

Social Responsibility
MIDHCO

Project Supervisor: MIDHCO Social Responsibility Committee
Reporting Project Manager: Masoud Farhanak
Project Coordinator: Babak Mirshekari
HSEC Management Experts: Mohammad Saleh Minaie
Project Executive Consultant: Fartak Iranian Innovation and Research Company (Mohammad Shahrabi Farahani, Mahdi Hamidi)
Graphics Design: Mohammad Goudarzi

Midhco Social Responsibility Report
2021-2022

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Social Responsibility Management

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Social Responsibility Management

MIDHCO

Social Responsibility Management

Report 2021 –2022



Section 1: Social responsibility management

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In the name of God



The second curve is being planned with an accurate analysis of the ecosystem of the mining and steel industry in Iran and considering the sustainable development goals of the United Nations and national development plans. I hereby need to thank my colleagues for their unceasing efforts towards Iran's exaltation and MIDHCO's progress, and our partner companies and suppliers for helping to achieve these brilliant results in 1400 (2021). The trust of our shareholders, customers, and society in us is an asset we appreciate in MIDHCO and seek to maintain and improve.

Message from CEO

Despite the post-COVID-19 economic challenges in Iran and the world, including high inflation rate and energy shortages, the Middle East Mining and Mining Industries Development Holding Company (MIDHCO) has succeeded in the past year in achieving the planned goals in the economic, investment, and technological aspects in line with the company's social responsibilities and comprehensive and sustainable development goals.

We are glad that in MIDHCO, we have managed to further our projects based on new technologies, leading to environmental effects and contributing to sustainable development according to the plan despite the challenges and problems mentioned. Meanwhile, the copper cathode project, which uses the bioleaching leaching technology for the first time in the world in industrial aspects for copper extraction, and the CDQ project, which is being implemented for the first time in the country, have significant environmental effects in the mining industry. Another project carried out in accordance with the sustainable development goals throughout MIDHCO is the organizational resource management program (MIDRP) project and the video control network, which will lead to increased transparency and accountability in managing MIDHCO's activities. This project has been implemented in most of MIDHCO's complexes and factories.

Moreover, given the MIDHCO's effective performance on a national level, we have been able to receive the National Organizational Excellence Award (based on EFQM) from the Industrial Management Organization and the Management Social Responsibility Award from the Iranian Management Association in 1400 (2021). The Management Social Responsibility Award is given to organizations that are pioneer in fulfilling economic, legal, humanitarian, and ethical responsibilities in society. Also, MIDHCO has been introduced as the best company in mining and metallurgical industries in the country in terms of productivity.

We are now progressing through our first growth curve. The second curve is being planned with an accurate analysis of the ecosystem of the mining and steel industry in Iran and considering the sustainable development goals of the United Nations and national development plans. I hereby need to thank my colleagues for their unceasing efforts towards Iran's exaltation and MIDHCO's progress, and our partner companies and suppliers for helping to achieve these brilliant results in 1400 (2021). The trust of our shareholders, customers, and society in us is an asset we appreciate in MIDHCO and seek to maintain and improve. The trust of our shareholders, customers, and society in us is an asset we appreciate in MIDHCO and seek to maintain and improve.

Ali Asghar Pourmand
CEO of MIDHCO

Time interval of the report

Most of the information provided in this report includes the activities and achievements of MIDHCO in 1400 (from March 21, 2021 to March 20, 2022).

Previous reports

MIDHCO publishes its social responsibility report publicly on its official website for the fourth consecutive year.

1399 report	1398 report	1397 report	1396 report
Fiscal year: 1399 (2020-2021)	Fiscal year: 1398 (2019-2020)	Fiscal year: 1397 (2018-2019)	Fiscal year: 1396 (2017-2018)
Type of publication: Public	Type of publication: Public	Type of publication: Public	Type of publication: Internal
			
			Published in print

Reporting range

This report mostly contains MIDHCO's aggregate information on activities across Iran. The stated financial information is extracted from MIDHCO consolidated invoices. However, some of the actions and initiatives of MIDHCO companies and production complexes have been considered in the form of "MIDHCO's Social Responsibility" to provide a comprehensive picture of MIDHCO's social responsibility activities on national and local levels.

About MIDHCO's social responsibility report

MIDHCO has annually published a social responsibility report in order to be transparent and inform the actions and results of MIDHCO's performance in economic, social, and environmental aspects. MIDHCO's 1400 (2021) social responsibility report is the fourth report that this holding has made available to the public. Based on social responsibility documents, MIDHCO seeks to establish relationships based on respect and interaction with stakeholders by prioritization of national impact in economic development and helping the development of host communities. MIDHCO does this in accordance with the sustainable development goals of the United Nations and with a vision of action on the global level. MIDHCO's social responsibility report in1400 (2021) has strived to display the holding's performance in social responsibility in four headings.
The main headings of the report are as follows:

Creation of economic value by investigating MIDHCO's role in the national economy and sustainable profitability of the company

Economic value creation

Social responsibility management, focusing on the infrastructure, principles, and major policies of social responsibility in MIDHCO

Social responsibility management

Development of human capital and society, focusing on MIDHCO's efforts in the development of local communities and capital

Development of human capital and society

Improvement and preservation of the environment, which indicates the holding's actions to preserve and improve the environment through new technologies

Preservation & improvement of the environment

Reporting principles

The social responsibility report has been compiled in accordance with the fourth edition of the Global Reporting Initiative (GRI4). The initiative provides a framework for sustainable development reporting for organizations and companies in various industries and determines headings and topics related to social responsibility of businesses in the economic, environmental, social, and general fields.
MIDHCO has developed social responsibility documents based on the UN Sustainable Development Goals (SDGs). These documents direct MIDHCO's major policies in planning related to social responsibility. Taking advantage of the experiences of the mining and steel industries in the world, MIDHCO's programs and performance results have been compared with the top global companies in order for the implementation of social responsibility programs to have a sustainable and comprehensive impact on various aspects of development.
Along with the above documents, the management social responsibility award model has been the basis for reporting MIDHCO's actions in this regard. This award, which is organized by the Iranian Management Association, is trying to help promote social responsibility in the country and improve these companies by assessing the actions of companies and comparing them.

Global reporting initiative

Sustainable Development Goals of the United Nations



Guidelines of MIDHCO's social responsibility report

Management Social Responsibility Model

1. Global Reporting Initative
2. Sustanable Development Goals

MIDHCO's social responsibility documents

MIDHCO has targeted the establishment of an integrated management system in the field of social responsibility with the aim of ensuring comprehensive and inclusive attention to the company's social responsibility and creating alignment and synergy resulting from it at the level of MIDHCO and its subsidiaries. Accordingly, it has compiled documents such as the social responsibility policy document, the social responsibility requirements document, the social responsibility management system regulation document, and the social responsibility report preparation guideline to guide various management levels of MIDHCO for the stakeholders and support and integrate with the society.



MIDHCO's social responsibility slogan

Focusing on villages, Paying special attention to young people, Applying experiences

MIDHCO's social responsibility strategy

Major strategy

Comprehensive, sustainable, and inclusive development with respect to health, safety, and environmental issues and social and economic responsibilities

Strategic goals

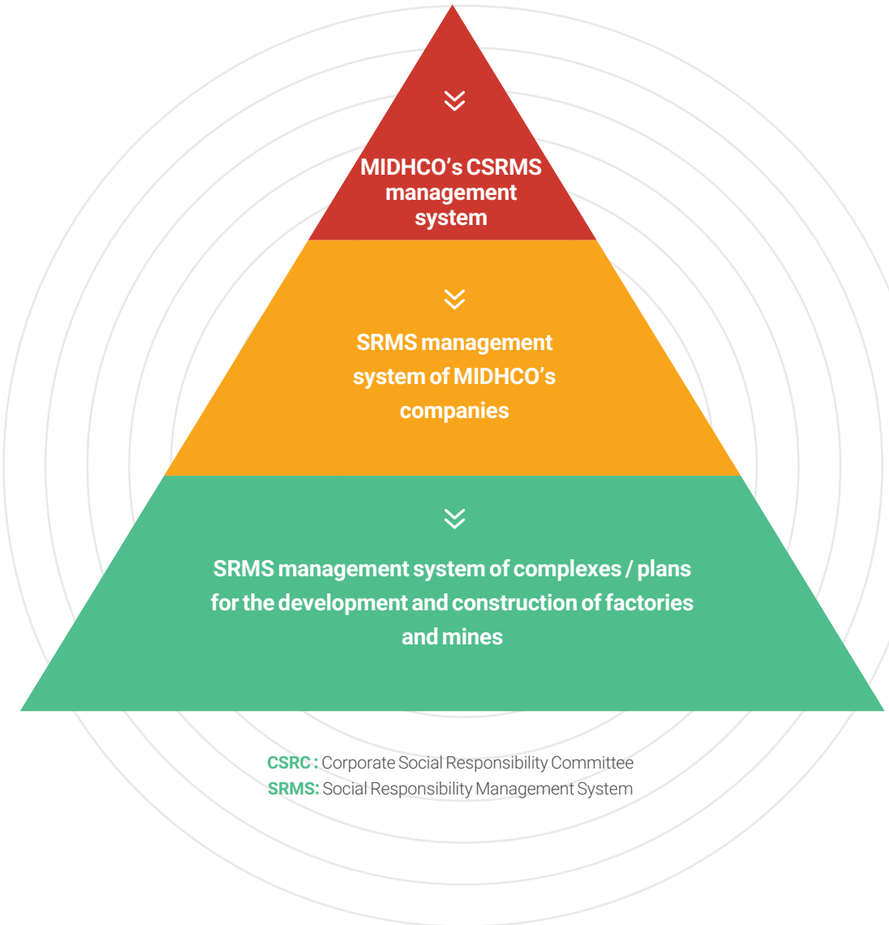
- Development of proper relations with the government and organizations
- Protection of the safety and health of employees
- Improvement of HSEC
- Support and integration with society



Executive structure of social responsibility in the subsidiaries

By forming a social responsibility committee, while creating the necessary executive and management structure in accordance with MIDHCO's corporate social responsibility policy, MIDHCO's subsidiaries develop their own policy and goals so that each company guaranteed the sustainable development of the company and subsequently the sustainable development of MIDHCO through the establishment of a social responsibility system with business processes and its integration with other management systems in any company, complex, or mine.

Subsidiaries in MIDHCO are obliged to apply the issues of social responsibility and sustainable development in the activities of other interested parties, in particular contractors, wherever required, and to ensure the integrity of activities related to social responsibility and compliance with the policy and the achievement of social responsibility goals in order to reassure all stakeholders of the holding, including host communities, employees, government, customers, contractors, partners, and shareholders.



CSRC : Corporate Social Responsibility Committee
SRMS: Social Responsibility Management System

MIDHCO's social responsibility structure



Masoud Frahnak
Secretary of the Committee



Mohammad Jafar Ekram Jafari
Head of Committee



Seyed Mostafa Sabzevari
Committee Member



Saeed Filsoofian
Committee Member



Ibrahim Bagheri
Committee Member



Hooshang Pour Reza Gholi
Committee Member

The holding's social responsibility committee is responsible for creating, establishing, managing, and developing the MIDHCO's major social responsibility management system. The committee is supervised by the MIDHCO's CEO.

Meetings of the committee are directly led by the CEO or director of the organization and management development committee. The main task of MIDHCO's Social Responsibility Committee is as follows:

- Determining the policy, goals, and macro and strategic policies of the holding's corporate social responsibility
- Assessing executive programs and plans in corporate social responsibility and the subsidiaries
- Investigating and approving the resources required to create, establish, manage, and develop the corporate social responsibility management system
- Investigating and approving the resources required to implement the approved programs of corporate social responsibility
- Supervising the good implementation of the establishment, management, and development of the holding's and subsidiaries' major social responsibility management system.
- Supervising the good implementation of the programs and fulfillment of the approved goals of corporate social responsibility of the holding and subsidiaries
- Supervising to ensure justice in employment, training and development, employee management systems, and service compensation systems in the human capital management system
- Supervising to ensure the sustainable development of the business through the effective safety and health management of all groups affected by the activities and products of the organization and the protection of the environment
- Supervising to ensure the observance of human rights of all employees and stakeholders of the organization
- Supervising to ensure transparency, integrity, and compatibility with the laws and regulations and internationally recognized norms of trade in competition, manufacturing, and provision of products and services, economic and financial performance.

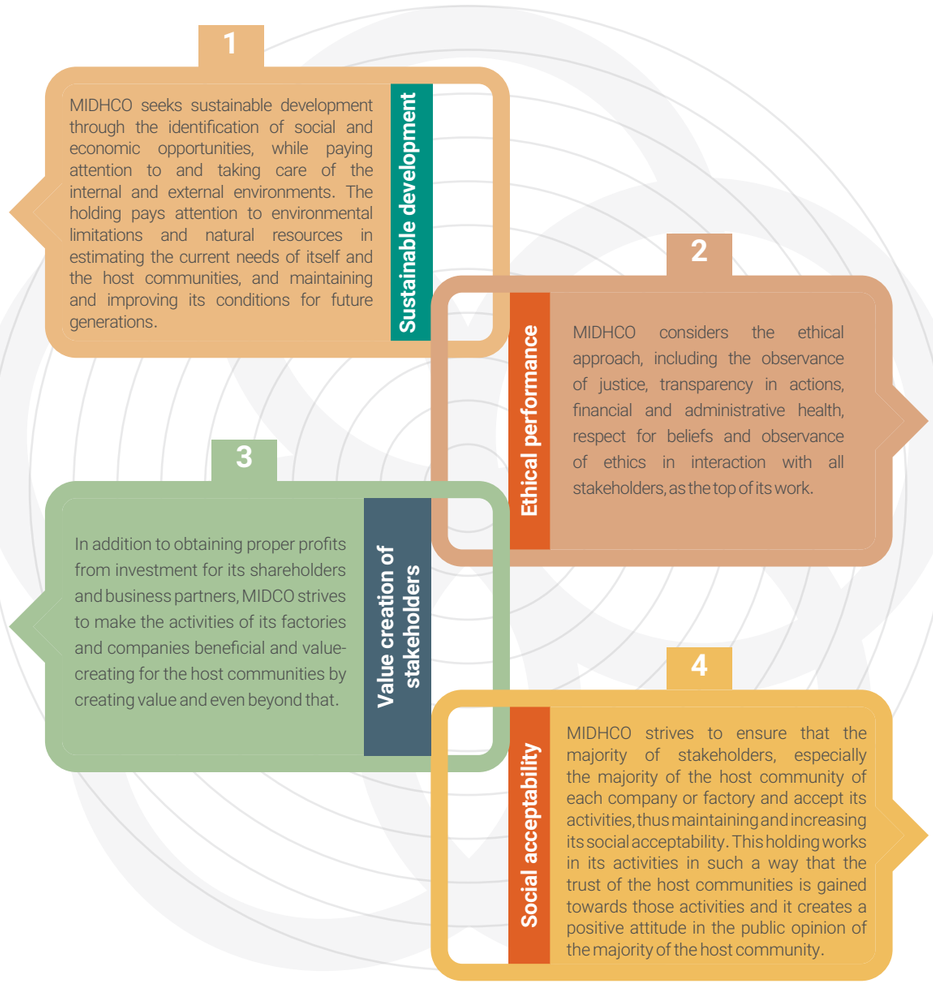
Ethics in MIDHCO

MIDHCO considers the ethical approach, including justice and transparency in actions, financial and administrative health, respect for beliefs and ethical behavior in interaction with all stakeholders, as the top of its work. According to MIDHCO's leaders, it is possible to achieve visions and goals by implementing strategies and plans that are within the framework when they are in the framework of values and a special work culture based on ethics and social acceptability.
In this regard, since the establishment of MIDHCO, MIDHCO's leaders have identified and defined organizational values in the form of the "MIDHCO's Business Code of Conduct" document. These behavioral examples and codes have been discussed and exchanged in the council of managers and advisors with the participation of colleagues and they have been defined and approved by collective consensus.
This code is derived from MIDHCO's organizational values to help the holding achieve its goals within the framework of corporate social responsibility.

Compliance with social responsibility	۱	Protection of MIDHCO's capitals	۹
Cooperation with the government	۲	Use of information systems	۱۰
No participation in political activities	۳	Protection of intellectual property	۱۱
Compliance with safety, health, and protection	۴	Authenticity of documents and reports	۱۲
Promotion of unity and teamwork	۵	Protection of intra-organization information	۱۳
Achievement of excellence	۶	Maintenance and promotion of extra-organizational communications	۱۴
Application of the same conditions in the employment and appointment of employees	۷	Principles of hospitality and not being affected by gifts	۱۵
Protection of personal information and privacy	۸	Maintenance of relationships with suppliers	۱۶



MIDHCO's social responsibility principles



Sustainable and comprehensive development in MIDHCO

In accordance with global standards and to achieve a higher level of effectiveness on national and international dimensions, MIDHCO is changing from planning based on corporate social responsibility to a sustainable and comprehensive development. Therefore, in 1400 (2021), with the collective help of the domestic and foreign elites of MIDHCO, and according to the sustainable development goals of the United Nations and the comparative study of the world's steel companies, MIDHCO has compiled the sustainable and comprehensive development document. This document covers the fundamental issues related to MIDHCO's major stakeholders.

Health, safety, & the environment

1 Increasing effort in order to improve and promote safety and health and comprehensively examine the possible effects of businesses on the ecosystem of the areas under activity before and after the implementation of projects, and this regard

Development and interaction with local communities

2 Adoption of developmental, participatory, and supportive approaches based on sustainability concerning local communities

Profitability with sustainable approach

3 Maintaining and improving the profitability of businesses in coordination with the global sustainable development goals

Moving towards low-carbon technologies

4 Expanding the use of innovative low-carbon technologies and solutions in business development

Management of materials and energy

5 Development of required activities in line with the optimal management of existing resources relying on the recovery of resources

Cooperation with trustee institutions and organizations

6 Cooperation with international organizations and governmental and non-governmental institutions to cope with climate change

Supporting committed customers and suppliers

7 Encouraging and supporting suppliers and customers with environmentally friendly processes and technologies

Performance reports

8 Observance of transparency and continuous presentation of monitoring reports

MIDHCO's social responsibility principles

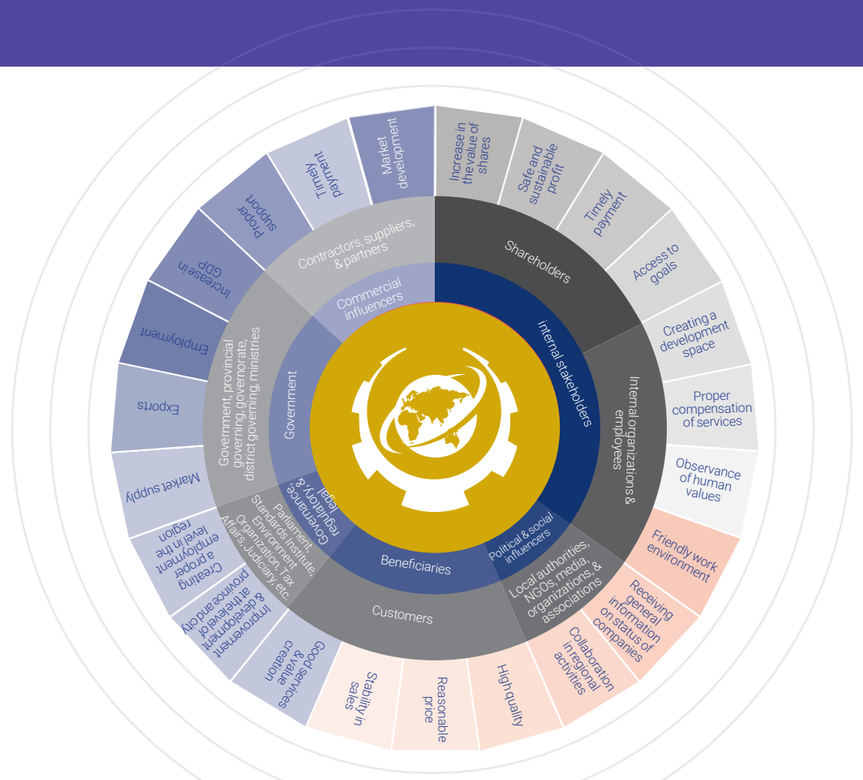


MIDHCO's Stakeholder Management

Identification and analysis of stakeholders

In addition to obtaining proper profits from investment for its shareholders and business partners, MIDHCO strives to make the activities of its factories and companies beneficial and value-creating for the host communities by creating value and even beyond that. Hence, in order to form a stable relationship with its surrounding environment, MIDHCO needs to know the stakeholders who are affected by MIDCO's activities and also affect MIDHCO at the same time. Identifying the needs of stakeholders and creating sustainable relationships based on the goals and macro approaches of MIDHCO's sustainable development is one of the requirements for creating this interaction.

