



**Established in 2014**\*, Agroturf LLC has been a leader in transforming spaces through exceptional interior design, landscaping, and sports flooring solutions. Our dedication to innovation and excellence drives us to create environments that inspire and elevate.

www.agroturf.ae

# **Our Mission**

Our mission is to craft environments that surpass expectations. By blending aesthetic elegance with functional design, we enhance spaces to enrich the lives of those who experience them. Our meticulous attention to detail and commitment to client satisfaction set us apart in the industry.

# **Core Values**

1

### **Innovation**



Continuously
pushing the
boundaries to
offer cutting-edge
solutions.

2

### **Sustainability**



Embracing eco-friendly practices in all our projects.

3

### **Quality**



Maintaining the highest standards in every aspect of our work.

4

### Integrity



Conducting business with honesty and transparency.

5

### **Client Focus**



Prioritizing the needs and satisfaction of our clients.



**Interior Design:** 



We specialize in creating sophisticated interiors that reflect your unique vision and style. Our approach ensures that each space is both visually stunning and comfortable, with designs that leave a lasting impression.

Landscaping:



Our landscaping services enhance outdoor environments with creative and sustainable designs. We focus on crafting outdoor spaces that are beautiful, functional, and enduring, ensuring every element contributes to a cohesive and inspiring landscape.

**Sports Flooring:** 

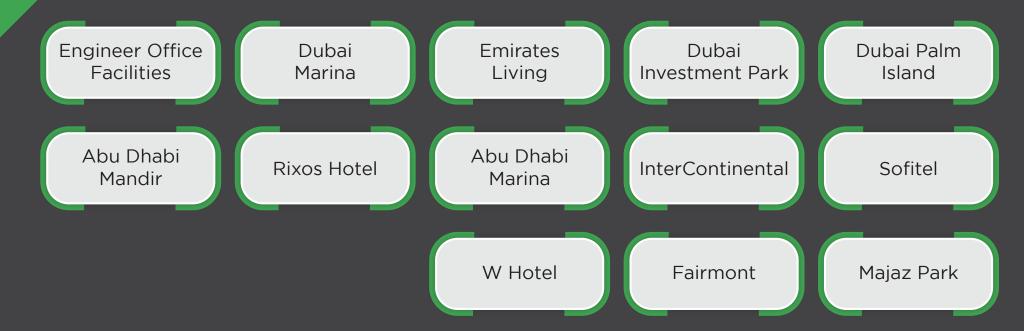


We provide specialized sports flooring solutions designed to meet the rigorous demands of various sports and activities.

Our flooring options are engineered for performance, safety, and durability, making them ideal for both professional and recreational use.

# **Our Projects**

Our diverse portfolio showcases our expertise across various sectors. Notable projects include:



Each project reflects our commitment to quality, innovation, and excellence, whether we are working on prestigious hotels, dynamic residential communities, or specialized sports facilities.

# Join Us

Discover how Agroturf LLC can elevate your space to new heights. Whether you're embarking on a new project or seeking expert advice, our team is here to deliver exceptional results. Contact us today to explore how we can bring your vision to life and make a meaningful impact on your environment.

# **Capabilities**

## Construction

Comprehensive project management Structural engineering and design

MEP (Mechanical, Electrical, Plumbing) services

Civil works and

infrastructure

# **Interior Design**



**Concept Development** and Space Planning

> Our designers work closely with clients to understand their vision and develop creative concepts that maximize space efficiency and aesthetic appeal.



**Custom Furniture and Joinery** 

> We craft bespoke furniture and joinery pieces tailored to complement the overall design and functionality of the space.



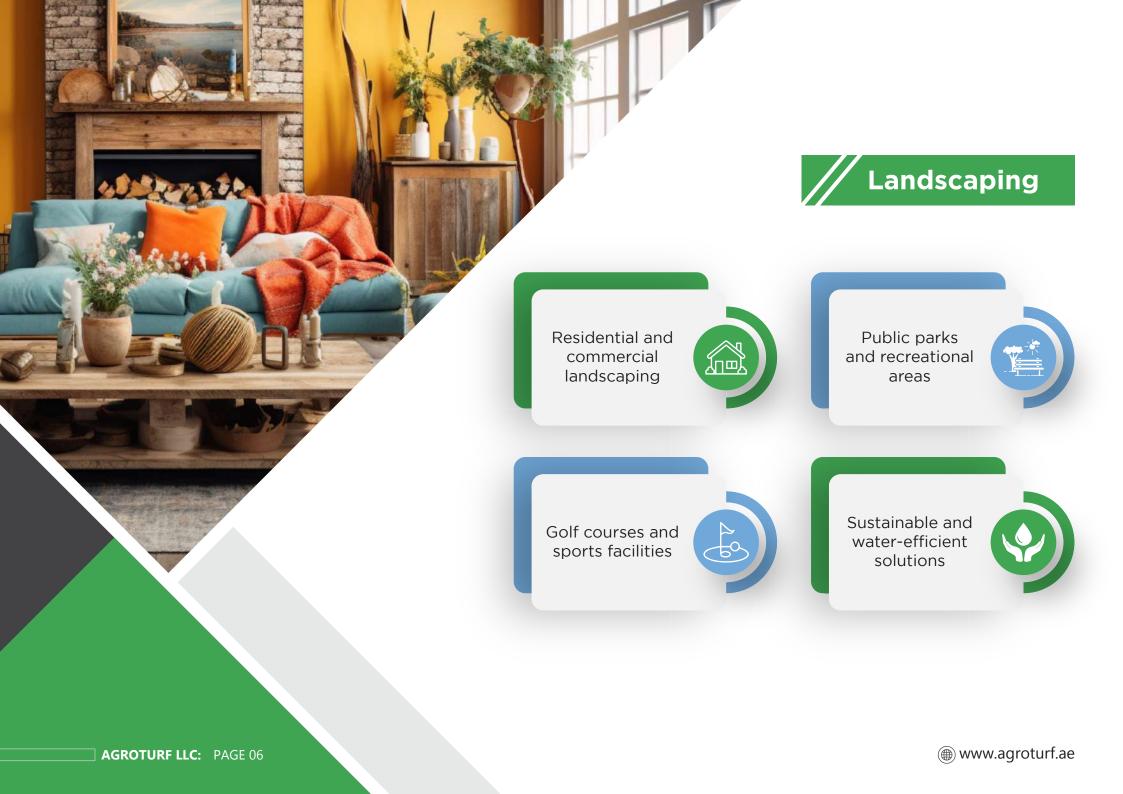
**Lighting and Acoustic** Design

> We incorporate advanced lighting solutions and acoustic treatments to enhance the ambiance and comfort of interiors.



**Interior Decoration** and Finishing

> Our attention to detail ensures that every element, from wall coverings to decorative accessories. aligns with the client's style and preferences.



# **Our Projects**

# **Interior and Exterior Design Excellence:**

### **Arabian Ranches:**

Comprehensive interior and exterior design solutions.

### **Emirates Living:**

Transforming interiors and exteriors with innovative designs.

### **Dubai Marina:**

High-end residential and commercial interior and exterior projects.

### **Dubai Hills:**

Creating luxurious and functional spaces both inside and out.

# Dubai Investment Park:

Diverse interior and exterior projects catering to commercial needs.

### **Emaar:**

Comprehensive interior and exterior projects along with community landscaping.

### Abu Dhabi Mandir:

Interior and exterior water body and landscaping solutions.

# **Landscaping Marvels:**

### **Sofitel Hotel:**

Luxurious interiors, exteriors, and landscaping enhancing the hospitality experience.



### W Hotel:

Innovative interior, exterior, and landscaping solutions for a global lifestyle brand.



### **Rotana Hotel:**

Beautiful and sustainable interiors, exteriors, and landscaping for a leading hotel chain.



# Intercontinental Fujairah:

Creating stunning interior, exterior, and landscaping spacesfor a beachfront resort.



### **Rixos Marina:**

Elegant and inviting interiors, exteriors, and landscaping for a luxury hotel.



### **Fairmont Hotel:**

Grand interiors,
exteriors, and
landscaping reflecting
the luxury of the
Fairmont brand.

# **Artifical grass & Sports Flooring**

### Agroturf offers a comprehensive range of sports flooring solutions for various environments:

# Artificial Football Grass

High-quality synthetic turf for football fields.

# **EPDM Flooring**

Durable and resilient, ideal for playgrounds and sports areas, providing a safe, cushioned surface.

# Playground SBR Flooring

Eco-friendly recycled rubber flooring, offering excellent shock absorption for busy playgrounds.

### Playground Rubber

Soft and safe surface for playgrounds, available in various thicknesses and colors for customization.

### Polyurethane Sports Flooring

Seamless, durable flooring for indoor sports facilities, with excellent wear resistance for hightraffic areas.

# Acrylic Sports Flooring

Hard,
weatherresistant
surface for outdoor
sports courts,
providing good
traction and available
in a range of colors.

### Gym Rubber Flooring

Durable and slip-resistant flooring for gyms, capable of withstanding heavy weights and intense activity.



## **Public Sector Contributions:**

### Engineer Office, Government of Dubai:

Recreation of facilities and various prestigious projects enhancing Dubai's infrastructure.

### **Emirates Zoo:**

Enhancing the zoo's landscapes and creating the Abu Dhabi Butterfly Park.

### Abu Dhabi ButterflyPark:

Establishing a natural habitat for diverse butterfly species through design and build services.

### Al Qasba:

Beautification and landscaping of this cultural and entertainment destination.

# Al Majaz Water Front:

Enhancing the recreational and family-friendly areas of this destination.





Agroturf LLC is powered by a dedicated team of professionals including:



Design



Creative minds shaping innovative solutions.



**Civil Engineers** 



Ensuring structural integrity and efficiency.



**MEP Specialists** 



Experts in Mechanical, Electrical, Plumbing services.



**Architects** 



Bringing architectural visions to life with precision.



**Artisans** 



Crafting bespoke joinery and custom furniture.



**Support Team** 



Including Finance, Purchasing, and Marketing professionals.

# SETTING UP OF PROJECT

- Step 1: Explain the project plan to key stakeholders and discuss its key components.
- 🊰 Step 2: Define roles and responsibilities.
- 🊰 Step 3: Hold a kickoff meeting.
- Step 4: Develop a Scope Statement.
- 🊰 Step 5: Develop scope baseline.
- 🊰 Step 6: Develop the schedule and cost baselines.
- Fig. 1. Step 7: Create baseline management plans.
- Step 8: Develop the staffing plan.
- Step 9: Analyze project quality and risks.
- Step 10: Communicate





# **OUR CLIENTS CARE**

Nurturing relationships with our customers is a crucial part of growing a successful business. In this age of automation and innovation, caring for our customers has never been more important. That's why it's even more important than ever to create an excellent experience for our customers to help develop our company's relationship with them into love.

Walt Disney said it best, "Do what we do so well that they will want to see it again and bring their friends". Creating good atmosphere between Agro Turf and our customers can help scale positive word of mouth that's absolutely priceless.

Creating a customer-focused culture of this nature is a business opportunity that should not be overlooked. Most businesses are failing when it comes to the customer experience, which is our opportunity to swoop in and enchant those same customers into falling for our company.

- 1. Treat our Customers Right -Genuinely Interact
- 2. Don't Come on Too Strong-Respect our Customers
- 3. Always Listen -Hear What our Customers are Saying
- 4. Continue to Satisfy -Offer Ongoing Support and Specials
- 5. Treat a Customer Like a Valued Partner-Communication is Two Way
- 6. Build Trust Alert Customers to Large Scale Changes, Good or Bad
- 7. Be Transparent Honesty is Crucial When it comes to Mistakes
- 8. Follow Through on Your Word Follow Up on Promises
- 9. Recognize Responsibility -The Customer is Always Right

# Listed clients are our opportunities.













**SHUROOQ** 

**EMAAR** 

**SOFITEL** 

**AL FUTTAIM CARILLION** 

HIDD **AL SAADIYAT** 

**NATIONAL BONDS** 













**BARARI NATURAL RESOURCES** 

**PROPERTIES INVESTMENT**  AL MARYAH ISLAND-**MUBADALA** 

**GULF RELATED** 

**DEYAAR** 

**ENGINEERING OFFICE** 













**DUBAI INVESTMENTS PARK** 

**DUBAI PROPERTIES** 

**RIXOS HOTELS**  **FAIRMONT HOTELS RESORTS** 

**NH COLLECTION DUBAI THE PALM** 

**NAKHEEL PROPERTIES** 

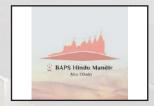






**EMIRATES PARK ZOO & RESORT** 





**BAPS HINDU MANDIR** 



INTERCONTINENTAL **HOTELS & RESORTS** 

**W HOTELS** 

www.agroturf.ae

# **PROJECTS PORTFOLIO 2015-2024**

Graphical view of the project portfolio year from 2015 to 2024

### **AGRO TURF ON-GOING PROJECTS**

DATE	JOB DESCRIPTION/SITE	AREA	CLIENTS	Construction of Gulf Course	PROJECT AMOUNT
04/03/2024	Interior, Landscaping & Water creation	Abu Dhabi	Abu Dhabi Mandir	Mr. Sagun-Director	22,000,000.00
02/03/2024	Interior, Landscaping & Water creation	China National	Food Factory	Mr. Zhong- commercial Manger	2,200,000.00
01/01/2024	Interior, Landscaping & Water creation	Dubai	Dubai	Mr. Hasssan	8,000,000.00
01/04/2024	Interior, Landscaping & Water creation	Abu Dhabi	Abu Dhabi	Mr. Mohammad. Project Manager	5,000,000.00

### **AGRO TURF COMPLETED PROJECTS**

07/02/2022	Interior, Landscaping & Water creation	Emirates Living	Emaar	Mr. Oswald- Senior manager	900,000.00
04/04/2022	Interior, Landscaping & Water creation	Palm Jumeirah	W Hotel	Mr. Ara-Senior Director	13,000,000.00
07/08/2021	Interior, Landscaping & Water creation	Marina	Emaar	Mr. Mukesh- Manger	1,200,000.00
03/03/2021	Interior, Landscaping & Water creation	Phase I & II	Arabian Ranches	Mr. Oswald- Senior manager	3,750,000.00
2/10/2018	Interior, Landscaping & Water creation	And Al Sheba	Engineer Office	Mr. Koshy- Project Engineer	2,200,000.00
2/17/2018	Interior, Landscaping & Water creation	Al Watba	Arab Teck	Mr.Anver- Director	1,500,000.00
9/16/2017	Interior, Landscaping & Water creation	Sharjah	Shrooq-Sharjah	Mr. Azim- Manger	800,000.00
3/4/2017	Interior, Landscaping & Water creation	Umm Al Squi m	Engineer Office ce	Mr. Abdullah- Director	1,352,300.00

### **AGRO TURF COMPLETED PROJECTS**

DATE	JOB DESCRIPTION/SITE	AREA	CLIENTS	Construction of Gulf Course	PROJECT AMOUNT	
3/9/2017	Interior, Landscaping & Water creation	AL Safa	Engineer Officece	Mr. Abdullah- Director	524,000.00	
4/14/2017	Interior, Landscaping & Water creation	Palm Jumeirah	Engineer Offi ce	Mr Abdullah- Director	685,000.00	
4/14/2016	Interior, Landscaping & Water creation	Nadel Shiba	Engineer Office	Mr. Abdullah - Director	1,200,000.00	
5/2/2016	Interior, Landscaping & Water creation	Zabeel	Engineer Office ce	Mr. Kanaka Raj- Commercial Manager	809,800.00	
2/10/2016	Interior, Landscaping & Water creation	Sharjah	Shrooq- Sharjah	Mr. Abdullah- Director	800,000.00	
4/8/2016	Interior, Landscaping & Water creation	Dubai	Deyaar	Mr. Khalifa	902,500.00	
8/8/2015	Interior, Landscaping & Water creation	Fujai rah	Engineer Office	Mr.Anees- Commercial Manger	425,000.00	
4/17/2015	Interior, Landscaping & Water creation	AL Safa	Arab Teck	Mr. Anvear- Director	800,234.00	
5/17/2015	Interior, Landscaping & Water creation	AL Safa	Arab Teck	Mr. Anees- Commercial Manger	2,800,000.00	
5/15/2014	Interior, Landscaping & Water creation	Al Lissaili	Arab Teck	Mr. Anvear- Director	5,802,300.00	
7/5/2014	Interior, Landscaping & Water creation	Dubai	National Bond		3,800,000.00	
	Interior, Landscaping & Water creation				3,800,000.00	
TOTAL PROJECT VALUE						

# **ESCALATION PROCEDURE AND PERSONALS**

### **RECEIVING**

Incident is reported

Incident verified as valid for the help desk to address

**VALIDATING** 

### **SCREENING**

Determine symptoms

### LOGGING

Ticket entered into an incident application

### **PRIORITIZING**

Determine importance of incident

### **ASSIGNING**

Handle or escalate

### **RESOLVING**

Problem resolved

### **ESCALATING**

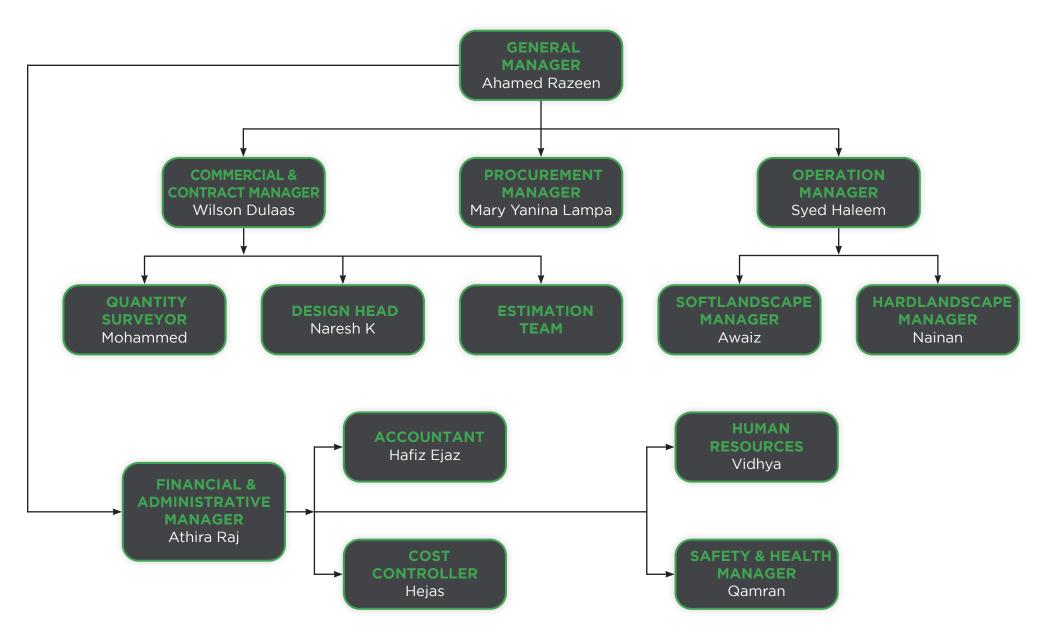
Referring to higherlevel tier

### **CLOSING**

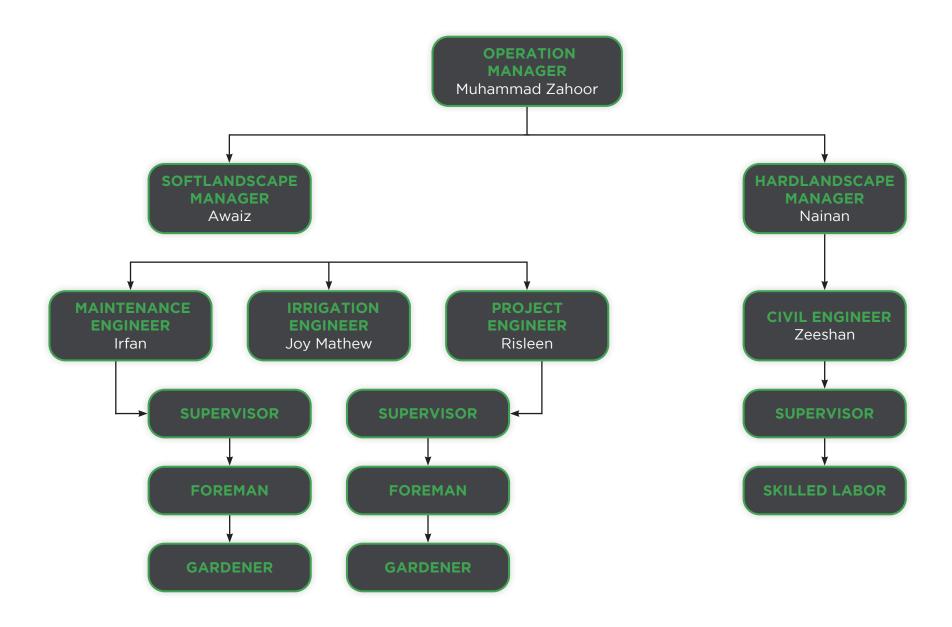
Logging resolution and changing ticket status



# **GENERAL ORGANIZATION CHART**



# PROJECT ORGANIZATION CHART



# **GENERAL ORGANIZATION CHART**

### **ENVIRONMENTAL MANAGEMENT**

ENVIRONMENTAL MANAGEMENT "We recognise that our business has an important role to play in protecting and enhancing the environment for future generations and to help secure the long-term sustainability of the landscaping Industry"

### To this end the Agroturf is committed to taking the following action;

- To achieve sound environmental practices across our entire operation
- To produce an annual Environmental Plan setting out our Objectives, Targets and planned Actions
- To comply fully with all relevant legislation
- To minimise our waste and reduce our water consumption where possible
- To reduce, Reuse, Recycle the resources consumed by our business wherever practical
- To reduce, Reuse, Recycle the resources consumed by our business wherever practical
- To invite our customers, suppliers and contractors to participate in our efforts to protect the environment
- To provide all employees with the training and resources required to meet our objectives
- To openly communicate our policies and practices to interested parties
- To monitor and record our environmental impacts on a regular basis and compare our performance with our policies, objectives and targets

To increase usage of recycled paper products to 30% of all paper/cardboard purchased.

### **OMMUNITY SOCIAL RESPONSIBILITY**

To engage in a local "Clean Up" at least once a year in conjunction with the Tidy Towns

Competition. To communicate monthly our performance & achievements through the hotel website

### **Awareness Legistration**

Agro Turf required all workers in construction to complete mandatory awareness training before they began work on site. During the implementation of this new legislation there was considerable resistance from the construction sector due to the mandatory nature of the training. At construction sites employing 50 or more workers, the main contractor must nominate a full-time safety inspector: for sites with an area exceeding 10,000 sam, there must be two to three safety inspectors; for sites with an area exceeding 50,000 sgm, the main contractor must establish a safety management that we consider Health and Safety as insignificant factors in considering construction projects.

# TIME MANAGEMENT

### There are a number steps have taken by Agro Turf for improving time management in a person's workplace

### **Delegate**

Many of us attempt to accomplish tasks that can be easily assigned to or contracted out to someone else. By delegating a task, we can have more time to accomplish other important tasks. When can a task be delegated and when should we attempt it our self.

### **Prioritize Tasks**

Procrastination, or putting off a task that must be completed, is common we may not know where to start on a task, we may not understand a task, we may dislike the task, or we may worry that we cannot complete a task successfully. Often a person's anxiety about a task leads them to avoid it. Therefore, to accomplish more in a workday, it is best to tackle the most difficult or worrisome task first. This is a beneficial because it allows us to devote the time and mental energy that is necessary for a difficult or unpleasant task when Agro turf is most able to. Furthermore, by reducing the anxiety associated with this task in tackling it early, Agro turf will find that work becomes easier. When the unpleasant task is finished, it no longer creates anxiety and worry, which can save time.

### **Set Goals**

Goals can be very effective ways to meet work-place demands in a timely manner. Goals are measurable, short-term objectives. Simply by setting an appropriate goal, we can better organize our day or week. Specific goals are much more effective than non-specific goals, because our progress can be assessed.

### **Meet Deadlines Early**

Deadlines are set to help us manage time. By always meeting deadlines, or even by meeting them early, we can appropriately manage time. If we complete deadline work early, we reduce the stress associated with your schedule, and we have more self-confidence about completing work tasks. Additionally, a person's work is likely to be higher quality if deadlines are met; attention to detail can suffer when a person is hurrying to finish a project. To meet your deadlines early, we can break larger tasks into smaller

ones and prioritize them. In addition, setting interim deadlines before a final deadline can help us to set goals and to make a large and seemingly unmanageable project seem easier to complete. Finally, tackling more difficult tasks first, as described previously, may increase our ability to meet deadlines.

### **Stay Organized**

Organization and time management go hand in hand. Many people waste time looking for documents, messages, or other information necessary to complete tasks in a timely manner. There are a number of steps that can help Agro Turf stay organized. First, arrange our workspace in a way that promotes organization. That is, have a place for everything, and put everything in its place. If we do not have a specific location for telephone messages, it is not surprising that we might spend time looking for a telephone message or even misplace one. Additionally, put the items that are most used closest to us.

### **Find Our Productive Time**

By scheduling tasks during the times of day when you are best able to do them, we are likely to be able to complete our work in a more time effective manner.

### **Minimize Stress**

Stress is a major barrier to effective time management. Stress created by the workplace or by personal concerns can create anxiety and worry that are distracting from work. Even ineffective time management can lead to stress, since anxiety over completing tasks in a timely manner can hinder their accomplishment. To manage stress, it is important to first recognize what is creating the stress. Is it worry over a particular task, a work situation, or an issue at home?

