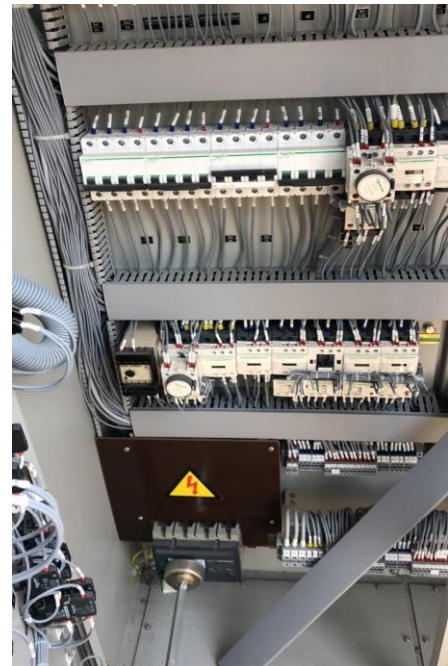




# Sustainability Report 2019



***We guarantee you, our work is superb and will pass Building and Safety standards.***

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## Message from the Managing Director

Omega General Electricals was established in 2002 and first registered in 2011 as a sole proprietorship, and later incorporated as a limited liability company in June 2018 by local professional and multi-talented experienced Engineers.

We are a customer-focused Engineering business specialised in the design and manufacture of LV Power Distribution Panel Boards, power-saving equipment, complete design and installation of power control systems and automations systems for manufacturing industries, construction, commercial installations, agriculture, and process industry. Our products are essentially the interfacing equipment between UEGCL, the power service utility provider, and the final consumer power incomer in industries or commercial installations. Since 2002, we have been providing customers throughout Kampala and Uganda at large with a high-quality electrical service in residential, commercial and industrial electric planning.

Over the years the company has continuously broadened its scope into a wide spectrum of industrial electrical and electronic products and high-quality engineering service support/solutions to our highly valued customers for products and other related services such as power audits, motor rewinding, breakdown repairs, refit and routine maintenance to existing installations. Whatever the application we are able to offer you the right bespoke products that work in complete harmony with your equipment in severe performance environments. We are based in Kampala, Uganda and our core human capital of 25 professionals cut across the tiers of executive, management and support roles to solve client problems with innovative solutions and positivity. We maintain close communication with our clients in regard to their special requirements and specifications.

It is with great pleasure that we have been part of Uganda's first sustainability reporting activity since it has enabled our company to be more transparent to our stakeholders, which in turn has increased their trust in our company.

**Sembogga Richard**  
**13 February 2020**

## Brief about the Company

Omega General Electricals is a customer-focused electrical engineering company that offers electrical products and engineering service solutions. Over the years the company has continuously broadened its scope into a wide spectrum of industrial electrical and electronic products together with high-quality engineering service support/solutions.

**Our Vision:** To be the region's premier provider of electrical engineering solutions for the electrical transmission and distribution networks, commercial and industrial establishments.

**Our Mission:** We ensure that electrical distribution networks, commercial and industrial establishments in the region save money and make progress every day by the design, manufacture, installation and commissioning of premier electrical energy automation, power control and automations, automatic power auditing tools and digital measuring instruments, as well as metal fabrications, hot deep galvanisation and power coating.

To benefit continuously and meet our political, ecological, community and economic responsibilities, we gear our superior technical competencies, customer responsiveness and creativity, to the appropriate industry technology.

By providing a safe, shared and rewarding environment, we motivate our people whose thoughts, word and actions are guided by the soul of teamwork, simplicity, creativity, reliability and safety as they engage with our stakeholders in the workplace and in daily life.

### Our products and services

#### Some of our products include:

- Automatic power factor correction capacity banks
- Main integral switch gears (Feeder Pillars)
- Automatic changeover switch
- Modern power auditing tools
- Voltage stabilisers
- Digital measuring Instruments
- Electric panel enclosures and boxes
- Power distribution boards and accessories
- Power controls and automations

#### Our services include:

- Generator repairing
- Hot deep galvanising and powder coating
- Metal engineering design and fabrications