In the management of stakeholders , after identifying and categorizing them, the fundamental step is to establish an effective interaction with them. Planning and actions are required to interact with each one in order to attract the participation of each group of key stakeholders and use their suggestions, ideas, and innovations in order to create value and improve products and services. In this direction, in the first place, identifying the basic issues of each stakeholder and trying to solve these issues is one of MIDHCO's main plans regarding the stakeholders. Moreover, it is important to pay attention to communication channels in order to interact and respond to them.



Analysis of MIDHCO's Major Stakeholders

Social acceptability in MIDHCO

MIDHCO strives for its activities to be accepted by the majority of stakeholders, especially the majority of the host communities of its subsidiaries, thus maintaining and increasing its social acceptability. The holding works in such a way as to win the trust of the host communities and create a positive attitude in the public opinion of the majority of the host community.

MIDHCO's managers are aware of the potential and actual effects of this company's business on local communities. Therefore, they try to become aware of their expectations and concerns by communicate with local stakeholders, especially those who are most affected by the activities.

For this purpose, all MIDHCO's companies with local communications are required to have a social communications plan to deal with the above matters in an institutional manner.

It is of great importance that the implementation of a social program should be free from any political suspicion. Therefore, all social investments need to be implemented with the approval of MIDHCO and after going through the stages of evaluation and obtaining official approval.

MIDHCO aims to be respected by different strata of society in the environment and place it works and to be known as an exemplary and valuable company.

In order to achieve this, MIDHCO communicates with the people who are affected by the company's industrial activities regularly, openly, and honestly and takes into account their opinions and considerations in making decisions.

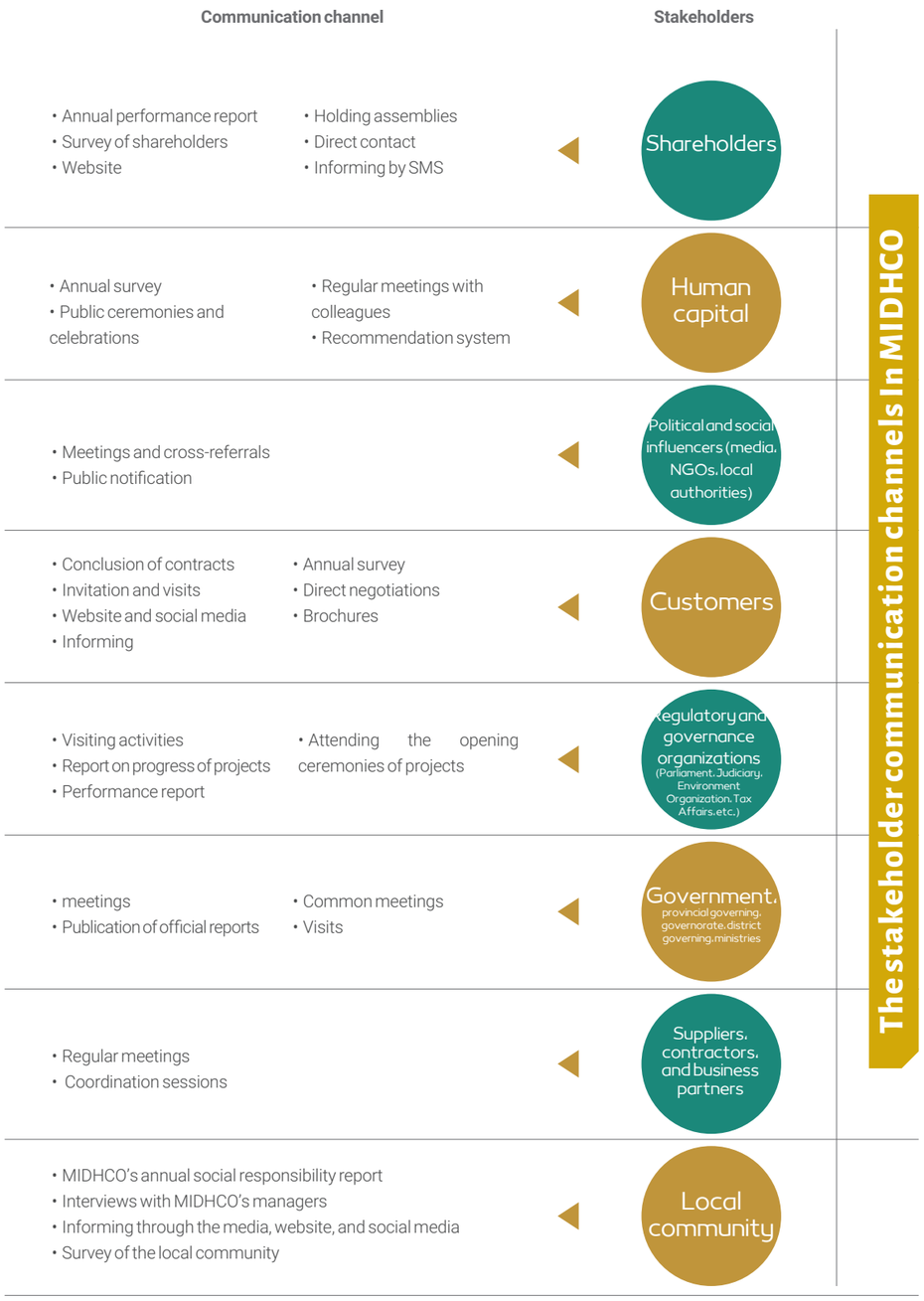
Always

- Respect and observe the rights of employees, contractors, suppliers, and different strata of the society in which you operate.
- Respect the cultures and traditions of the communities in which you operate.
- Be aware of the concerns and expectations of local stakeholders and consider them in decisions.
- Implement social investment programs in line with MIDHCO's goals.
- Implement social investment programs based on clear guidelines and the priority of local needs based on regional decision-making processes.
- Monitor and evaluate the effectiveness of MIDHCO's social programs regularly.
- Investigate concerns and complaints and communicate their results to stakeholders.

Never

- Do not make the implementation of social programs conditional on receiving specific local concessions or for the benefit of a local stakeholder or even for the benefit of MIDHCO.
- Do not support any specific political or ethnic group, and in special cases such as supporting a vulnerable group of society, this action must also be previously approved by MIDHCO.
- Do not support any political candidate for elections in the country under the title of company.

The implementation of social programs should not undermine the government's sovereignty at any level.



Communication with Stakeholders in MIDHCO

MIDHCO's approach to effective communication with stakeholders is to determine proper communication channels for each of the stakeholders. In general, MIDHCO strives to provide the necessary answers to the stakeholders in various ways in order to create a transparent and reliable image of the holding in the minds of the stakeholders.

Given the special and valuable view of MIDHCO's managers on the reputation and external image of the organization, the accountability and transparency of reporting to the stakeholders in MIDHCO are of special importance. In line with this social, legal, and professional responsibility, the required accountability to the beneficiaries is done in various related ways.

In addition to the annual official surveys of the stakeholders directly, MIDHCO's management receives their feedback informally in various meetings and by attending the organization of the relevant stakeholders, and at the same time, the feedback topics are followed up and responded appropriately by the employees by phone and in the presence of the stakeholders.

Also, in order to support key external stakeholders, MIDHCO's leaders consider other approaches such as developing codes of conduct with various external stakeholders, training suppliers and contractors, timely payments, introducing to other companies, sharing experiences, adjusting contracts, allowing visits for customers and the presence of resident representatives as an incentive for customers who have a high volume of purchases, cooperation with government institutions, support for environmental, social, educational, sports, and other activities.

According to the announcement of the Securities and Exchange Organization, all listed companies are required to prepare and submit two sets of annual financial statements based on (1) international financial reporting standards (audited) and (2) Iranian accounting standards (audited) which MIDHCO follows. Considering the holding's to be present in the global markets and the London Metal Exchange, an annual performance report has been prepared in English since 2010 in order to inform this group of stakeholders as well. On the way to entering international scenes, MIDHCO tries to provide reports in internationally accepted formats.



MIDHCO at a glance

22,000 people (2)

MIDHCO has specialized and young human capital.

15 years of activity (1)

MIDHCO has 15 years of experience in investment and manufacturing in mining and steel industries

0.6 percent (4)

MIDHCO's share of the country's GDP

Iran's 41st top company (3)

41st rank among the top 100 companies in Iran

1.85 accident repetition rate

954,000 trees (5)

Manufacturing of all kinds of mineral and steel products in MIDHCO in 1400 (2021)

1.85 accident repetition rate (7)

Safety is the priority of MIDHCO's work environment.

9 million tons of manufacturing (6)

Manufacturing of all kinds of mineral and steel products in MIDHCO in 1400 (2021)

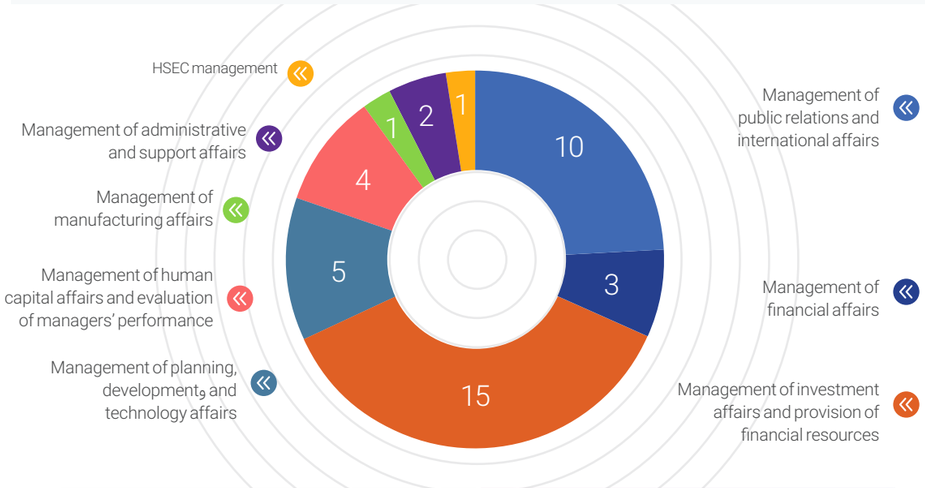
33.5 billion tomans (8)

MIDHCO has defined helping the development of local communities as one of its main policies.

Communication system: XRM
A comprehensive communication solution for stakeholders and MIDHCO

Social responsibility report in MIDHCO

XRM has started working since 1399 (2020) in order to communicate with a wide range of organizational stakeholders, including customers, shareholders, colleagues, contractors, etc. Each of the mentioned stakeholder groups can register their opinions, suggestions, and ideas simply by registering basic information about the subject and email, and by receiving a unique code, they can track the registered comments. The X-RM system is going to become a tool in the future using crowdsourcing methods to exploit the collective wisdom of people's ideas, innovations, and suggestions to help manage MIDHCO. In this system, 42 messages have been registered so far, which are mentioned separately by the relevant units.





Economic Value Creation

MIDHCO

Economic Value Creation

Report 2021 –2022

Section 2: Creation of economic value

- MIDHCO's governing pillars
  - MIDHCO's major strategies
- MIDHCO's strategy map
- MIDHCO's subsidiaries
  - MIDHCO's manufacturing capacities
  - Sustainable supply of raw materials through mineral extraction
- Risk management system in MIDHCO
- Knowledge management system in MIDHCO
- MIDHCO's manufacturing projects in Iran
- MIDHCO's manufacturing performance in 1400 (2021)
  - Manufacturinng of products
  - Manufacturing in mines
- Progress of MIDHCO's projects in 1400 (2021)
- MIDHCO's advantages
- Creation of value in MIDHCO
  - MIDHCO's financial performance in 1400 2021
  - Creation of value in MIDHCO
  - Projects put into operation in 1400 2021
- MIDHCO's awards and honors in 1400 2021



MIDHCO's Major Strategies

- Optimal use of the world and country's financial potentials and diversification in the provision of financial resources
- Branding in the country, region, and world
- Global outlook and thinking, up-to-dateness, and foresight
- A knowledgeable, learning, agile, and progressive organization
- Applying global models, standards, and indicators and make evaluations accordingly
- Development of activities abroad
- Implementing a complete and integrated process from idea to product (obtaining the added value chain from exploration to downstream industries) and integration in MIDHCO's activities
- Comprehensive and sustainable development with respect to health, safety, environmental and social responsibilities
- Technology development and cost reduction (through emphasis on innovation and advanced and improved technologies)
- A special view towards human capitals

Our development begins from mines.



MIDHCO's Governing pillars



Main Goal

Enhancement of shareholders' equity, satisfaction of key stakeholders, enhancement of global ranking

Vision

The top mineral and mining industry holding in the Middle East with the world class

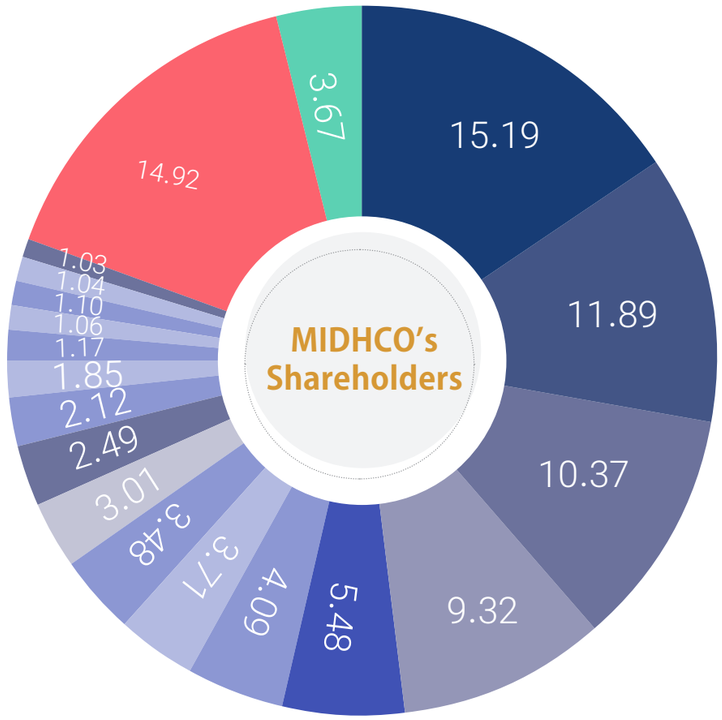
Strategic Slogan

Our development begins from mines.

Mission

1. Creating sustainable and long-term value for shareholders through the design, implementation, and development of mines and mining industries
2. Creating a model for the development of mines and mining industries in the country
3. Improving the level of management, technology, and share in GDP

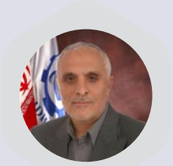
MIDHCO



Share percentage	Shareholders	
15.19	Middle East Mabna Co. (Private Joint Stock)	Legal Shareholders with more than 1% share
11.89	Pars Arian Investment Company (Public Joint Stock)	
10.37	Iranians Capital Strategy Company (Private Joint Stock)	
9.32	Pasargad Value Creators Company (Public Joint Stock)	
5.48	Tejarat Pishgan Mihan Negar-e Pars Company (Private Joint Stock)	
4.09	Dana Gostar Caspian Company (Private Joint Stock)	
3.71	Andishe Tejarat Soroush Sahand Company (Private Joint Stock)	
3.48	Pooya Andishan Sarzamin-e Mad Company (Private Joint Stock)	
3.01	Pooshesh Tamin Atiye Construction Company (Private Joint Stock)	
2.49	Tosse'e Tejarat Gharb-e Iranian Company (Private Joint Stock)	
2.12	Pars Hafez Management Development Company (Private Joint Stock)	
1.85	No Andish Tosse'e Matin Company (Private Joint Stock)	
1.17	Padideh Taban Tejarat Company (Private Joint Stock)	
1.06	Nasim Tejarat Farda Company (Private Joint Stock)	
1.10	Pasargad Insurance Company (Public Joint Stock)	
1.04	Ayande Negar Middle East Development Company	
1.03	Armaghane Tejarat Paydar Company (Private Joint Stock)	
14.92	Other legal shareholders	
3.67	Private shareholders	
100	Total number of private and legal shareholders	



Majid Qasemi
Chairman of the Board



Ali Palizdar
Deputy CEO and member of the board



Ali Aagar Pourmand
CEO and Vice Chairman of the Board



Bahram Sobhani
Member of the board



Reza Ashraf Semnani
Member of the board

In 2007, the Middle East Mines and Mining Industries Development Holding Company (Public Joint Stock Company) has been registered in the General Office of Companies Registration and Industrial Property of Tehran by relying on knowledge and expertise as well as industrial mining banking support and benefiting from the most efficient natural and legal persons and with an initial capital of one thousand billion Rials (1,000,000,000 Rials).

The company intends to take steps in line with government policies in relation to paragraphs A, B, and C of Article 44 of the Constitution with the aim of developing the mining sector and mining industries, strengthening the private sector, reducing government outsourcing, developing industrial and mining entrepreneurship and turning the potential capacity of the country to de facto capacities.

MIDHCO's Strategy Map

4 Growth and learning Perspective

- Increasing the productivity of human capital
- Increasing the satisfaction of human capital
- Empowering and improving the participation of colleagues
- Maintaining the safety and health of employees
- Promoting knowledge
- Developing ICT and information network

3 Processes Perspective

- Improving the level of optimal manufacturing and manufacturing management
- Optimal implementation of projects
- Improving the cost structure and mix
- Developing the production chain
- Increasing the operational reliability and sustainability (design, manufacturing, operation)
- Improving safety, health, and environment
- Timely supply of resources
- Improving liquidity management
- Improving performance indicators
- Developing proper relations with the government and organizations
- Supporting and integrating with society

2 key stakeholders and customers Perspective

- Increase of competitiveness (domestic and international)
- Increase of the reputation of the company (brand)
- Increase of customer and shareholder satisfaction
- Development of domestic and international markets

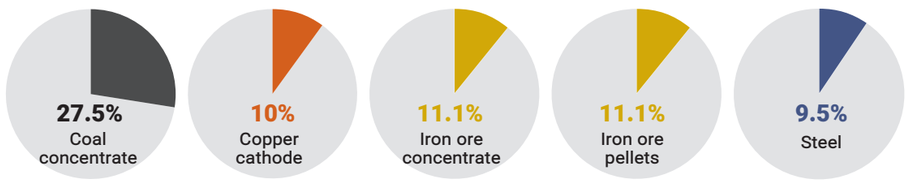
1 key achievements Perspective

- Increase of financial power
- Promotion of global ranking
- Increase of income
- Increase of added value
- Improvement of organizational excellence and productivity

Manufacturing capacities of MIDHCO

In order to fulfill its role in connection with the implementation of development plans and increasing the capacities of the country>s production sector, as well as helping to manage the negative effects of possible economic shocks, MIDHCO has taken into account the creation of regional transformation management along with the implementation of plans. In this regard, this company, realizing the importance of developing new knowledge and technologies, has invested in the construction of industrial and technological units in the production sector with the aim of increasing its manufacturing capacity.

