

Overhaul Industrial Welder



Weld better, Live better
Sustainability Report 2019

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Message from Director

I would like to start by quoting an African saying: “If you want to go quickly, go alone, if you want to go far, go together.” This is a saying that Overhaul has taken to heart as we expand our presence on the African continent. With any journey that you embark on you need to know whom you are traveling with. We as Overhaul contribute to building an abundant future society by innovation and developing talented and responsible people, through pursuing the unlimited potential of engineering and welding all the available and sustainable resources. In order to achieve this corporate philosophy, we incorporate our approach towards CSR from two perspectives: contributing to society through our business activities, and offering opportunities to improve society by using corporate resources. By contributing to society through our business activities, we mean not only meeting our customers’ needs through our daily duties but also providing solutions to social issues and contributing to society as our customers’ trusted solution partner in offering high quality sustainable products and services.

Also, from the perspective of offering opportunities to improve society by using corporate resources, we intend to support national and regional government initiatives and to carry out our social responsibility in a way that only steel products could. In order to proactively carry out our responsibility as a corporate citizen, we not only ensure compliance and keep our promises to our customers, but also take pride in being one of the few leading companies in the welding industry, continuing to consider what new values we should bring to society and our customers while constantly striving to stay on the right path.

Overhaul is proud to be one the most diversified specialty steel fabricating companies in Uganda. We are dedicated to the production of high quality custom metal fabrication with on-time delivery that meets or exceeds our customer’s satisfaction. We have successfully completed thousands of custom projects in over 7 years of business and have three locations in the capital each with special features designed to handle even the largest projects.

We will make a society that uses steel products in a valuable way and for the long term. I hope that our employees will take this on as a common practice, allowing them to contribute to creating a more abundant future society.



Director

Matsiko Didas Ruhinda

25/07/2020

About Overhaul Industrial Welder

Overhaul Industrial Welder started in 2011 back when the steel fabrication industry was still adamant and raw. The director Mr. Matsiko Didas Ruhinda a young bright entrepreneur identified a gap in the need for steel products that had a vast market in the area he was living (Kitintale by then) and decided to join the industry. As most entrepreneurs do, he started with humble beginnings with a few machinery and a few qualified workers who were interested in the art and craft of steel welding. Step by step, brick by brick he and his small team built a solid steel bending and fabrication company as they were easily noticed by the society due to their production of high quality steel products.

We are certified in ISO 9001:2008 and our engineering department is also available for design, packaging and consultation requirements. At Overhaul we update and replace our machinery on a regular basis, which ensures that we have the latest in cutting-edge technology to best service you, our valued client. We constantly research the latest developments in welding fabrication technology and production. We also prioritize quality, efficiency and machinery that will deliver the highest quality of service to our clients.

We are a metal fabrication and welding company that makes and installs building facades, decorative exteriors, custom railing, and really anything custom products you can imagine with metal.

We also offer Industrial safety training services and safety wear products.

Vision:

To be recognized as a world-class solutions provide specializing in certified welding and fabrication services and products.

Mission:

We are committed to achieving the highest level of customer satisfaction by developing and providing solutions for their requirements, producing high quality products and services, delivering on time and striving to improve continuously.

Values and principles at Overhaul

- **Passion**
With our company you receive superior service, quality products, competitive pricing, and job completions in a timely manner. You don't have to go to multiple companies or facilities. Our welding company has all the facilities, equipment, and expertise to take your project from conception to completion within your budget.
- **Quality**
At overhaul, quality is more than just an empty promise. We know that we can provide the highest quality products through utilizing cutting-edge technologies and high-quality materials are used and selected to meet international standards.
- **Precision**
Our local team is trusted to finish every job according to plan. Even when the plans must change mid-stream. This attention to detail produces perfect finishes and all our metal products.
- **Timely Productions**

Because of the drive and need for customer satisfaction, our quality services and products are delivered to our customers in time which further drives sustainability at our company.