Once the stressor is recognized, it can be better managed. If the source of stress is unidentified, then it cannot be managed. Once the source of stress is identified, we must determine which parts of the situation can be controlled and which cannot..

# **MOBILIZATION DETAILS**

Mobilization period as per contract. We select the team and resources (manpower, materials and machinery) in order to position at the site as per instruction of the clients.

### **Recruitment & Initial Training and Placement**

- 1 Draw up a training plan and policy with the right plan and policies in place, Agro Turf will ensure that company benefits from any training our staff complete.
- 2 Set out a company guidelines and requirements so company employees know what training will consider and what requirements they'll have to meet.
- 3 Create a personal development plan for each employee. Identify their strengths and weaknesses, and take into account the way they like to learn.
- 4 Review what we've agreed with our employees at least once a year to evaluate progress. When employees complete any training, discuss how their learning will be put into action.
- 5 Training options for our employees
- 6 There are plenty of options to help our employees gain or improve skills. Some of the more common ones include:
- 7 Off-the-shelf training courses-one-size-fits-all courses run by training companies. e.g. a generic course on customer service
- 8 In-house training-usually done on the job, by a more experienced employee. Employees can learn at their own pace and apply new knowledge immediately
- 9 job shadowing involves one employee following another employee, like a shadow, to learn all the aspects of a job
- Oconferences, seminars, workshops and courses
- Online courses a cost-effective way of introducing new ideas and approaches. Especially useful when company need to train a large number of staff across different locations, e.g. to demonstrate compliance with health and safety regulation

### **Overall Mobilization Approach**

The below given details are being taken into our accounts while we mobilize our team in your landscaping area

### **Step 1: Organizational Situational Analysis**

### 1.Organizational/Team Structure

- a) Do we have a team in place to carry out the work of the project?
- b) Are the team members clear about their individual roles in the project?
- c) Is there someone appointed as the lead or focal point for the project?

### 2. Vision, Mission, Goals

- a) Are we and our team clear about the vision, mission, and goals of the project?
- **b)** Are we and our team able to communicate these vision, mission, and goals briefly and quickly?

### 3. Strengths, Weaknesses, Opportunities, Threats (SWOT)

The purpose of this SWOT analysis is not to duplicate what we already have, but to think of our strengths, Weaknesses, opportunities, and threats from the specific angle of resource mobilization. Remember that strengths and weaknesses are internal to our organization and can be managed and controlled by us, while threats and opportunities are external factors.

- a) What are the strengths to help us mobilize resources for the project? Examples could be: experienced and enthusiastic team members; good governance; good reputation; wide network contacts; good existing relationships with stakeholders and donors, etc.
- **b)** What is our weakness that may be need strengthening in order for us to carry out resource Mobilization for the project?

Examples are unclear roles of team members; lack of skills, experience, and/or training; lack of will or proper scheduling of time or resources to carry out these activities.

# **MOBILIZATION DETAILS**

Are there potential stakeholder groups that we have not explored in the past?

Is there a growing demand for the services we are offering?

Are the economic, political, and social environments conducive for your activities?

### **STEP 2: Constructing your Statement of Funding Needs**

- Activity/ Programme
  - List down the programme or activities you are implementing at present or are intending to pursue over the next three years
- Resources Required

Indicate the total amounts of funding and resource needs of your activities/programmes based on your budgets for these activities.

- Resources Available
  - Indicate the amounts of funds or in-kind resources that already exist within our organization to carry out the activities we have listed. It is advisable for us to consult our finance or accounting colleagues to help you with realistic figures. Remember, resource mobilization involves the whole organization
- A Resource Gaps/Funding Needs
  - Determine how much we would need to mobilize resources, for whom, and when.
- Resource Providers
  - Match our funding needs with the names of potential resource providers from our sources to help us plan your resource mobilization efforts.
- **6** Timeline
  - Plot our funding needs according to your time schedule; to show us what amounts of funding is required when.
- 7 Notes/Remarks
  - Take note of how some of the funds are to be classified and expended
- **Step 3: Clients Requirements and Time Frame**
- Step 4: Monitoring and Evaluating your Resource Mobilization

### Introduction

This Health, Safety and Environment (HSE) summary provides a brief presentation of Agroturf HSE Management System and HSE performance review. Agroturf commitment to HSE requires that their operations be conducted in such a way as to preserve the health and safety of their employees, plant operators and the general public and to give due regard to the protection of the environment.

The highest standards in health, safety and environmental preservation and protection which Agro Turf's HSE Corporate Policy requires be met, can only be achieved through a systematic approach to the establishment, implementation and maintenance of an HSE Management System designed to ensure, as a minimum, compliance with the laws and projects requirements and to achieve continuous performance improvements.

Agro Turf LLC HSE Management System is integrated into each functional area of Agro Turf operations and consists of comprehensive, proven policies, procedures, standards and processes which define responsibility, activities and methods for identifying, understanding and controlling hazards and for eliminating preventable incidents that might lead to injuries to persons or damage to the environment

### **HSE Management System consists of the following**

- HSE Corporate Policy, communicating Agro Turf LLC commitment to HSE to all Agro Turf personnel, sub-contractors and vendors
- HSE Management Program, setting the responsibilities and providing policies and objectives to be adopted during each phase of the work
- Offices HSE Plan, covering the HSE aspects of the offices, including preparedness and evacuation plans in case of emergencies
- Engineering HSE standard procedures and check lists, specifying the minimum requirements and guidelines for HSE
- Construction HSE manual and standard procedures, specifying the minimum requirements and guidelines for HSE during construction, operation & maintenance

Project HSE Plans and Procedures, developed based on the project requirements

An HSE Management System is a reflection of the objectives of an enterprise and the manner in which these objectives are to be met as laid down by its senior management Achievement of the hazard man- agement objectives will be realized through the setting up of an orga- nization in which responsibility is assigned and to which resources are provided. The standards and procedures through which the objectives will be met are defined by those with the necessary expertise. The implementation of standards is monitored through periodic audits. Such audits are reviewed by management who may initiate system changes to facilitate improvement. The system is additionally made live through loops which feedback improvements and corrections at all stage.

### 1. HSE Policy

It is the policy to conduct Agro Turf activities in such a way as to take foremost account of the health and safety of their employees and of other persons, and to give proper regard to the conservation of the environment. They aim to be among the leaders in their respective in this matter

### Health

Agro Turf LLC seek to conduct their activities in such ways as to avoid harm to the health of their employees and others, and to promote, as appropriate, the health of their employees.

### Safety

Agro Turf works on the principle that all injuries should be prevented and actively promotes among all those associated with their activities the high standards of safety consciousness and discipline that this principle demands.

### Environment

Agro Turf will pursue in their operations progressive reductions of emissions, effluents and discharges of waste materials that are known to have a negative impact on the environment, with the ultimate aim of eliminating them.

### **Common HSE aspects**

- Assess health, safety environmental aspect before entering into new activities and reassess them in case of significant change in circumstances.
- Require contractors working on their behalf to apply health, safety and environmental standards fully compatible.
- Develop and contingency procedure, in co-operation with authorities and emergencies services, in order to minimize harm from any accidents.
- Development of improved regulations and industry standards which relate to health, safety and environmental matters.
- Onduct or support research towards the improvement of health, safety and environmental aspects of their products, processes and operation

### 2.Commitment and Responsibility

Agro Turf must determine, documenting and announcing the responsibility, the authority and also the relating accountability which needed to implement the HSE Management System. The foundation of an HSE-MS is leadership and commitment from the top management of the company, and its readiness to provide adequate resources for HSE matters. Special attention is given by the Top of The Management in showing their real commitment, for example with:

- Allocating the necessary resources, such as time and money, on HSE matters.
- Putting HSE matters as the highest on the agenda of meeting from the board downwards
- Setting personnel example in a day-to-day work
- Being active in HSE activities and reviews, at both local and remote site.
- Encourage the employees to give some ideas for performances steps repair.

Showing the special personnel as the Safety Officer whose undertaking as.

- The special coordinator in implementing the HSE Management System and environmental conservancy which applied to all office staff as well as site workers. Applying for the field workers were started from the line supervisor and the field staff
- Has responsible to control the implementation on the field in every day/week or every month and also gives some guidance to all field employees from the supervisor until the helper.

### 3. HSE Implementation

HSE Implementation is communicated to the workers by promoting the work culture in the company which supporting to the better HSE Management System performance attainment, where the HSE Management System can function effectively. In increasing the HSE Management System by pushing the cultural creation trusts on each other, by giving some motivation, by participating and commit:

- In increasing the Company HSE Management System by growing the belief with trust attitude on each other, do not behave to blame is very effective for implement the HSE Management System.
- Give some motivation to increase the HSE Management System. Performances in individual ways based on the awareness and congeniality, and give some positive congeniality to emphasize the expected behavior and attitude.

The workers participation in every level by looking their opinion along with their involvement in developing the HSE Management System, and to provoke the input for the repair proposal.

The commitment from the workers in all levels is very important, so that the HSE Management System can be effectively functioned, start from growing the belief, giving some motivation and also participate actively.

### 4. HSE Procedure

Agro Turf has already made the documentation of Standard Operation Procedure (SOP) and Work Instruction for every aspect of operation activity.

### 5. Hazard and Risk Management

Management process of hazard and risk consist of 4 (four) steps:

- Systematic hazard identification Evaluation for level of hazard
- Applying of Financial Control
- The planning for Restoration

This process is using a line of questions from every activity that has been done. The data from every activity line can assert that those data has already loaded all of the activities which happened / has already done in some work. The risk and the danger management is poured in detail in Hazard Identification Risk and Risk Control (HIRARC).

### 6. HSE Plan

For the planning phase of an operation can be effective, it should concern itself with the prevention of incidents through the elimination or control of hazards and the mitigation of consequences should the hazardous even occur. It follows that a process needs to be followed to systematically identify and assess hazards and develop the controls to manage those, which cannot be eliminated.

### This can be achieved by:

- Using the developing company policies, standard and procedures Making a scouting visit to assess the situation on the field.
- Study of legislation and supporting approved codes of practice.
- A through analysis of the particular operation
- A study of accident, incident and ill health data from previous operations.

### **Operation plan**

- ◆ Experience has shown that HSE performance can be optimized through a structured planning process, which includes
- Comprehensive operational pre-planning incorporating HSE measures to manage identified hazards.
- Verification of equipment safety standard before operation start-up.
- Verifying that an effective HSE Management System is in place fore start-up.

- An HSE management training programme aimed at senior line management and direct supervisor. This training would include such topics as Job Hazard Analysis, Unsafe Act Auditing, Safety Training Observation Programme, Waste management and an understanding of factors, which affect behavior.
- Regular Audit and inspection from management according to planned schedule and focusing on HSE Management.

### **HSE** plan

Effective planning is essential for all aspects of the business, with plans based upon known and researched information, and reasoned assumptions. A plan for sustained improvement is contained in the HSE plan. The HSE Management System will set out the targets and the ways to gain it, to identify the parties which act along with specify the sighting process...

The HSE Plan is developed from such things as:

- Requirements carried over from the previous year's plan.
- Audit and inspection findings.
- Incident findings.
- Accident investigation findings.
- HSE Suggestions from the employee.

### **HSE Targets**

It is essential to set HSE targets that are accepted by management and employees as achievable. Typically, a progressively reducing target is set, which in the long term will lead to accident free performance. Realistic targets can only be set after assessing the scope of work for the period under review and allocating tasks to manage such work. The only way to reach a HSE target is to manage effectively risks, which threaten its achievement. Effective management demands that hazards and their controls shall, so far as possible, be addressed in the planning process.

Staff reports shall include HSE-related targets or tasks against which performance can be measured. These should be cascaded down from departments neither should nor be demanded without giving individuals the tools to do the job, such as training and proper equipment.

### 7. Protective Personal Equipment (PPE)

Agro Turf will ensure that all any PPE that is provided and or used will be:

- Appropriate of good quality
- The requirement for any additional protective equipment is continually assessed by the employees and line supervisor. All PPE complies with recognized national or international standard and the company keeps a record of current standards. Current standards used for PPE are as follows:
- Coveralls
- Hand Gloves Safety Helmet
- Safety Goggles Ear Plugs
- Safety boots Shoes. Rain Coat
- Masker
- Life Jacket
- First Aid box

### 8. Safety Meeting

The scope of this safety meeting includes:

### 1. HSE Committee

The Party Chief and the Section heads will hold an HSE committee meeting every other week to review crew HSE performance and plan further strategies in HSE matters.

### 2. Section HSE Meeting

Section HSE meetings will be convened once per month. Generally, section supervisors chair these meetings although rotating the chair amongst senior staff members involved will increase safety involvement. The Section HSE meetings are to discuss relevant section HSE matters and to pass on comments and information from the Section Heads meetings. If there are large numbers in any section, it may be necessary to break down these meetings into smaller groups.

### 3. Toolbox HSE Meetings /Toolbox Meeting HSE

Every work unit will hold toolbox meetings on a daily basis. Further toolbox meetings will be held before the commencement of any unusual operations or whenever specific problems arise. Meetings will also be held after any incident or accident to disseminate information.

### 4. Safety Induction

Knowing the scope of work and getting the picture about the things that will be done in the location; the worker will be given the safety induction. This matter has been done in each project which owned by the company. Safety Induction includes:

- Scope of work
- Preparation of crews
- Equipment preparation Method of work
- Execution of work

### 5. Safety Briefing

Before the workers leave and work in the location, the briefing must be done at first. This briefing aims to know about the workers preparation for working in the location. The briefings material includes some things that can be made as guidance by the workers in doing their tasks. The materials that be given in the form of:

- Procedure Communication
- Personal Protection
- Equipment Environment
- Near Miss
- House Keeping
- Hazard Potential Etc

### 6. Notice Boards

Notice boards will be used to pass on information at crew level

### 9.SAFETY TRAINING

In order to the worker ability can expand, to entire/all worker, company perform some training program. From this program is worker domination to work area of each will always increase

### 1. Method of training

Awareness training will be provided by the processes of induction as described in detail in the crew procedures and outlined in the matrix below. The provision of this information at the location that it is applicable with the equipment applicable to hand will enhance the effective and improve retention. The participation in activities such as (simple) JSA's to review procedures during the initial work commencement of each unit will provide valuable insight to the process and encourage recognition of involvement on the part of all. HSE officer will provide the two modules identified as being pertinent to all personnel in formal instruction. This will be conducted at the main camp after initial induction and before the labour depart for the field for the first time. Certificates of training will be issued and recorded.

### 9.2 Crew Training Matrix

Maintenance of the crew training matrix and records will be the responsibility of HSE Sr. manager and his line management. They will be assisted by the HSE personnel.

### 10. JOB SAFETY ANALYSIS

Several things which is discussed in an execution analyze danger and risk of HSE cover:

- Step of work.
- Appliance used an equipment's goodness, other supply and machine.
- Identify danger of arising out by people action, environmental work, appliance, material and object.
- Risk factor from each arising out danger
- Personal Protection Equipment and precaution which can be conducted to lessen generated risk.
- Someone who is responsible in every work step

At execution of work in location of projects of Agro Turf will be done by adjustment result of analysis of the risk and danger with condition in working location.

### 11.SAFETY AUDIT AND INSPECTION

HSE auditing will be conducted by HSE section of Agro Turf. Such audits will follow a process of review by management and follow-up, all of which will be documented.

HSE audits will be conducted at various levels within the company. Each level will develop and document a scheme of audit types that may include Practical and Operational considerations.

The HSE and operational performance of the crew will be monitored on a daily basis.

A combination of statistical observations and measurement of progress Agro Turf against target will be obtained. The Senior Management and HSE personnel from shall also monitor the HSE performance on a regular basis.

The entire facilities and the works equipments that used in the location must do the safety inspection at first. This matter aims in order to make the machine and the works equipments are ready to use. The Safety Inspection is done by the Safety Officer cooperate with the Community manager. The inspection result poured completely in the checklist inspection.

From the Safety Audit, it will be seen however the safety planning that been made by the company has already worked well properly or not. The last result that has been reached is the reparation if there are insuffiency from finding of the audit

### 1. Pro-active Performance

- Exposure Hours
- Day without LTI
- Mr Driven

### 11.2 Area of responsibility

- Training Inspection Meeting
- Drills/exercises

### 3. Reactive Performance

- Lost Time Injury (LTI) Fatality (FAT)
- Permanent Total Disability (PTD) Permanent Partial Disability (PPD) Restricted Work Case (RWC)
- Medical Treatment Case (MTC) First Aid Case (FAC)
- STOP Cards Near Miss

### 12.SAFETY REPORT

The Safety Report will be done in the form of daily notes, weekly notes and monthly notes. The Report format that been given consist of:

- The Work Activities
- The Working Hours, Safety Briefing, Near Miss, Number of Accident, Lost Work Days, etc.
- Key Performances Indicators
- The Safety Report will be collected so when it audited, it can be accountable.

### 13. ACCIDENT AND INVESTIGATION REPORT

The objectives of an incident and investigation report system are:

- To investigate all hazardous and potentially incidents at a level, depth and speed appropriate to their seriousness.
- After determining root causes, to take appropriate action to prevent the recurrence of incident or similar incidents.
- To communicate the findings of incident investigations, the conclusions reached and recommendation made to all appropriate personnel.
- To identify trends in a timely fashion and target areas of particular concern

### 14. EMERGENCY RESPONSE AND EVACUATION

Management will instigate, maintain and periodically test an arrangement to support any emergency plans or arrangements set up by or for their work units. Such arrangement must by recorded with a simple and swift access provided to necessary data such as names and phone numbers and the procedure for activating and managing the arrangement.

### 15.OCCUPATIONAL HEALTH AND ENVIRONMENT

The environmental settlement and hygiene work will be done by every Agro Turf employee. The behavior of every employee must be oriented to the health and to the work safety. The Safety Officer will responsible for this activity implementation. The settlement of the appliances work and flammable substances / dangerous must be done by every employee. Inspection and audit must be done by The Safety Officer so that the repairing action can be done.

- The environmental settlement and hygiene work is becoming our responsibilities.
- Having the place for throwing the garbage as well as an organic or nonorganic, dry garbage as well as wet garbage must be the first priority.
- If there is some environmental damage that caused by the company's activities, it must had been responsible according to the procedure.

# RISKMANAGEMENT METHODOLOGY

Agro Turf continues to uphold and strengthen our commitment to manage risks. Consequently, proactive risk management is a key pillar of our strategy. Linked to this is our board-approved principal risks policy (PRP). The PRP provides an integrated risk management framework designed to meet the challenges of the changing risk environment and to ensure that business growth plans are properly supported by effective risk management.

Responsibility for risk management resides at all levels in Agro Turf Limited and from the board and executive level committees down to each business unit manager and their risk specialists. This contributes to instilling a strong risk culture in the Group, making risk everyone's business.

We believe this is a core imperative of risk management. The delegation of risk management responsibilities is structured to ensure risk-reward decisions are enacted at the most appropriate level in line with business objectives, subject to robust and effective review as well as challenge processes. Strategic business decisions are taken in accordance with a board-approved risk appetite with the executive and risk committees closely monitoring risk profiles against this appetite.

At the beginning of the current reporting period, the PRP was updated to identify the four principal risks we regard as our most significant potential exposures. The update to the PRP reflects a change in the way we group the risk categories and does not have any impact on the underlying risk types.

### The four principal risks are:

- 1. Credit risk
- 2. Market risk (includes traded and non-traded market risk and insurance risk)
- 3. Operational risk
- **4.** Funding risk (includes liquidity risk and capital management). In this report, we focus on the above four principal risks and provide a review of these risks for the reporting period ended every year.

# **ABU DHABI TRADE LICENSE 2022-2023**



# **DUBAI TRADE LICENSE 2022-2023**





## TIGERTURF **山**〇 PLIEP SUPI **ABOUT PREMIERE**

Listed clients are our opportunities.



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## **APPROVALS**



## **APPROVALS**



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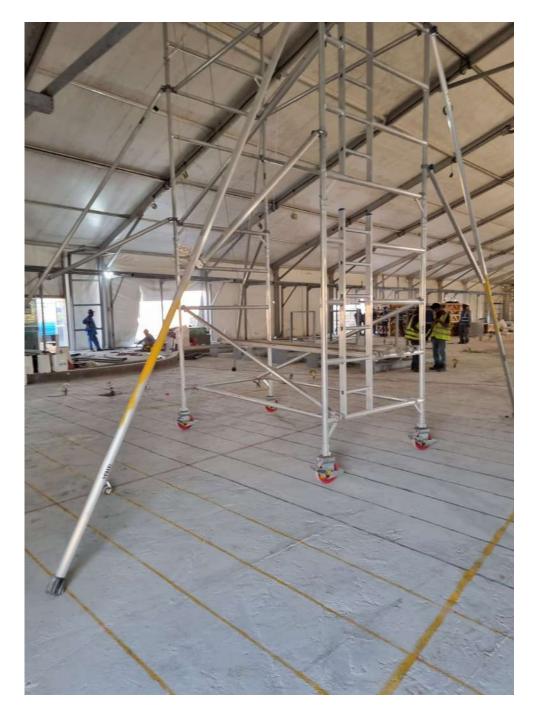