Manufacturing capacity (million tons)		product
The country's capacity in 1400 (2021)	MIDHCO's capacity	
44.3	4.2	Steel
67.4	7.5	Iron ore pellets
69.4	8	Iron ore concentrate
0.5	0.05	Copper cathode
4.0	1.1	Coal concentrate



Ratio of MIDHCO's manufacturing capacity to the country's production in 1400 (2021)

MIDHCO's Subsidiaries

3 Trade companies | 2 Service companies | 1 Manufacturing companies

Manufacturing companies 1

- Butia Iranian Steel Company
- Iranian Steel Sirjan Company
- Zarand Iranian Steel Company
- Pabdana Coal Processing Company
- Ferrosilice Qarb Pars Company
- Memradco Company
- Iranian Babak Copper Company

Service companies 2

- Iranian Industries Development and Renovation Construction Company - Mana
- Fartak Iranian Research and Innovation Company
- Middle East Meyar Sanat Engineering Co.
- Iranian Samangan Tarabar Co
- Karavaran Middle East Industry Company
- Manasaz Abik Construction Development and Concrete and Metal Industries Installation Company
- Iranian Mine and Mining Equipment Manufacturing Management Company

Trade companies 3

- Middle East Shining Sun Commercial Co. (MESCO)



Sustainable supply of raw materials through mineral extraction

One of the main goals of MIDHCO is to achieve the complete chain of steel and copper production. In the production chain, the sustainable supply of raw materials is of particular importance. In this regard, MIDHCO provides raw materials needed for its production chain, including "iron ore", "copper ore" and "coal" from various mines. The share of raw materials used by this company from the total mineral reserves of the country is as follows:

Relative to the country's reserves	MIDHCO's reserve (million tons)	Raw material
12.5%	337	Iron ore
4%	150	Copper ore
19%	210	Coal

Relative to the country's reserves	MIDHCO's reserve (million tons)	Raw material
12.5%	337	Iron ore
4%	150	Copper ore
19%	210	Coal

The share of raw materials used in MIDHCO's production chain



Knowledge management system in Midhco

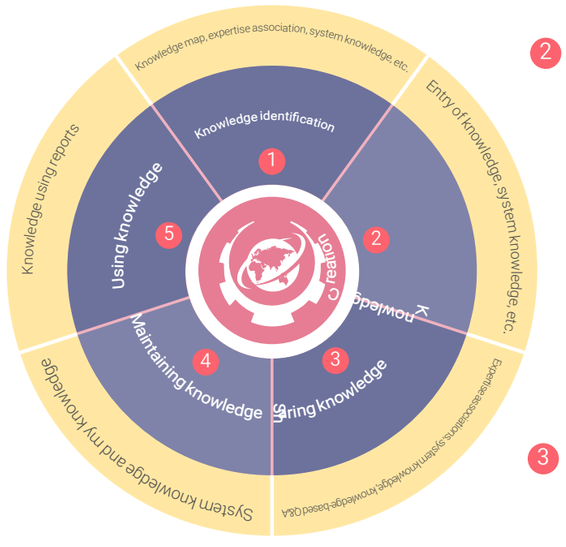
From the beginning of establishment, Midhco has foreseen knowledge-based management in its strategy document by defining the strategy of "knowledge-based, learning, agile and leading organization" in this regard, and to better realize this issue, since 1392, Midhco designed a native model of Midhco knowledge management based on two approaches to human knowledge management and system-oriented knowledge management to achieve its knowledge goals by recognizing the current situation in the field of knowledge management and conducting extensive field studies and obtaining the opinions of experts.

The purpose of establishing a native model of knowledge management in Midhco is to introduce a knowledge approach to all processes of the organization in order to make knowledge-based process interactions from the input of the process to its output. Meanwhile, tangible and intangible resources and assets as system input and approaches, such as knowledge management system, documenting the experiences of experts, expert associations, learned project management, etc. play as a facilitator of knowledge management cycle, from knowledge identification to knowledge application.

Also, persuasive motives and cultural activities such as the gallery of the best, newsletters, special letters, training of communication channels, etc., were considered as the motives of the knowledge management process. Finally, to complete the evaluation cycle and improve the system, the use of monitoring systems such as committee supervision over system deployments, field evaluation of subsidiary companies, Knowledge Management Association Award, IMIDRO evaluation, the organization's excellence feedback results, self-evaluations, and internal and external audits leads to the recognition of improvable points, develop improvement plans, and modify and update the system in order to assist Midhco in achieving its knowledge management goals. One of the important actions of Midhco in this field is to create skills and capabilities in the internal forces to train and transfer concepts to other partners in subsidiary companies. In a way that, 100% of the training courses, which are more than 1,500 people per hours, have been conducted by internal forces from fiscal year 99 until now.

In order to create a culture and increase the motivation of staff to participate in the company's knowledge processes, Midhco took several measures such as setting up a document center and library (study and knowledge management hall) at all complex levels, holding quarterly meetings and seminars, distributing posters and brochures, knowledge letters, compiling content and publishing book summaries, excerpts from world knowledge news, as well as 52 knowledge development management newsletters.

1
→ Conducting and organizing face-to-face meetings of expertise, organizational and extra-organizational associations



Knowledge management process and implemented approaches

2
→ Documenting the experiences of experts
→ Documentation of experiences gained from the construction of coke factory
→ Modeling studies, studying reference books

→ Knowledge Management Committee Meetings
→ Conducting and organizing face-to-face meetings of expertise associations
→ Holding specialized training courses
→ Creating communication channels in cyberspace
→ Formation of quarterly meetings of management development
3
→ Publication of the summaries of modeling bools and reports

4
→ Meetings of expertise associations

Risk management system in Midhco

Considering the unstable and variable economic conditions of the country and predicting the occurrence of various conditions and considering that different variables appear over time, risks must be identified and measures must be taken to eliminate them, in order to deal with their negative effects. In Midhco, the risk management process has been designed and implemented in various fields, in order to prevent the adverse effects of changes in situations environmental conditions.

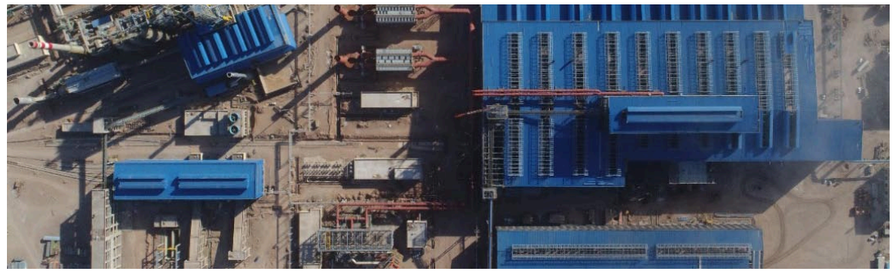
In this regard, a committee called "Risk Committee" has been formed in the Holding Headquarters, which is directed by the Advisor to the CEO and the Chairman of the Planning Committee. According to benchmarking studies conducted by BHP, Biliton and Rio Tinto companies, and based on the experiences of senior managers, various risks in the holding are divided into four groups of external risks, operational risks, financial risks, and organizational sustainability risks.

In addition, these risks are continuously monitored and reports and suggestions for their better management are provided to the CEO of the holding through the Risk Management Committee.

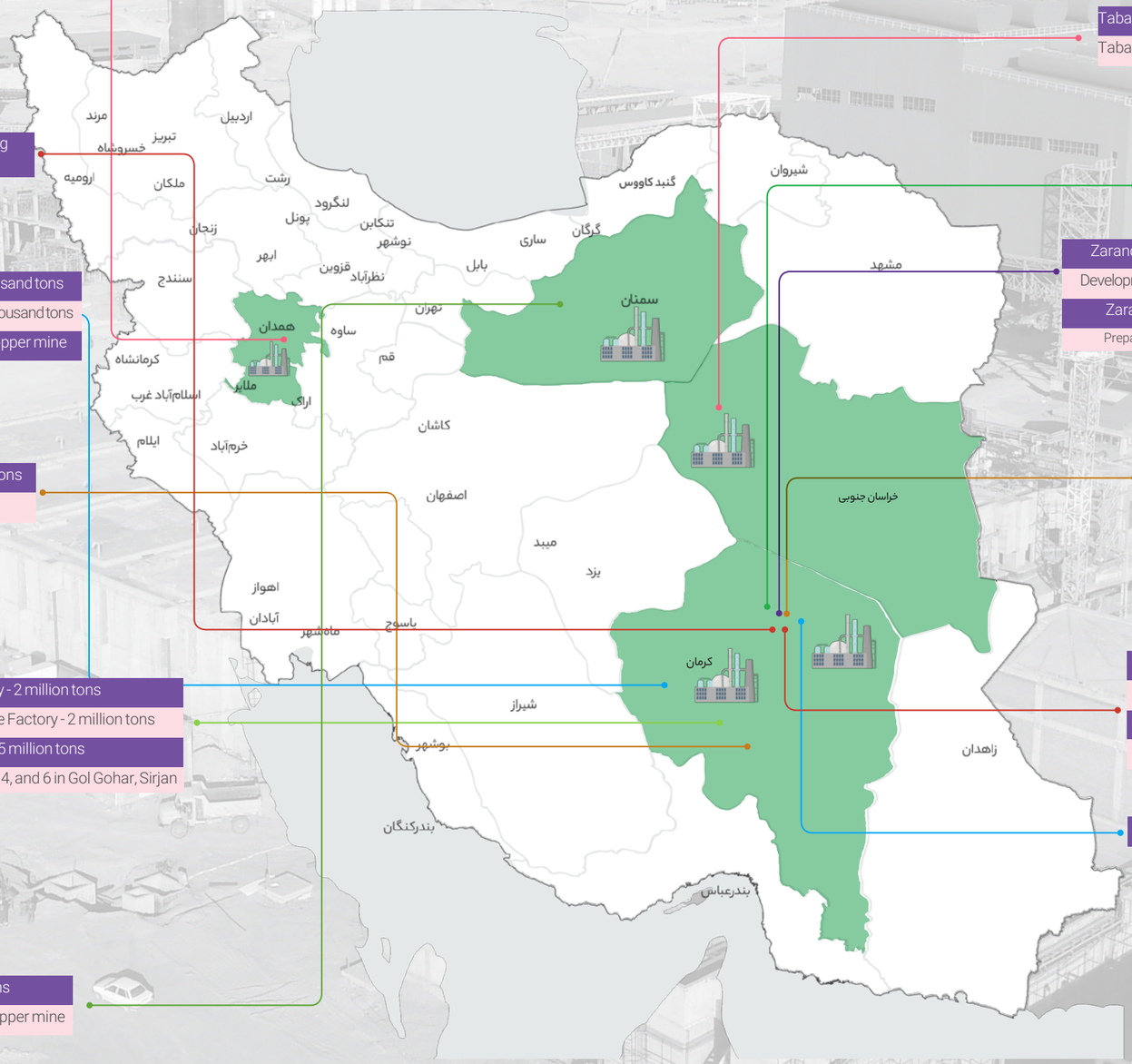


Risk management process is possible through two risk management approaches of ISO 31000 and COSO ERM, both of which must be performed in parallel with each other.

For this purpose, and based on the contract for identifying and evaluating financial risks of Midhco, with cooperation with the consultant, we have identified and evaluated these risks with the approach of financial risks. In this regard, using the COSO ERM model and considering financial ratios as a tool to assess financial risks in this model, 5 approaches have been used to identify and assess the risk balance sheet structure, profit and loss structure risk, liquidity risk, credit risk and market risk. various scenarios have been designed and solutions to deal with each have been predicted in order to better manage the risk and the preparedness of the holding in the face of the emerging risks, and in case of any of them happens, the holding is faces with them with full preparedness and at the same time protects and secures the interests of the beneficiaries.



Risk management system in Midhco



7 — Hamadan Ferosilis Factory - 12 thousand tons
Magnesium ingot manufacturing project

8 — Memradco Limestone and Dolomite Baking Factory - 400,000 tons

9 — Shahr Babak copper cathode factory - 50 thousand tons
Shahr Babak Copper Pipe Products Factory - 12 thousand tons
Preparation and extraction of Chah Firooz copper mine

10 — Bardsir Direct Reduction Factory- 1 million tons
Bardsir Steel Factory- 1 million tons

11 — Sirjan Iron Ore Concentrate Factory - 2 million tons
Development of Sirjan Iron Ore Concentrate Factory - 2 million tons
Sirjan Iron Ore Pellet Factory - 2.5 million tons
Preparation and extraction of iron ore mines 2, 4, and 6 in Gol Gohar, Sirjan

12 — Chah Musa Copper Complex - 500 tons
Preparation and extraction of Qaleh Sokhte copper mine

1 — Tabas Coal Processing Factory- 550 thousand tons
Tabas Coal Mines - 120 million tons of reserves

2 — Pabdana coal processing Factory- 550 thousand tons

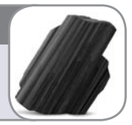
3 — Zarand Iron Ore Concentrate Factory- 2 million tons
Development of iron ore concentrate Factory- 2 million tons
Zarand Iron Ore Pellet Factory - 2.5 million tons
Preparation and extraction of iron ore mines in Jalal Abad

4 — Zarand coke factory1, 400 thousand tons
Zarand coke factory1, 800 thousand tons
Zarand Steel Factory- 1.7 million tons

5 — Butia Iron Ore Pellet Factory- 2.5 million tons
Butia Direct Reduction Factory- 2 million tons
Kerman Steel Factory (Butia)- 1.5 million tons
Kerman Butia power unit - 500 MW

6 — Khomrud Coal Mine - 90 million tons of reserves

Manufacturing in mines

Stripping (tons)	Extraction performance (tons)		
757.299	155.465	Copper ore	
6.882.361	66.286	Copper of Chah Musa Chah Firoozeh	
21.167	40.736	Raw coal Tabas coal 3	
25.000	1.396.000	Limestone Memradco lime	
131.300	302.200	Dolomite ore Memradco dolomite	
0 0	41.200 6.800	Silica ore Quartz of Ravansar (Kermamshah) Quartz of Nahavand (Hamedan)	
76.360.042 4.827.112 22.925.439	1.531.034 1.526.762 5,815.262	Iron ore Gol Gohar 4 Gol Gohar 2 Jalal Abad	

Stripping (tons)	Extraction performance (tons)	
111.929.720	10.882.345	Total

122.812.065	Total extraction and stripping

Risk management system in Midhco

Manufacturing of products

Product: Iron ore pellet
Manufacturing performance (ton): 5,918,834


Product: Iron ore concentrate
Manufacturing performance (ton): 6,202,417


Product: Steel ingots
Manufacturing performance (ton): 916,338


Product: Direct reduced iron
Manufacturing performance: 840,207

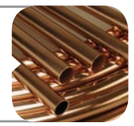

Product: Tar
Manufacturing performance (ton): 12,317


Product: Metallurgy Coke
Manuafctuing performance (ton): 427,172


Product: Ferosilis
Production performance (ton): 20,013


Product: Processed coal
Manufacturing performance (ton): 339,816


Product: Copper cathode
Manufacturing performance (ton): 10,585


Product: Copper pipe
Manufacturing performance (ton): 2,722


14,926.917	Total

Prodcut: Baked dolomite and lime
Manufacturing performance (ton): 236,496


MIDHCO's Advantages

MIDHCO has managed to increase the gross domestic product by creating added value by benefiting from its advantages. The most important advantages of MIDHCO to achieve this result are as follows:

- Management by senior experienced, efficient, and professional managers
- Cooperation with young, elite, and interested managers and experts
- Having a economic scale in manufactuing, a complete chain from mine to product, and rich mineral reserves
- Having a global approach (management models, standards, markets, network with foreign partners)
- Using the latest and advanced technologies and innovation in it
- MIDHCO's ability to implement plans and operate projects with less time than similar plans in the country

Each of the mentioned advantages alone has been effective in the economic growth of the region and the country and has turned the provinces involved in these projects into one of the country's industrial hubs. In 1400 (2021), carrying out mining operations including extraction and stripping of more than 123 million tons, production of more than 25 million tons of various products including iron ore concentrate, pellets, sponge iron, coal concentrate, metallurgical coke, ferrosilicon, copper cathode, and copper pipes, and the sale of about 6 million tons of finished products to domestic and export markets are among MIDHCO's achievements.

The time required to complete projects in MIDHCO compared to similar projects in the country

Similar projects in the country	MIDHCO	
Required time: 3 to 9 years	Required time: 2.5 years	Product: Iron ore concentrate
Required time: 3 to 5 years	Required time: 2 to 4 years	Product: Pellets
Required time: 3 to 5.5 years	Required time: 2 years	Product: Direct reduced iron

As it is clear from the comparison of MIDHCO's projects, the time duration for conducting projects in MIDHCO is much shorter than doing other similar projects in the country.

Progress of MIDHCO's Projects in 1400 (2021)

Project's name: Butia Power Plant
Progress percentage: 80.60 %



Project's name: Butia Direct Reduction
Progress percentage: 40.43 %



Project's name: Chah Firuzeh copper complex
Progress percentage: 42.10 %

Project's name: Manufacturing of magnesium ingots
Progress percentage: 74.07 %

Project's name: Zarand concentrate dryer
Progress percentage: 87.46 %



Project's name: Equipment and exploitation of Khamroud coal mine
Progress percentage: 28.25 %



Projects put into operation in 1400 (2021)

Butia Steel Factory with a manufacturing capacity of 1.5 million tons of steel ingots

In 1392 (2013), preliminary measures for the design and construction of the Butia Steel Project were taken at the same time as pellet production, and in 1394 to 1397 (2014-2018), the operational contracts for its implementation were finalized. This project has been implemented within three years and has reached the operational stage.

Iranian Butia Steel Factory has the capability of producing billets, blooms, beam blanks, and rounds. With the start of the work of this unit, the manufacturing capacity of steel ingots in the specialized parent holding (MIDCO) reached 4.2 million tons per year.

The start of operation of Butia Steel Complex - Aban 1400 (November 2021)









Value Creation in MIDHCO

MIDHCO's Financial Strategies

MIDHCO started its efforts by taking steps in line with the government's policies related to clauses A, B and C of Article 44 of the Constitution with the aim of developing the mining and mining industries sector, strengthening the private sector, reducing government involvement, and developing mining and industrial entrepreneurship.

During recent years, MIDHCO has always enjoyed good growth and profitability every year, one of the reasons for which is the increase in manufacturing of products in recent years and planning to affect the national economy.

In order to support MIDHCO's macro strategies, the strategies related to financial resource management based on the latest revisions are as follows:

Strategic goals
Increase of financial power
Decrease of destructive risk effects
Improvement of liquidity management
Timely supply
Volume and diversity of financial resources

Financial strategies
Optimal use of global and national financial potentials and diversification in providing financial resources (bonds, finance, usance, facilities, sales, and other sources)

Financial Performance in 1400 (2021)

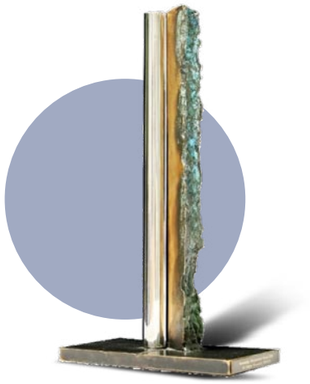
In 1400 (2021), MIDHCO's capital has been increased compared to the previous year, which can confirm the long-term view of MIDHCO's managers to develop activities despite the economic effects caused by the post-COVID-19 era in Iran and the world.

In addition to this capital increase, the profit rate growth compared to the previous year indicates the beginning of a production jump in MIDHCO's activities. What is certain is that MIDHCO's approach is trying to achieve comprehensive and all-round development in the economic aspect and at the national level, which makes a clear vision for the coming years.

In 1400 (2021), MIDHCO managed to produce more than 14.9 million tons of mineral and steel products, including concentrates, iron ore pellets, sponge iron, steel ingots, coke, tar, copper tubes and cathodes, and baked lime. Also, in this year, over 10 million tons of minerals were extracted from MIDHCO's main and auxiliary mines in the form of iron ore, copper, coal, silica, dolomite, and lime.

MIDHCO seeks to reach the complete chain of steel manufacturing from exploration to product manufacturing in 1400 (2021) by taking steps in the direction of private sector development policies and investment in mines.

This company has a manufacturing goal equal to 25 million tons of mineral products and 100 million tons of mining operations per year, and to achieve this goal, it relies on technical knowledge, human capital, experience and knowledge of managers, and interaction with stakeholders at different levels from government institutions to society.