- **Quality Management**

Overhaul is committed to providing manufacturing and service excellence that meets or exceeds our customer's expectations. We accomplish this through the continual improvement of our Quality Management System with a goal of providing our customers with competitively priced products that are delivered on time and defect-free. Employed Metrics for Planning, Continual Improvement and Customer Satisfaction.

Activities, brands, products, and services

As a metal fabrication and metal welding company, Overhaul mainly involves itself in metallic based products and services. Below are the products and services Overhaul provides its clients and customers;

Services:

- **Industrial Welding**

We do industrial welding that includes: Steel welding, Aluminum welding, Tents, Billboard construction and signage and so much more.



- **Sheet metal fabrication**

CNC Laser Cutting: Our 3,000-watt laser will handle up to a 4' by 10' work piece and cut steel 50" thick and aluminum 38" thick. Our laser is backed up with a full state-of-the-art programming system. **CNC Turret Punch Press:** Our turret punches have 58 station bi-directional turrets with 30 plus tons of punching pressure.

Sheet metal fabrication can be used for: Tanks, Gates, and Repairs



- Mig & Tig Welding

Overhaul performs a range of welding services from Mig & Tig to spot-welding both steel and aluminum. We specialize in close tolerances and intricate assemblies. Overhaul welders are certified to AWS, Mil. Spec and Aerospace standards. Whether constructing a tight tolerance weld assembly or working with sheet metal and machine parts from start to finish; Overhaul is experienced in creating your parts from verbal description to intricate drawings.

Mig & Tig Welding can be used for: Repairs, Piping and Partitions



- Spot Welding

Sheet metal Engineering is fully equipped to do MIG, TIG, Heli arc as well as resistance welding to all common materials. We are also one of the select companies that can spot weld aluminum. Spot Welding can be used for: Repairs, Piping and Partitions

- Precision Machining

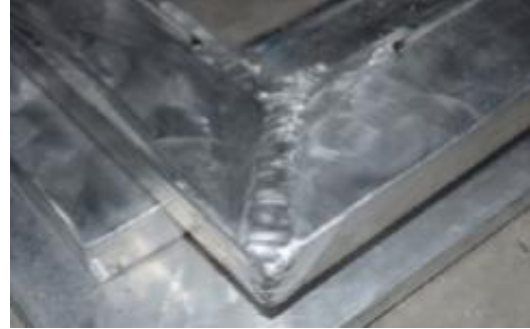
CNC Machining Centers: Your machining requirements will be accomplished using some of the latest technology in machining centers. We offer fourth axis capabilities and we are able to accommodate up to a 20" by 40" work piece.

Precision Machining can be used for: Repairs, Piping and Partitions



Our Products include:

- House Fittings



- Gates and Tanks



- Signage and Pipe Work



- Tents
- Billboards



Location of headquarters

Namanve industrial park,
Kampala, Uganda
+256 788 411 641 / +256 701 334 607
weld@overhaul.ug

Location of the operations

Our industrial services and products are mostly concentrated in the central region of Uganda i.e. Kampala city but soon expanding to other regions of the country. It should be noted that even though we haven't set up official offices and branches across Uganda, we are flexible enough to operate anywhere given an opportunity to satisfy our customers.

Ownership and legal form

Overhaul Industrial Welder is a privately owned enterprise with its CEO and founder being Mr. Ruhinda Didas.

Markets served

Overhaul caters for the needs and serves a local market where by most clients are from within the country. It has its operations mostly in the central region but is also work flexible as earlier mentioned whereby it involves field operations. Our company is working on an expansion program with Mbarara as its target market due to the rapid development of infrastructure and clientele in the district.

Information on employees

At Overhaul Industrial Welding, our employees are the most important field of production in the company. It should be noted that Overhaul as an open gender company employs both sexes i.e. male and female but has a bigger number of males to females. This is because most of the field or manufacturing employment factions requires the manly physique whereas females are provided with managerial type of work at the company. Metal welding and Fabrication is a complicated mode of work that requires highly skilled and trained workers at very many different levels. The company provides its employees with industrial metal welding techniques and knowledge needed during company operations. It also provides safety training services and safety wear products that mitigate risks that are faced by employees during operations which sustain the company and its employees. Among the safety wear products are; safety boots, gloves, eyeglasses etc.