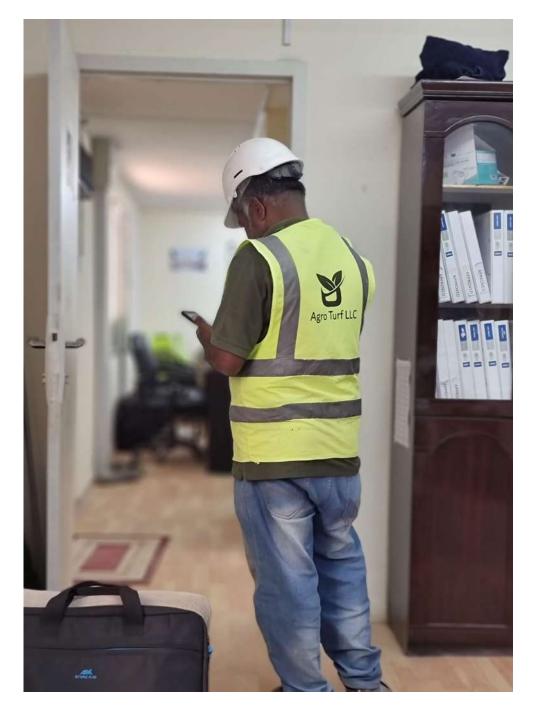


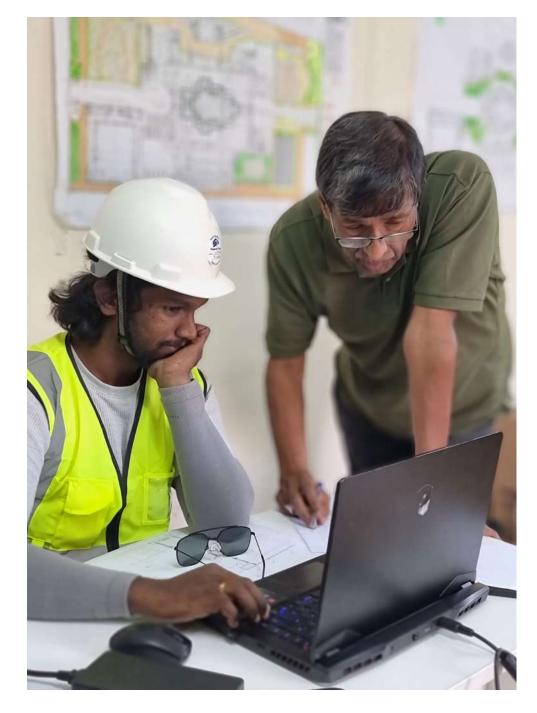


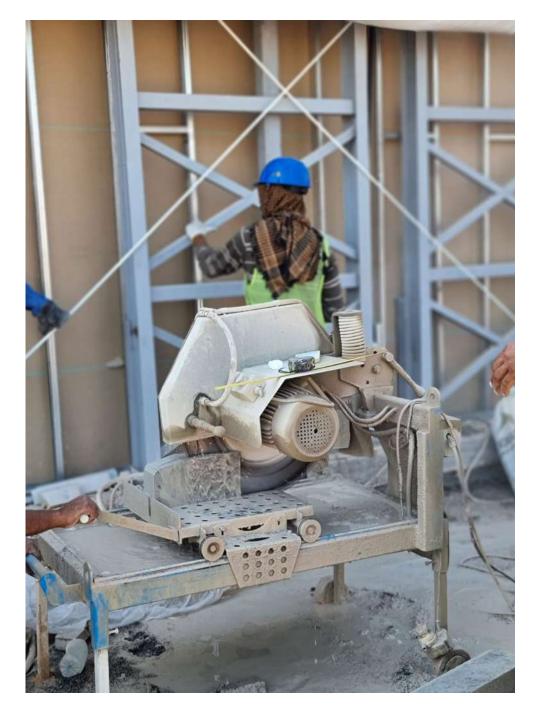


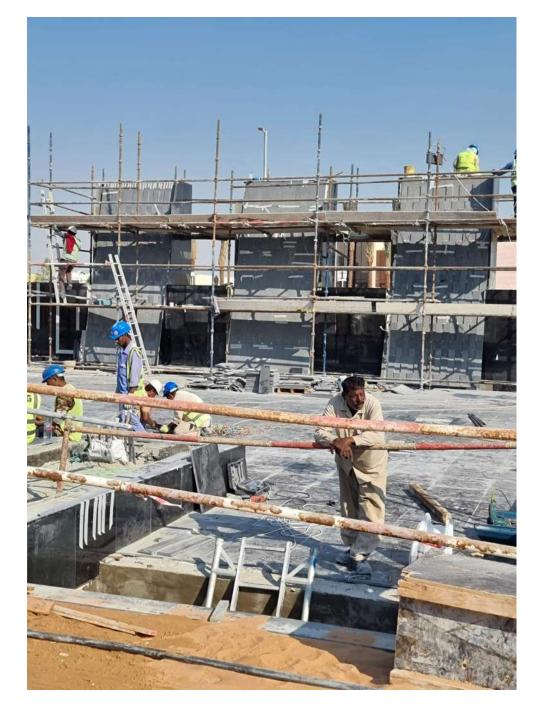


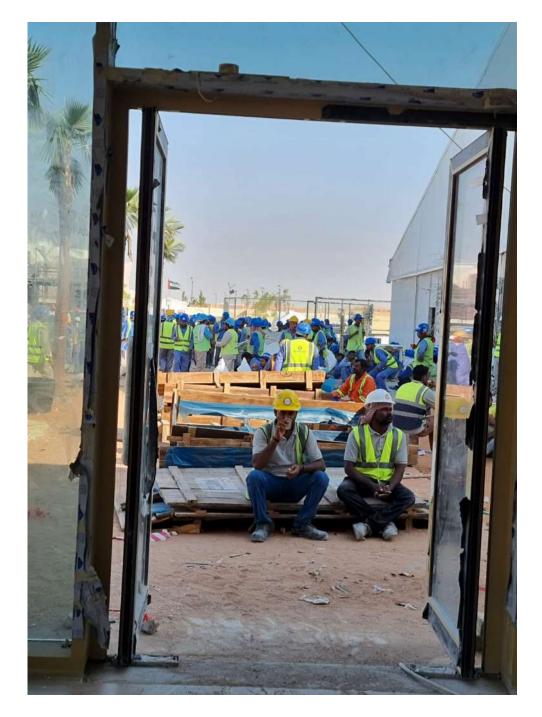


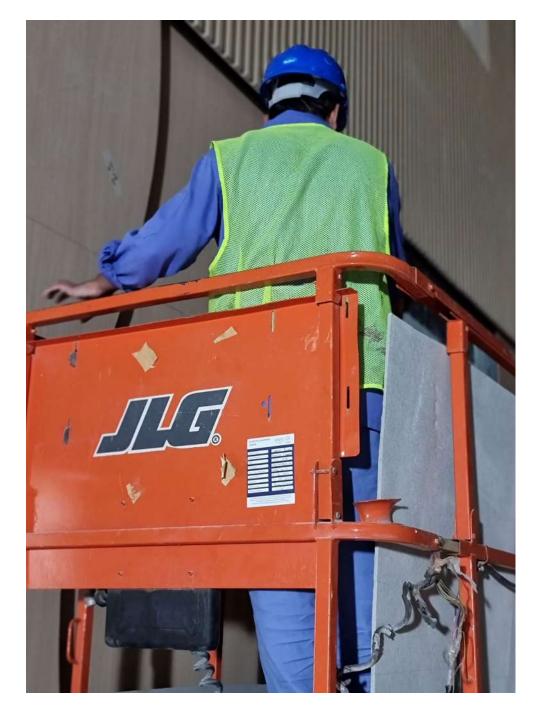


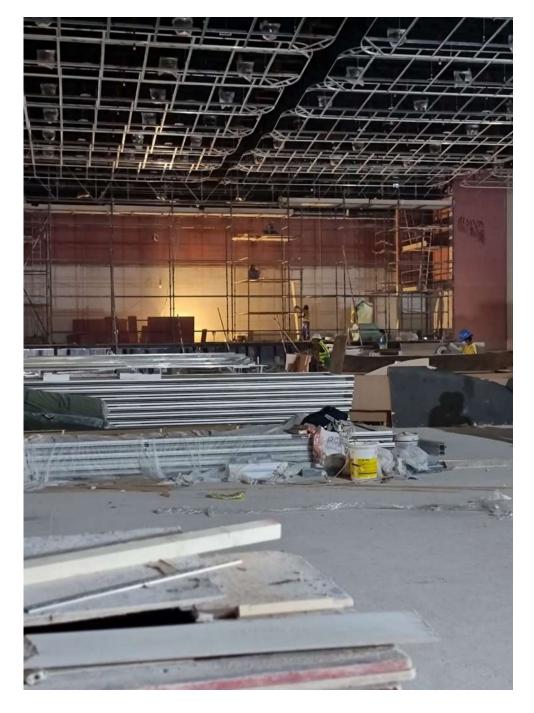


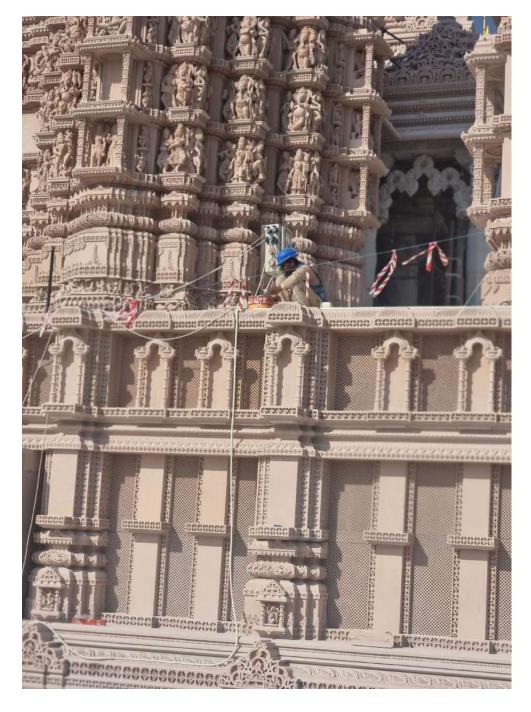


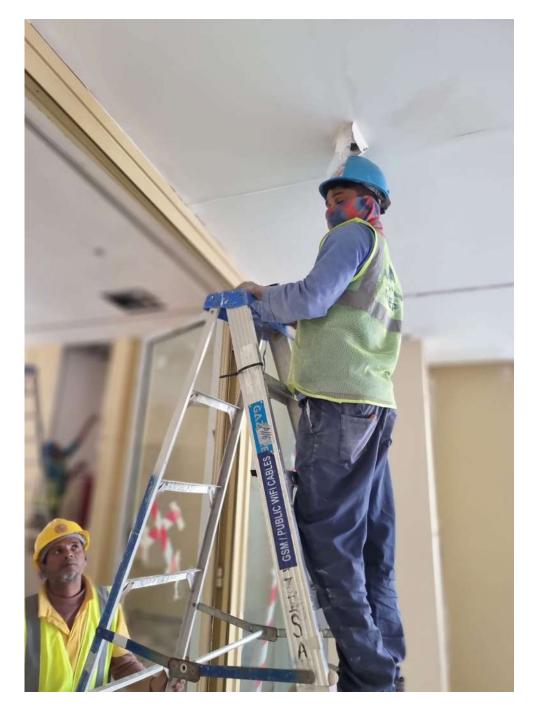






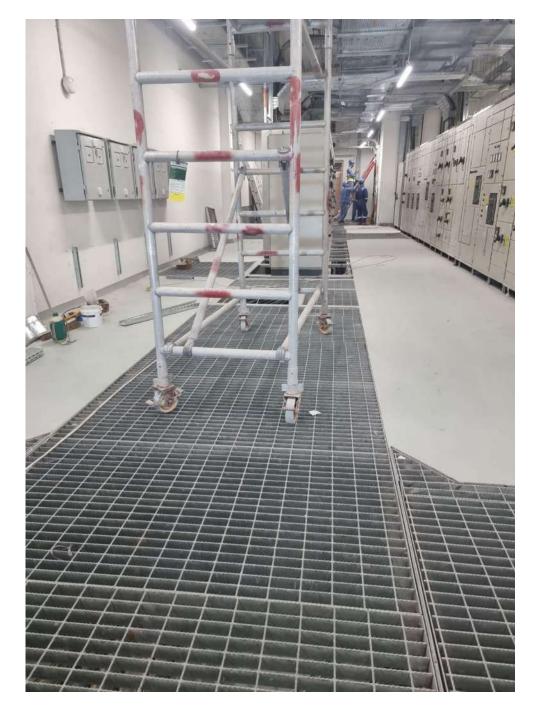




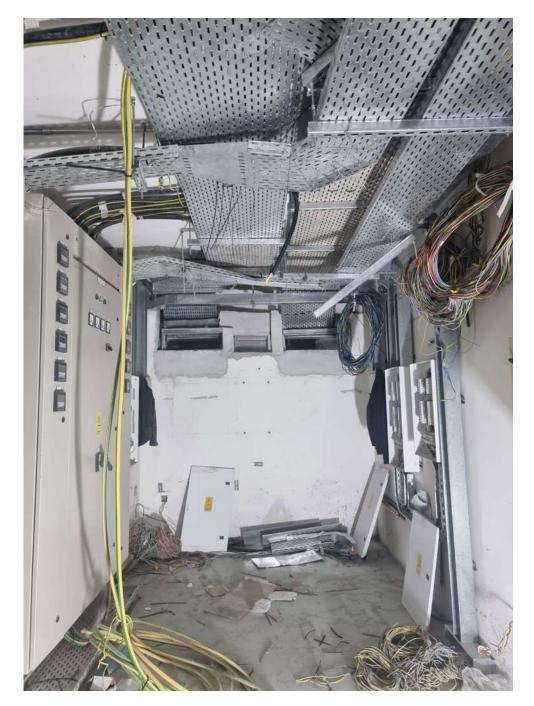


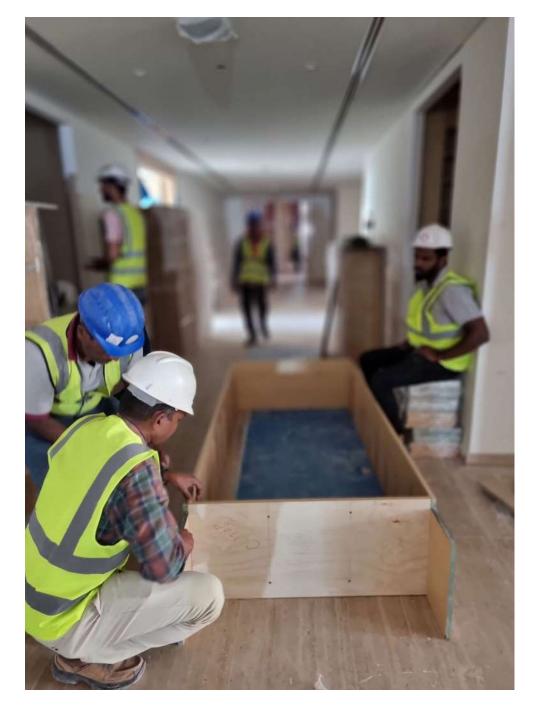
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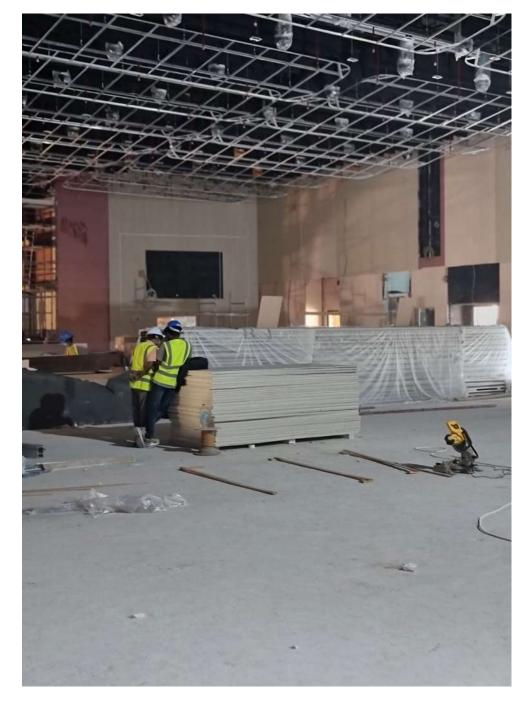






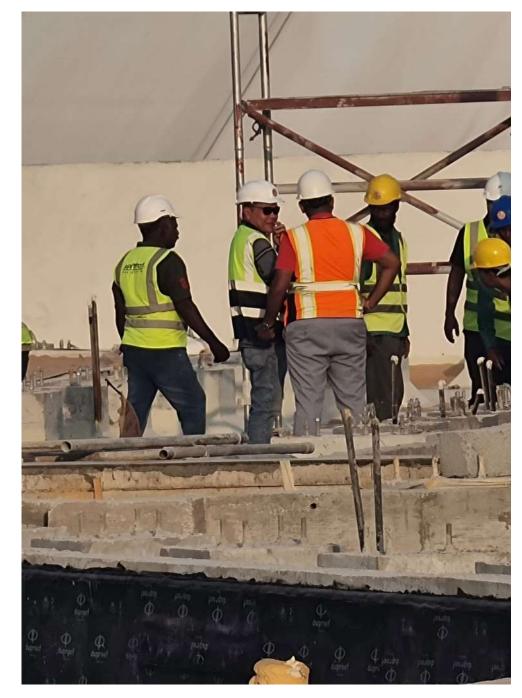


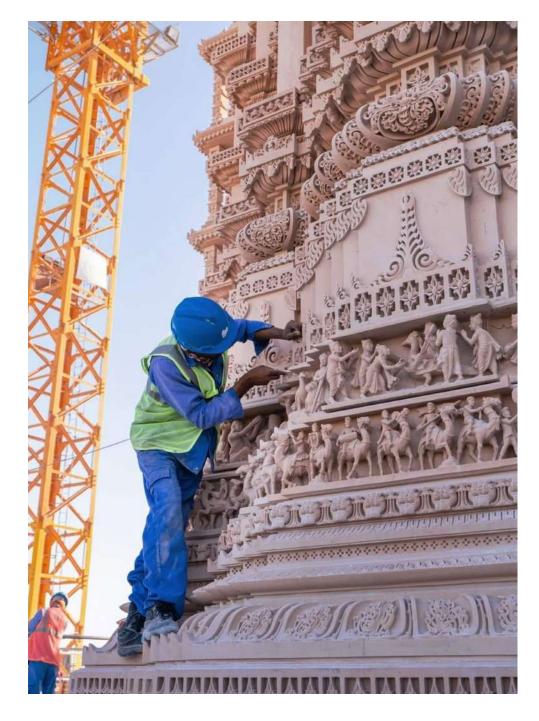


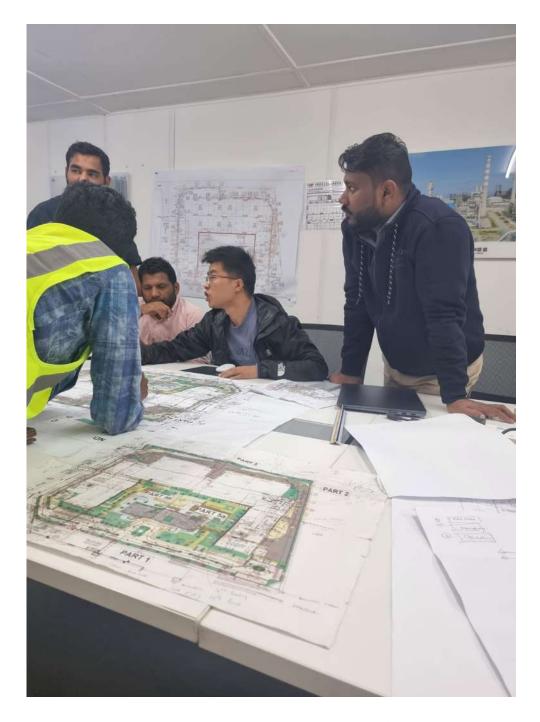






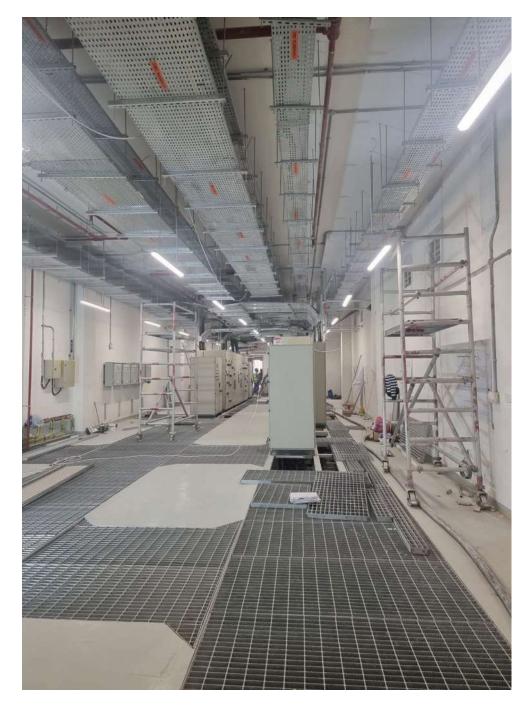


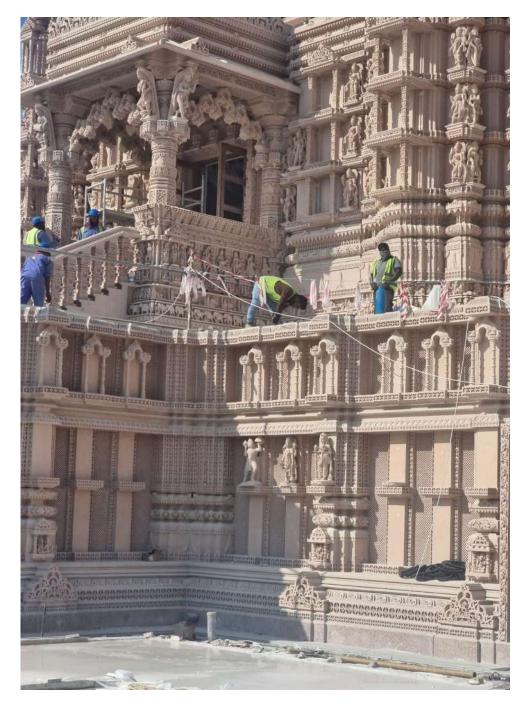


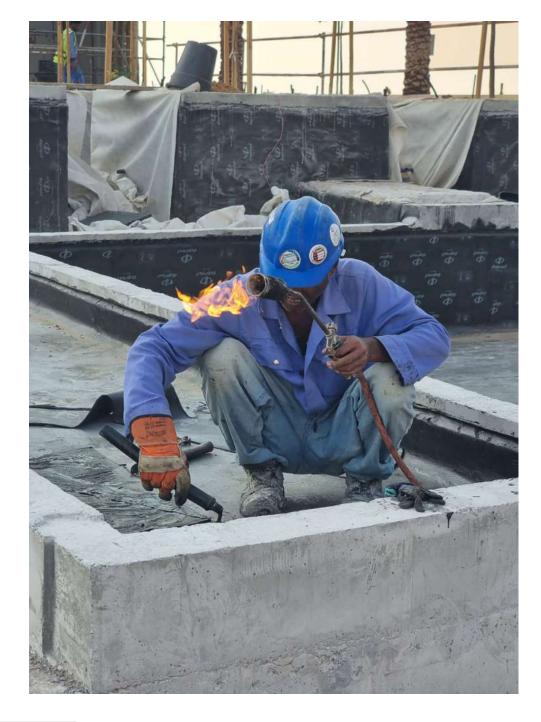


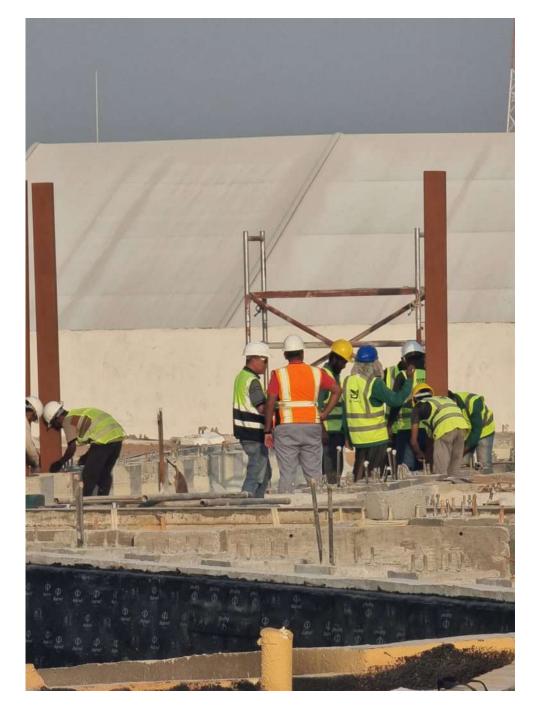


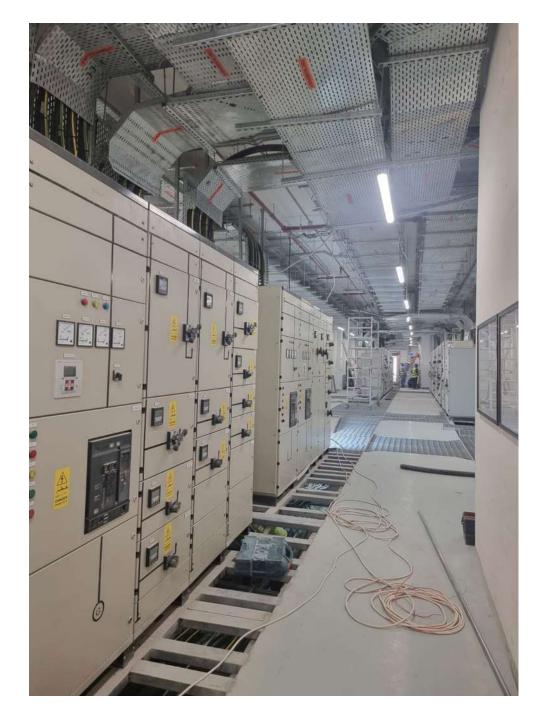






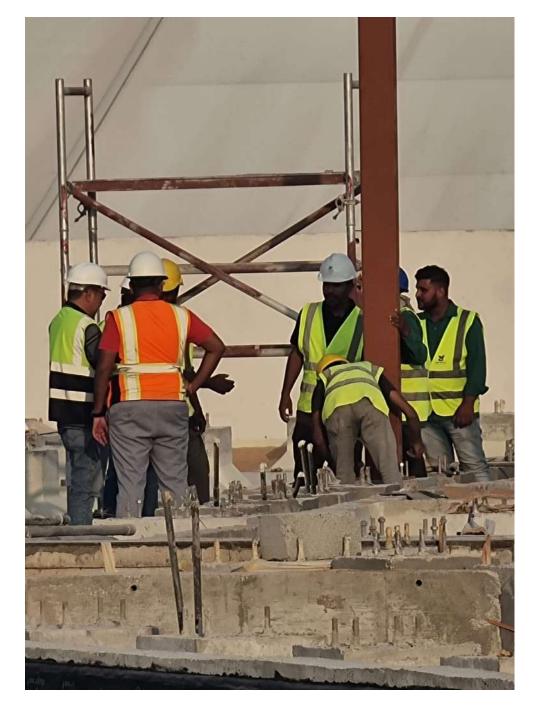


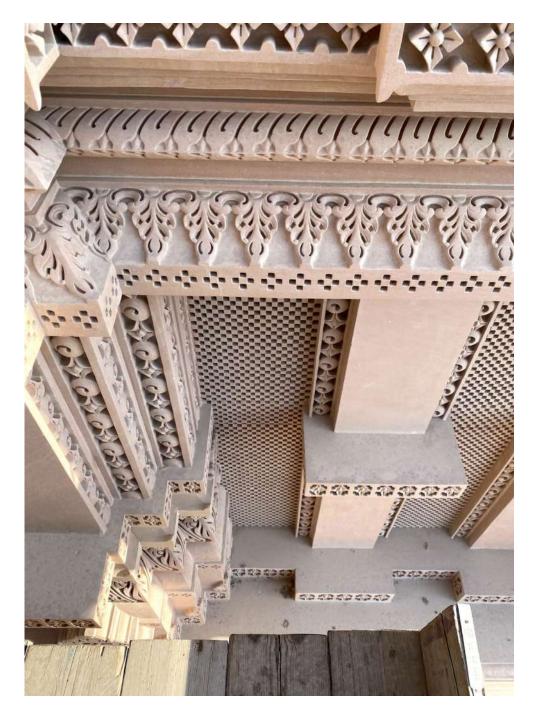


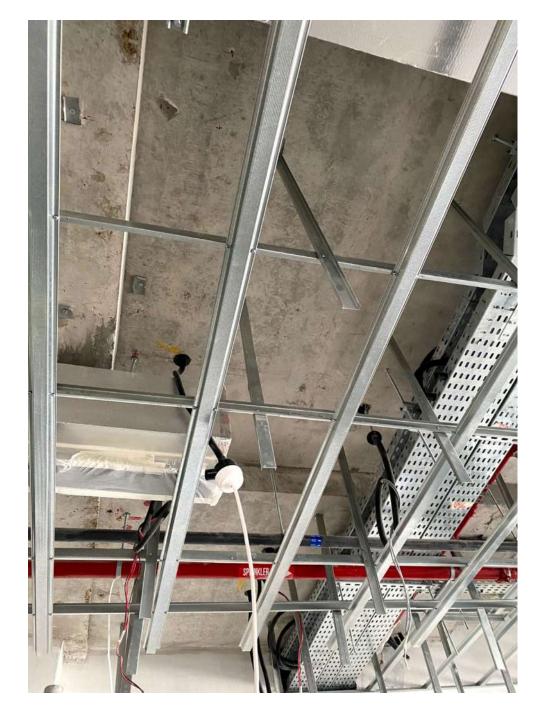


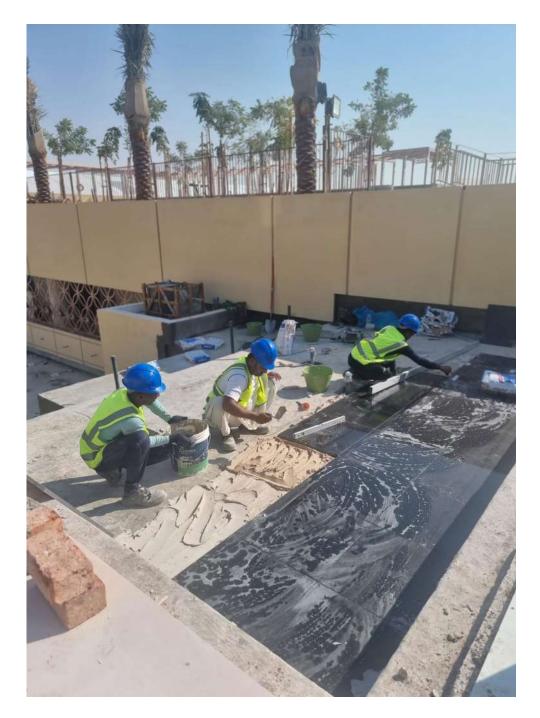


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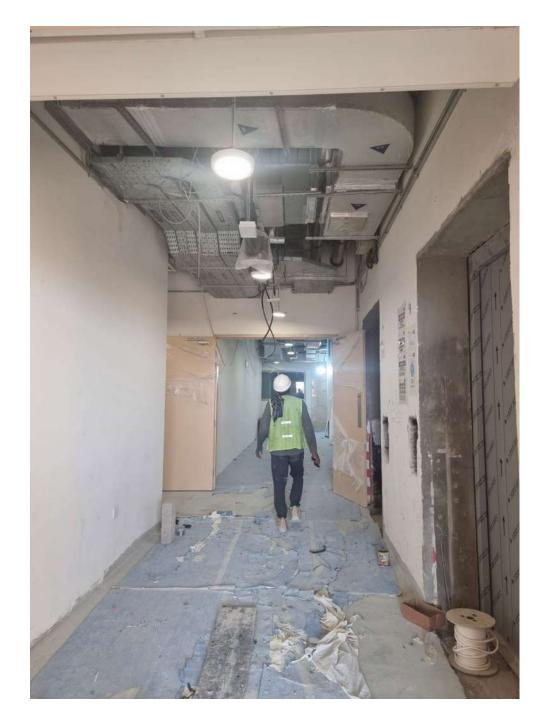


