inclusion

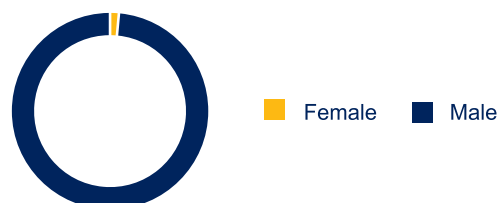
The group seeks to create a safe and inclusive work environment built on collaboration, trust, and equality, which can enhance productivity and create sustainable value.

Age Breakdown	Number of Employees	
	2024	2025
18-40	9488	12,444
41-50	3764	4,502
51-60	1310	1548
Over 60	94	140

Gender Diversity

Women represent 1.44% of the company's total senior management positions throughout 2024 and 2025.

Diversity In Management



Enhancing the Training & Development Pathway

Total Number of Trained Employees	2024	2025
Number of Males	2955	4084
Number of Females	0	0
Total Training Hours	14520	14520
Average Training Hours per Employee	5	5

National Workforce

The Group places a special emphasis on employing national talents, driven by its commitment to supporting the national workforce and making it a driving force for the company's growth and prosperity. We seek to attract and develop national capabilities by offering rewarding career opportunities that enable professional growth and active contribution to achieve the Group's goals.

The Group works to create a work environment that inspires national competencies to innovate and excel, while providing continuous training and development programs to enhance their skills and empower them to play leading roles in the company's journey toward a sustainable future.

Percentage of National Workforce in Senior Management:

2024	2025
5.29%	7.53%

Human Rights & Labor Standards

Incidents of Discrimination

The Group proudly maintains a flawless record with zero incidents of discrimination throughout 2024 and 2025. The company received no complaints from employees or customers regarding discrimination, reflecting our unwavering commitment to providing an equal and fair workplace that respects everyone's rights and fosters a strong sense of belonging.

We are consistently dedicated to enforcing strict policies against all forms of discrimination, while providing open communication channels and effective reporting mechanisms for any violations. This ensures that any concerns are addressed immediately, reinforcing a culture of respect and equality across the Group.

Employee Engagement

Employee engagement is managed through clear policies designed to encourage individuals to raise concerns and freely express feedback regarding their work experiences. Employees are also fully empowered to voice concerns about any unethical or illegal actions or behaviors that violate core values and human rights.

The employee grievance and complaint policy establishes structured procedures for reporting, managing, and escalating grievances to the manager responsible. Furthermore, it outlines the exact measures taken to address and resolve reported cases while maintaining absolute whistleblower confidentiality, assuring employees of continuous organizational resilience to mitigate any potential legal risks.

Community Development

Throughout 2024 and 2025, the Group has been keen to actively engage with several social institutions to implement various initiatives aimed at contributing to community causes. This commitment reflects the company's vision to support sustainable development and enhance community well-being by providing innovative and sustainable solutions that benefit everyone.

Initiatives	Social Institutions	Social Investment
Local Industry Media Project	Kuwait Industries Union	6000
Al-Jawhar Program Sponsorship	LOYAC	10000
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Ramadan Projects Participation	Kuwait Food Bank	7500
Support for Bait Al Othman Museum	Voluntary Work Center	3000
Kuwaiti Week in Egypt	Al-Jabriya Exhibitions	3000
Red Crescent Initiatives	Kuwait Red Crescent	5000
Women Empowerment Platform	Yasmin Al-Saleh PR	5000
Total Community Investments		49,500

Community Contributions

The Group continues its contribution to community development in Kuwait through its corporate social responsibility activities with several key institutions to provide sustainable solutions for social issues, in alignment with the core pillars of the New Kuwait Vision 2035 strategy.

Community Contributions	2024	2025
National Labor Support Tax	216,042	334,647
Zakat	86,417	133,859
Kuwait Foundation for the Advancement of Sciences Contribution	91,440	104,624

Procurement

Overview

We engage with suppliers in ways that ensure transparency and efficiency in our procurement processes, in full compliance with the Group's internal regulations, aiming to foster long-term partnerships with responsible suppliers. Prior to entering into contracts, suppliers must commit to our established internal standards, such as the Conflict-of-Interest Policy and Code of Professional Conduct.

Our Approach

Our approach prioritizes local suppliers, aligns with international best practices, and supports ethical and sustainable business practices.

Community Contributions	2024	2025
Total Number of Suppliers	5,313	5,523
Number of Local Suppliers	2,320	2,410
Percentage	43.666%	43.64%