Supply chain

Overhaul Industrial Welder continuously works to ensure that sustainability aspects are, as far as possible, included in all parts of the value chain – from design to material purchases. However, the opportunity to influence differs in the different parts of the value chain.

A sustainable value chain is about ensuring that sustainability permeates the entire chain, from materials and design all the way to production, in order to ensure the organization's sustainability aspects. This being said, our company's supply chain involves different kinds of stakeholders from the collection of raw materials then to the processing of the gathered raw materials to the delivery of the finished products. Our main raw materials used are iron bi-products and these are basically out sourced from within the local environment where they are taken to the company premises for processing and it's from there that the clients either pick their products or the company delivers to the clients' door step thus ensuring a sustainable supply chain.

Precautionary Principle

This is to simply show how we do and come out high quality services and products at Overhaul Industrial Welder. Our company uses five methods of welding that our employees have mastered in, and these include;

- **Arc welding**

As the name suggests, arc welding uses an electric arc to melt materials before joining them together. The electric arc is brought between the two materials using an electrode (mostly non-consumable electrode). This electric arc can create temperatures upwards of 3500°C, which is sufficiently high to melt high strength metals like carbon steel. This method also uses shielding gas in conjunction with arc welding. This is because the atmospheric air can interact with the weld pool and cause oxidation. There are different types of arc welding such as Shielded Metal Arc Welding (SMAW), Flux-Cored Arc Welding (FCAW), Submerged Arc Welding (SAW), Plasma Arc welding (PAW), etc.

- **Metal Inert Gas (MIG) Welding MIG or Metal Inert Gas Welding**

Is another welding method that uses an electric arc to create welds. However, when compared with arc welding, MIG requires a consumable electrode to join metals. A consumable electrode is a metal that supplies electricity to the weld joint. However, the electrode itself undergoes melting when it is near the weld pool. In MIG welding, the melted electrode facilitates the joining of the two metals. Hence, MIG is ideal for joining dissimilar metals. Shielding gas is also supplied through the weld gun to ensure that the weld pool does not interact with the atmospheric air.

- **Tungsten Inert Gas (TIG) Welding Tungsten Inert Gas welding uses a tungsten electrode to create an arc between the metals. TIG welding is a non-consumable electrode welding method; therefore, the tungsten doesn't get consumed with the process. TIG welding also doesn't use any form of flux or slag for shielding. Instead, an inert gas is used as a shielding agent in the entire process. Argon is the most commonly used inert gas in TIG welding. TIG welding can work on both AC and DC power sources. One of the greatest strengths of TIG welding is that it can be used for welding non-ferrous metals like aluminum, copper, magnesium, copper, nickel, titanium, etc. Plasma Arc welding (PAW), etc.**

- **Flux Cored Arc (FCAW) Welding There are two types of flux cored arc welding - Self-Shielded vs. Gas Shielded Flux-Cored welding. Self shielded flux core welding produces slag and gas from the flux that is positioned inside the electrode when they get hot enough. They do not require the use of an external shielding agent. Gas shielded flux cored welding uses an external gas shielding and flux is only tasked with producing slag. This form of welding gives much more freedom to the welders as they can control the shielding gas quantity and direction. Flux-cored arc welding uses a consumable electrode for the welding process. FCAW cannot be used on non-ferrous metals like Aluminum, copper, etc.**

- **Gas Welding (Oxyacetylene) Gas welding uses the heat from a concentrated flame to melt metals and then join them. Gas welding is possible with or without filler metal. The flame is controlled using a welding torch. An oxygen gas canister and a fuel gas canister is connected to the welding torch. The welder can control the flame by controlling the number of gases fed to the torch using a pressure regulator. Most**

commonly, we see a gas combination of Oxygen and Acetylene which can produce 3200°C. Other fuel gases that are also seen in gas welding are Hydrogen, Butane, & Propane.