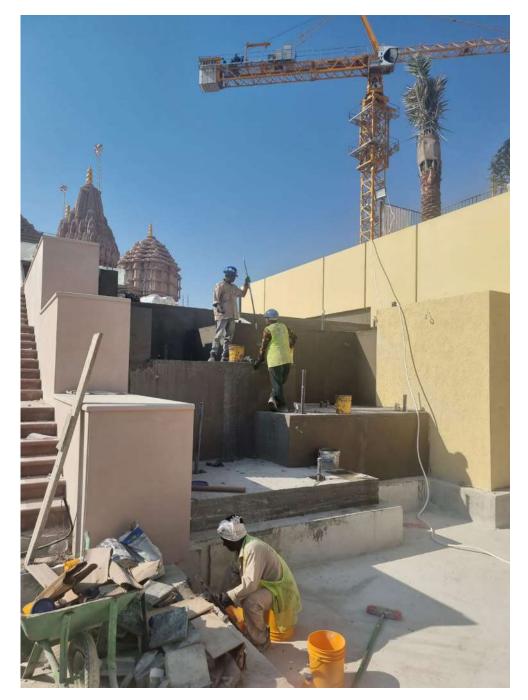


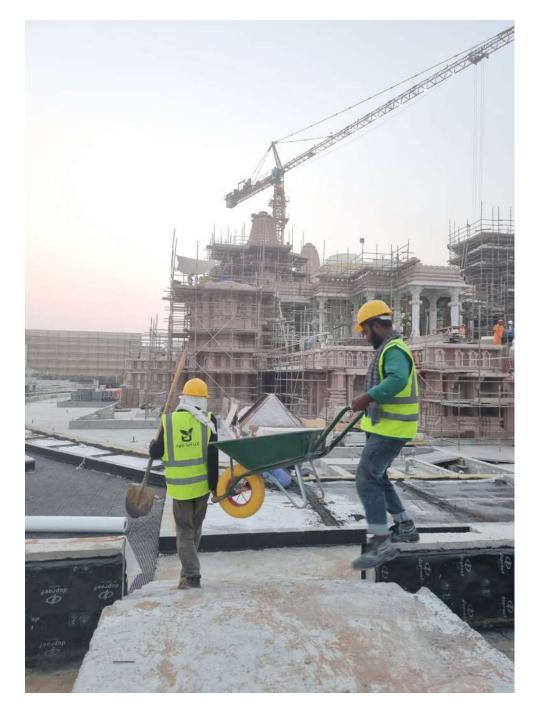


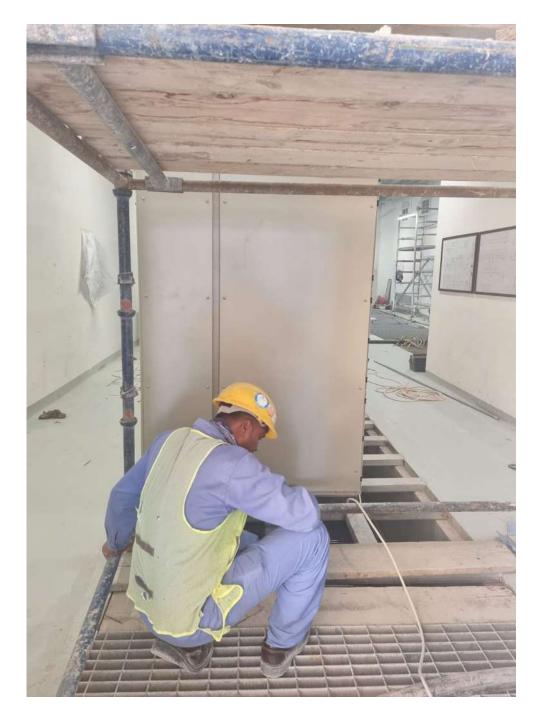




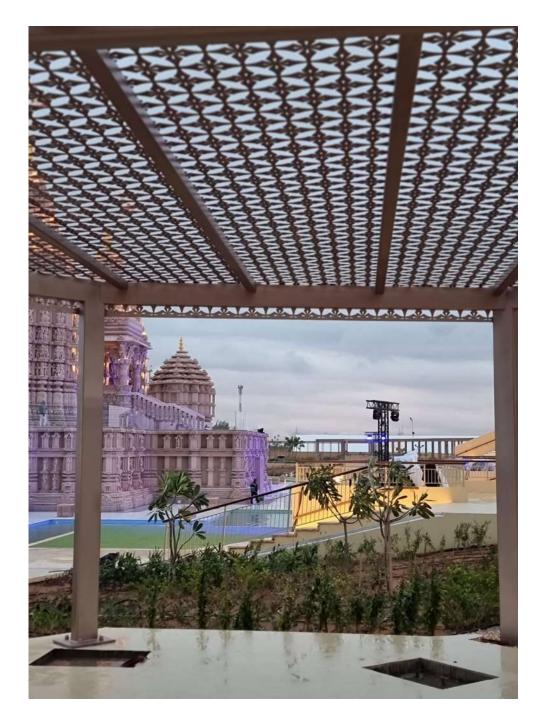


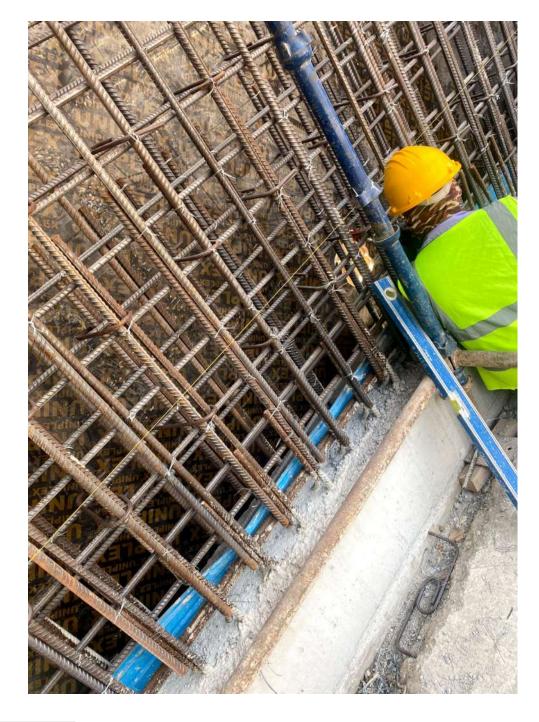


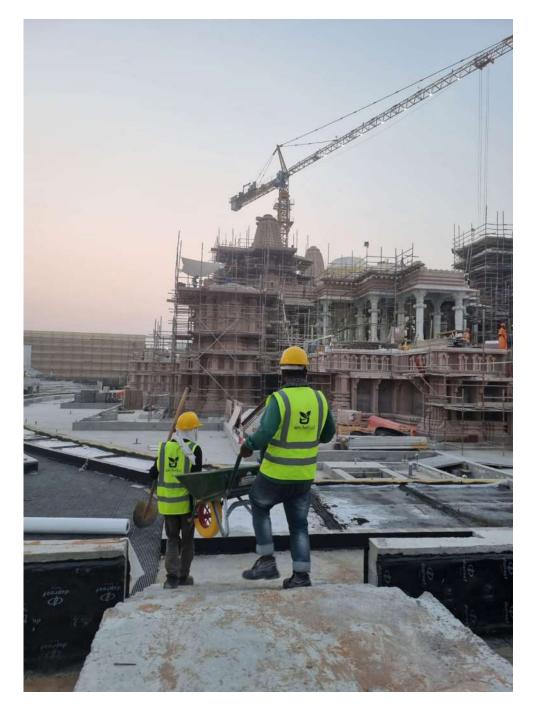


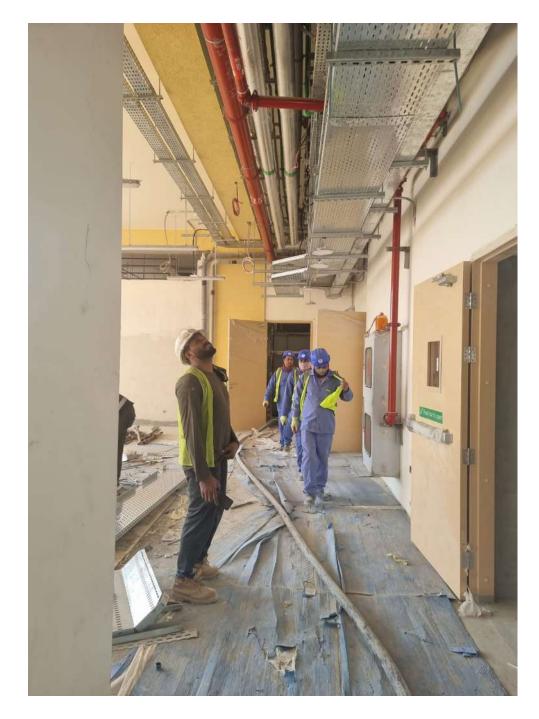




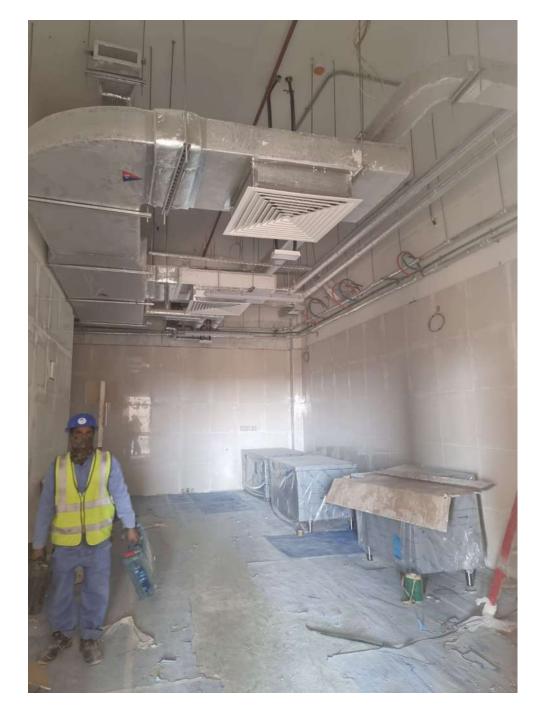




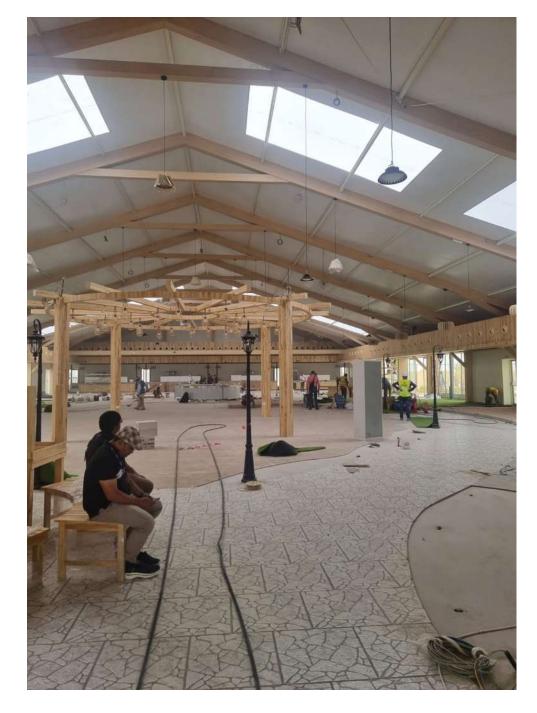


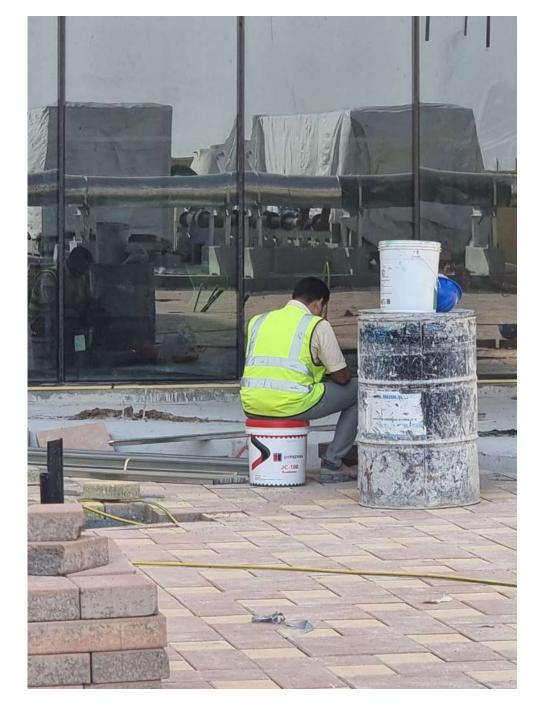


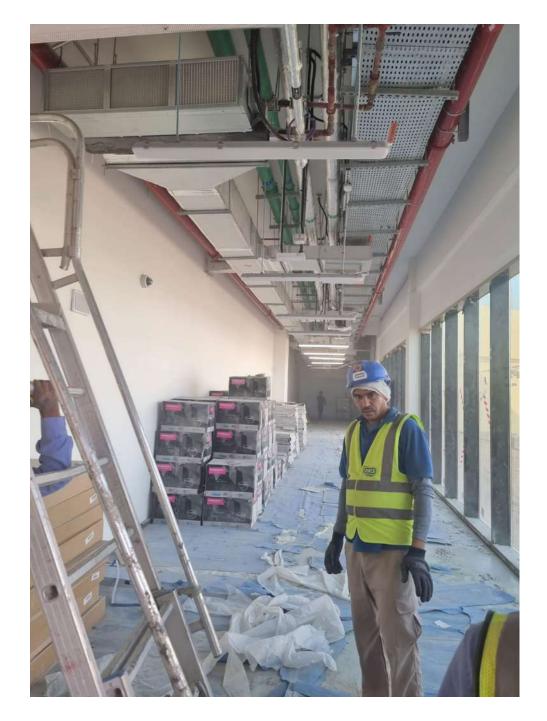


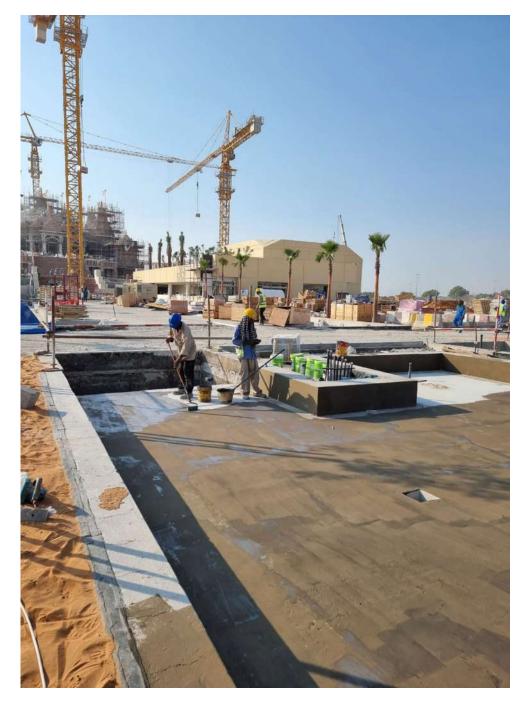






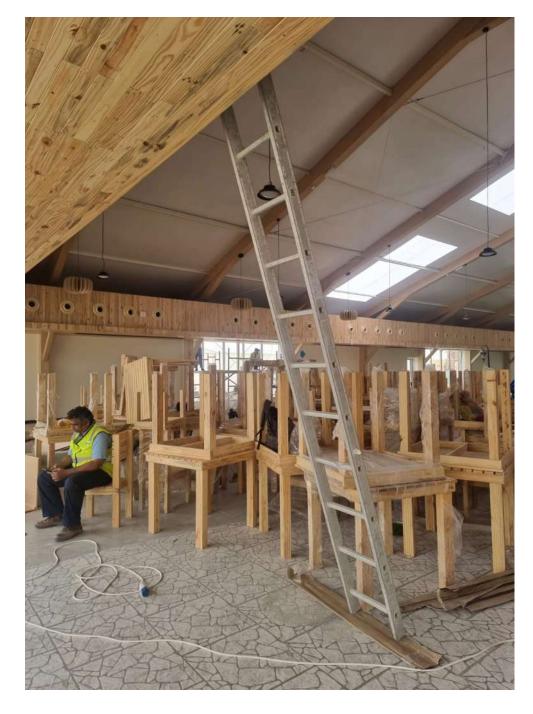


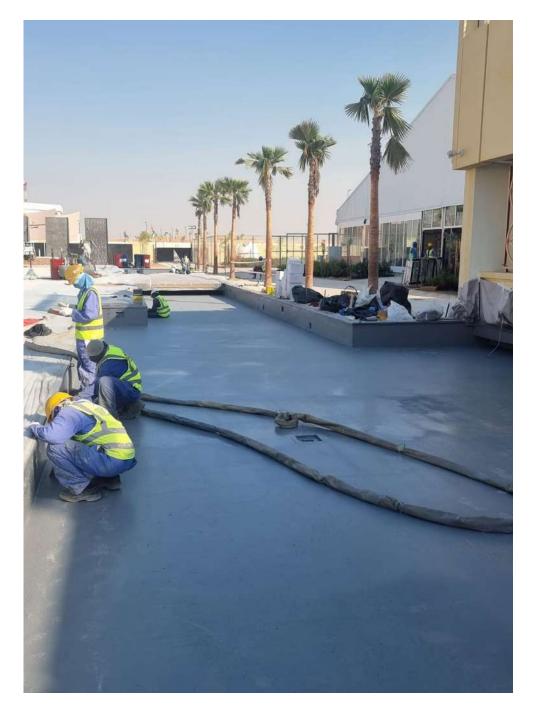


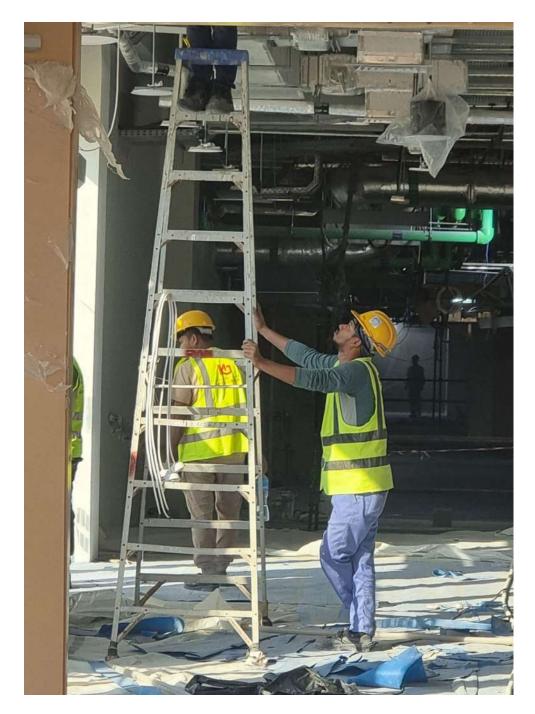










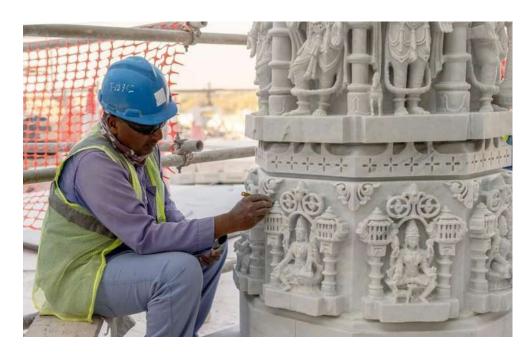




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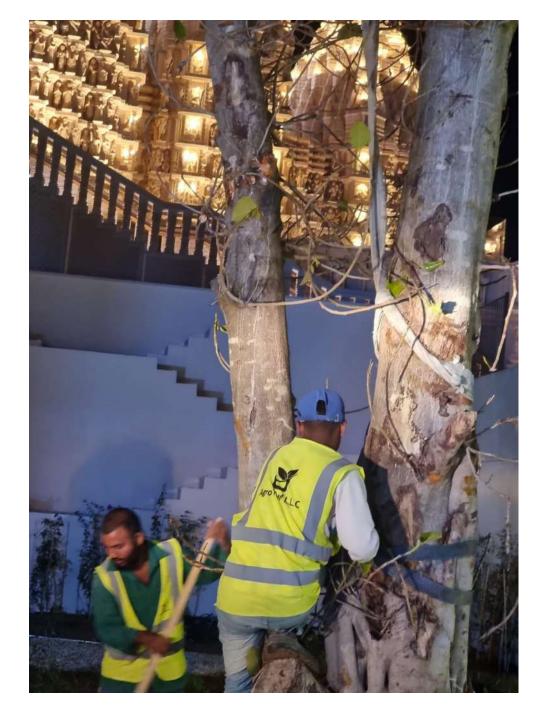