The Knowledge Management Award with the approach of developing management systems

- Golden statue by MIDHCO
- Silver statue by Butia Steel Iranian Company
- Silver statue by Sirjan Iranian Steel Company
- Silver statue by Zarand Iranian Steel Company
- Bronze statue by the Middle East Mabna Company
- Bronze statue by Gharb Pars Ferosilis Company
- Bronze statue by Pabdana Coal Processing Company
- Bronze statue by Iranian Industrial Development Renovation Construction Company
- Bronze statue by Babak Iranian Copper Company
- Bronze statue by Middle East Mines Expansion and Renovation Company

Mines and Mining Industries Productivity Award (IMIDRO)

- 4-star Pioneers of Zarand Iranian Steel Company
- 4-star Pioneers of of Butia Iranian Steel Company
- 4-star Pioneers of Babak Iranian Copper Company

Plaque of the 19th International Environmental Exhibition



Kish Steel Symposium and Exhibition Statue



First-class Safety Badge from the General Directorate of Cooperative, Labor, and Social Welfare of Kerman Province



Statue of the 3rd Iranian National Steel Conference and Exhibition



MIDHCO's Awards and Honors in 1400 (2021)



The EFQM Organizational Excellence Award

- Silver statue by MIDHCO
- Crystal statue by Sirjan
- Iranian Steel Company

- 41st rank among the top 100 companies in Iran





- 4 star certificate of excellence by Pabdana Coal Processing Company
- 4-star certificate of excellence of the Middle East Mabna Company
- 3-star certificate of excellence of Gharb Pars Ferosilis Company



The Management Social Responsibility Award from the Iranian Management Association

- Silver statue by MIDHCO
- Bronze statue by Butia Iranian Steel Company
- Bronze statue by Sirjan Iranian Steel Company
- Bronze statue by Zarand Iranian Steel Company
- Ranked 41st among the top 100 companies in Iran in the IMI100 system

Protection and Improving the Environment

MIDHCO

Preserve & Improve the Environment

Report 2021 –2022

- Management strategies of environment, energy, and natural resources in MIDHCO
- Environmentally friendly technologies
- Preservation of water resources
  - Consumption of water in MIDHCO according to products (cubic meters per ton)
- Energy management and optimization
- Development of green space



Environmentally friendly technologies

Relying on upstream documents, global indicators, and environmental standards, MIDHCO has made environmental and climatic conditions one of the main criteria in the selection of technologies used in the product manufacturing chain.
MIDHCO is trying to take effective steps in saving natural resources and waste management of manufacturing plants by valuing natural resources and using them optimally and by implementing material and energy management projects. Therefore, the approach of managing materials, energy, and natural resources in order to define, plan, and implement recycling projects, reuse and reduce the consumption of water, energy, and minerals is on the agenda in the current units and future development plans of the company.



2

» Copper concentrate of Jalalabad Concentrate and Pellet Complex
» Recovery of copper from the neutralization cake of Shahrebabak Copper Complex
» Recovery of iron from the concentrate tailings of the Sirjan concentrate and pellet complex
» Recovery of iron from the tailings of Jalalabad Concentrate and Pellet Complex
» Microsilica processing in Hamadan Ferrosilis Complex
» Grinding and beneficiation of Jalalabad Ore and construction of a conveyor belt transmission line

1

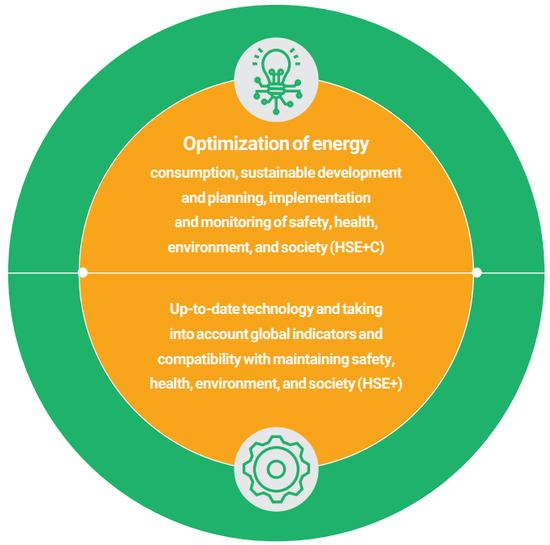
» Dewatering of Jalalabad Concentrate and Pellet Complex
» Dewatering 2 Sirjan concentrate and pellet Complex
» Wastewater collection and treatment in Kerman city
» Wastewater collection and treatment in Zarand city
» Wastewater collection and treatment in Bardsir city
» Wastewater treatment plant of Zarand Coking Complex
» Wastewater treatment plant of Shahrebabak Copper Complex

3

» Molten coke transfer line from coking units to CDQ unit

Environment, Energy, and Natural Resource Management Strategies in MIDHCO

In line with the strategy of "comprehensive and sustainable development with respect to health, safety, environmental, and social responsibilities", MIDHCO has developed its supporting strategies in the field of environmental, energy, and natural resource management.



Strategies for preserving the environment, energy, and natural resources

Ensuring the compatibility of all MIDHCO's value chain activities, including the design and manufacturing of equipment and production processes, material storage, and the transportation of products and raw materials in subordinate units with environmental standards is one of MIDHCO's main approaches in industrial activities.
This approach is based on special management standards and guidelines focused on measuring the environmental effects of industrial designs and projects, maintenance, storage and waste management, monitoring and measuring environmental pollutants and industrial wastes, and industrial treatment plants in the complexes.

In the framework of MIDHCO's safety, health, and environment management, which is tried to be implemented in all elements of the organization, the issue of environment has a central place and in the upstream documents such as the policy and strategy document, the issues of safety, health, and environment responsibilities are given special attention.
In order to implement the above codified policies, certain implementation plans have been considered during the construction period and the operation period, which are periodically monitored and necessary revisions are made if needed.



Exploitation of the Cathode Manufacturing Complex by Tank Bioleaching Process

MIDHCO's social responsibility report

Manufacturing of cathode by tank bioleaching Process

Babak Iranian Copper Company

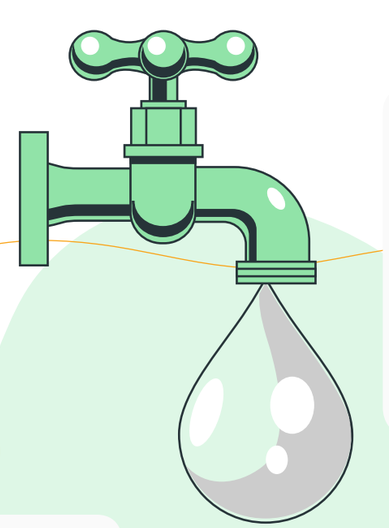
Babak Iranian Company Company was founded in 1390 (2021) and using the most advanced technology in the world, it has succeeded in building the largest manufacturing unit for extracting copper using tank bioleaching method. In this industrial method, which is more compatible with the environment than other common methods, by using special thermophilic bacteria, the copper existing in different kinds of concentrates is extracted without smelting and with a purity of more than 99%. Among the other advantages of this method compared to the existing methods, we can point out the lower costs of the production process, the simplicity of the process despite being advanced, no emission of sulfur dioxide gas, and the use of much less water and energy. The most important environmental benefits of this method are as follows:



Operation of the copper production complex by the president

The most important environmental benefits of this method are as follows:

- Low investment cost and the most economical way to extract copper
- Possibility of using contaminated concentrates (concentrates containing excessive amounts of arsenic, antimony, bismuth, and lead)
- Higher efficiency
- Very low energy and water consumption compared to heat treatment methods
- No sulfur dioxide emissions and no need to build an acid plant to control pollution
- Ability to recover gold and silver from process waste
- The exchange potential of cathode copper production complex of Iranian Babak Copper is estimated at more than 400 million € per year, and with its opening, sustainable employment has been provided for 400 people directly and 8000 people indirectly.



1

In water management in MIDHCO, the general goal is to make optimal use of water resources in the region. In general, the three main sources of industrial water supply for MIDHCO's manufacturing complexes include water recovery after the process, surface water treatment of MIDHCO's complexes, and finally urban wastewater treatment of cities adjacent to MIDHCO's factories, each of which uses its own technologies.

2

The wastewater treatment plant project in Zarand city has been defined with the aim of providing part of the water needed in the steel complex. In this project, the collection network, transfer line, and treatment plant in Zarand city with the initial implementation length of 495 km collection network and 8 km sewage transfer line, sewage branches related to the implemented networks, lifting stations, and a sewage treatment plant up to the final capacity of 16028 cubic meters per day have been projected (on the horizon of 1425 (2046)).

3

This project has been exchanged with Zarand Iranian Steel Company in the form of mutual sale of water and sewage company of Kerman province for 25 years since its operation. In this way, the Steel Company will study, design, and implement the collection, transfer and construction of Zarand Wastewater Treatment Plant and will use the obtained water in the manufactuing process of the factories.

4

The wastewater network and treatment plant project has started with the participation of Butia Iranian Steel as the employer, Mana companies as the contractor, Meyar Sanat as the supreme supervisor, and Sadrab Niroo Company. The project includes the implementation of the sewage network, the implementation of the transmission line, the treatment plant of Modules 3, 4, and 5, the existing treatment plant (Modules 1 and 2) and lifting stations.

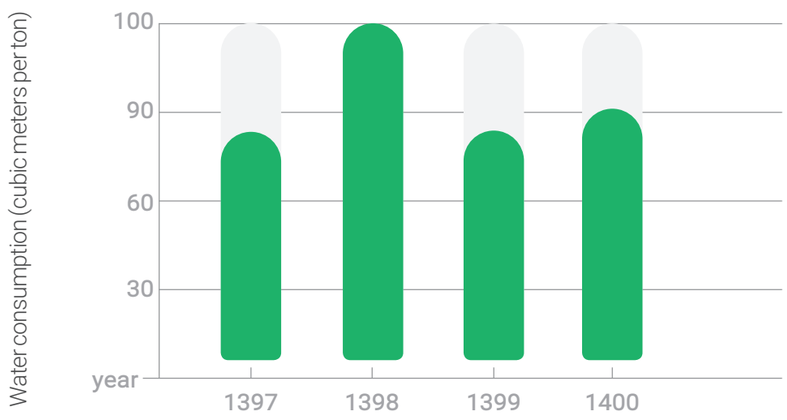
5

The project of dewatering from the concentrate tailings has been planned with the aim of recovering water along with the tailings of the thickener outlet, which also has a significant volume. In order to carry out this project, according to the technical characteristics of the tailings, the fineness of the tailing particles (25 to 40 microns), the volume of the produced tailing, the desired moisture percentage for the final cake (15%), the speed of operation and efficiency, and finally, taking into account the operating costs of other methods, filter press equipment has been used.

Water consumption in MIDHCO according to products (cubic meters per ton)

cubic meters (per ton)	10	Steel	1
2 Ferrosilicon		cubic meters (per ton)	0.25
cubic meters (per ton)	6.2	Copper pipes	3
4 Copper cathode		cubic meters (per ton)	15
cubic meters (per ton)	0.29	Coal concentrate	5
6 Iron concentrate		cubic meters (per ton)	1.74
cubic meters (per ton)	0.07	Pellets	7
8 Sponge iron		cubic meters (per ton)	1.26
cubic meters (per ton)	1.1	Coke	9

Preservation of water resources is one of the main policies in the development of MIDHCO. In order to achieve global standards in this field, each of MIDHCO's subsidiaries is required to to formulate and implement the waste management process with the aim of source reduction or controlling the negative effects and aspects of waste, including recycling and reuse, treatment, and disposal.
In the management of water resources, the general goal is the optimal use of water resources in the region. In general, the three main and available sources of industrial water supply for MIDHCO factories include post-process water recovery , surface water treatment of the manufacturing complexes, and finally urban wastewater treatment of the cities adjacent to the factories, respectively.
By the end of 1400 (March 2022), 11 units of sanitary treatment plants have been established and launched across the MIDHCO's complexes to prevent groundwater pollution. Also, in the buildings and areas of the complexes, surface water collection lines and rainwater storage tanks have been installed so that these resources can be used to maintain the green space of the complexes.



The trend of water consumption in MIDHCO

Zarand wastewater collection and treatment

Zarand wastewater collection and treatment project has been started since November 2019 with the participation and investment of Zarand Iranian Steel Company and the contracting of Mana Construction Company. The total area specified in this project for the collection network, sewage, and transmission line for implementation is 340 km, in which the number of 22 thousand branches and 5340 manholes is predicted. The total progress percentage of this project, excluding the treatment plant, has been more than 40% by the end of 1400.



Kerman wastewater collection and treatment

MIDHCO has started to invest and implement Kerman's urban sewage network to supply water for the manufacturing complexes. With the implementation of the collection network, transfer line and sewage treatment plants of Kerman city, the water needed for Butia Steel Complex and Zarand Iranian Steel Complex will be supplied from the sewage of Kerman city. In this project, one of the most advanced and well-equipped wastewater treatment plants will be built using the reverse osmosis method of water and sewage effluent control for agricultural and industrial purposes.
This project is one of the most important projects in the province and the country in terms of volume and riyals, and with its operation in Kerman city, 1450 km of collection network, 12 km of sewage transfer line, three modules of sewage treatment plant with a total capacity of 90 thousand cubic meters per day, 135,000 sewer branches will be implemented within five years. With the investment of 1,396 billion tomans by the Butia Iranian Steel Company in the implementation of this project, 750 million cubic meters of treated wastewater in a 28-year period will be provided to MIDHCO.



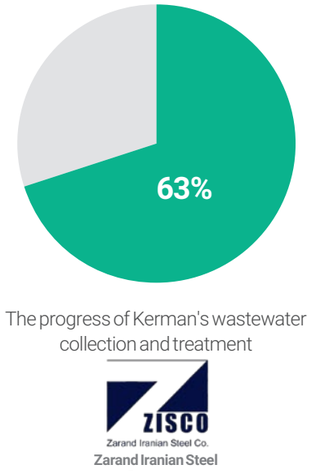
Water supply through urban wastewater treatment

MIDHCO's social responsibility report



The progress of Kerman's wastewater collection and treatment

BIS CO.
Butia Iranian Steel Company



The progress of Kerman's wastewater collection and treatment

ZISCO
Zarand Iranian Steel Co.
Zarand Iranian Steel Company

In MIDHCO, the preservation of water resources and sustainable provision of consumption water in the manufactuing factories and complexes is one of the main development policies considering the arid climate in Kerman and drought in the areas under the activity. Two projects of "Zarand Wastewater Collection and Treatment" and "Kerman Urban Wastewater Collection and Treatment" have been started in Kerman province with the support and assistance of MIDHCO.

The most important advantages of implementing these two crossing projects for the local community are as follows:

- Using wastewater to supply industrial water and not using groundwater resources
- Prevent the soakaway from exploding due to the accumulation of hazardous gases
- Preventing people from falling into the well
- Preventing water from penetrating the foundation of the building, which prevents land and building from subsiding.
- Solving the problems of soakaways for urban households such as:
- Youth employment in the implementation and maintenance of the sewerage network and treatment plant
- Saving on water resources and chemical fertilizers for farming
- Preventing the transmission of this contamination to plant resources, aquatics, and animals
- Preventing the infiltration of contaminated water into groundwater sources
- Preventing the accumulation of insects and vermin



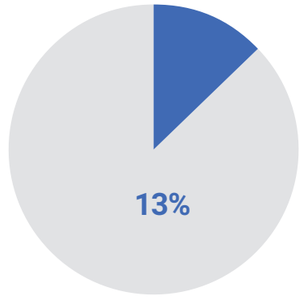


Dewatering Unit from Tailings

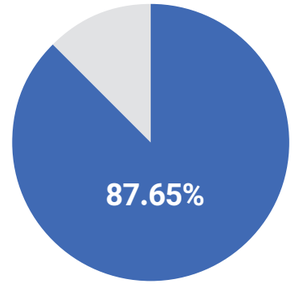
MIDHCO's social responsibility report

Zarand Iranian Steel

Sirjan Iranian Steel



The progress of Sirjan dewatering 2



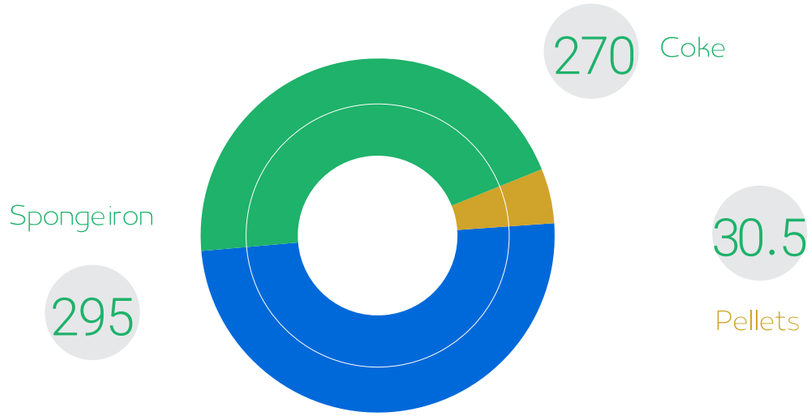
The progress of Zarand dewatering

The project of dewatering from the concentrate tailings has been planned and implemented in order to save water consumption and return a significant part of the water used in the concentrate manufacturing process. In this project, filter press equipment has been used according to the technical characteristics of the tailings, the size of the tailing particles (25 to 40 microns), the volume of produced tailings, the percentage of moisture desired for the final cake (15%), speed of operation and efficiency, and finally considering the operating costs of other methods.

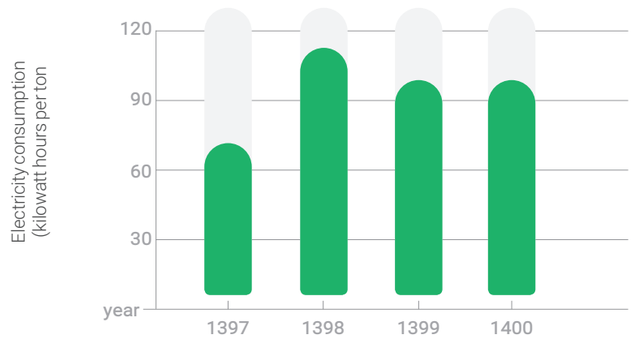
Using this technology, 700 liters of water is extracted from each ton of tailings and about 70% of the water entering the concentrate factory is recycled. With the construction of this factory, water consumption per ton of concentrate has been reduced from 1.2 cubic meters to 0.6 cubic meters, which saves 150 billion Rials and saves 1.5 million cubic meters of water per year.

The project of constructing a dewatering unit in Zarand Iranian Steel Company has progressed 87% by the end of 1400 (2022) and the second phase of the dewatering project of Sirjan Iranian Steel Company has progressed by 13%.

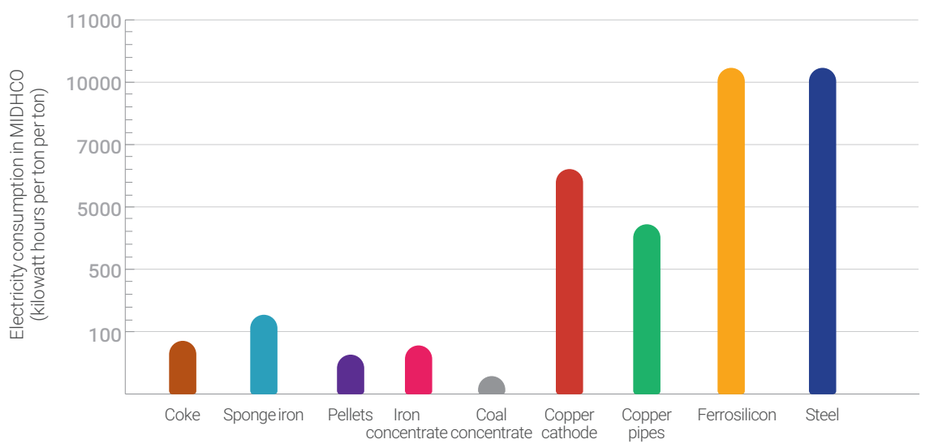




Gas consumption in terms of products (cubic meters per ton)



The trend of electricity consumption in MIDHCO (kilowatt hours per ton)



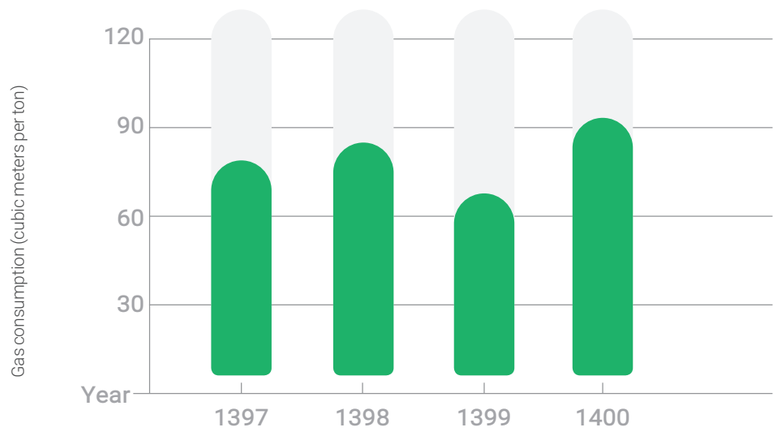
Optimization and Management of Energy

Up-to-date technology, compatibility with the environment, and management of energy consumption are issues that have always been emphasized in MIDHCO's strategies. In MIDHCO, in the identification and evaluation of technologies, we always try to comply with the highest and latest global standards in energy consumption and resources and in order to protect the environment in the initial designs.