External initiatives

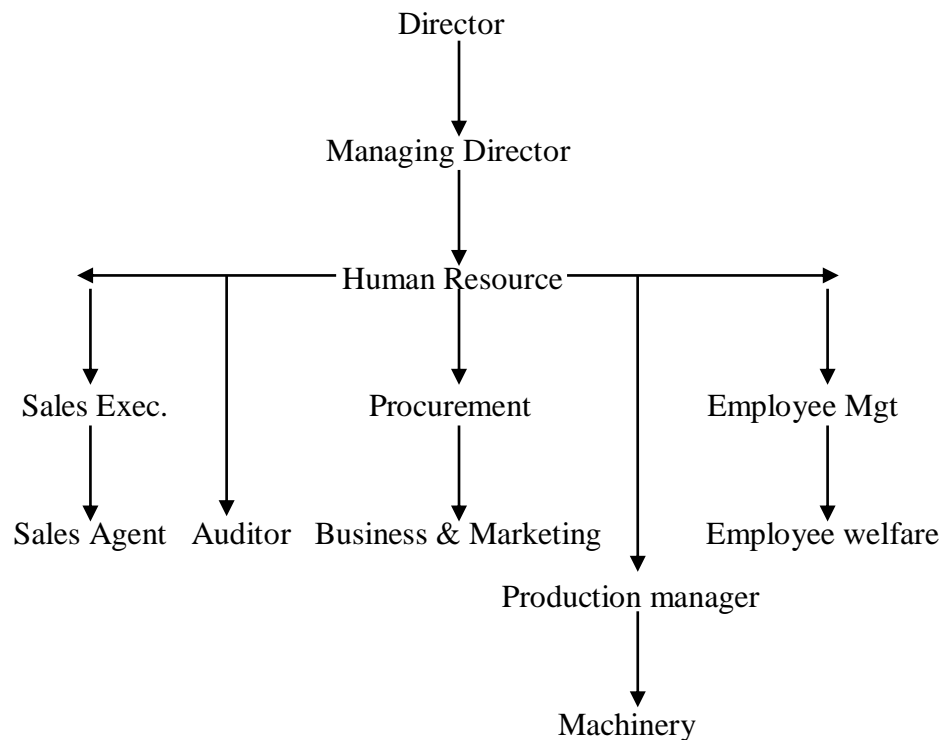
UNBS - Uganda National Bureau of Standards

ISO – International Organization for Standardization

Membership of Associations

X-effect Graphics and Design Company

Governance structure



Stakeholder Engagement

The challenges Overhaul faces as both a company and business are diverse and complex. Understanding different stakeholder needs is crucial for designing effective quality products and services. Our key stakeholder groups and how the company engages with them;

1. Shareholders and Investors

Overhaul engages with shareholders and investors to communicate its sustainability strategy and performance, enabling them to make informed decisions about their investments and our businesses to understand their expectations through annual general meetings, dialogs and road shows, ratings and benchmarks.

2. Business partners

We endeavor to closely communicate with our customers and suppliers of raw materials and equipment and ensure that environmental and social concerns are addressed at all levels of our supply chain from procurement and production to sales.

3. Employees

Employees who are engaged with and committed to their jobs generate long-term value for businesses. To this end, Overhaul continuously seeks and responds to employees' views, ideas and concerns through employee dialogs and networks and events for employees.

4. Customers and Clients

Feedback from customers helps improve products, services and processes and offer easy and adaptable solutions. The interaction between customers and the company is through customer surveys and dialogs, learning from and sharing customer insights, research and development to support product innovations.

5. Environment/Society

We carry out environmental protection activities which match the needs and characteristics of local communities in the environment and engage in environmental activities with various stakeholders in our society.

Reporting Practices

Entities included in the consolidated financial statements

There are no financial statements presented in this report as of report formulation and making in the given period of time 2019.