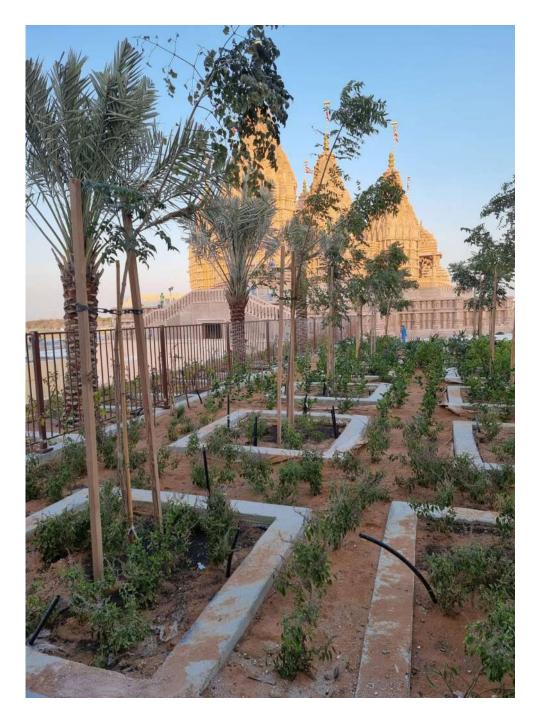






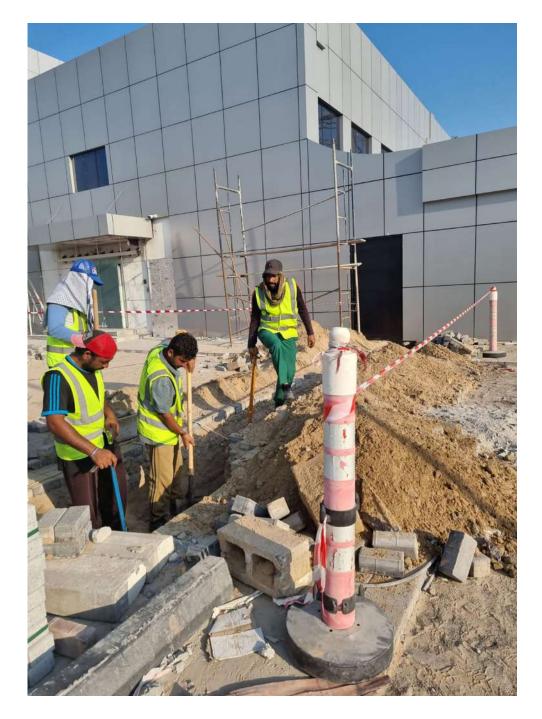




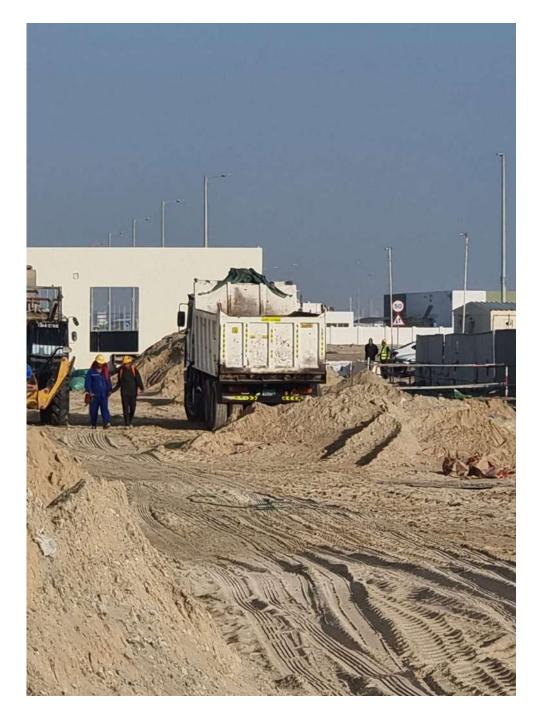


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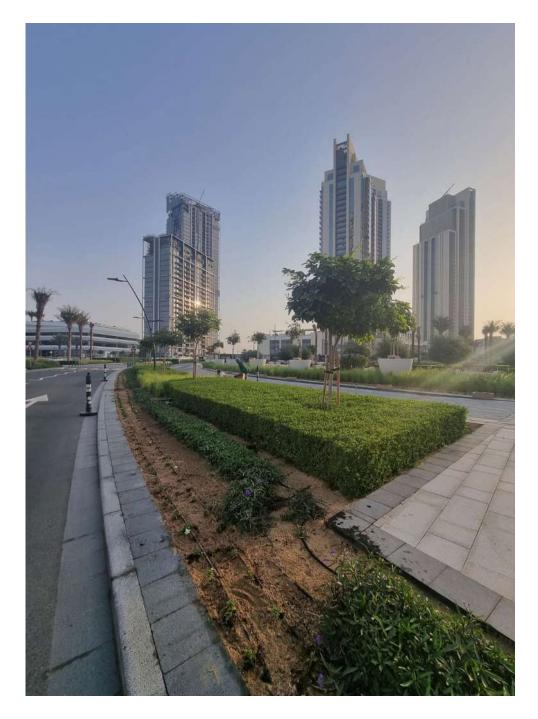


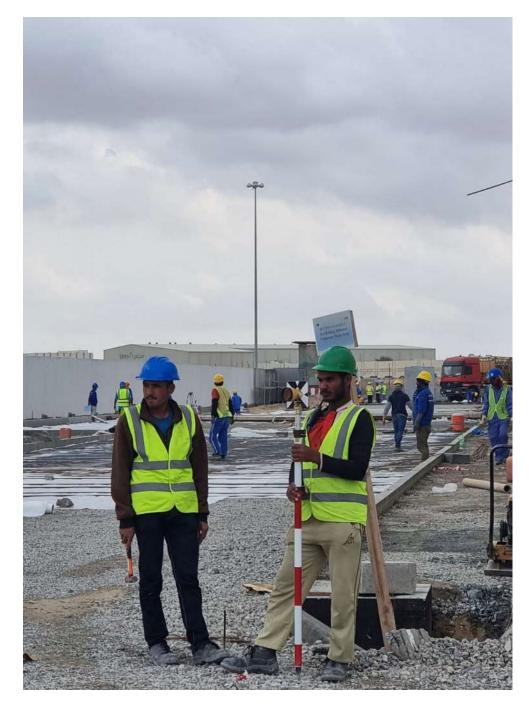




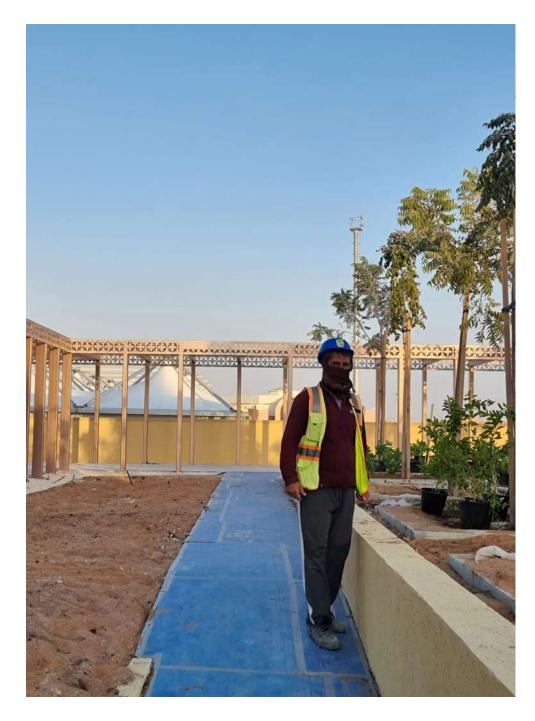


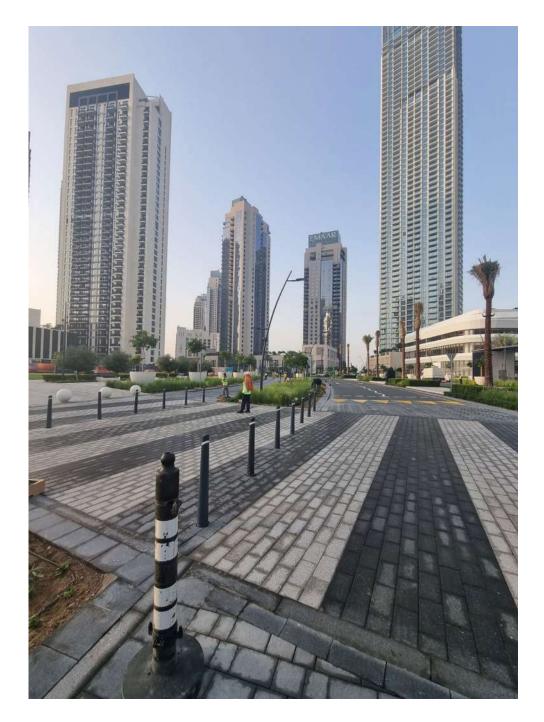


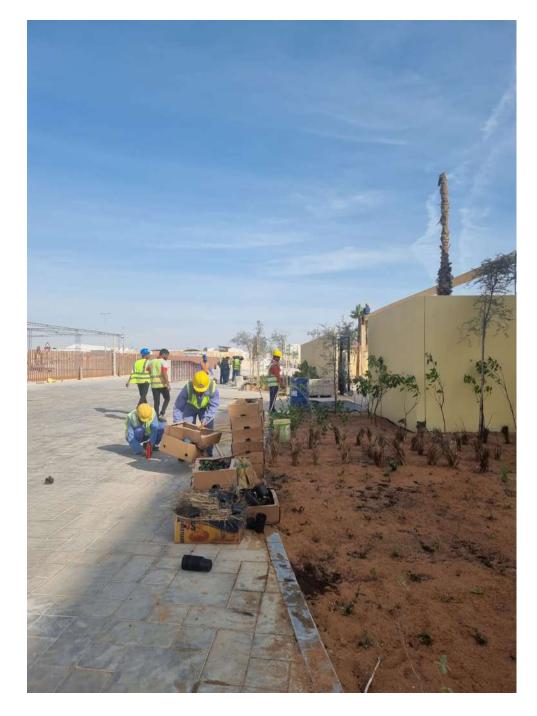




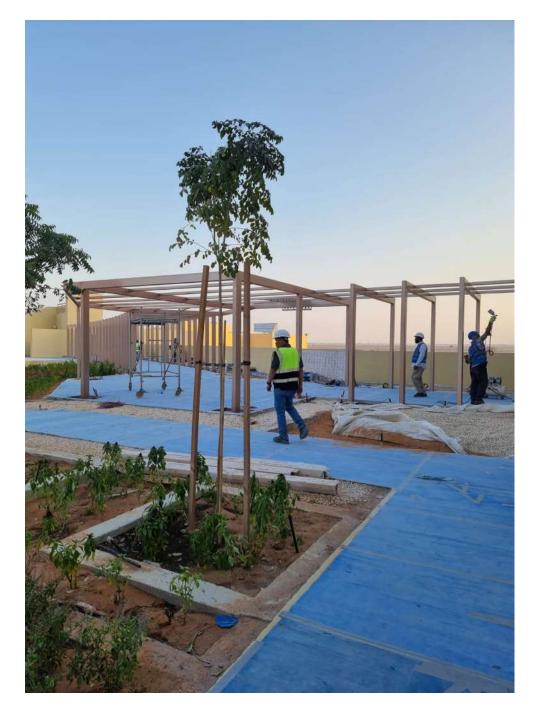


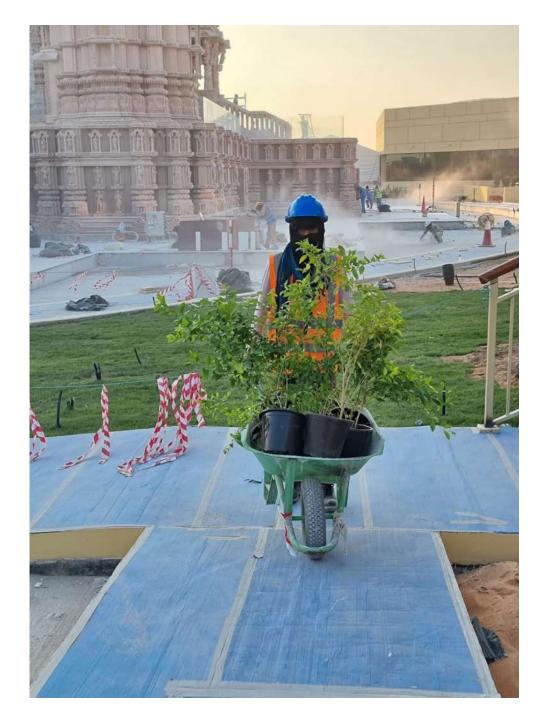












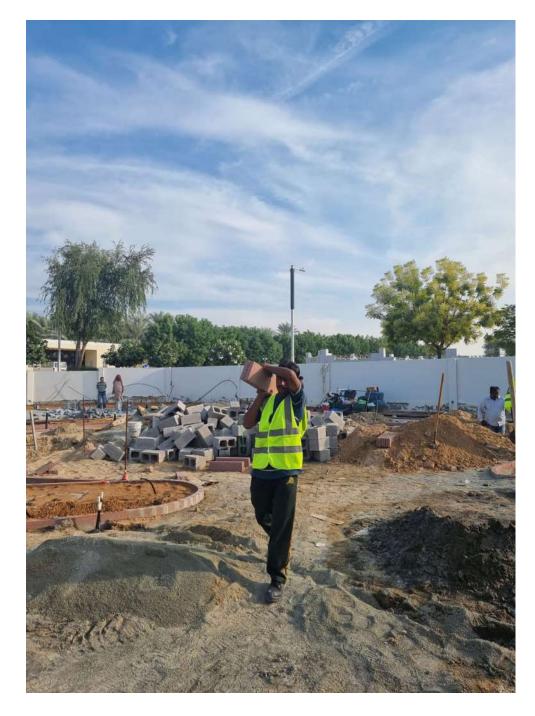


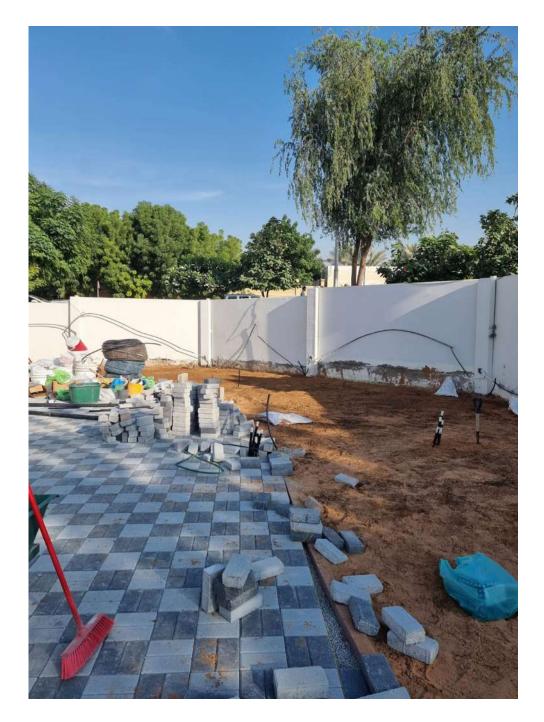




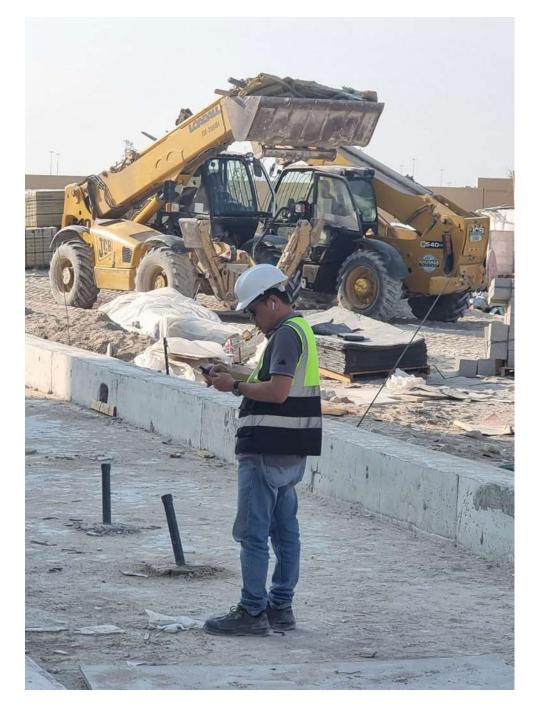


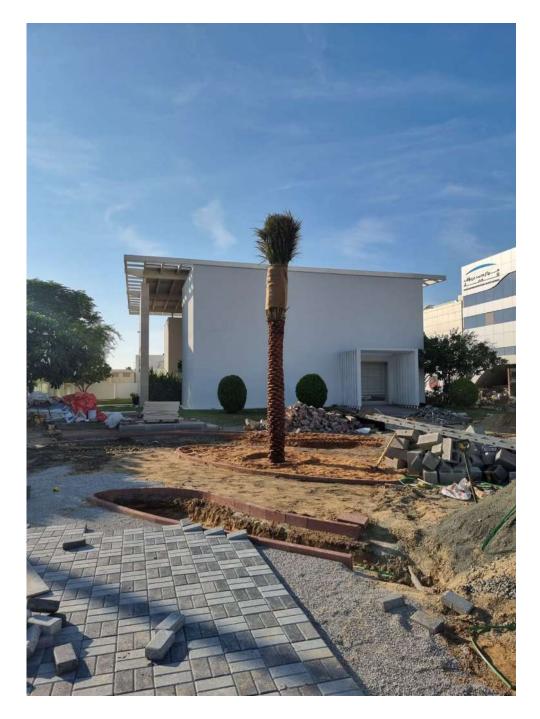
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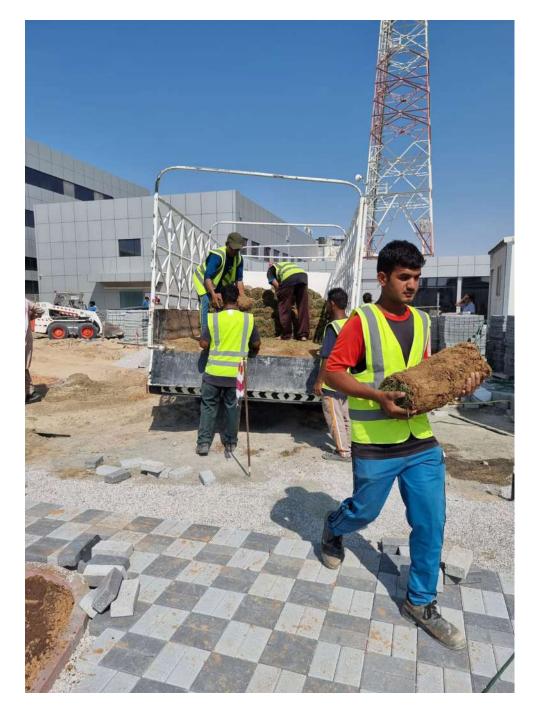




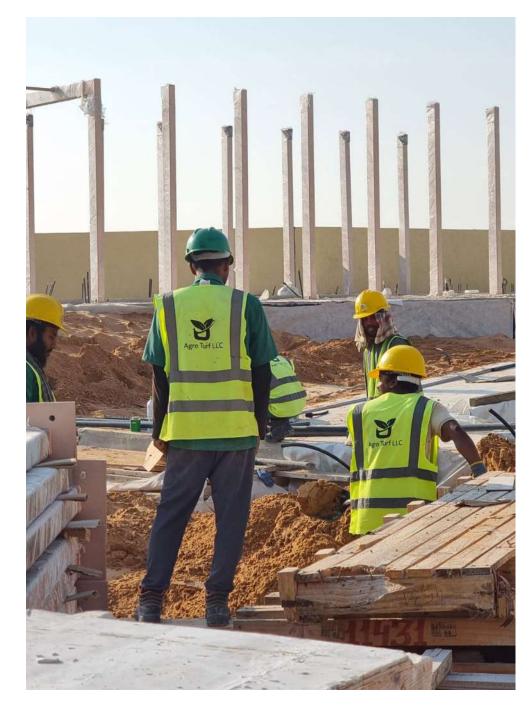
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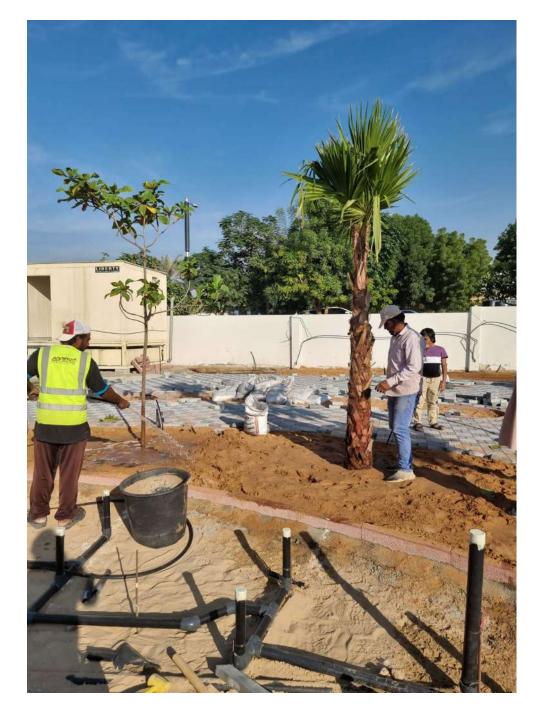


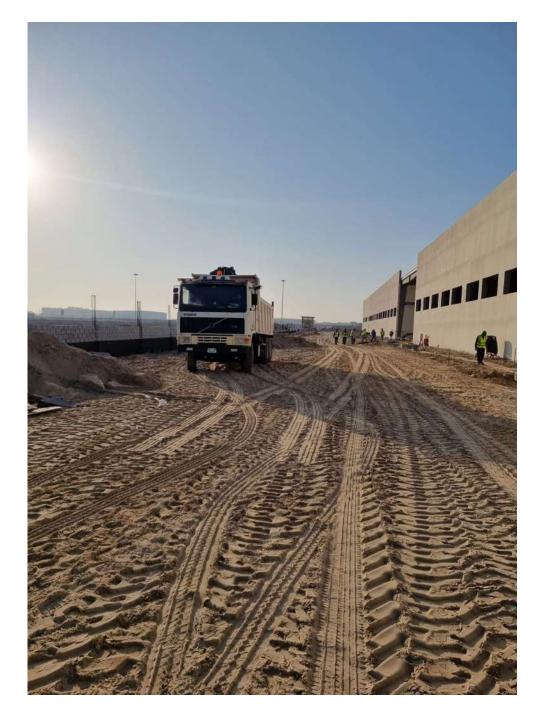






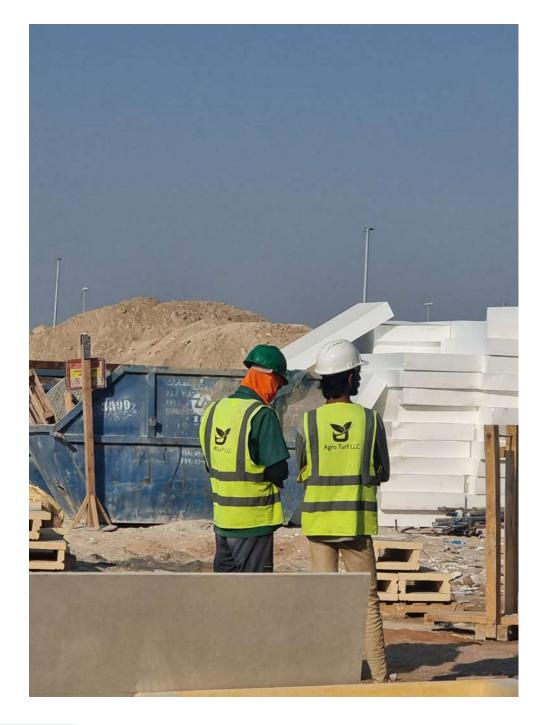






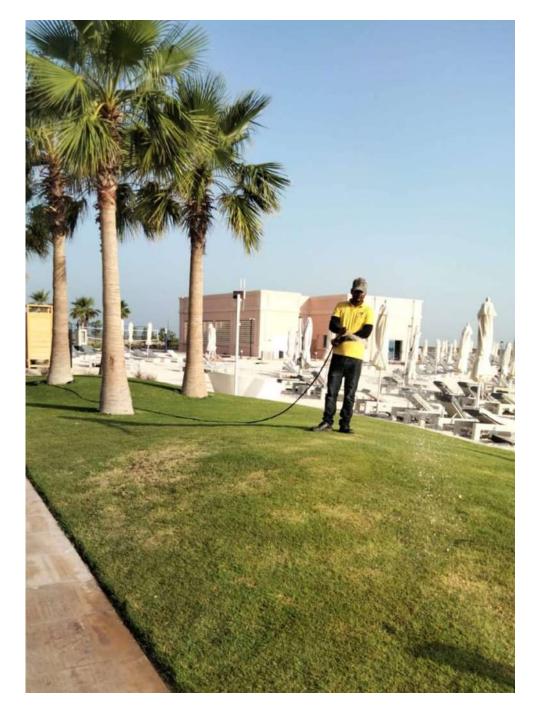


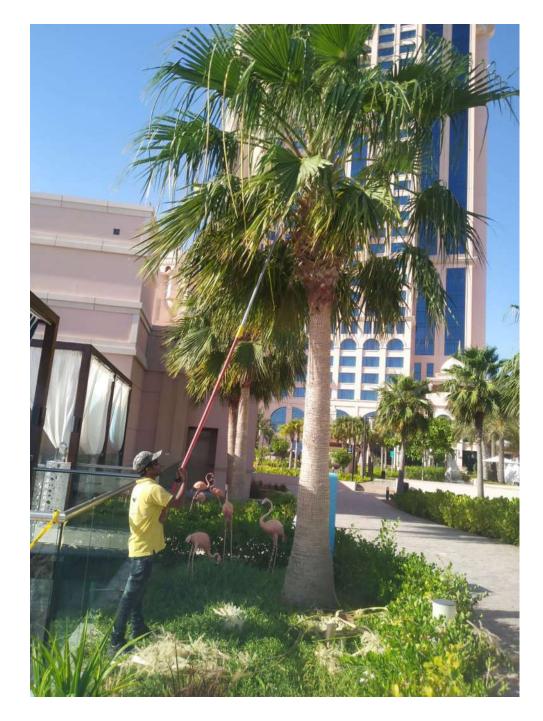




































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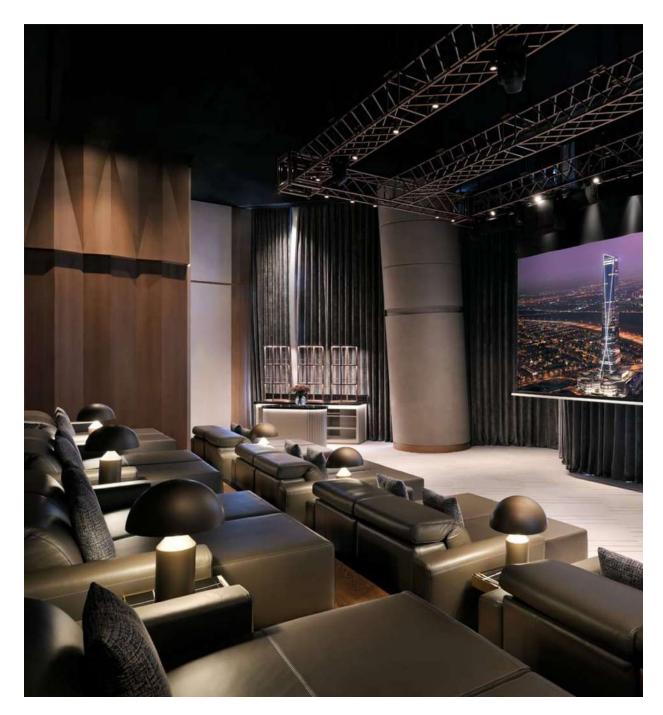