In addition, during the construction period, all environmental requirements are accompanied by technical and quality supervision to minimize energy consumption. Each plan, after approval, must be evaluated for environmental impacts, and figures related to energy consumption and types of pollutants must be included in the contracts as a guarantee figure. These measures are of special importance in order to control energy consumption in MIDHCO's manufacturing units and plan energy consumption management in the MIDHCO's manufacturing chain.

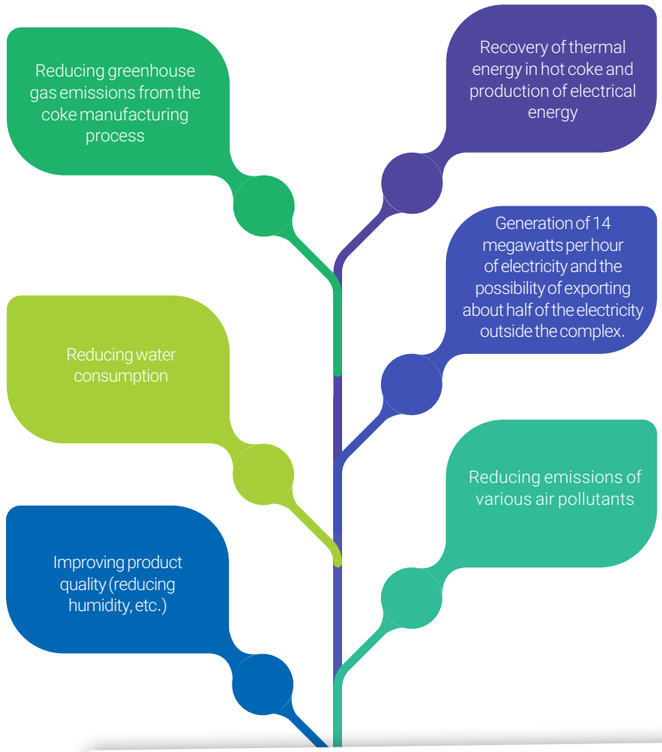
In the past, the management approach of water, energy, and material resources was carried out at the level of subsidiaries and lacked a general policy from the holding. Currently, a resource management (water, energy and materials) and natural resource committee has been formed in MIDHCO to have a more focused supervision on the management and optimization of energy and resource consumption. Also, in order to exceed the standards, a committee has been established for life cycle management in 1400 and a project has been started and implemented in this regard. One of the most important activities carried out in MIDHCO's production management is to check the consumption of energy carriers in the product manufacturing process and prevent excessive energy consumption.

This will optimize energy consumption and reduce production costs and ultimately reduce the price of products. In MIDHCO, the consumption of energy carriers for the production of various products is checked in the time frames of two weeks and one month, and in case of an unfavorable deviation from the plan, the root cause of the problem is found and the required measures are suggested to the manufacturing units to solve it.



The trend of gas consumption in MIDHCO

In Zarand Iranian Steel Company, 1.4 million cubic meters of water will be saved annually using this system in the metallurgical coke cooling. Furthermore, a 14-megawatt power plant has been constructed that will use only recycled heat to generate electricity. The CDQ plant has been built at a cost of 33 million euros and about 200 billion tomans. This factory was put into operation on the 17th of Tir 1400 (July 8, 2021) during a video conference ceremony by the President and the presence of the Minister of Industry, Mining and Trade, a nd Mr. Ghasemi, the respected CEO of Pasargad Bank.
The most important environmental benefits of this project are:





Operation of the CDQ factory on July 8, 2021



Operation of the Coke Dry Quenching (CDQ) System

MIDHCO's social responsibility report

ZISCO Zarand Iranian Steel Co.

Zarand Iranian Steel Company

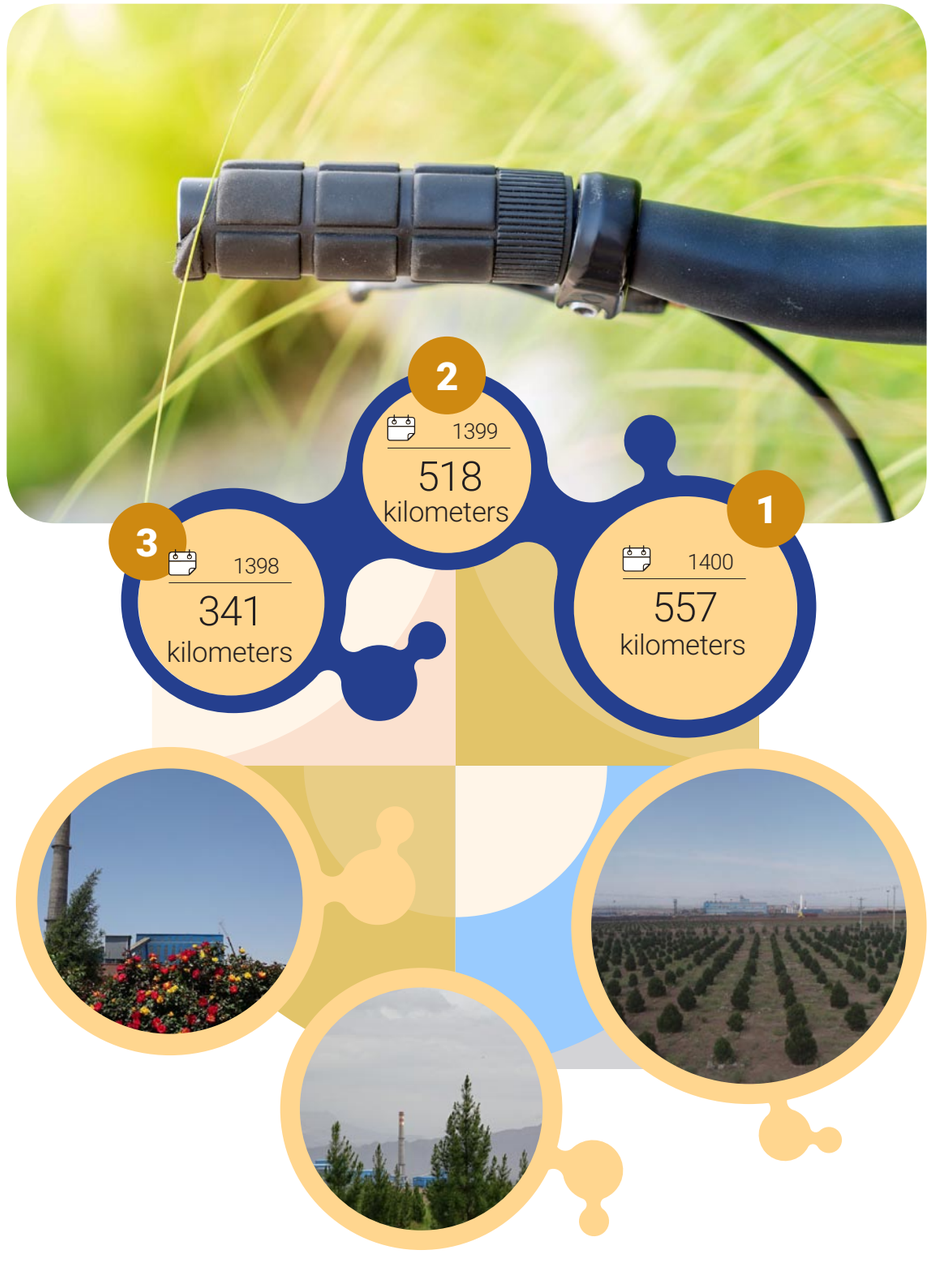
One of the most important strategies of MIDHCO in development is to maximize energy efficiency and comply with the highest environmental standards at the global level. Since metallurgical coke is the main source of energy consumed in the blast furnace steel manufacturing process, MIDHCO has set up a "coke dry quenching " or (CDQ) unit as the most advanced global technology in accordance with environmental standards in the field of coke manufacturing.

Currently, all existing coking plants in Iran use the coke wet quenching (CWQ) system for coke cooling operations. The quenching tower is a source of air pollution as well as one of the important sources of thermal energy and water loss in the coking process. One of the main solutions to eliminate this important environmental aspect is to implement a dry quenching system. CDQ is actually a heat recovery system to cool the hot coke out of the coking furnace. The cooling continues until the coke temperature is suitable for transportation.

In this system, hot coke enters the chamber from the upper side of the cooling chamber, where it is cooled by contact with nitrogen gas (in CDQ, nitrogen-based gas is used to cool the hot coke instead of using water) and comes out from the bottom of the chamber. Then, the nitrogen gas, which has a high temperature after coming into contact with the hot coke, enters the boiler after passing through the dust filter, where it provides the heat energy needed to evaporate the water, and after cooling, it re-enters the process cycle. The steam produced in the boiler is then transferred to the power plant, where it provides the necessary energy to rotate the turbine and generator and finally generate electricity.



Operation of the CDQ factory in the presence of the president - Tir 1400 (July 2021)

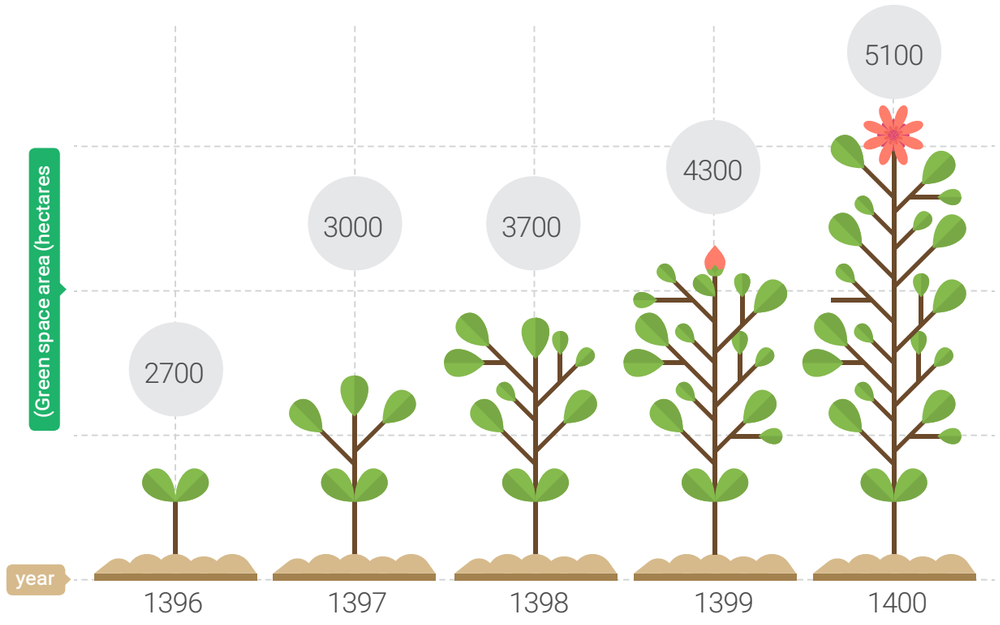


The extent of the drip irrigation network in MIDHCO

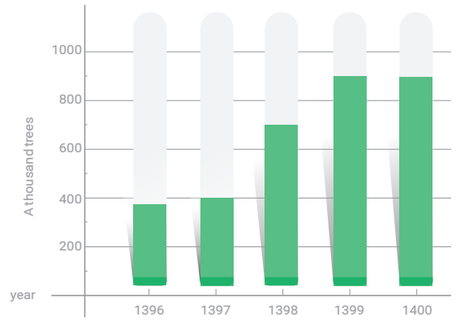
Development of Green Space

One of the principles of sustainable and comprehensive development in MIDHCO since its establishment has been the development of green space in the manufacturing complexes. Accordingly, by the end of 1400 (March 2022), 5,100 hectares green space including 954,000 trees have been created in MIDHCO. In the selection of plant species for planting in the green space, species suitable for the climate of each region have been identified and used.

Out of this green space, 1138 hectares are based on MIDHCO's legal obligations and 3962 hectares are due to the memorandum with the Natural Resources Organization and based on corporate social responsibility. Also, MIDHCO has tried to manage water consumption in green space maintenance by using up-to-date irrigation methods. In 1400 (2021), the drip irrigation network has increased by 7% compared to the previous year and has reached 557 km. In many manufacturing complexes, such as Zarand coking plant, Sirjan concentrate and pellet plant, Bardsir steel complex, Pabdana coal processing, and Babak Copper, the water needed for irrigation of green spaces is provided from the sewage system of sanitary treatment plants.



Development of the green space created in MIDHCO (sum of legal obligations and social responsibility)



The green space of MIDHCO's mining and manufacturing complexes by 1400 (March 2022)

Development of Human Capital and Society

MIDHCO

Human capital and Community Development

Report 2021 –2022

Section 3: Preservation and improvement of the environment

- MIDHCO's human capital strategies
- MIDHCO's social responsibility towards employees
- Improvement of the quality of work life
  - Provision of comfort facilities
  - MIDHCO's welfare performance
- Equal opportunities in MIDHCO
  - The main objective of human capital in MIDHCO
- Improvement of human participation and communication
- Participation in corporate social responsibility
  - Improvement of knowledge and skills and development of competencies
  - Promotion of organizational culture and promotion of vitality
- Safety and healt in MIDHCO

Safety in MIDHCO in 1400 (2021)
Safety facilities
- Management of preventing COVID-19 outbreak
- MIDHCO's human capital at a glance
- MIDHCO's social responsibility approaches in the local community
- Support for cultural and sports activities
- Economic empowerment of Kuhsorkh
- Contributions to educational justice in society



MIDHCO's Social Responsibility towards Employees

In MIDHCO, achievement of capable human capital is one of the competitive advantages. Moreover, the belief of MIDHCO's managers is to maximally comply with social responsibilities towards colleagues based on organizational culture and participation in the direction of the company's macro goals. MIDHCO's social responsibility in human capital is based on human dignity, national and local culture, and MIDHCO's organizational values. These responsibilities include aspects of work, family, and personal lives of employees.

Goal	Definition	Social responsibility approach
» Paying attention to the payment of sufficient salaries and benefits » Creating good working conditions » Making the work environment more democratic and paying attention to families and lives of employees	» Helping to have a satisfying life at work » And paying attention to the personal lives of employees and striking a reasonable and appropriate balance between work and life	» Improving the quality of work life
» Coordination in the implementation of welfare programs in MIDHCO » Development of purposeful welfare services in MIDHCO	» Increasing the level of comfort and contributing to greater loyalty and belonging of employees and developing the employer's brand	Provision of comfort facilities
» Emphasis on fair treatment in MIDHCO » Implementation of coordinated payment and uniform recruitment guidelines in MIDHCO	» Fairness and equality in growth and obtaining promotion and development opportunities in MIDHCO	Equal opportunities in the workplace
» Establishment of the recommendation system in the companies » Establishment of communication channels with colleagues » Establishment of a employee participation system » Flowing of knowledge management into the MIDHCO's companies	» Attracting the participation of colleagues in the continuous improvement of MIDHCO » Promoting constructive and effective interaction in organizational communication	Improving human participation and communication
» Implementation of human capital training guideline of MIDHCO Implementation of the guidelines for recruiting experts in the committees and specialized working groups	» Improving the knowledge of colleagues and helping to acquire new occupational and organizational skills	Development of knowledge and skills
» Strengthening positive behaviors based on MIDHCO's values » Increasing the level of health and vitality through promoting sports and group activities	» Promoting MIDHCO's values in the organization and creating high morale in the work environment	Promotion of organizational culture and vitality

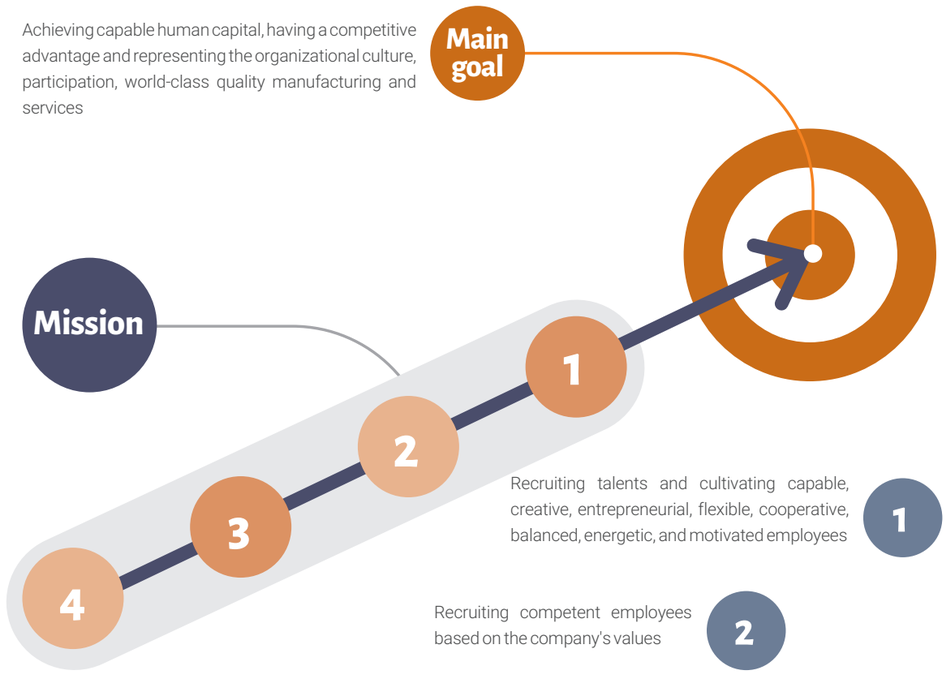
مسئولیت‌های اجتماعی میدکو در قبال سرمایه انسانی

MIDHCO's Human Capital Strategies

MIDHCO aims to achieve its organizational goals and create a competitive advantage by using experienced, expert, and highly motivated human capital to play an effective role in the company. Carrying out the mission of MIDHCO's development requires providing the basis for the growth and improvement of the employees' abilities as the basic and productive capital of the company. In order to realize the above intentions, human capital development policies of MIDHCO and its subsidiaries should be formulated and developed in line with the company's main strategies. In this regard, the use of advanced and scientific human capital structure design models is one of the necessities of the company's human capital system design, and it necessitates drawing a roadmap for the development of human capital in the company by formulating the human capital strategic document, which is compiled according to the company's strategic document.

Main goal

Achieving capable human capital, having a competitive advantage and representing the organizational culture, participation, world-class quality manufacturing and services

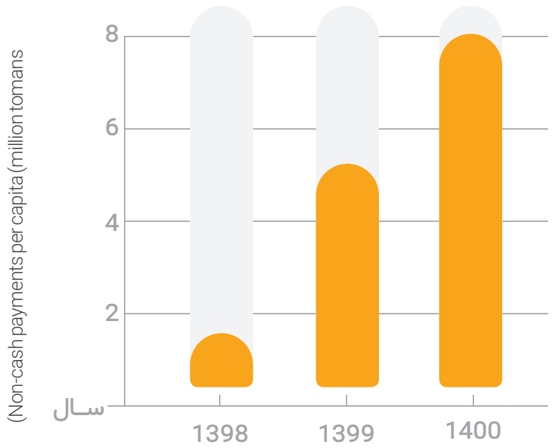


1. Recruiting talents and cultivating capable, creative, entrepreneurial, flexible, cooperative, balanced, energetic, and motivated employees
2. Recruiting competent employees based on the company's values
3. Promotion and development of human capital capable of managing oneself, the organization, and the environment
4. Increasing the deserved share of human capital to improve added value in projects, products, and services

Performance of Quality of Work Life in MIDHCO

Adequate salary and benefits

In 1400 (2021), the non-cash expenses paid to colleagues have reached a total of over 72.3 billion tomans. The non-cash payments per capita in MIDHCO for each of the employees were approximately 8 million tomans. Also, in this year, 3.5 million tomans were paid to each of MIDHCO's colleagues for travel and tourism allowances, which totaled 31 billion tomans in this field.



The per capita trend of non-cash payments in MIDHCO



Improvement of the Quality of Work Life

In MIDHCO, human capital plays a central role in achieving MIDHCO's goals and vision. Therefore, according to the diverse needs of the employees, various programs have been designed and implemented to increase the quality of their working lives. These programs cover various aspects of employees' lives, such as health, welfare, increasing life skills and quality of family life, and providing for their future.