- Motor rewinding
- Power auditing and safety
- Factory wiring



*Power controls and automations*



*Power distribution board and accessories*



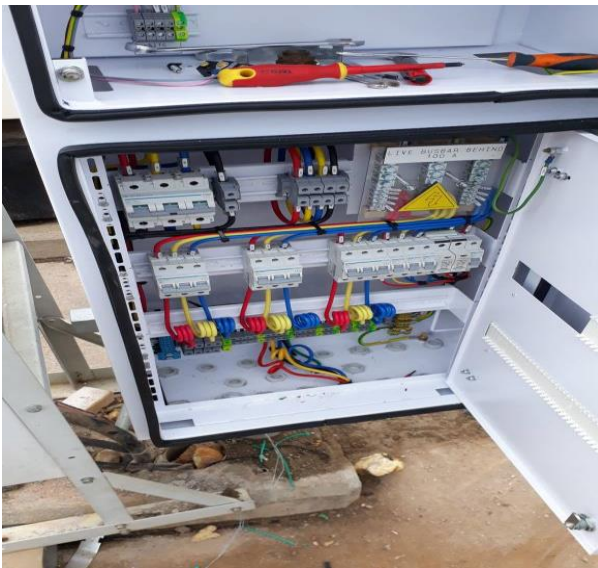
*Some of our employees repairing a generator*



*One of our employees carrying out power auditing*



*Electric panel enclosures and boxes*



*Mini feeder pillars*



*Factory wiring*

## **Our location**

At Omega General Electricals our head office, sales office and workshop are in different locations:

### HEAD OFFICE

Block B, Plot 363, Gaddaffi Road  
Opposite: Law Development Centre (LDC) Forest  
Next to: Children's corner Junior School

### SALES OFFICE

Plot16D, Market Street, Kampala. Energy Centre Building  
Wing B, 3<sup>rd</sup> floor, Room M3-44

### WORKSHOP

Busenga-Nankuwadde

## **Ownership and Legal Form**

Omega General Electricals is a private limited company.

## **Markets served**

At Omega General Electricals Ltd, we ensure that we offer high-quality electrical products and engineering services solutions to our highly valued customers so as to increase our competitive advantage in the market. We maintain close communications with our clients with regard to their special requirements and specifications and with this we are able to offer you – our clients – the right bespoke products that work in complete harmony with your equipment in severe performance environments. We serve a wide range of markets; however, we mainly serve local manufacturing companies and industries.

Some of our clients include:

- Aponye(U) Ltd
- UMEME
- Quality Polybags
- Megha Industries
- The Red Pepper Publications
- National Water Sewerage and Corporations
- Vipro Enterprises
- Stone Holdings Ltd
- Uganda Clays
- Silk Events
- MMI Steel Uganda Ltd
- Farmers House
- Uganda Fish Packers



### **Information on employees**

Our staff from top to bottom are nothing short of professional. We have a core staff of local competent professionals in executive, management and support roles to solve client problems with innovative solutions. At our company, we hire only the best, most courteous personnel to perform and deliver our clients' requested services.

Our workers regularly hold meetings in their different departments to follow up on how the previous days progressed which enables the top management to easily keep track of any issues that may come up. We have a total of 25 employees: 21 are male and four are female. Each of our workers is given health insurance and group personal insurance.

We care greatly about our employee's safety; therefore, we continuously remind them to take safety measures to avoid accidents. We also provide our workers with gloves, helmets, goggles, overalls, masks, and boots to protect them from harm.



*Two of our workers in our full company uniform*

### **Supply chain**

At Omega General Electricals, we have a wide range of different products with different supply chains. Some of our products are produced to order so we only make them when a person places an order for them. After they are manufactured the customer can either pick them up or our staff will deliver them to their premises; for example crossarms, distribution boards and pole caps. Some of our other products are manufactured and stocked at our premises where customers find them either through the internet, referrals, emails and walk in. Lastly, some of our other products are purchased as finished goods from local wholesalers and are then

stocked in our show room and our sales office at the Energy Centre Building from where our customers are also able to access them; for example, screws and copper bars among others.