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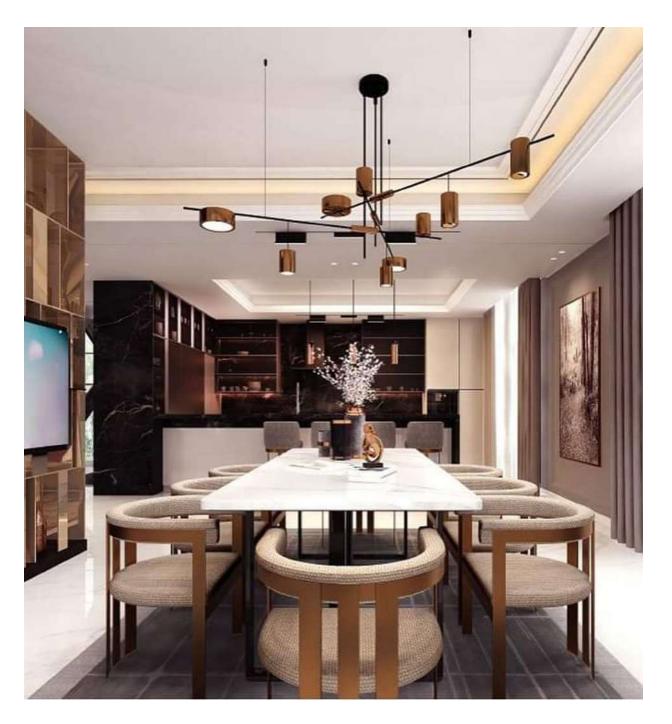




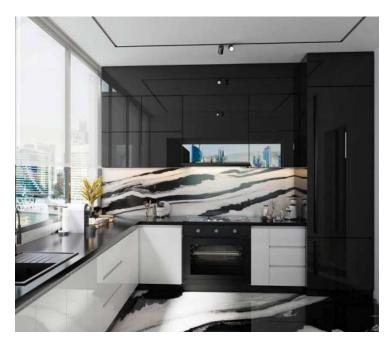














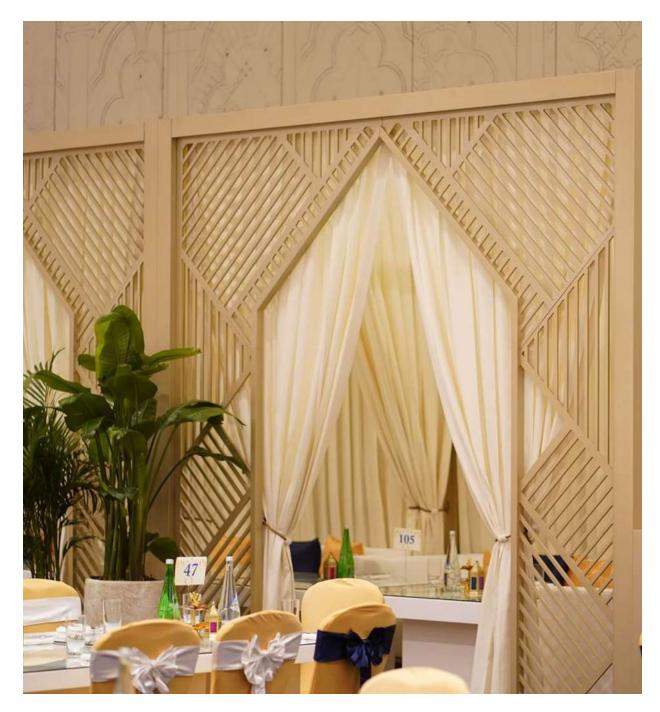






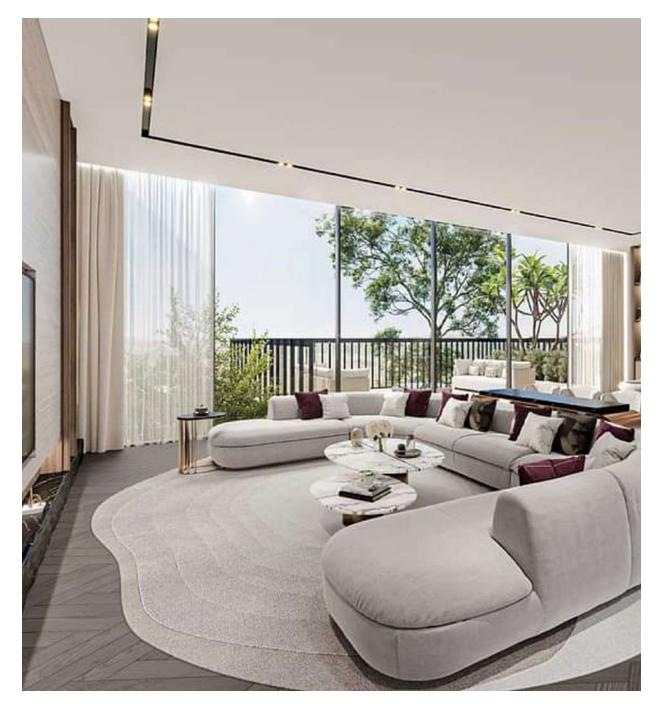


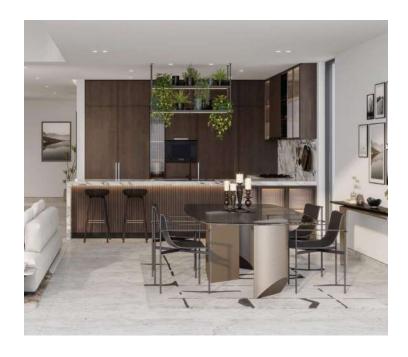




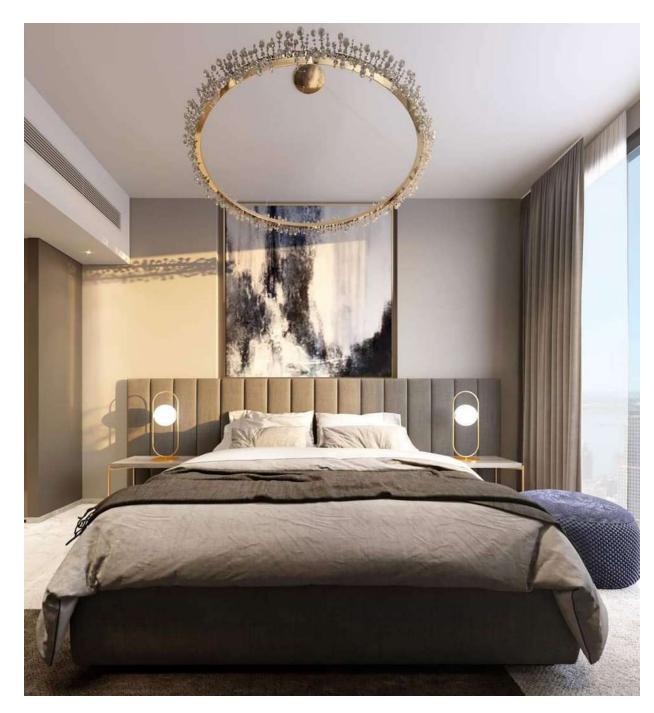






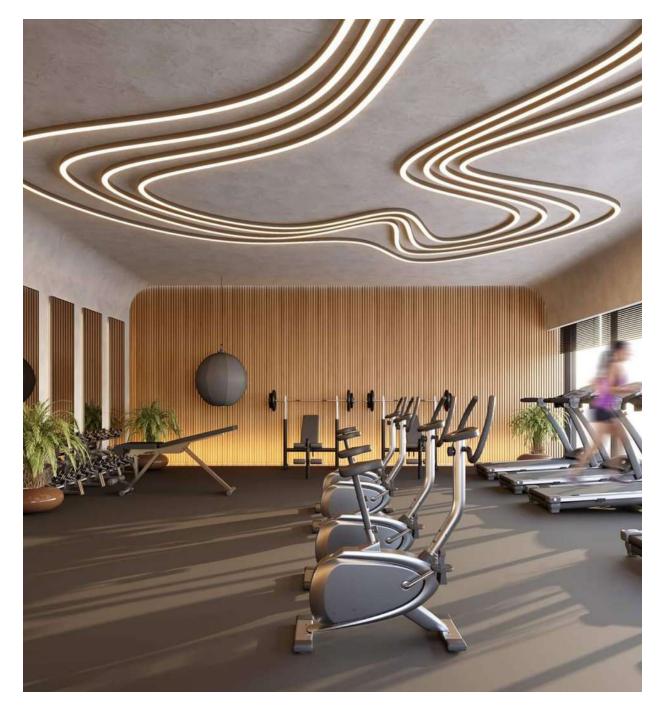






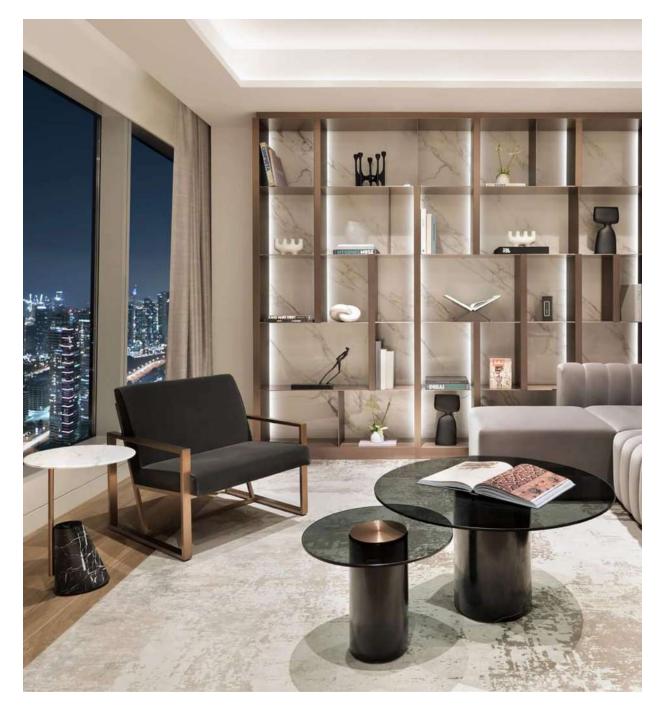






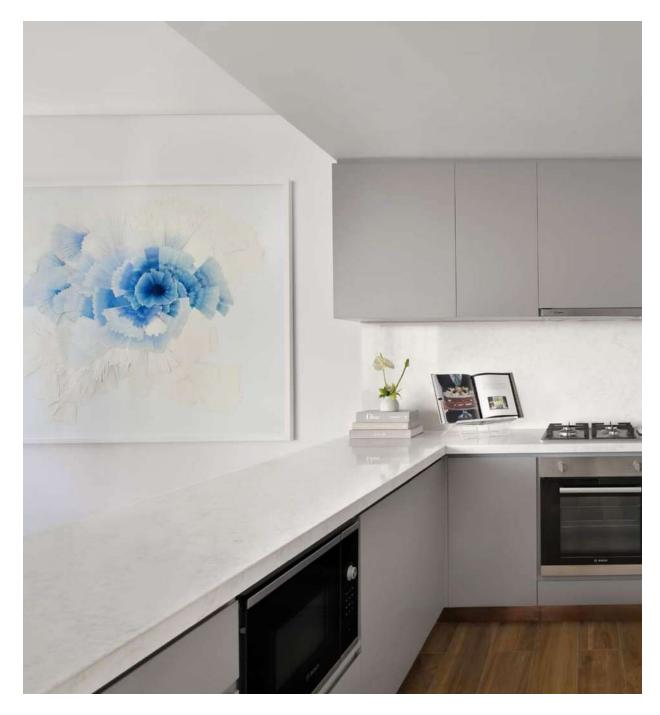




































































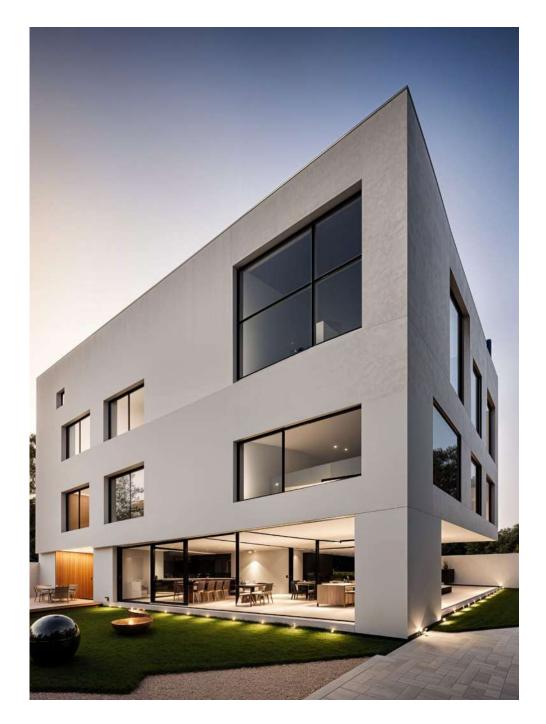
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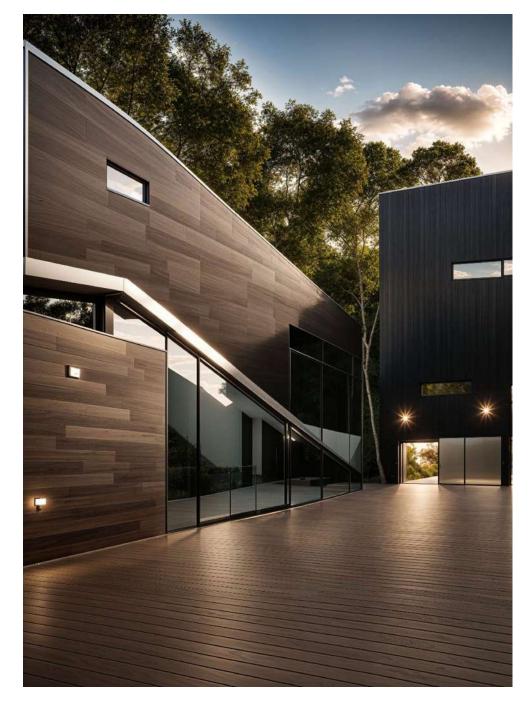