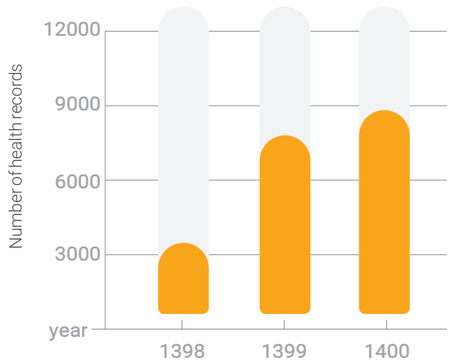
Measures taken to improve the quality of working life in 1400 (2021)

year to spend more time with their families.
Granting medical allowances to colleagues whose family members have certain diseases.
Holding educational seminars and classes for colleagues' families
Conducting family visits of colleagues to the manufacturing complexes to get familiar with MIDHCO's work environment
Organizing and publishing 4800 educational titles about how to prevent the spread of COVID-19
Granting interest-free loan facilities to employees to improve their living conditions through the resources of Resalat Qarz al-Hasna Bank
Permission to use unlimited leave beyond sick leave for colleagues infected with COVID-19 until complete recovery
Purchase of three NOCOMIST (disinfection) devices in order to disinfect the environment and surfaces in contact with air in the workplace
Encouraging colleagues to use paid leave throughout the

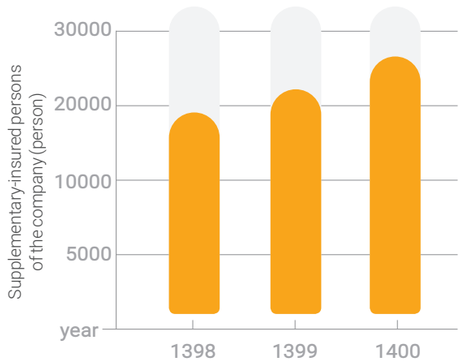
MIDHCO's Welfare Performance

Insurance and health

In 1400 (2021), the total number of supplementary-insured persons of the company was 26,885. The company has been responsible for 75% of the supplementary insurance, this amount of payment in 1400 (2021) was equivalent to 40.4 billion tomans. Also, in this year, MIDHCO has paid the equivalent of 5.6 billion tomans for the life and accident insurance of the company's employees.



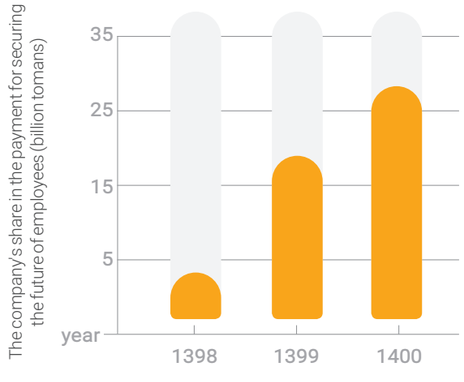
The trend of filing health records in MIDHCO



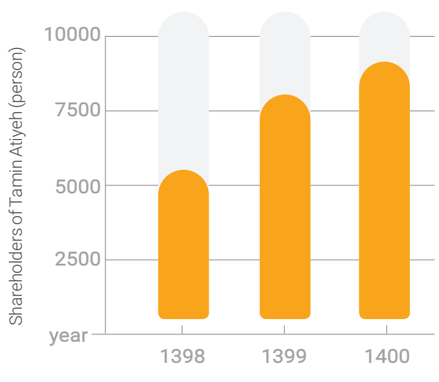
The trend of supplementary insurance in MIDHCO

Securing the future of employees

In MIDHCO, all associates are TAMIDHCO's shareholders. Accordingly, six shares of the company are paid monthly for each of the associates to be shareholders of Tamin Atiyeh. In 1400 (2021), 9,111 associates were shareholders of Tamin Atiyeh and the total paid share of the company was 27.8 billion tomans.



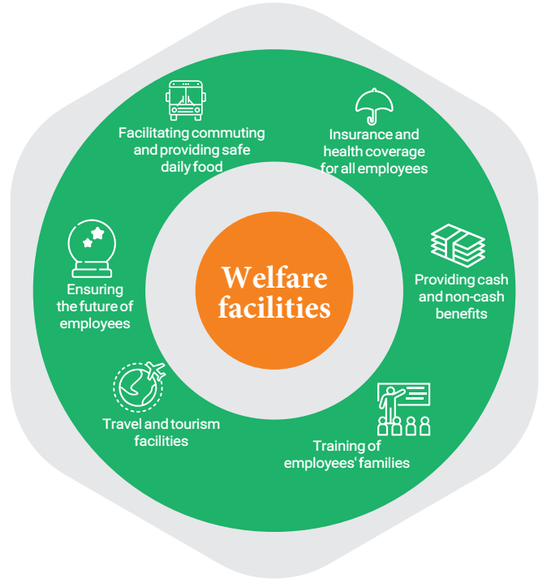
The company's share in the payment of securing the future



The shareholding trend for securing the future of associates in MIDHCO

Provision of welfare facilities

In MIDHCO, human capital plays a central role in achieving MIDHCO's goals and vision. Therefore, according to the diverse needs of employees, various programs have been designed and implemented to increase the quality of their working lives.
These programs cover various aspects of employees' lives such as health, welfare, increasing life skills and quality of family life, and providing for their future.



Insurance and health coverage for all employees: supplementary insurance for all employees and their families (with a ratio of 25% of employees' shares and 75% of the company's share), periodic examinations and health assessment, formation of electronic medical and health records of employees, life and accident insurance coverage for all employees. **1**

Providing cash and non-cash benefits: Preparation and distribution of "MIDHCOCards" and recharge on different occasions (8 occasions according to the previous approval of the committee) during the year with a previous announcement by MIDHCO. **2**

Training employees' families: Providing appropriate education for employees' families, general life skills and job description, work-life balance programs, education facilities for employees' children, awarding prizes to excellent employees' children, scholarships for starting the school year and gifts for marriage and childbirth **3**

Travel and tourism facilities: Planning to provide facilities for travel and tourism planned for all employees, contracts with tourism service centers in the form of Avand project (Pasargad and MIDHCO Electronic Payment Company), obtaining discounts from tourism service centers and payment of travel and tourism allowance to MIDHCOCard **4**

Securing the Future of Employees: Requiring membership and shareholding of employees in the Tamin Atiyeh Company and allocating a 6% monthly budget of the company's share for each employee. **5**

Facilitating transportation and providing safe daily food: According to the conditions of Corona, MIDHCO, in compliance with the necessary hygienic principles and protocols, has provided daily food in all companies, complexes and factories and has established a suitable transportation service for employees, also in the headquarters, companies and cities where service is not possible, transportation costs are paid. **6**

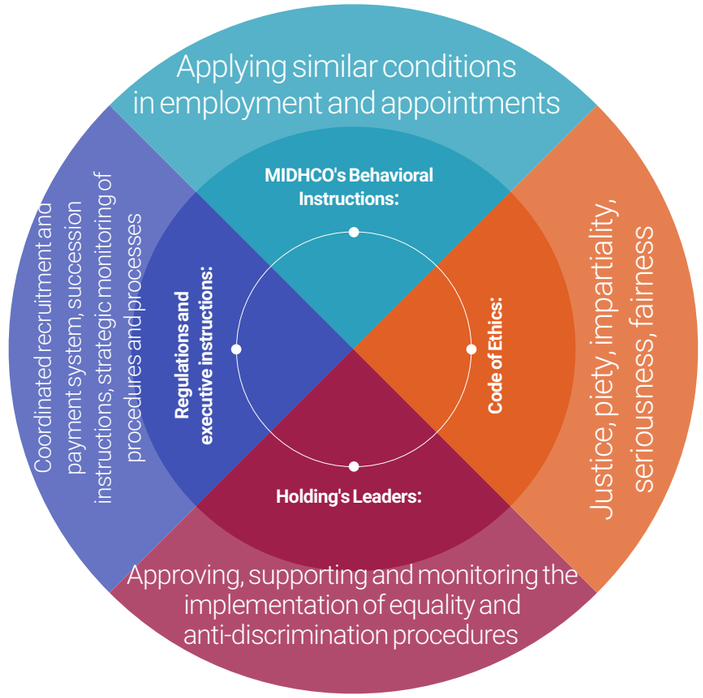
The Main Purpose of Human Capital in MIDHCO

Achieving capable human capital, having a competitive advantage and representing the organizational culture, participation, world-class quality manufacturing and services



Equal Opportunities in MIDHCO

هلدینگ میدکو متعهد است برای توسعه و نگهداری سرمایه انسانی با هر یک از همکاران، برخورد مناسب و همراه با احترام داشته باشد و نیز این امکان را برای ایشان فراهم آورد تا بتوانند به پیشرفت و موفقیت کسب و کار کمک کنند و به نقش مهم خود در این رابطه نیز آگاه باشند. ازطرفی به وسیله تدوین آیین‌نامه‌های روشــن و مدون و اجرای دقیق و نظام‌مند آن‌ها، مانند روش اخذ سهام، افزایش سهام، آیین نامه وام، و سیستم آموزش، تلاش شده است تا در ارائه امتیاز یا امکانات به کارکنان فرصت برابری برای همه وجود داشته باشد.



In MIDHCO, the policy of recruiting and hiring employees is based on equal opportunities for all applicants and throughout the country. In MIDHCO, in order to observe justice and contribute to local development, recruiting from the local community is a priority. This priority expands due to the importance of jobs at a higher level

In MIDHCO, recruitment programs and methods are designed in such a way that it is possible to participate in the group for the qualified people of the company equally. Controversial issues such as religion, ethnicity, gender, etc. are not involved in the recruitment of human resources.

Local status	Type of job
City (all villages of the city)	Technician and lower jobs
Province (all cities of the province)	Expert jobs
At the national level (all provinces of the country)	Management jobs
At the international level	Senior managers and consultants

Table: Equal opportunity in providing human capital in various jobs

Participation in Corporate Social Responsibility

In line with the strategic goal of "integrating into soceity" and the organizational value of the spirit of citizenship, which emphasizes law-abiding, improving the level of safety and health, and preventing environmental pollution, as well as adhering to social responsibility, several measures are planned and implemented to attract the participation of colleagues and help in planning and implementing the company's social responsibility programs.

Approaches to employee participation in social responsibility

Environmental

Participation approaches

1

Separating and collecting waste in all activities, helping employees to plant trees and create green spaces, helping with irrigation, participating in saving energy (water, electricity ₉ and gas), promoting the culture of reducing energy consumption at the levels of company and family

Examples

2

Segregation of waste from the source in restaurants, companies, and workshops, saving energy and reducing energy consumption in the call to reduce consumption to compensate for the shortage in the country, developing green spaces with the presence of employees in Butia, Zarand, and Pabadana

Social

Participation approaches

1

Cooperation with the Blood Transfusion Organization, cooperation with the Red Crescent, cooperation in charity affairs and humanitarian aid

Examples

2

Donating blood annually in most complexes, helping the injured and accident victims in the cities of Zarand and Kohbanan by HSEC, ambulance₉ and fire department, helping charities, helping the earthquake victims of Kermanshah, Zarand₉ and Kohbanan, helping the flood victims

Improvement of Human Participation and Communication

In MIDHCO's strategy, "empowering and improving the participation of colleagues" is one of the strategic goals to achieve the promotion of organizational values such as knowledge-based and teamwork. MIDHCO's participation system has been formulated and implemented with a focus on the development of delegation of authority at levels other than managers and promoting the participation method from proposing to the leader and guiding teams.

In this system, there is a special look at empowerment with the approach of participation in decision-making, and the operational levels of employees have an active participation in these decisions.

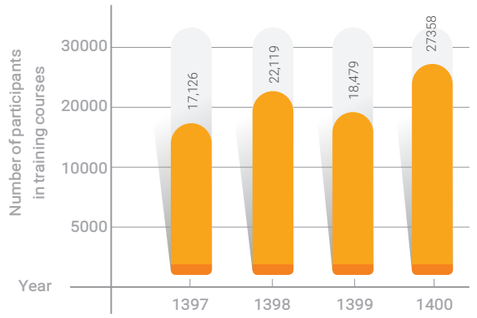
The belief of the leadership team in transparent, smooth, and continuous communication is one of the important issues of the company, which has always been considered in MIDHCO.

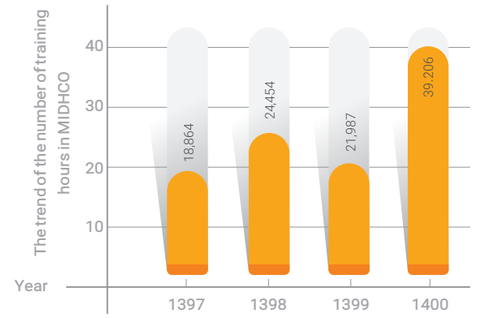
In MIDHCO, through the creation of efficient communication channels, employees can express their doubts about the effectiveness of the organization's activities and justify the necessity of new ideas for the organization's efficiency. In MIDHCO, various approaches are used to obtain employees' opinions, directly and indirectly, and employ these opinions in strategic changes and operational plans. These approaches provide a suitable opportunity for employees to participate in the organization's programs.

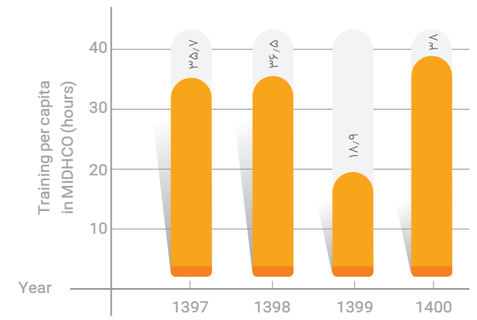
These approaches include measuring the satisfaction of managers and employees in 10 axes, the IMS audit report in five axes related to employees, the feedback report of the organizational excellence award, the decisions of the human capital development committee, and the evaluation of the implementation of regulations and guidelines.

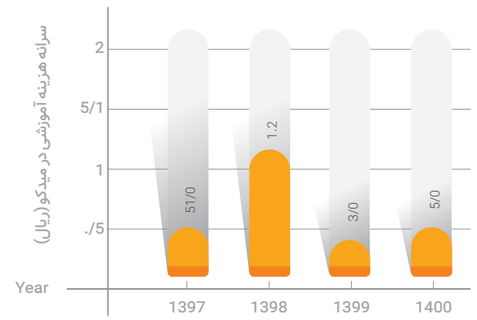
Employee Participation System in MIDHCO

Executive methods in MIDHCO	Participation approaches
System of suggestions and calls Satisfaction measurement system Knowledge management system Directors' meeting	Recommendation
Annual brainstorming meetings Quarterly meetings with employees Meetings within managements Chat Café	Consultation (active and passive)
Specialized committees Case work committees Production and project control meetings Expert associations Weekly council of managers	Bilateral or multilateral decision-making
Teams for organizing festivals The team for organizing meetings and conferences MIDRP project Evaluation of program and budget performance	Work teams (team participation and team leadership)











Participation of employees of Iranian Babak Copper Company in religious rituals

Improving knowledge and skills and developing competencies

Increasing skills and developing competencies is one of MIDHCO's main strategies for achieving global development, and therefore, we look at it as a useful investment and a key factor in the development of the company. The comprehensive training system of MIDHCO staff is an interconnected set of components and subsystems that achieve predetermined goals to improve the efficiency of human resources and organizational effectiveness, through continuous interaction. Achieving an acceptable standard in skills, improving insight and attitude, and improving employee performance are some of the targeted effects of this system.

The most important educational policies of MIDHCO in order to achieve the goals and programs of growth and development are as follows:

- Using various educational methodologies such as seminar, workshop, camp, educational mission, self-development, virtual
- Focusing on professional, specialized and managerial training
- Educational justice and creating equal opportunities for all employees to benefit from training
- Changing the direction of training from "Bringing learning to work" to "Bringing work to training"
- Individual training for each person, mixed with work, with inclusive, integrated and interconnected participation

The human capital training regulation has been developed and implemented considering all the training processes. In determining educational needs, according to making the educations purposeful and increasing the effectiveness of educational courses, various educational methods such as courses, conferences, and seminars, on-the-job training, workshops, camps, educational and self-development missions, digital education, and social networks are used. Details related to this approach and methods are given in the table below.
Also, after conducting the needs assessment, MIDHCO's comprehensive training program and calendar is compiled and the process of monitoring the implementation of training courses is carried out.

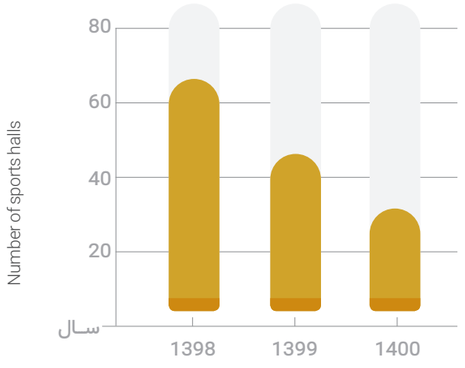
MIDHCO's Educational Performance in 1400 (2021)

Training per capita in MIDHCO (hours/person)	Number of training hours	Number of training courses
38	39.206	2086

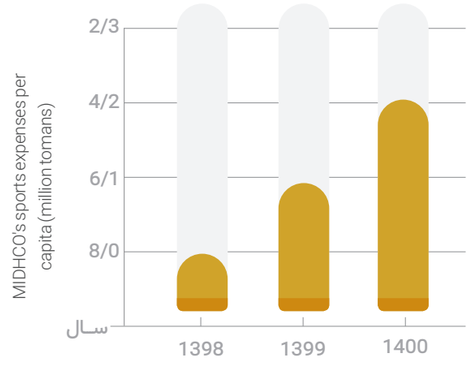


MIDHCO's Sports Performance

In 1400 (2021), in order to promote sports in MIDHCO through the provision of sports facilities on lease, 33 sports halls for various sports such as volleyball, futsal, swimming, and badminton have been prepared for colleagues.
In this year, due to the spread of COVID-19, the MIDHCO Sports Olympiad was not held, and based on the budget allocated and approved by the cultural and sports committee of the companies, appropriate sports items such as sweatshirts, athletic pants, and sneakers were purchased and distributed among the employees.
Also, in the year 1400 (2021), a total of 23.1 billion tomans were spent for providing sports facilities, providing sports equipment and tools, promoting public sports, and holding sports competitions. The cost per capita for all MIDHCO's employees was approximately 2.5 million tomans.



The number of sports halls provided for MIDHCO's employees



Sports costs man-hour in MIDHCO

Improvement of Organizational Culture and Promotion of Vitality

MIDHCO's cultural performance

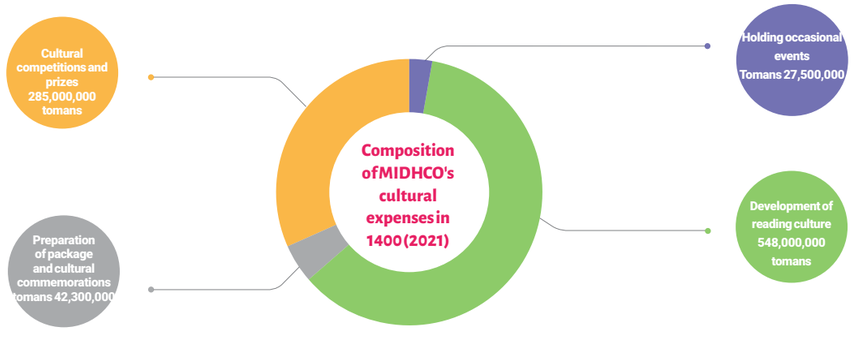
In MIDHCO in 1400 (2021), nearly 900 million tomans were spent on cultural affairs. This amount was 100 thousand tomans for each of the colleagues. The composition of cultural expenses in 1400 (2021) is shown in the figure below.