### **Significant changes to the organisation**

We experienced a few changes in the last financial year:

- ❖ Our company's ownership and legal form changed last year – i.e. was previously a joint venture but last year it became a private limited company.
- ❖ We also increased the number of workers in our company from 18 to 25 employees due to the development of new departments as our company grows which has enabled us to increase our productivity.
- ❖ Last year we managed to get the National Social Security Fund (NSSF) enrollment for our workers and this has enabled them to save a part of their salary towards retirement which money will help them during their retiring period

### **Precautionary principle or approach**

Being an electrical engineering company, we always face risks in line with accidents caused by electricity—for example, electrical shocks, burns and faults which could cause fires, among others. Therefore at Omega General Electricals our employees' safety is and will always be of paramount importance to us. That is why we continuously remind our workers to be very careful while carrying out their different obligations to avoid injury or even loss of life. In addition to this we have implemented all necessary safety measures; for example, we provide our workers with a uniform that protects them from harm which includes gloves, a mask, goggles, helmets and overalls. We also continuously remind our workers to take precautions regarding safety, health and the environment they work in which include. These reminders include:

- **Zero harm:** Through detailed risk assessment, always following procedures and effective supervision of all times.
- **Look out:** Always look out for yourself and your co-workers.
- **Hold on:** This means pay attention to even the smallest details.
- **Watch your step:** This means applying safety principles to themselves and making safety more personal.
- **Steer away from danger:** This means making safety personal. Come home safe and sound.

As a way of reminding our workers about these precautions, we decided to create posters and displayed them in our company premises as shown below.

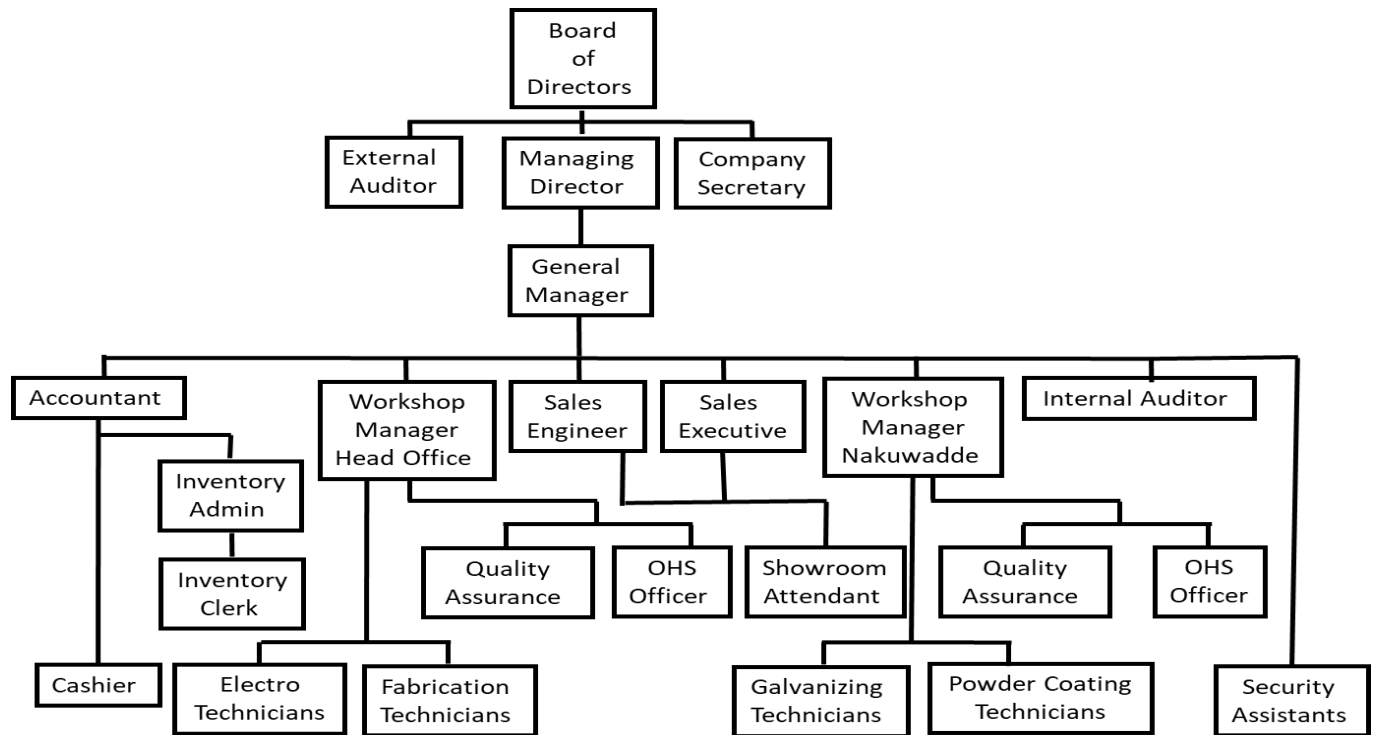


At Omega General Electricals Ltd, the top management has also done its best to ensure that we manage the risk of employee turnover with its negative effects like increasing the costs associated with every level of the whole process of always hiring new workers as well as the training cost, which also leads to the reduction in productivity. Our top management has avoided this by focusing on hiring the right people, offering competitive pay and benefits, giving praise, and also allowing flexible work schedules that favour the workers.