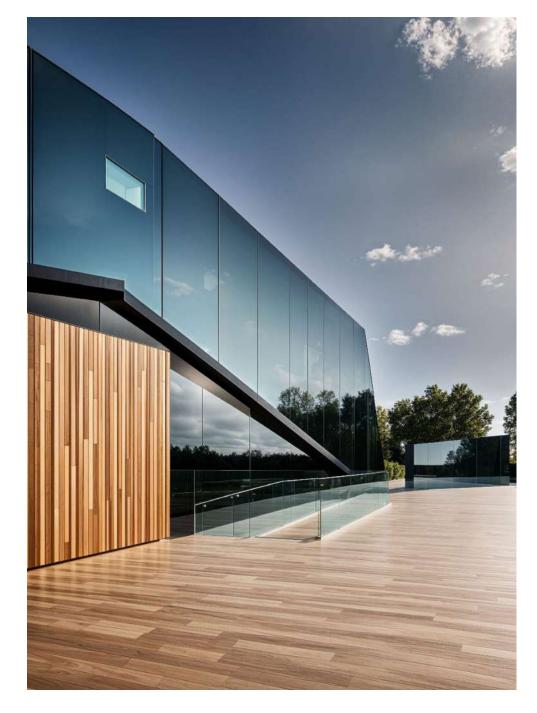


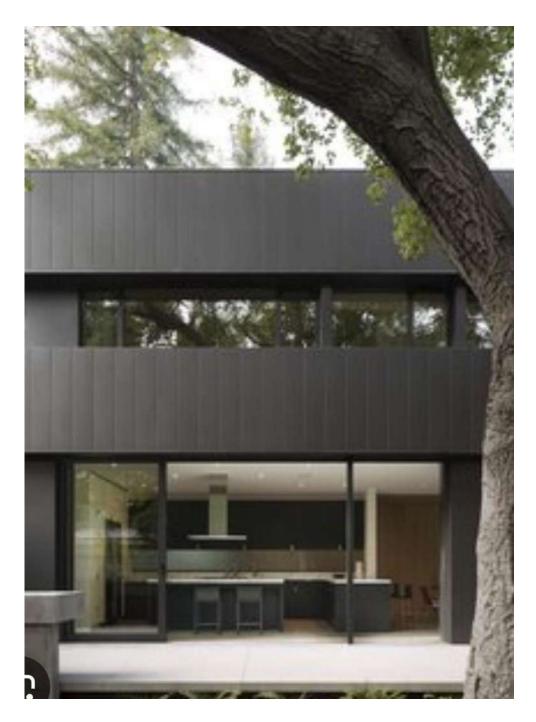




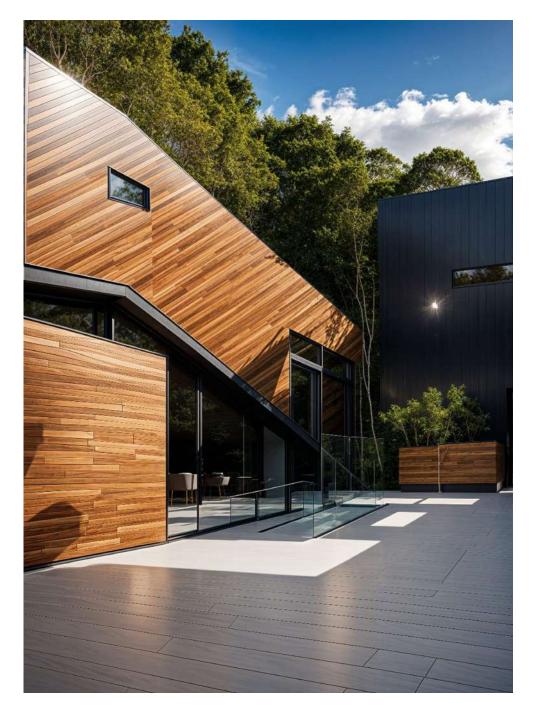






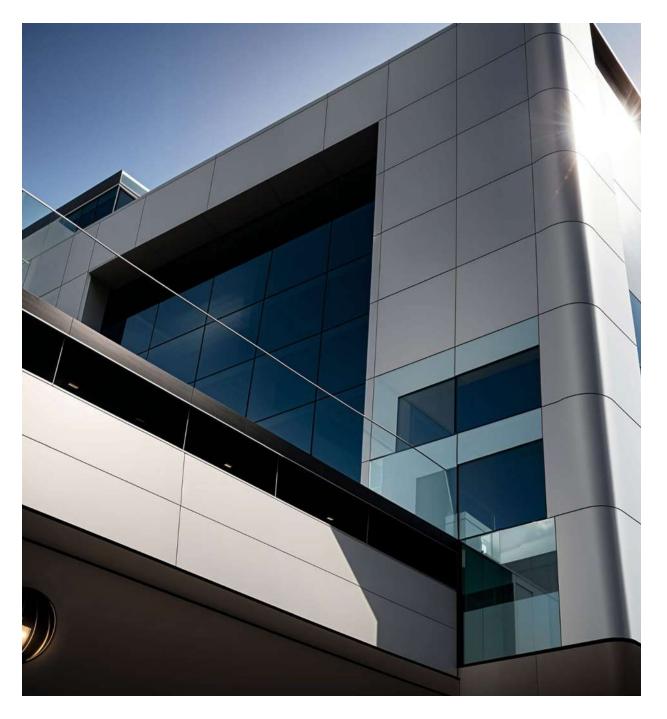


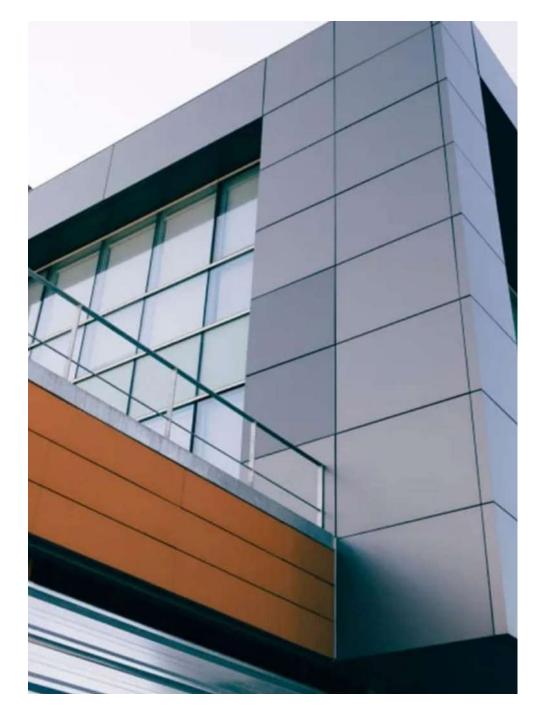


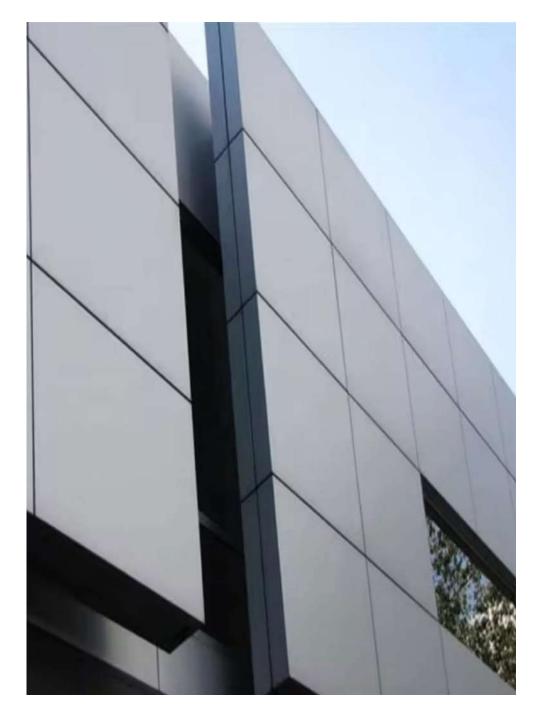
















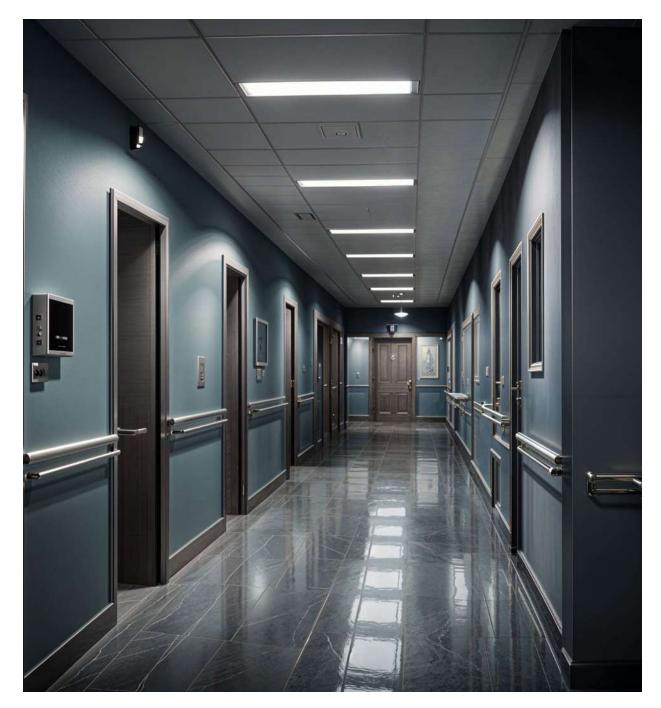




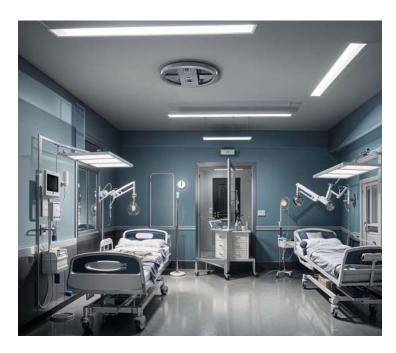


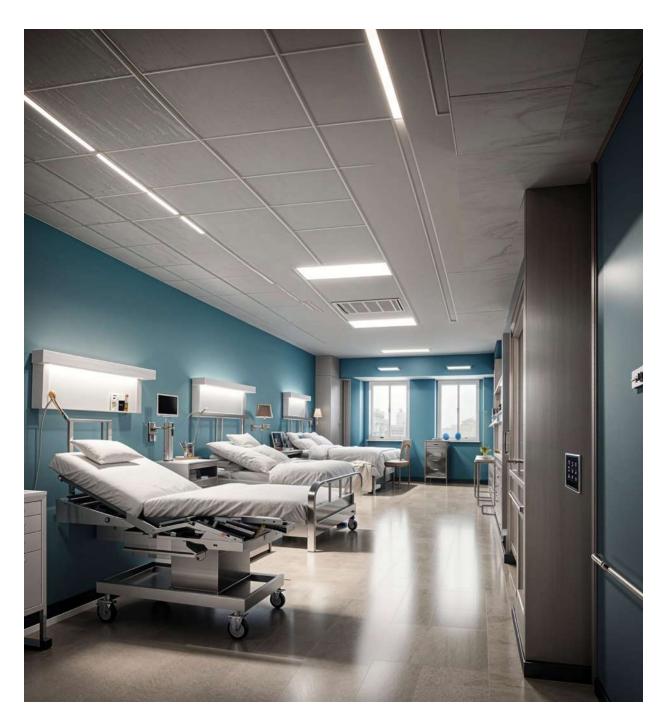








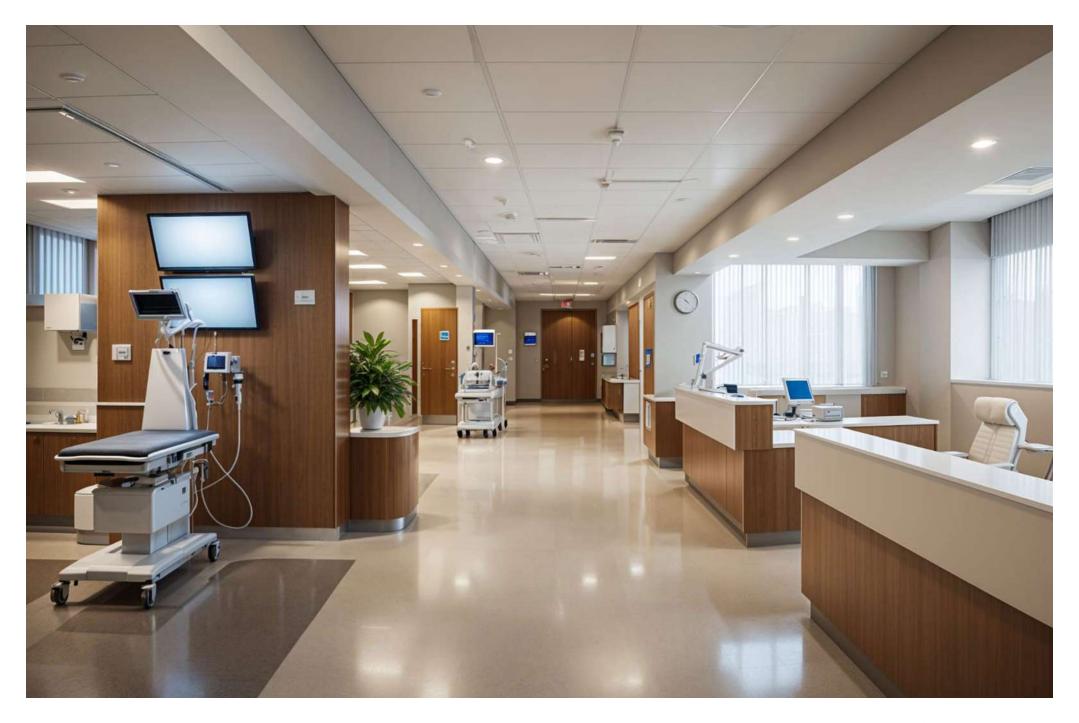








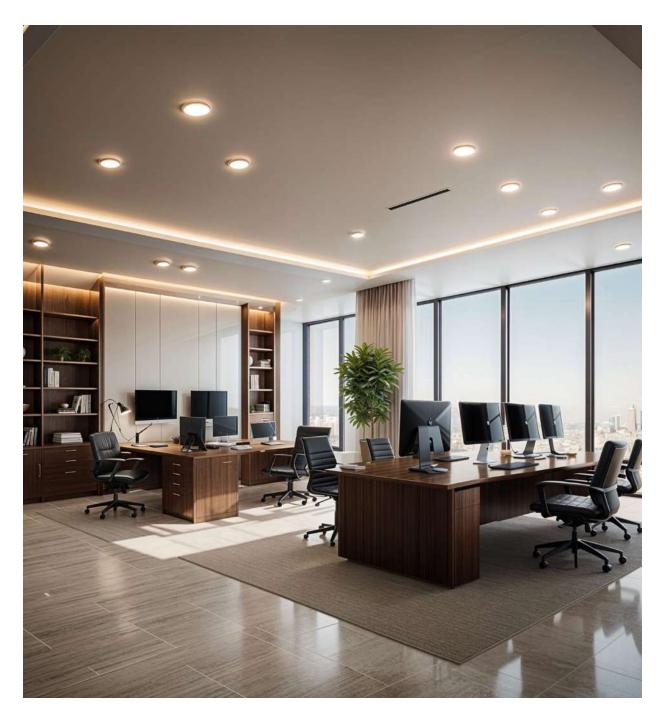






















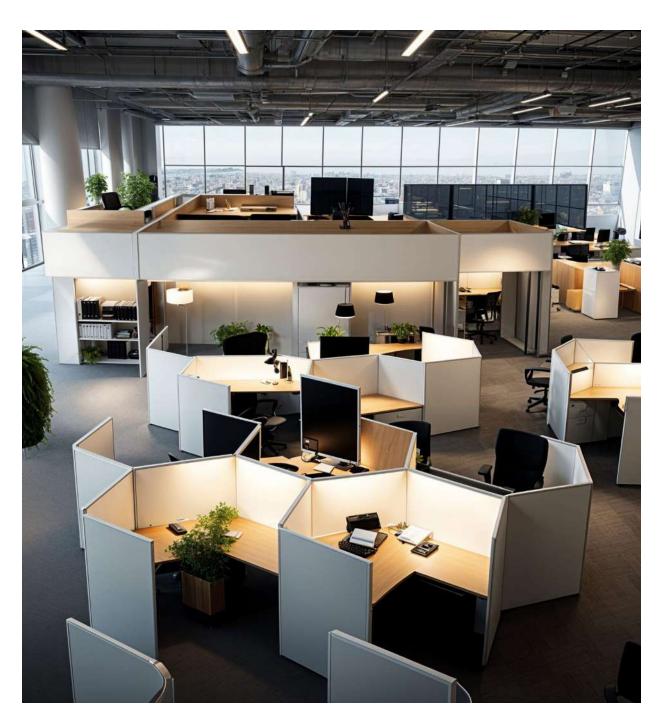






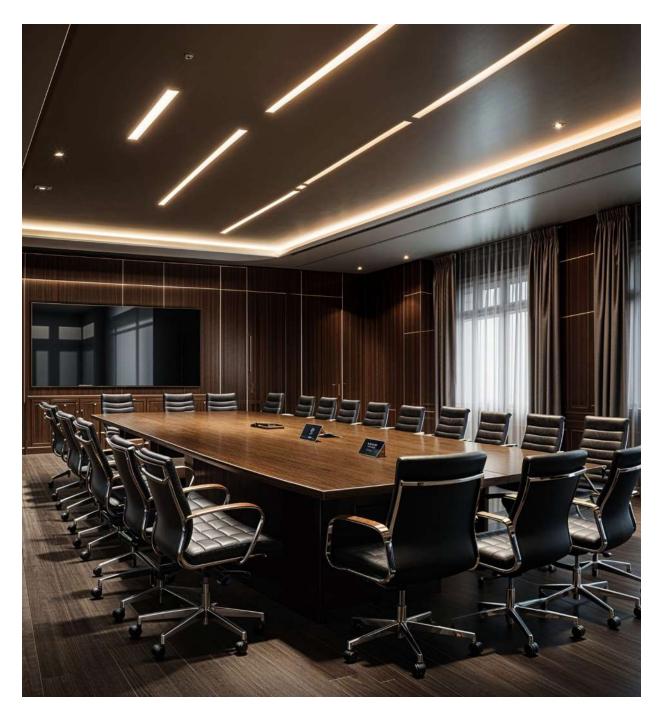






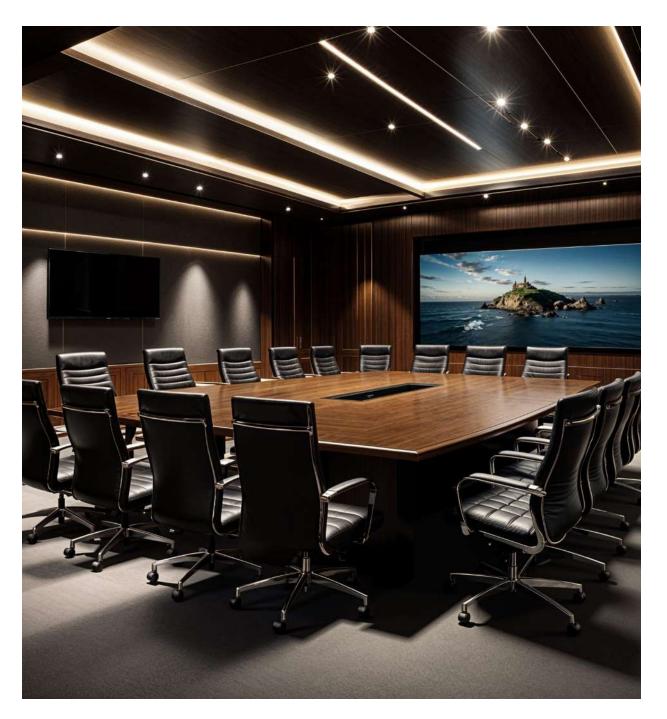






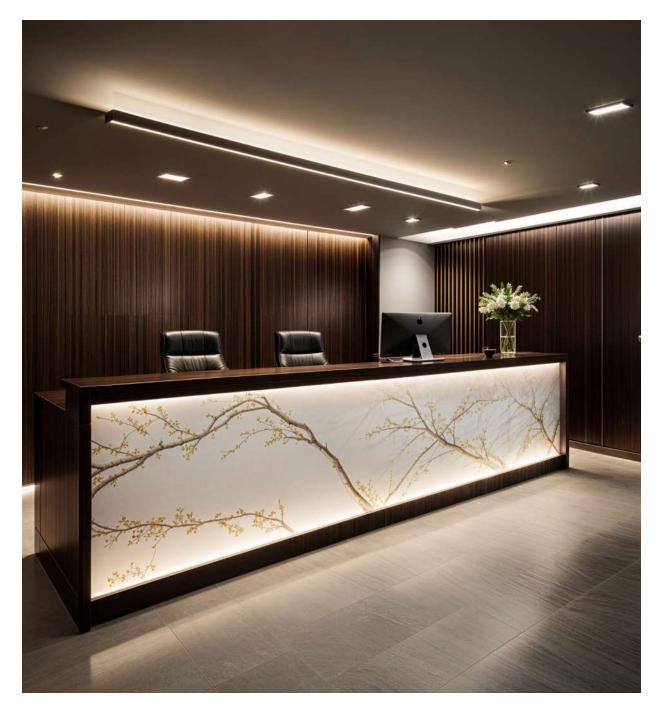






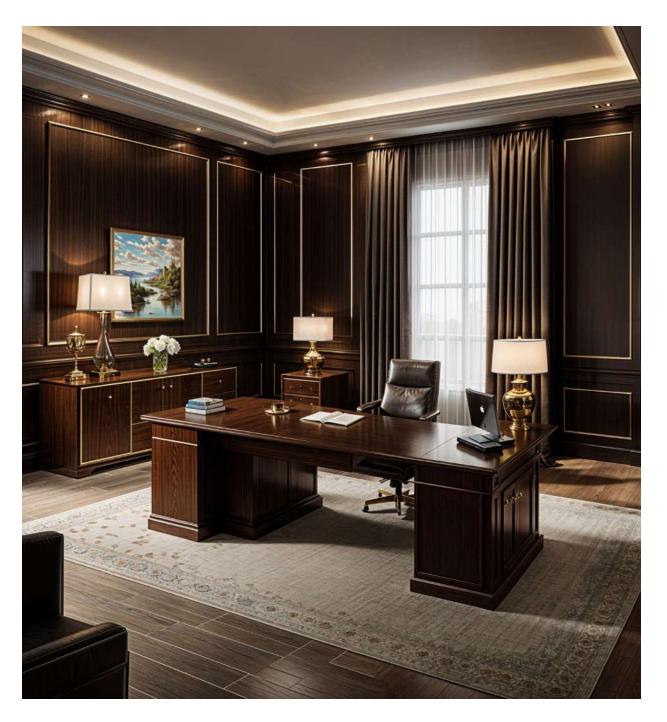






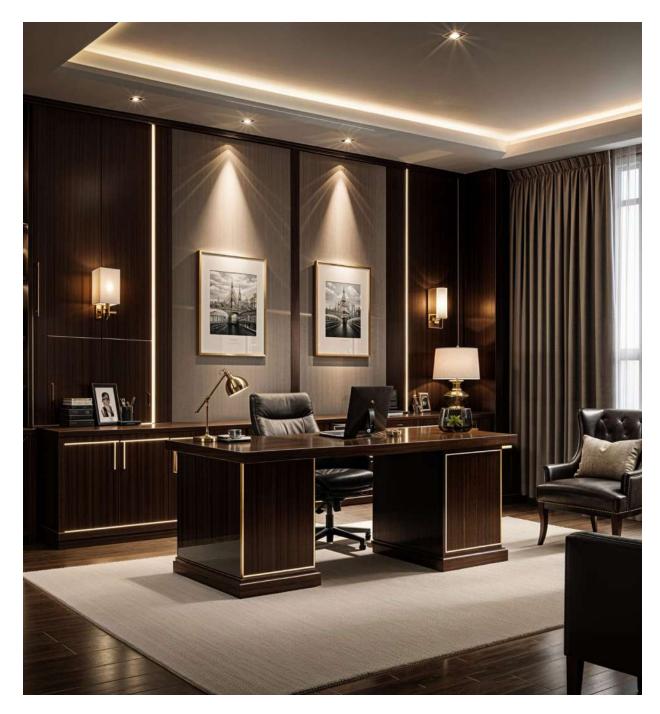










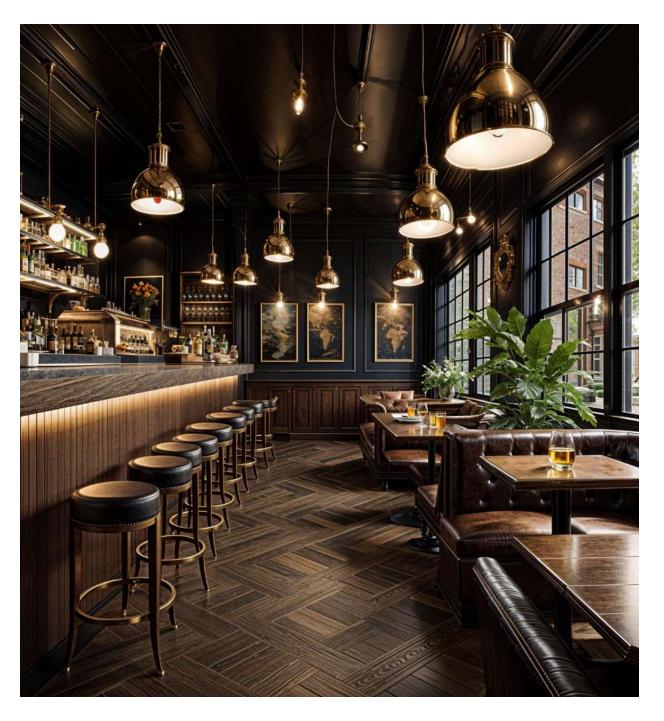




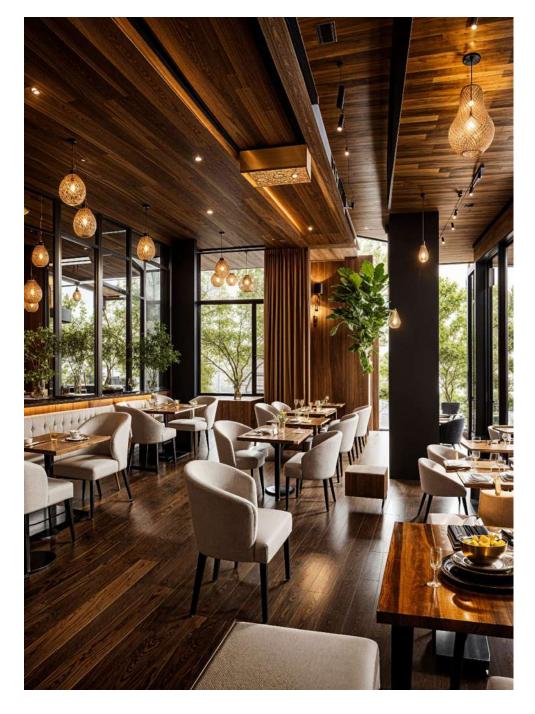
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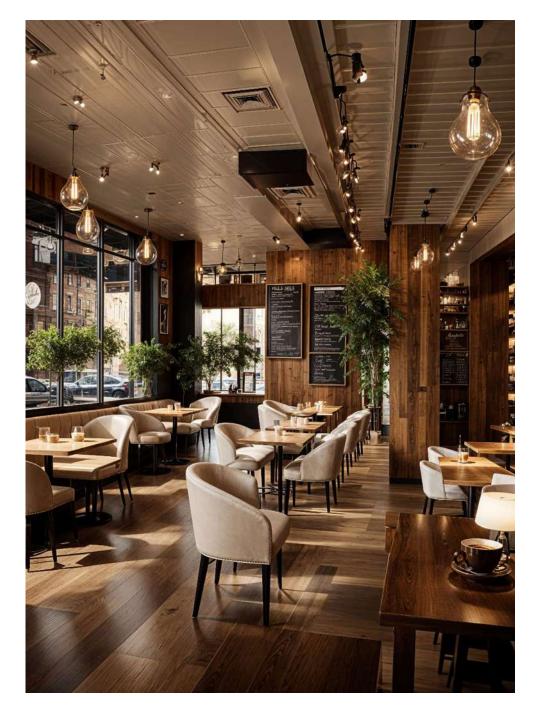






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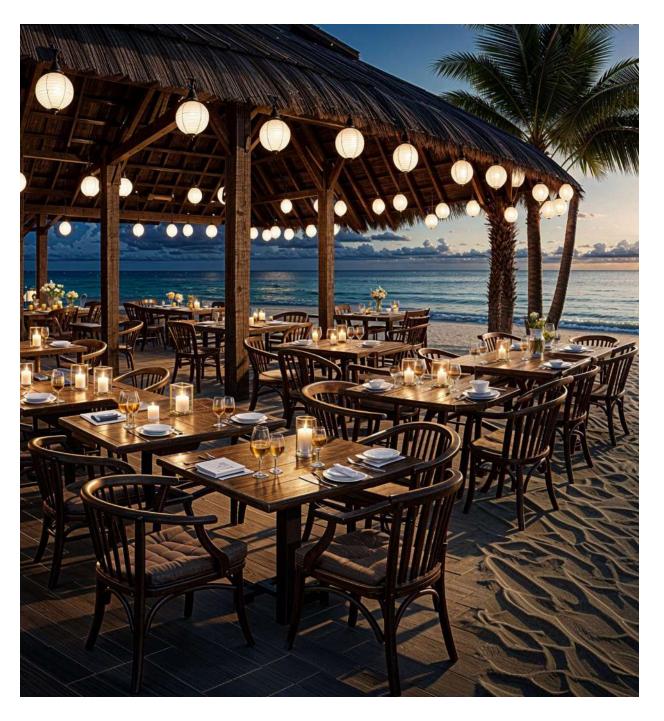


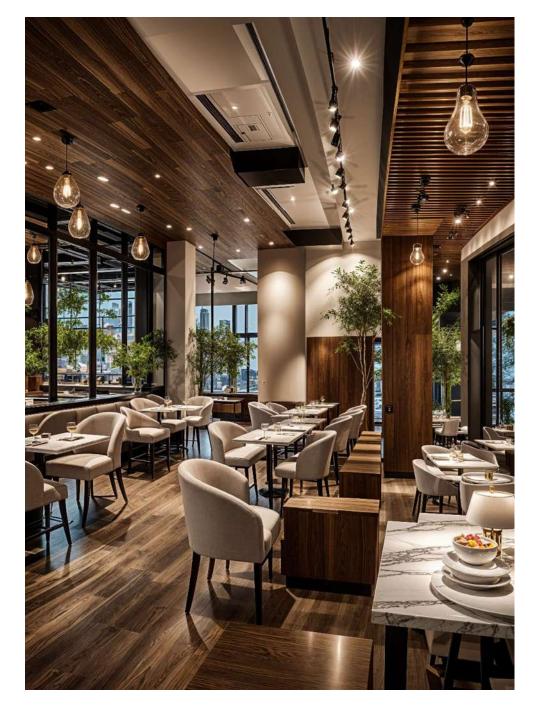


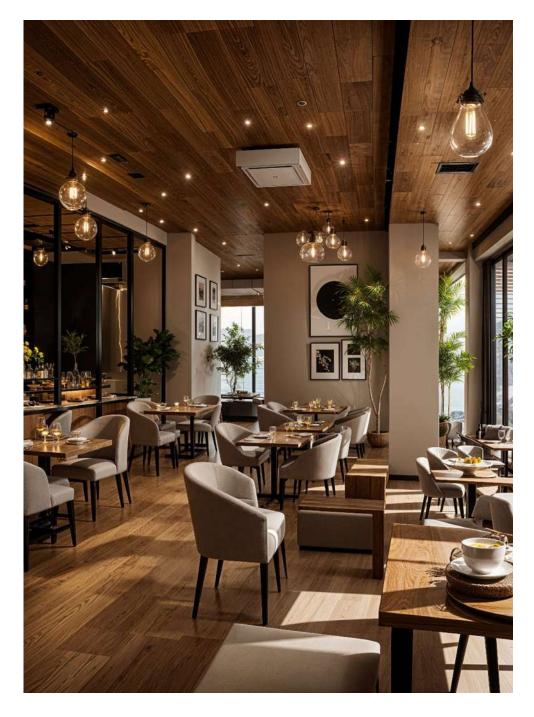
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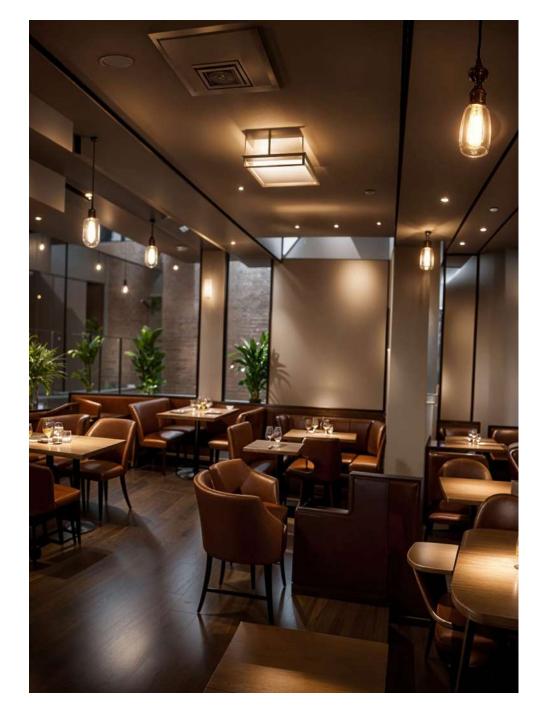