« Donating books to employees' families in Iranian Sirjan Steel Company

Cultural measures taken in 1400 (2021)

1. Holding cultural and artistic competitions of Tariqat Soleimani and those who are waiting for the Reappearance for colleagues and their families
2. Availability of over 60 copies of physical books and 150 copies of digital books and planning for completing the library in Pabadana Company
3. Commemorating the anniversary of the establishment of MIDHCO, International Workers' Day, and national and religious occasions in 1400 (2021)
4. Holding a literary and artistic festival on the occasion of Transportation Day in Samangan Trabar Company
5. Development of libraries by adding 600 book in different job titles and establishing a virtual library with more than 10 thousand books in Zarand Iranian Steel Company
6. Development of libraries by adding 600 book in different job titles and establishing a virtual library with more than 10 thousand books in Zarand Iranian Steel Company
7. Holding a Nowruz family reading competition in Sirjan Iranian Steel Company

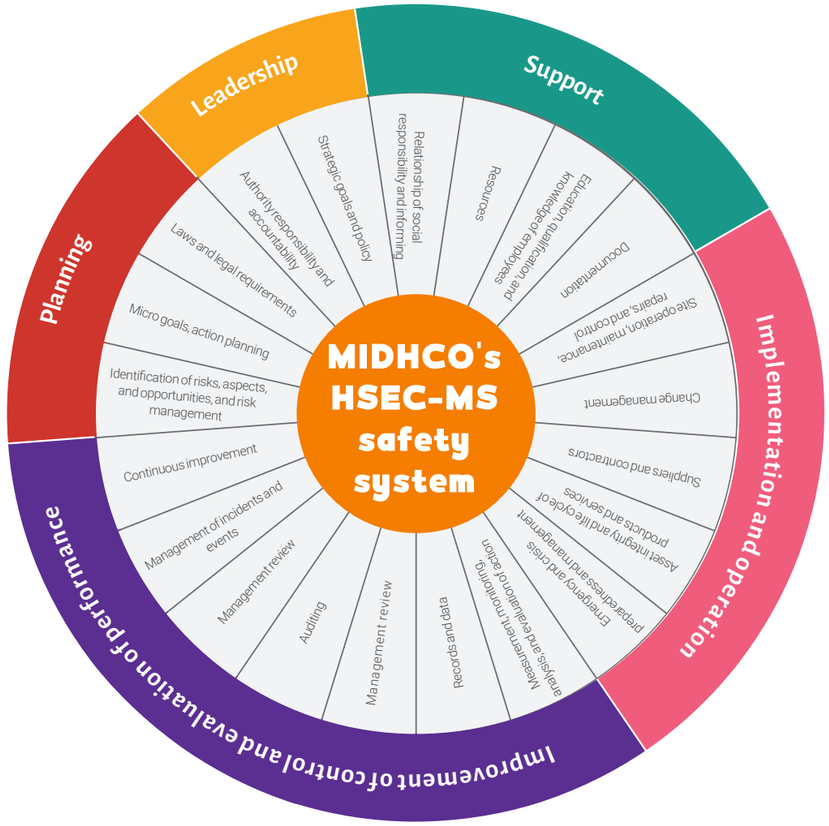


SafetyandHealthinMIDHCO

رویکرد ایمنی و سلامت در میدکو (نظام HSEC-MS)

نظام مدیریت ایمنی، بهداشت و محیط زیست (HSEC-MS) میدکو متناسب با نیازها و ویژگی‌های حوزه فعالیتی میدکو در صنایع معدنی و به منظور امکان سیاست‌گذاری جامع و مدیریت هدفمند، منسجم و یکپارچه HSEC در سطح واحدهای تابعه، رعایت خط‌مشی و استراتژی‌های HSEC هلدینگ و دستیابی به سطح عملکرد بهتر در راستای اهداف کلی هلدینگ میدکو در حوزه ایمنی، بهداشت، محیط زیست و جامعه تدوین و پیاده‌سازی شده است.

برای تدوین نظام ایمنی، بهداشت و محیط زیست و فرآیندهای مرتبط با آن در سطح هلدینگ میدکو، از چارچوب طبقه‌بندی فرایندی برای صنایع استفاده شده است. همچنین، مدیریت HSEC میدکو به منظور اطمینان از پوشش تمامی نیازهای متناسب با فعالیت‌های هلدینگ میدکو، با توجه به اهمیت آن از استانداردهای مدیریت ایمنی، بهداشت و محیط زیست مانند استانداردهای ISO14001 و ISO45001 و نیز الگوهای مدیریتی خاص صنایع معدنی در شرکت‌های بی‌اچ‌بی بیلتون و ریوتینتو استفاده کرده است.



Safety, health, and environment management system in MIDHCO

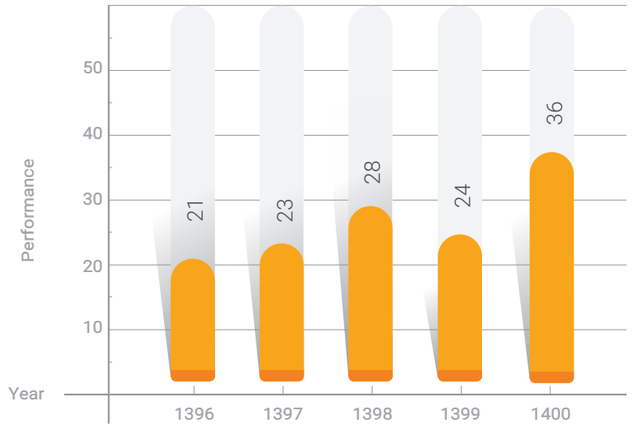
Through the establishment of this model, care audits, annual HSEC performance evaluation, continuous visits, MIDHCO monitors and supervises the HSEC status of subsidiary units, and by pursuing improvement measures, it pursues continuous improvement of the HSEC level in subsidiary units. Also, by selecting HSE performance indicators from sources such as ICMM and obtaining its reports from subordinate units, the HSE status of the units is continuously monitored.



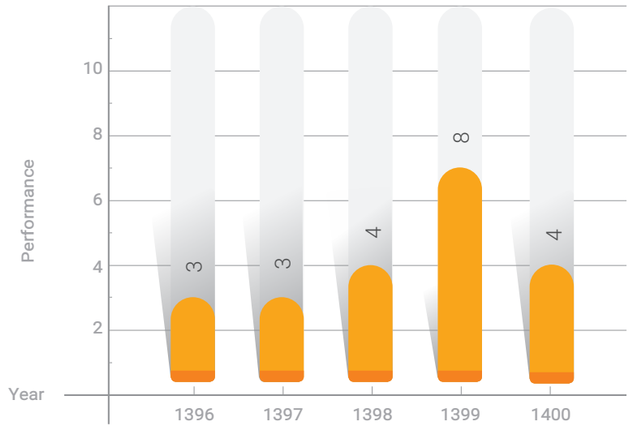


Achievements of HSEC management in safety and health of employees in 1400 (2021)

The number of intra- and extra-organizational maneuvers in MIDHCO



✱ The number of intra-organizational maneuvers held in MIDHCO



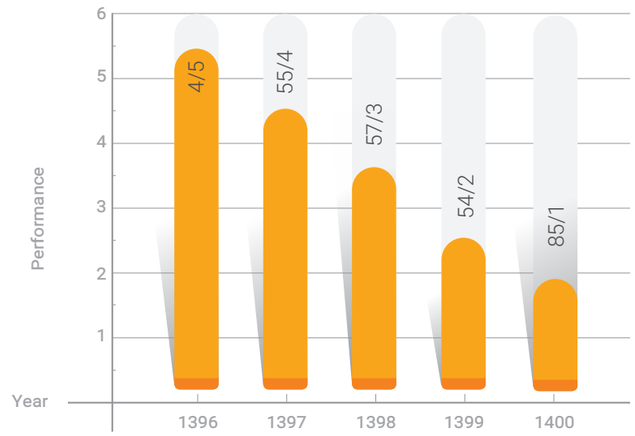
✱ The number of maneuvers held with intra-organizational participation



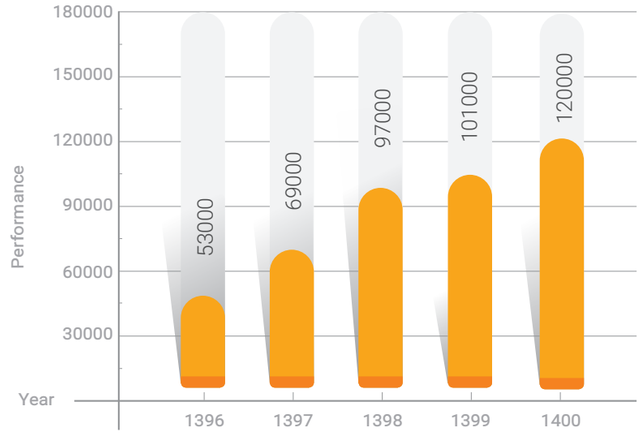
Safety in MIDHCO in 1400 (2021)

One of the main goals of MIDHCO is to improve the safety of the holding's employees by bringing the injury level to zero. By implementing safety guidelines in MIDHCO and monitoring the implementation of health and safety programs in the year, the accident frequency index in 1400 (2021) has decreased compared to previous years and the trend of the index is decreasing and towards zero. Based on the review and interpretation of organizations such as OSHA and ANSI, an FR index between 0 and 10 means that the company's safety performance is acceptable.

Accident frequency rate (FR)



✱ The accident frequency index shows the number of accidents per million working hours.



✱ Man-hour HSE training in MIDHCO

Management of Preventing the Spread of COVID-19

With the outbreak of the COVID-19 virus, MIDHCO's HSEC management designed and implemented a series of measures to prevent the spread of the COVID-19 virus and maintain the health of employees.
The result of these measures is the compilation, notification and training of 19 instructions and guidelines for preventing the spread of the COVID-19 virus in accordance with the requirements of the National Anti-COVID-19 Headquarters, the Ministry of Industry, Mine, and Trade, and Occupational and Environmental Health Center of the Ministry of Health and Medical Education.
The follow-up of the necessary measures across the subsidiaries is carried out continuously by the HSEC management of MIDHCO.
Also, in 1400 (2021), MIDHCO tried to provide the required ground for the vaccination of colleagues against COVID-19. During this period, vaccination sites were established in the factories and manufacturing complexes so that colleagues have easy and timely access to various types of COVID-19 vaccines.a

The most important measures taken to prevent the spread of COVID-19

- Preparation of masks, gloves, disinfectants, thermometers, etc.
- Delivery of more than 11.2 million masks and fever checks in the same amount for all people entering the units
- Consumption of more than 730,000 liters of disinfectants in order to implement health protocols.
- Conducting 8300 health inspections and supervisions by HSEC units of MIDHCO to ensure compliance with health guidelines and protocols.
- Providing 4,600 cases of virtual training to employees regarding how to prevent the spread of the COVID-19 virus and comply with health protocols.
- Printing about 8600 pamphlets, banners, and brochures in order to inform and increase the awareness of employees.
- Distribution of 12,500 sanitary packs including disinfectants, masks, gloves to truck drivers when entering MIDHCO's subsidiaries.



Establishment of vaccination sites in MIDHCO's manufacturing complexes

Safety facilities



Fixed and portable fire extinguishing equipment



۳۷
fire trucks



۱۴۵
cases of fire announcement and extinguishing



۲۸۵
firefighters



۱۹
stations



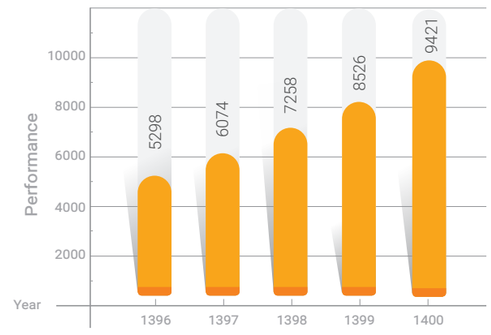
۱۰۷
fire fighting plans



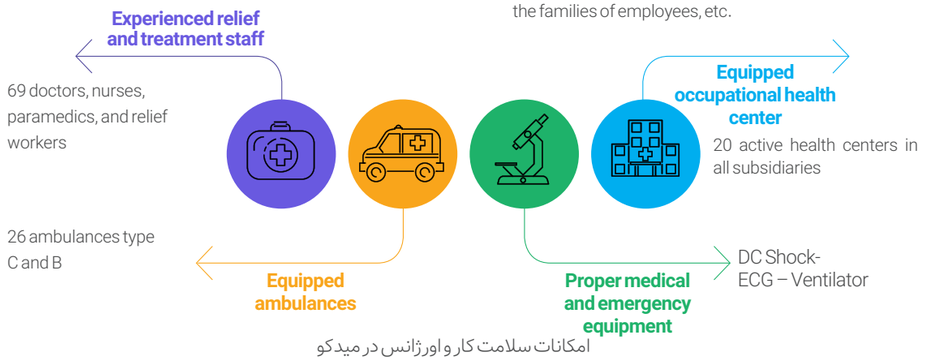
۴
practice fields

Health in MIDHCO in 1400 (2021)

Collective work and learning from each other, along with health, accuracy, speed, and order, are the key principles of manufacturing in MIDHCO. Accordingly, with the follow-up and supervision of the management of HSEC, MIDHCO has established 20 occupational health centers equipped with ambulances, medical facilities, specialized manpower, and medicine in the subsidiary units. Among other measures taken in this field, we can mention occupational medicine examinations, measuring the harmful factors of the work environment, creating a healthy eating plan, supporting people with disabilities in the region, etc.
Also, in order to prevent the spread of COVID-19, MIDHCO has taken many measures in the host communities, including education, culture building, delivery of health items to the people of the communities, medical equipment to the medical centers, delivery of items needed by the University of Medical Sciences, support to the families of employees, etc.



تعداد معاینات شغلی واحدهای تولیدی
(معاینات بدو استخدام و معاینات دوره‌ای)



امکانات سلامت کار و اورژانس در میدکو



Age: 35 years old

Average age of employees



Female: 2.5%
Male: 97.5%

Female and male employees

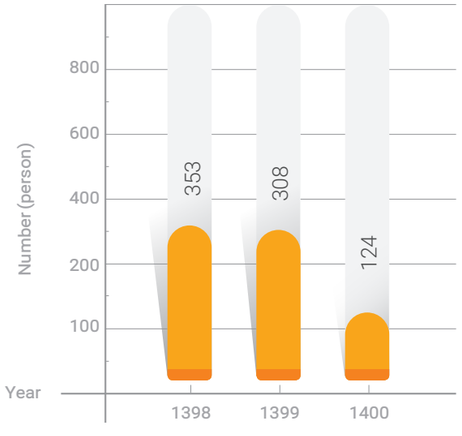


Local: 98%
Non-local: 2%

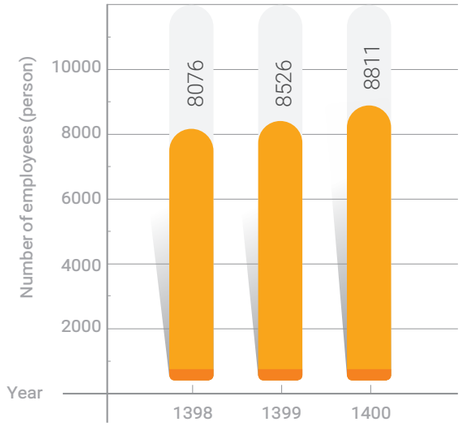
Employment

Total		Other employees		
	Permanent employees		Contractual employees (building)	Outsourced employees (manufacturing)
20.157	8.811	11.346	5.546	5.800

Composition of human capital in 1400 (2021)



The process of trainee training in MIDHCO



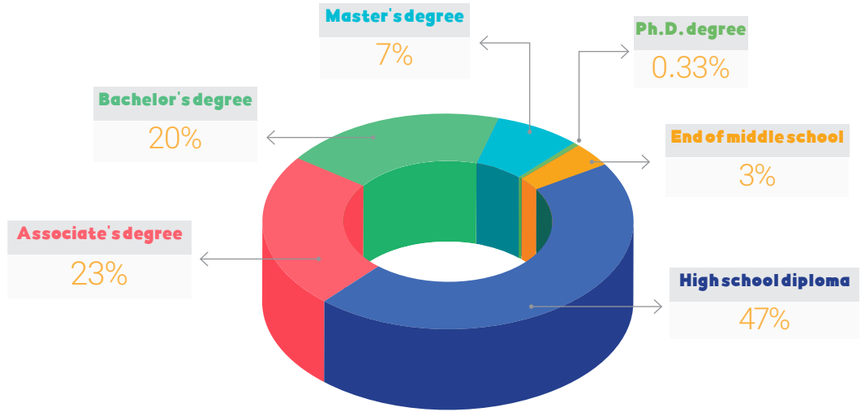
The process of employment and recruitment in MIDHCO

MIDHCO's Human Capital at A Glance

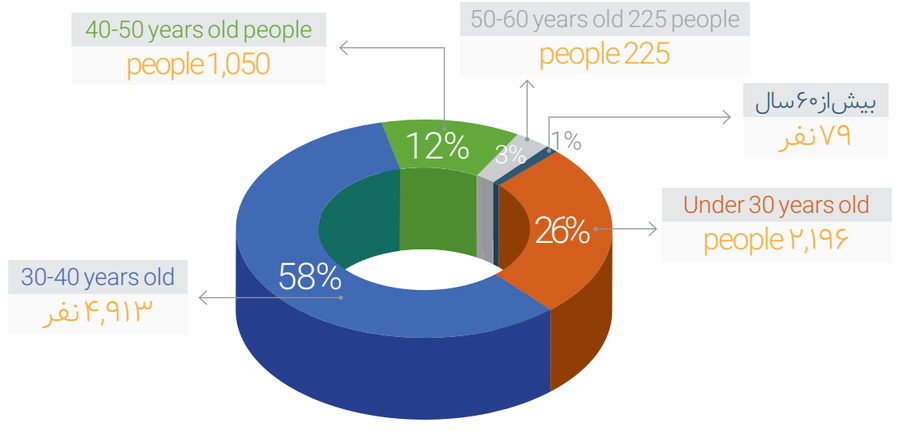
MIDHCO's strategy for human capital is reviewed every year to meet MIDHCO's needs in the field of providing specialized human resources for the organization's strategic goals. The result of this view is relying on human resources and using experienced and capable managers in developing MIDHCO and turning human capital into a strong point in its activities. MIDHCO's focus on the use of local manpower (nearly 98% local workforce in the entire holding) and young professionals (average 35 years old for MIDHCO's employees) has played an important role in the economic development and prosperity of the local community in terms of employment, vitality, and social welfare.

Also, MIDCO tries to help in the cultivation of expert and skilled workforce through the recruitment of trainees in cooperation with universities and higher education institutions. In 1400 (2021), 124 people worked as trainees in MIDHCO.

Another policy of MIDHCO in the field of social responsibility is to outsource many of MIDHCO's affairs to local contractors. With the start of MIDHCO's activities in Kerman province, 600 small and large companies and contractors have become activate and have been working in this province. In 1400 (2021), nearly 5,800 people were among MIDHCO's outsourced employees.



Composition of human capital in terms of education level (٪)



(٪) Composition of human capital in terms of age

Support for Sports and Cultural Activities

۱

» The championship of Iranian Sirjan Steel volleyball team in the Asian Club Cup competitions

۲

» Winning the third place in the volleyball team of Iranian Sirjan Steel in the Premier League of the country

۳

» The success of the Futsal team of Zarand Steel Company in the first division league and promotion to the Premier League of Futsal

۴

» Supporting public sports by equipping sports halls and helping basic teams in local communities

۵

» Financial support for conferences and exhibitions related to MIDHCO's activities; National Award for Organizational Excellence, Iran Conmin, MINEX, Social Responsibility Conference of Management Association, National Steel Symposium, IMI10 Conference of Iran's Top Companies, and World Summit on Mining and Mineral Industries.

۶

» Helping to hold national and religious events (such as Muharram and Iftar banquets)

۷

» The participation of the Zarand Iranian Steel Company's archery team in the country's premier league.



The championship of Iranian Sirjan Steel's volleyball team in the Asian Club Cup competitions



Promotion of Zarand Iranian Company's futsal team to the Premier League of Futsal

MIDHCO's Social Responsibility Approaches in the Local Community

Believing in the motto of local community development, MIDHCO has focused social responsibility activities in the community on the villages and on the youth in the communities. Accordingly, by supporting non-governmental organizations, associations, and charities in local communities, it has provided the ground for positive communication and interaction with host communities to empower the local community. On the other hand, by contributing to the development of local development infrastructure, it has led to long-term economic development in the host communities, and as a result, a platform for the prosperity of local businesses.

Emphasizing on supporting cultural and sports activities while respecting the values and culture of the host communities, MIDHCO considers the vitality and empowerment of the youth as part of its responsibilities to the community.
Also in recent years, with the emphasis of senior managers of MIDHCO on the importance of educational justice and training, schools and supporting the education of students in local communities in the development of the community have been one of the priorities of MIDHCO social responsibility programs.