**Membership of associations and external initiatives**

Apparently Omega General Electricals is only a member of one association, the Uganda Manufacturers' Association, but with time we shall join other associations.

## Governance structure



## Values, principles, standards and norms of behaviour

At Omega General Electricals, we have the following values:

- ❖ **Energy Optimisation**  
The best approach is to balance, cost and quality, input and output, plans and implementation, times and budgets, work and life. This is the source of sustenance.
- ❖ **Simplicity**  
Simple things are a result of great innovation. We keep it simple and straight. Any undue bend in material implies wastage and higher cost.
- ❖ **Safety**  
Electricity is a good servant when safe. Our Health and Safety Standards undertake a usability, attitude and behavioural audit through occasional site observation.  
Excellence is a team effort. We generate and sustain inter and intra relations within and between our internal and external teams.
- ❖ **Sustainability**  
Our efforts ensure that your efforts are sustained.  
We leave in a good state the environment in which we work and live.  
We ensure that we keep ahead of the competition by optimising new technology.

- ❖ Integrity  
Our entire business model is based on Trust and Integrity as perceived by our customers.
- ❖ Team work  
In all aspect of work, we are interdependent. At OGEL, we appreciate working as a team to achieve much greater success than working as individuals.
- ❖ Respect for each other  
At OGEL we have the highest regard for the dignity of all people without segregation by race, colour, ethnicity, big or small (individual rights).
- ❖ Pro-activeness  
At OGEL, we Make Things Happen whenever an opportunity strikes.

### Stakeholder Engagement

We put certain groups of people into consideration because of their different contributions to the growth and development of our company which include;



### Why choose Omega General Electricals?

- ✚ We establish long-term, successful and friendly relationships with all of our clients.
- ✚ We carry out timely project delivery dates.
- ✚ We have staff qualified to perform and deliver an accurate service.
- ✚ We are reliable.
- ✚ Omega General Electricals' services and products are affordable and we offer unbeatable prices. We offer competitive prices that everyone can afford and, in addition to this, we offer discounts to our clients in order to enable them to meet their budgets.
- ✚ To us customer service is our number one priority.
- ✚ With us, there will be no hidden costs.

## Reporting Practices

### **Entities included in consolidated financial statement**

We do not have any other entities; therefore, all our financial statements are only for Omega General Electricals Ltd.

### **Defining report content and topic boundary**

In this report we discussed various issues about our company – i.e. we have included the different products that we offer together with our clients that we serve. We also included our stakeholders that make different but valuable contributions to the growth and development of our company.

We discussed two material topics – i.e. *indirect economic impacts* where we explained how Omega General Electricals contributes to the development of people's businesses and the different infrastructures we have developed in Uganda, and *environmental compliance* since our company believes that caring for the environment concerns all of us. Therefore, as a way of contributing to this, we practice recycling of our wastes (scrap) rather than disposing of them onto the land which would affect the fertility of the soil.

### **List of material topics**

The following are the material topics we have included in our report; indirect economic impacts and environmental compliance.

### **Restatements of information**

Not applicable.

### **Changes in reporting**

This is our first sustainability report.

### **Reporting period**

1 January 2019 to 31 December 2019.

### **Date of most recent report**

This is our first sustainability report.

### **Reporting cycle**

Annually

### **Claims of reporting in accordance with GRI Standards**

This report has been prepared in accordance with the GRI Standards: Core Option.

### **External assurance**

This report has not been externally verified. However, the following aspects are externally audited: Environmental Management and Occupational Health and Safety Management System.

## Material Topics

### GRI 200: Economic Impacts

#### **Management approach [GRI 103] 2016**

At Omega General Electricals Ltd, we are able to directly and indirectly contribute to the growth and development of other people's businesses through our different business operations which has increased the awareness of our products among people in the local communities. This is why we decide to report about indirect economic impacts as our material topic. Due to our patriotism and the need to boost the economic growth of Uganda, our top management decided to support local businesses by purchasing most of our raw materials like zinc locally rather than importing them which affects the balance of payment position of the country.