Defining report content and topic Boundaries

Our materiality process aims to identify and understand the topics that influence our stakeholders' perception of Overhaul Industrial Welding, and whether these topics present risks or opportunities in relation to our business strategy. It is therefore an important way of evaluating our ability to create and sustain value. We ensure we're aligned with the needs and expectations of our most important stakeholders i.e. consumers, employees and our shareholders around Uganda. We assessed stakeholder priorities alongside global trends research and our business knowledge. Working with employees and top management, we analyzed, prioritized and built group-wide consensus around our most material topics.

List of material topics

Indirect Economic Impacts is our only material topic

Restatements of information

Not applicable

Changes in reporting

There are no changes in reporting since this is Overhaul Industrial Welding first sustainability report

Reporting period

1st January to 31st December 2019

Date of most recent report

This is the first sustainability report, so this information is not applicable

Reporting cycle

Annually

Claims of reporting in accordance with the GRI Standards

This report has been prepared in accordance with GRI Standards: Core option

External assurance

This report has not been externally verified. However, the following aspects are externally audited: Quality Management System, Environment Management and Occupational Health and Safety Management System. The Quality of our products are tested and certified by UNBS.

Material Topics**GRI 200: Economic Impact****Management approach (GRI 103) 2016**

We considered it as our material topic because of the various contributions Overhaul Industrial Welder has laid across in the economic development of the society it operates in. As we had earlier mentioned, Overhaul as a metal fabricator company, offers a wide range of services and products that enable societal development for example it has continued providing market for scrap markets especially iron that is one of the main raw materials used in metal fabrication which has eased the iron recycling process in the environment. Therefore, our management approach sees the company's involvement with society members that provide it with raw materials especially labor and iron that are the main elements used in our day-to-day operations. Overhaul also involves in providing of Industrial welding and safety expertise to local community members who are willing and able to take on the provided knowledge. Business to business operations increase and are easily accessed due to some of the services and products of the company e.g. the provision of clean piped water through pipe installation and repairs in the community thus improving on the standards of living of people.

GRI 203: Indirect Economic Impact

It should be noted that as a way of giving back to the communities Overhaul operates in, our company engages in dialogue with community representatives and through a variety of self-helping programs such as installing and fixing and also repairing of water pipes and water tanks that foster the provision and storage of clean water around the society. This is because one of our main activities is; making of water pipes and tanks and although we earn from this, we at the same time directly provide the community with an essential service of provision and storing of water thus improving the people's standards of living. Signage and Billboards made and perfected by Overhaul Industrial Welder act as a form of open communication between the community members and other business entities whereby advertisements by other businesses is made free and easily understood thus increase in business to business activities.

The UN Sustainable Development Goals

At OverHaul Industrial Welder, we have joined the global community as partner in contributing to Uganda's achievement of the Sustainable Development Goals.

Through our indirect economic impacts, we are contributing to Uganda's achievement of the 1st Goal of 'No Poverty' where through our business to business activities, we are creating employment opportunities for the people in the society we operate in whereby we also carry out training and education session to equip our new employees with different skills such as industrial welding. Through providing jobs, we have been able to improve on the people's welfare.



About this report

This is Overhaul's annual integrated Sustainability Report, covering the period of 2019. As appropriate, significant developments occurring in early 2020 may be referenced and will be more fully developed in subsequent reports.

Acknowledgement

We would like to thank all our colleagues, suppliers, customers and other stakeholders and the company at large for their support in providing the information required for completion of this report. We would also like to extend our appreciations to Wasswa Brian and Dembe Dickens the research assistants, for the help provided in drafting this report and Professor Ven Tauringana of Southampton University, the UK for providing the technical expertise. Finally, we acknowledge the funding from the Southampton Business School Small Research Grants which made the preparation of this report possible.

For further information

Further information about Overhaul Industrial Welder Sustainability Report 2019 can be found at our website www.overhaul.ug

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