MIDHCO has focused on the less fortunate villages as the center of social responsibility programs to help rural development, leading to employment and increase in the income and well-being of rural households. Accordingly, "Mana-Iranian Industries Expansion and Renovation Construction Company" on behalf of MIDHCO as the economic deputy of Khorasan Razavi has implemented social responsibility programs of this company in the rural areas of Koohsorkh.

Koohsorkh city is located in Khorasan Razavi province and 40 km away from Kashmar. This city with an area of over two thousand kilometers has a population of 30 thousand people and 28 villages. The income ratio of Kooh Sorkh households is less than half of the average income of urban households and 0.8 of the average income of rural households in the country. The main economic activities of Kooh Sorkh are mining, agricultural, mountain, and livestock products, and also tourism services. Due to its mountainous nature, this region has very important mines such as gold, copper, and marble.

MIDHCO's Social Responsibility Approach in Koohsorkh

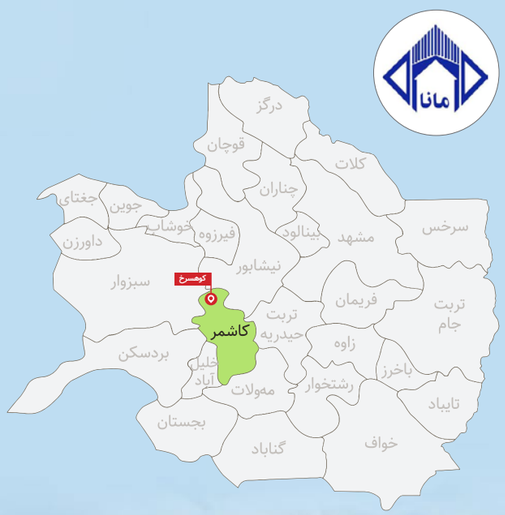
MIDHCO has chosen the empowerment and skill training approach to implement social responsibility programs in Koohsorkh. Accordingly, MIDHCO is trying to help the institutions and organizations responsible for using the capacities of the region for local development without direct intervention. Revival of declining native industries and productions, as well as education and culture building for production and creation of value chain from product to market are two main policies of MIDHCO in this plan.



Figure: MIDHCO's social responsibility goals in Koohsorkh

Economic Empowerment of Koohsorkh

گزارش مسئولیت اجتماعی درمیدکو





Equipping and setting up a paste workshop





A gift package of all kinds of Koohsorkh products to employees of Mana company



Setting up a carpet weaving workshop



Renovation and equipping of a sock knitting workshop



Donating stationery to students



Establishing a micro fund for rural women of Koohsorkh for the first time

Social responsibility planning for Koohsorkh

Studies and preparation of regional development model

Building trust and creating communication networks with people, policymakers, elites, and local entrepreneurs
Field investigation of the region and identification of production and business talents and potentials, identification of business challenges and obstacles
Empowerment through training and skill enhancement
Preparation of 7 long-term executive plans in a 5-year horizon based on the talents and capacities of the regions

Planning and financing

Aiming to increase the annual production of development plans until the horizon of 1405 (2026)
Calculating the annual financial resources according to development plans until the horizon of 1405 (2026)
Signing a memorandum of cooperation with Resalat Bank to provide financial resources needed for projects in the form of low interest micro loans
Allocating supporting financial resources in the form of depositing in Resalat Bank or direct budget allocation to manufacturing workshops

leadership, implementation, and monitoring

Establishing a certain economic office in the city governor's building
Forming an executive team relying on the ability of local educated people in related fields
Setting up the scheduling and implementation plan for the advancement of development plans until the horizon of 1405 (2026)
Setting up the financing schedule plans and allocating loans to development plans
Regular monitoring of programs, calculation of progress, gap analysis, deviations, and finding solutions for them

Project achievements and results

- Realization of 90% of the project financing program in the year 1400 (2021) in the form of loan payments with a total value of 2.5 billion tomans to 197 people
- Creation of 300 direct and indirect jobs in the form of seven development plans
- Establishment of 15 manufacturing workshops in the form of small scale economic enterprises
- Promotion, consultation, and training of more than 550 farmers, ranchers, and entrepreneurs in line with development plans
- Formation or participation in 11 exhibitions for the supply of manufactured products, including handicrafts, etc.
- Revival of traditional cloth weaving (Fortbafi) and anghuzeh (Ferula assa-foetida) cultivation industries in the region
- Renovation of schools and support for underprivileged students and families totaling 1 billion tomans
- Creating 5 portals to introduce new investment opportunities and sell products on the platform of virtual networks and online sales terminals

کمک به عدالت آموزشی در جامعه

اقدامات شرکت‌های تابعه به مناسبت آغاز سال تحصیلی ۱۴۰۰

Amount spent (million tomans)	Number of equipped and improved schools	Number of underprivileged students
820	15	1500

Description:
1. Distribution of 1500 packages of stationery and backpacks worth 520 million tomans.
2. Equipping and improving 15 schools in Zarand region worth 300 million tomans.

Zarand Iranian Steel Co.

Amount spent (million tomans)	Number of equipped and improved schools	Number of underprivileged students
610	9	1130

Description:
1. Distribution of 1130 stationery packages, backpacks, shoes, clothes and hygiene packages.
2- Distribution of 40 tablets for underprivileged students in Bardsir.
3. Equipping and improving four rural schools in Sirjan worth 60 million tomans.
4. Distribution of hygiene packages and disinfectants to five schools in Bardsir worth 30 million tomans.

Sirjan Iranian Steel Co.

Amount spent (million tomans)	Number of equipped and improved schools	Number of underprivileged students
1/000	18	1000

Description:
1. Distribution of 1000 packs of stationery and bagpacks worth 500 million tomans.
2. Distribution of sanitary supplies and packages for the prevention of COVID-19 to 18 schools worth 500 million tomans.

Butia Iranian Steel Co.

Amount spent (million tomans)	Number of equipped and improved schools	Number of underprivileged students
51	–	170

Description: Distribution of 170 coupons for stationery items worth 300 thousand tomans each.

Iranian Babak Copper Co.

Amount spent (million tomans)	Number of equipped and improved schools	Number of underprivileged students
221	11	213

Description:
1. Distribution of 213 packages of stationery and textbooks.
2. Equipping, improving, and smartizating the classrooms of 11 schools.

MEMRADCO

Amount spent (million tomans)	Number of equipped and improved schools	Number of underprivileged students
25	1	50

Description:
1. Distribution of 50 stationery packs, backpacks, and sanitary worth 320 thousand tomans each.
2. Distribution of 40 pairs of shoes for students.
3. Equipping and improving one rural school.

Ferosilis Gharb Pars .Co

Amount spent (million tomans)	Number of equipped and improved schools	Number of underprivileged students
60	1	100

Description:
1. Distribution of 100 packages of stationery and educational aids worth 500 thousand tomans each.
2. Equipping and improving one rural school in Pabadana region in worth 10 million tomans.

Pabdana Coal Processing Co

Amount spent (million tomans)	Number of equipped and improved schools	Number of underprivileged students
20	–	50

Description: 1. Distribution of 50 packages of stationery and backpacks worth 400 thousand tomans each.

Karavaran

Amount spent (million tomans)	Number of equipped and improved schools	Number of underprivileged students
60	3	–

Description: 1. Equipping and improving three schools in Sirjan.

MANA SAZ

Amount spent (million tomans)	Number of equipped and improved schools	Number of underprivileged students
30	–	150

Description: 1. Distribution of 150 stationery packages worth 200 thousand tomans each.

Iranian Samangan .Tarabar Co

Amount spent (million tomans)	Number of equipped and improved schools	Number of underprivileged students
2/897 تومان	58	4363

Total

Supporting the Local Community

Subsidiary actions for the beginning of the new year 1401 (2022)

Amount spent (million tomans)	Number of households in need	Number of underprivileged students
30	50	50

Description: - Distribution of 50 food baskets worth 300 thousand tomans each.
- Distribution of 50 pairs of shoes for students each worth 300 thousand tomans.

Ferosilis Gharb Pars .Co

Amount spent (million tomans)	Number of households in need	Number of underprivileged students
72	60	60

Description: - Distribution of food baskets to 60 families worth 600 thousand tomans each.
- Distribution of coupons for shoes and clothes to 60 students worth 600 thousand tomans each.

Pabdana Coal Processing Co

Amount spent (million tomans)	Number of households in need	Number of underprivileged students
60	100	–

Description: - Distribution of 100 food baskets worth 600 thousand tomans each.

Karavaran

Amount spent (million tomans)	Number of households in need	Number of underprivileged students
5/76	150	–

Description: - Distribution of 125 food baskets worth 416 thousand tomans each.

MANA SAZ

Amount spent (million tomans)	Number of households in need	Number of underprivileged students
52	125	–

Description: - Distribution of 125 food baskets worth 416 thousand tomans each.

Iranian Samangan .Tarabar Co

(Amount spent (million tomans	Number of households in need	Number of underprivileged students	Total
2125.5	1075	2320	

مبلغ هزینه شده (میلیون تومان)	تعداد خانوار نیازمند	تعداد دانش آموزان هدیه پذیر
700	250	450

Description: - Distribution of coupons for food, clothes, and shoes worth one million tomans to 450 students and also 250 underprivileged families with disabled members.

Zarand Iranian Steel Co.

مبلغ هزینه شده (میلیون تومان)	تعداد خانوار نیازمند	تعداد دانش آموزان هدیه پذیر
270	200	300

Description: - Distribution of food baskets to 200 households, worth 600 thousand tomans each
- Distribution of Refah shopping cards to 300 people, worth 500 thousand tomans each

Sirjan Iranian Steel Co.

مبلغ هزینه شده (میلیون تومان)	تعداد خانوار نیازمند	تعداد دانش آموزان هدیه پذیر
700	–	1200

Description: - Distribution of 1200 coupons for buying shoes and clothes worth 700 thousand tomans each.

Butia Iranian Steel Co.

مبلغ هزینه شده (میلیون تومان)	تعداد خانوار نیازمند	تعداد دانش آموزان هدیه پذیر
120	140	100

Description: - Distribution of shoes to 60 students worth 250 thousand tomans each.
- Distribution of clothes to 100 students worth 300 thousand tomans each.

Iranian Babak Copper Co.

مبلغ هزینه شده (میلیون تومان)	تعداد خانوار نیازمند	تعداد دانش آموزان هدیه پذیر
45	–	160

Description: - Distribution of shoes to 60 students worth 250 thousand tomans each.
- Distribution of clothes to 100 students worth 300 thousand tomans each.

MEMRADCO

شاخص‌های اجتماعی-فرهنگی ۱

» Increase in moral deviations, » increase in addiction and abnormality, » increase in insecurity due to the presence of strangers, » migration of villagers to cities due to drought, » conflict and protest against the lack of water resources, » traffic of heavy vehicles in the city and increase in accidents, » increase in the level of literacy and expertise in the city, » destruction of old customs and traditions, » improvement of the social and cultural level of city, » the solidarity and social participation of the citizens

شاخص‌های محیط‌زیستی ۲

» Air pollution, » increase in lung, » kidney, » biliary diseases, » reduction of city's water resources, » destruction of plant species, » change of agricultural land use, » soil destruction and erosion, » quality level of drinking water in the city, » phenomenon of subsidence and cracks in the lands around the mine.

شاخص‌های اقتصادی ۳

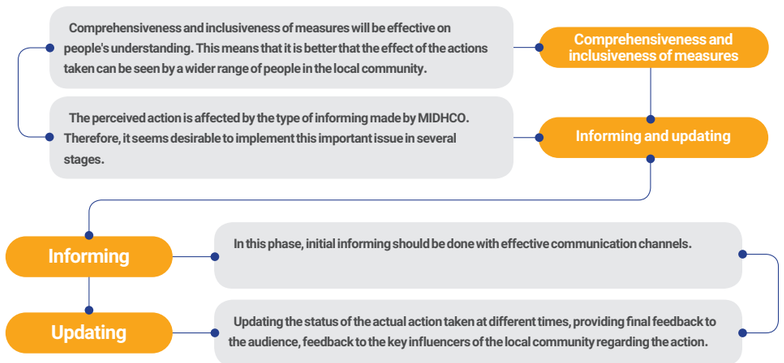
» Economic indicators, » unemployment and attracting job applicants, » local economic prosperity, » increasing economic welfare and increasing income, » assigning high salaries/increasing service rates, » increasing housing rates and rents, » reducing productivity and destroying some agricultural activities.

شاخص‌های کالبدی ۴

» Establishing and creating infrastructure, » welfare services, » building and equipping hospitals and health services, » building and equipping schools and educational centers

Suggestions and results of the project

Examining the mental image of the local community around Zarand Iranian Steel Factory showed that the change of people's expectations in the community is affected by MIDHCO's activities of Tehai Midco. These expectations over time are always compared with the previous period and the rate of expectations will increase in the long term. This increase happens in steps at different time points and due to some actions by MIDHCO, it decreases in some time intervals. After taking an action by MIDHCO, it is perceived by people in the local community with a delay, and the waiting rate decreases for a short period of time and people's expectations from MIDHCO increase again with the passing of the waiting time.



Project of Local Community's Perception and Satisfaction

MIDHCO's social responsibility report

In MIDHCO, one of the main stakeholders is the local community. Understanding the expectations of this beneficiary will lead to better planning of social responsibility measures to respond to the concerns of the local people and help to solve their issues and problems. Based on this, in 1400 (2021), MIDHCO will implement the project of "Designing a model for the the local community's perception and satisfaction" relying on sustainable development indicators in Zarand city.

The purpose of this project was to understand the local community's mental image of MIDHCO's activities and to adapt the indicators affecting the local community's perception with the goals and indicators of sustainable development. Finally, by simulating the identified indicators, different scenarios based on the mutual effects of indicators and forecasting were tried and based on them, solutions were proposed to increase the satisfaction of the local community around MIDHCO.

In this project, there are four general categories of indicators related to the perception of the Zarand local community about MIDHCO, including socio-cultural, environmental, economic, and physical indicators. In this research, a total of 224 exploratory interviews were conducted in Kerman, Zarand and the surrounding villages of Zarand Iranian Steel Factory, and Maxqda text analysis software and dynamic system analysis were used to extract and model the identified indicators.



Pabdana Company	Number
Mr. Zamani	1
Mr. Nourmohammadi	2
TAMIDHCO	**Number**
آقای همتی	1
شرکت بابک مس ایرانیان	**Number**
Mr. Talabeigi	1
Mr. Khajehzadeh	2
Mr. Ahmadipour	3
MEMRADCO	**Number**
Ms. Javid	1
Mr. Yeganeh	2
Mr. Salmani	3
Mr. Siddiqui	4
Mr. Farahbakhsh	5
Sirjan Iranian Steel Company	**Number**
Mr. Shojaei	1
Mr. Amrollahi	2
Mr. Kamali	3
Mr. Kordestani	4
Mr. Abbasloo	5
Zarand Iranian Steel Company	**Number**
Mr. Meisami	1
Mr. Mohammadi	2
Mr. Sazvar	3
Mr. Nazemi	4
Butia Iranian Company	**Number**
Mr. Mohammadi	1
Mr. Nikian	2
Mr. Rashid Farrokhi	3

پیوست ۲: همکاران مشارکت کننده در گزارش

MIDHCO's Social Responsibility Committee	Number
Mr. Mohammad Jafar Ikram Jafari	1
Mr. Massoud Farhanak	2
Mr. Houshang Pourreza Gholi	3
Mr. Mostafa Sabzevari	4
Mr. Ebrahim Bagheri	5
Mr. Saeed Filsofian	6
HSEC Headquarters	**Number**
Mr. Mirshekar	1
Mr. Minaei	2
Fartak Iranian Innovation and Research Company	**Number**
Mr. Khoshnevisan	1
Mr. Shahrabi Farahani	2
Mr. Hamidi	3
Program management and technology development	**Number**
Mr. Heidari	1
Ms. Abbaspour	2
Mr. Salehi	3
Mr. Pour Mohammadreza	4
Human capital development management	**Number**
Mr. Amin	1
Ms. Moini	2
Management Development of Management Affairs	**Number**
Mr. Namegoshay	1
Ms. Peyghami	2
Mr. Gholamrezaei	3
Mr. Moinzadeh	4
Public Relations and International Relations Management	**Number**
Mr. Namegoshay	1
Ms. Peyghami	2
Mr. Gholamrezaei	3
Mr. Moinzadeh	4
Planning Committee	**Number**
Mr. Ashraf Semnani	1
Mr. Roghani	2
Ms. Nafari	3
Management of Information and Communication Technology	**Number**
Mr. Amrbar	1

Compliance of the social responsibility report with the GRI standard and the management social responsibility :\Appendix model

Section 1: Social responsibility management

Management social responsibility model paragraphs	GRI paragraphs	Page	Title
M1-1-1	102-14 103-2 103-3	4	Message from the CEO
M1-1-3,6,8 E4-3-1 E4-3-3	102-2 102-46 102-48 102-49 102-50 102-52 103-1	6	About MIDHCO's social responsibility report
M1-2-3	102-18 102-20	8	MIDHCO's social responsibility strategy
M1-1-3 M1-1-6	102-19	9	MIDHCO's social responsibility documents
M1-1-1 M1-2-1	102-18 102-19 102-20	10	MIDHCO's social responsibility structure
M1-1-1 M1-1-3	102-18 102-19	12	MIDHCO's social responsibility principles
F2-1-5-4,5	103-1 103-3	13	Ethics in MIDHCO
F2-3-2 E4-3-2	102-29	14	Sustainable and comprehensive development in MIDHCO
L3-1-3,5	102-31	16	Social acceptability in MIDHCO
M1-1-2 M1-2-2 F2-1-2 L3-3-4	102-40 102-42 102-43 415-1	17	Management of Stakeholders in MIDHCO

Section 2: Creation of economic value

Management social responsibility model paragraphs	GRI paragraphs	Page	Title
F2-1-1	102-14	24	MIDHCO's governing pillars
F2-1-1	102-16 102-26		MIDHCO's major strategies
F2-1-1	102-14	28	MIDHCO's strategy map
M1-1-7	102-20 102-23	26	MIDHCO's board members
M1-2-5	102-5	27	MIDHCO's shareholders
–	102-7 102-6	30	MIDHCO's subsidiaries
M1-2-4	205-3	34	Risk management system in MIDHCO
F2-4-4,5,6,8	404-2	35	Knowledge management system in MIDHCO
–	102-4	36	MIDHCO's manufacturing projects in Iran
L3-2-13	102-2	38	MIDHCO's manufacturing performance in 1400 (2021)
F2-1-5,7	102-10	40	Progress of MIDHCO's projects
F2-1-1,3,6,11 F1-1-11	201-1 203-1	41	MIDHCO's advantages
F2-1-3,6	102-10	45	Projects put into operation in 1400 (2021)
M1-3-5 L3-1-9 L3-2-25	102-12	46	MIDHCO's awards and honors in 1400 (2021)

Section 3: Preservation and improvement of the environment

Management social responsibility model paragraphs	GRI paragraphs	Page	Title
L3-1-1,2 L3-2-1,2	103-2 201-1 203-2	50	Management strategies of environment, energy, and natural resources in MIDHCO
F2-4-7,8 L3-2-10,11	305-5	51	Environmentally friendly technologies
F2-4-2 L3-2-10,11	102-12 303-1 303-2 303-3	54	Preservation of water resources

L3-2-3,4,8,15,16	102-6 301-1 302-2 305-3	60	Energy management and optimization
L3-2-6 L3-2-7	102-4	64	Development of green space

Section 4: Human capital and society

Management social responsibility model paragraphs	GRI paragraphs	Page	Title
L3-7-2,3	103-2 401-1	68	MIDHCO's human capital strategies
M1-2-7 L3-6-1,2,3,9,13,14 L3-7-2,3,4,5	401-2 401-3 404-2 404-2 405-1	69	MIDHCO's social responsibility towards employees
L3-7-1,2,3,9,12,13	403-2	82	Safety and health in MIDHCO
F2-1-14	102-8	88	MIDHCO's human capital at a glance
F2-2-2,5,11 P5-2-1 P5-3-1,2	413-1	90	MIDHCO's social responsibility approaches in the local community
P5-3-4,6 P5-1-6	413-1	91	Supporting cultural and sports activities
F2-4-5	413-1 415-1	92	Economic empowerment of Kohsarkh
P5-1-8 P5-2-5 P5-3-12	413-1	96	Contributing to educational justice in society

M I D H C O

Social Responsibility Report 2021-2022