*Zinc purchased from Roofings Uganda Limited*

As a company we look at indirect economic impacts as the effects of our operations that lead to development of other local people's businesses while excluding initial rounds of spending. From the information above it is evident that Omega General Electricals Ltd's operations are in line with this.

#### **GRI 203: Indirect Economic Impacts**

We have been able to contribute to the growth and development of local business in different ways – for example, we purchase zinc as a raw material for making crossarms from Roofings Uganda Limited. By doing this we are increasing its production and thus increasing Uganda's economic growth. We also purchase din rails that are used for cabling and copper bars that are used for transportation of electricity with high voltage from different hardware retailers around Kampala, thus boosting people's businesses by providing them with a ready market.

At Omega General Electricals, we promptly pay all our taxes to the government of Uganda. The money from our taxes is used to improve different infrastructures – for example, roads in

different areas. Therefore we are proud to say that we contribute to infrastructural development. As we purchase the different machines that we use like the hydraulic fabricating, cutting and bending machines, we directly contribute to technological development in Uganda.

Our company requires workers who are more practical than theoretical and due to this requirement we are able to enhance skills and knowledge development among people in our community. This led to the growth and development of vocational schools from which people are acquiring different skills since we provide job opportunities to them. In addition to this, students from these vocational schools are able to later on become job makers instead of job seekers, which also directly contributes to the reduction of unemployment levels in Uganda.

## GRI 300: Environmental Impacts

### **Management approach [GRI 103] 2016**

Omega General Electricals Ltd is committed to supporting environmental sustainability and bio diversity by ensuring that none of its business operations negatively affect the environment. This is why we decided to report about environmental compliance as our material topic. Environmental compliance refers to the conforming to environmental laws, regulations, standards and other requirements.

Our top management emphasises that we need to protect the environment and enable the future generations to also enjoy the benefits of the current natural resources. Therefore they ensure that the company does not contribute to any form of pollution in the environment through various ways like recycling of wastes from the company. We carry out environmental impact assessment to ensure that all our production processes have an element of environmental care.

### **GRI 307: Environmental Compliance**

Omega General Electricals Ltd has never been fined by courts of law for not complying with environmental laws since the National Environmental Authority continuously carries out an environmental impact assessment on our company and has always approved our business operations to have the element of environmental care.

At our company, we do not dispose of our wastes in the form of scrap to the land since they affect the fertility of the soil; rather we collect all the scrap and sell it to people in the neighbouring local communities who recycle it and make different products to sell like beds, fences and doors, among others. Through this we are able to provide them raw materials at a relatively low cost hence increasing their profit margin since they incur low costs. Through this, we also contribute directly to soil conservation.





*Scrap collected from our workshop*

At our workshop in Nankuwade, we mix both paraffin and diesel for the purposes of lubrication of our machines rather than using only paraffin that releases toxic gases into the air with is a threat to local people’s health because it can cause respiratory diseases. With this, we have been able to minimise the levels of air pollution in Uganda.

## UN Sustainable Development Goals [SDGs]

Omega General Electricals Ltd has joined the global community in helping Uganda achieve the 17 Sustainable Development Goals (SDGs) through our values, business goals, operations and principles as explained below.

Through our Indirect economic impacts, we have been able to contribute to Uganda’s achievement of SDG 1 of ‘No Poverty’ because we avail people of scrap at a relatively low price that they use as a raw material in making different products that they sell off and earn an income from. Through this we are reducing poverty levels in Uganda as these people have a source of income and are able to purchase food with the income thus enabling us to contribute to the 2<sup>nd</sup> SDG of ‘Zero Hunger’ in the long run.

Through our environmental compliance, we have also been able to contribute to Uganda’s achievement of SDG 15 of ‘Life on Land’ since, instead of disposing of our cutouts (scrap) in the environment, we sell them off to people who recycle them thus enabling us promote soil conservation hence protecting the fertility of the soil which supports healthy plant life.



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## Acknowledgements

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## Further Information

Further information about Omega General Electricals Limited sustainability report can be found at our website <https://www.omegaelectricals.co.ug/about/>

## Contact us

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