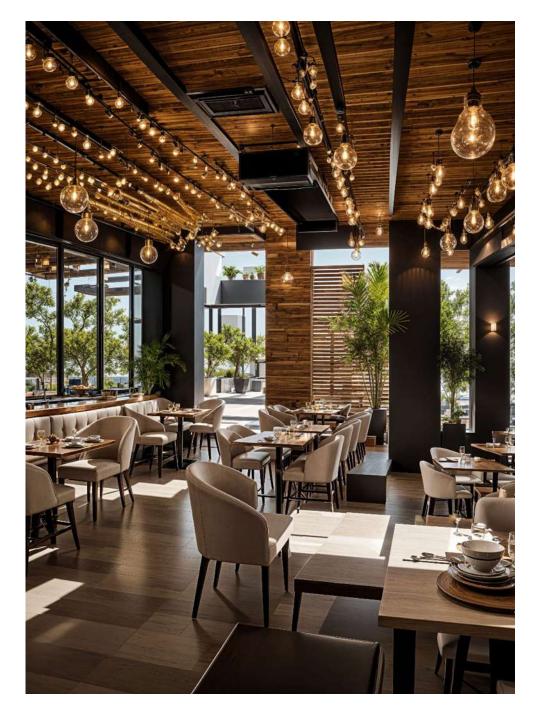


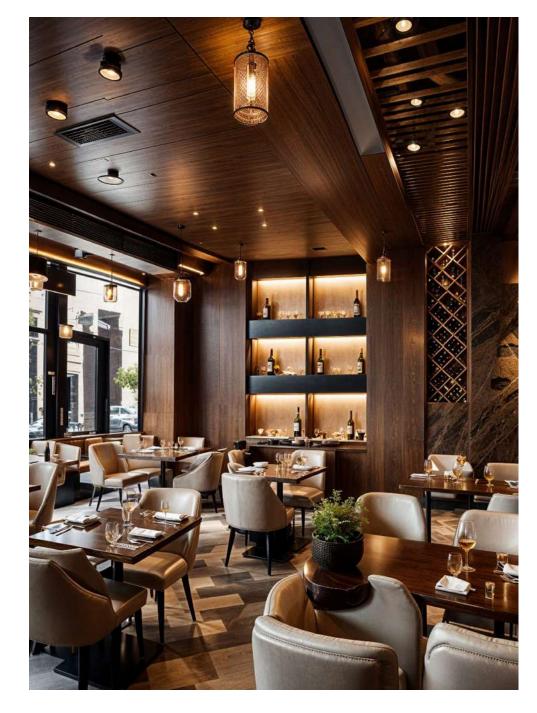


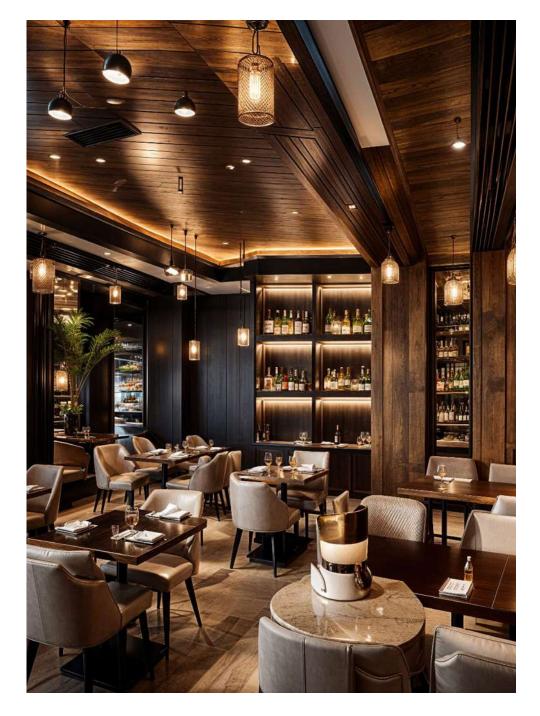








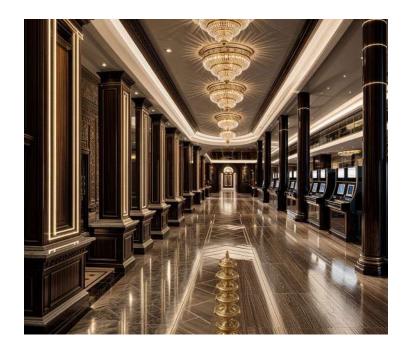




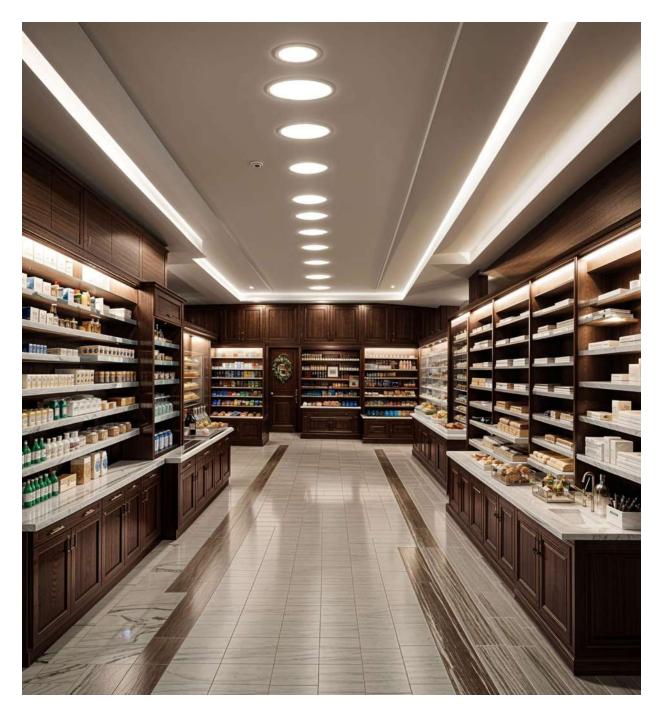




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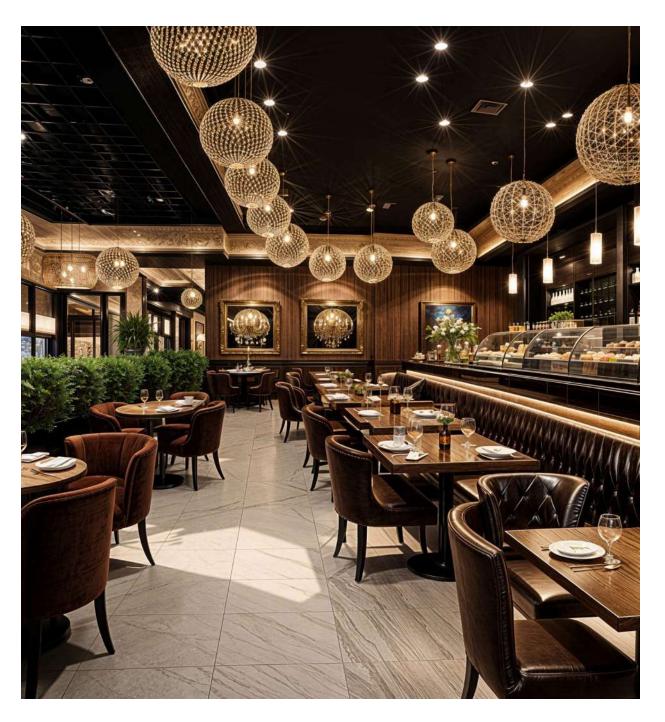






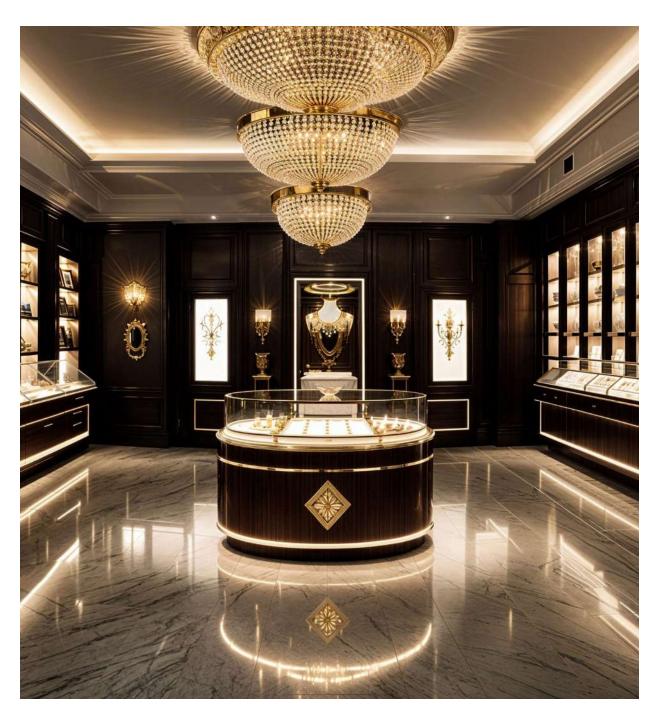












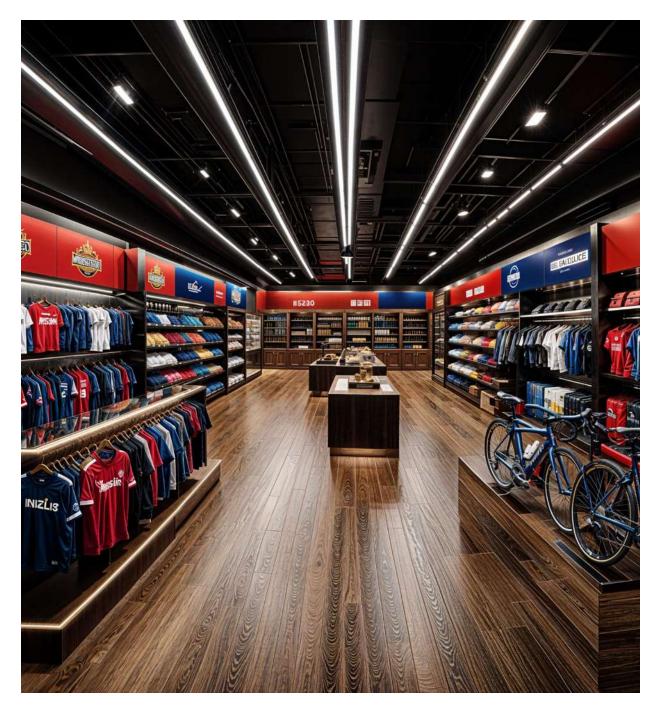










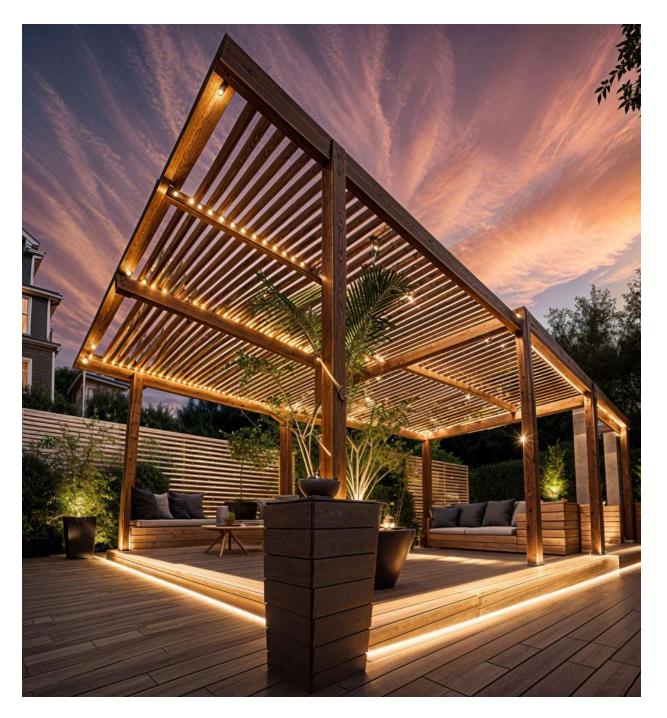




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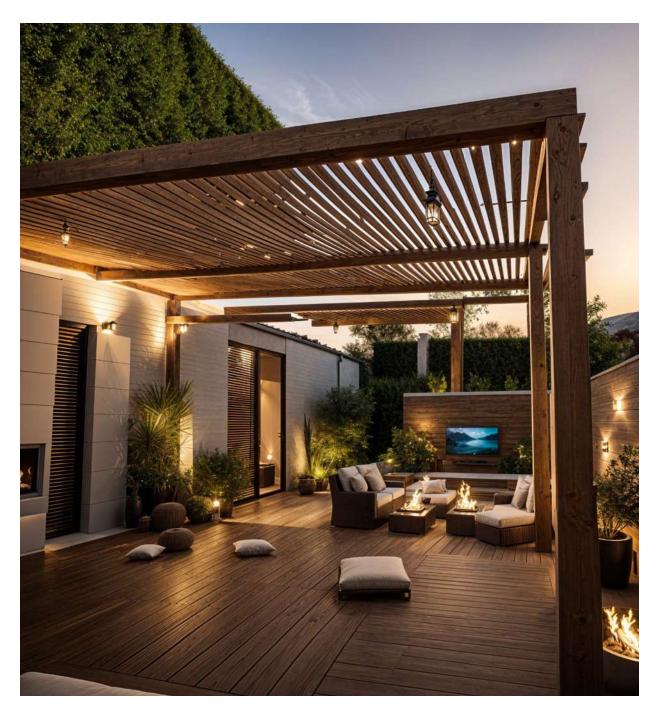




















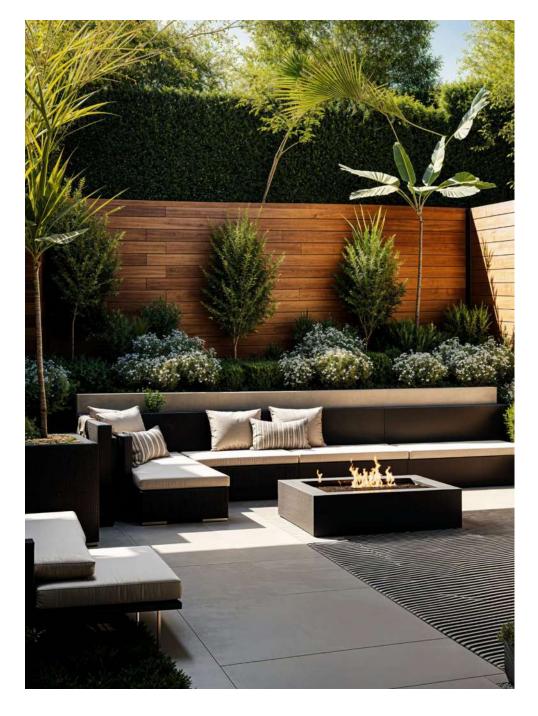
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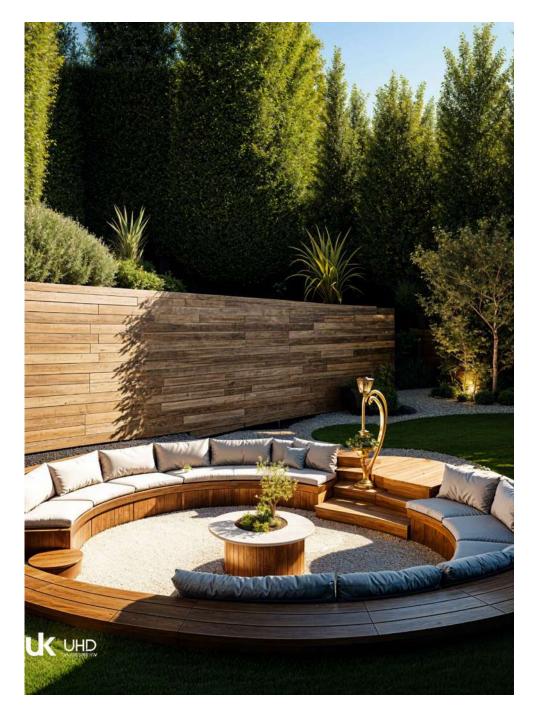


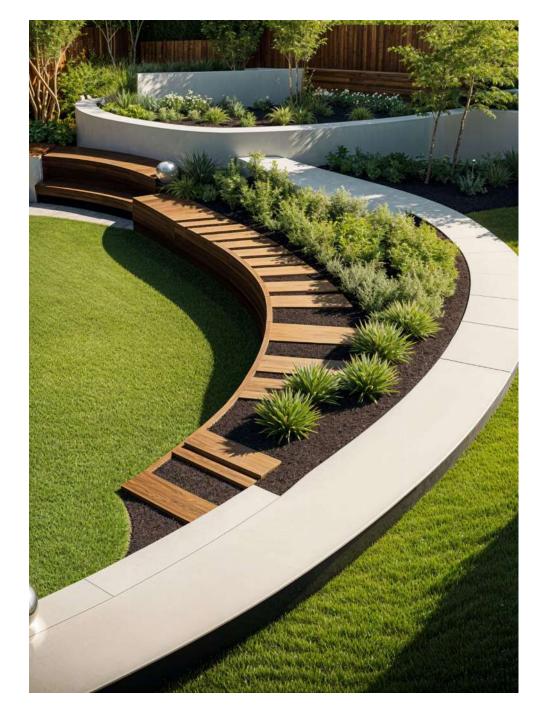










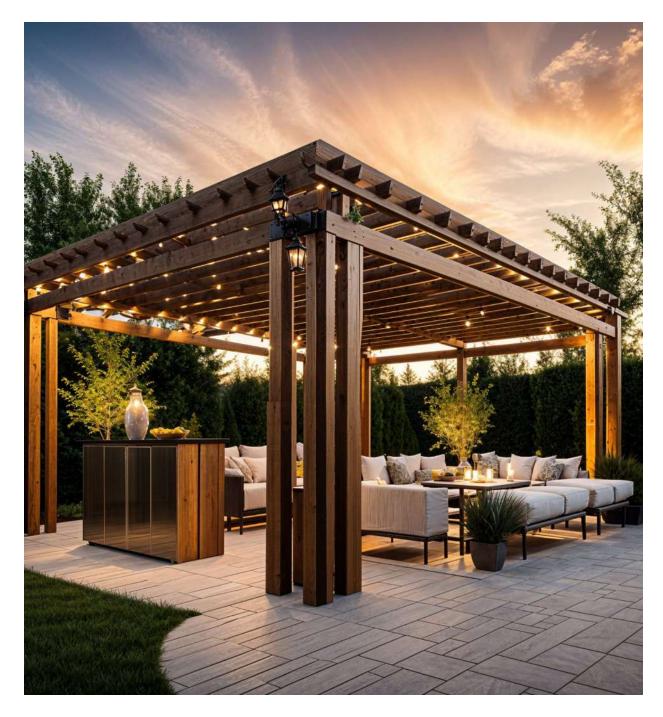




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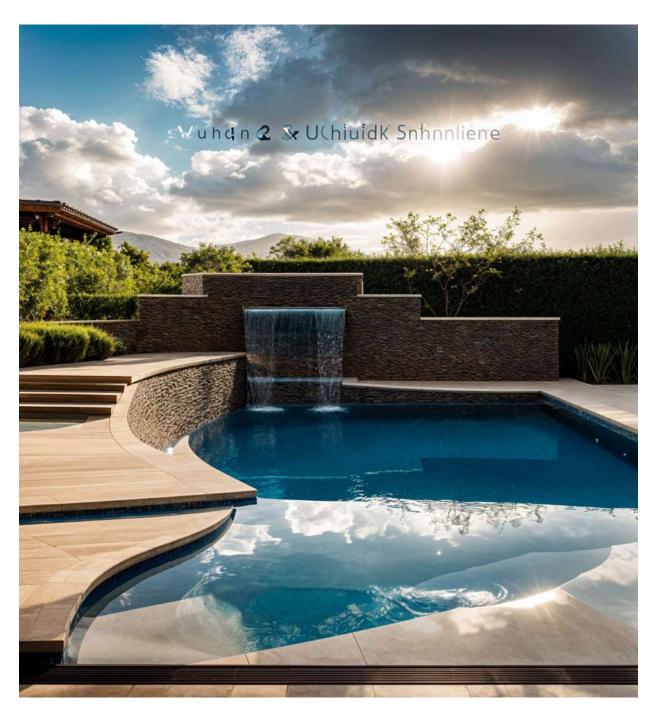






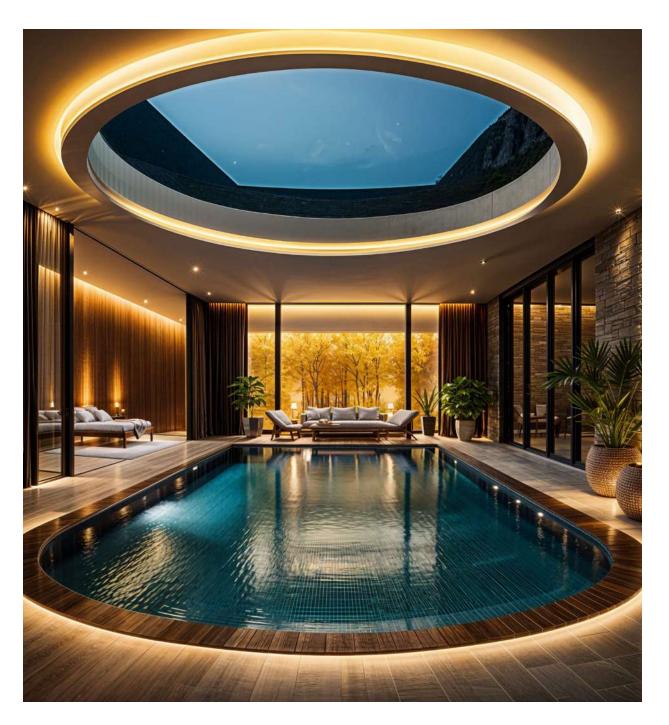






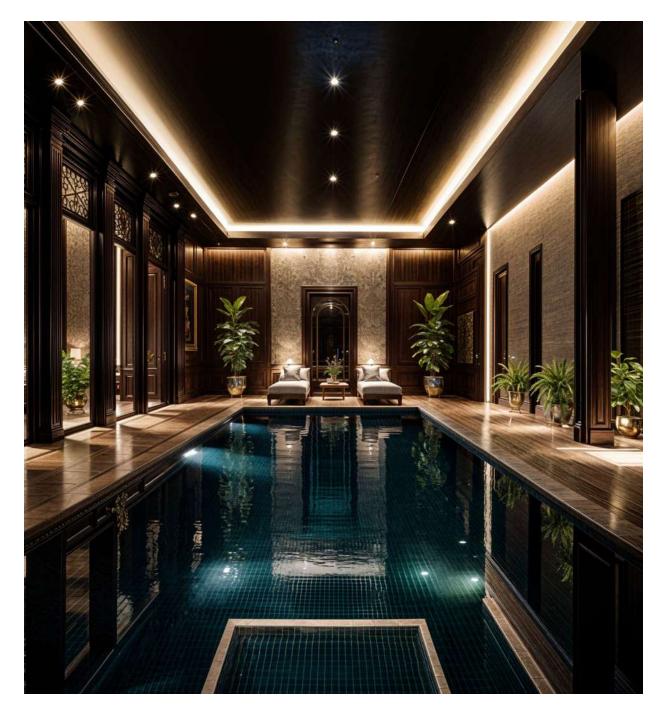


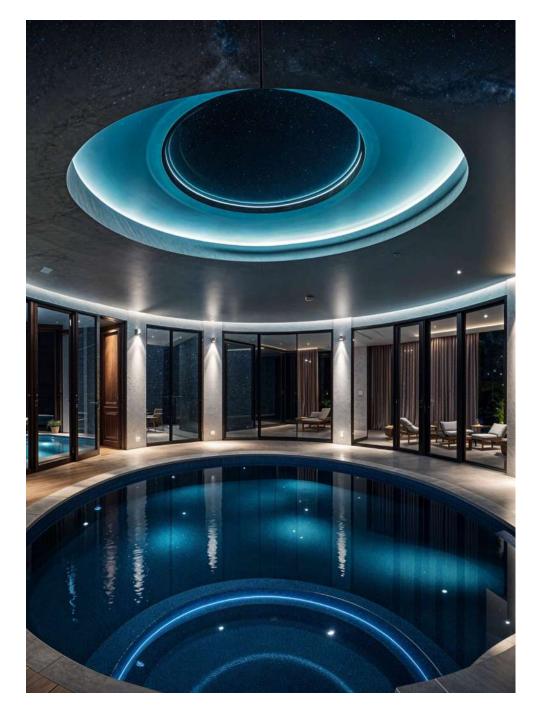


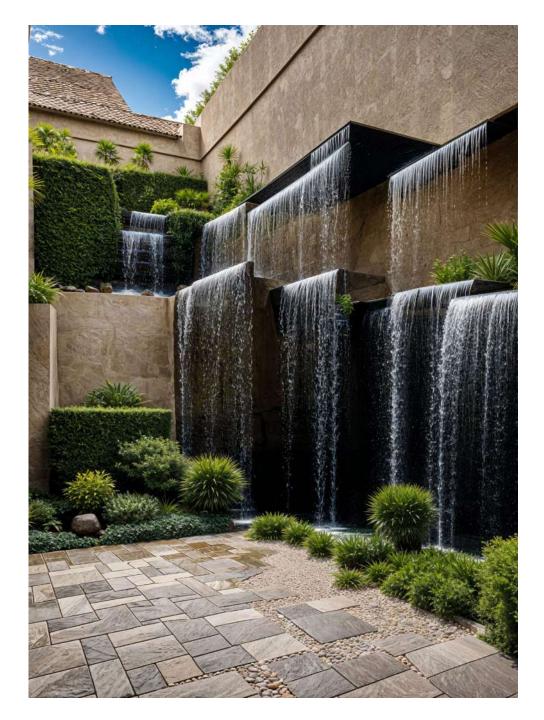


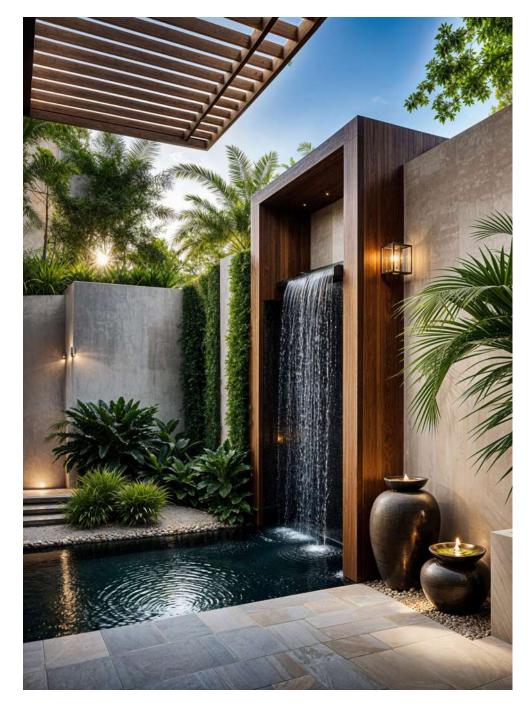


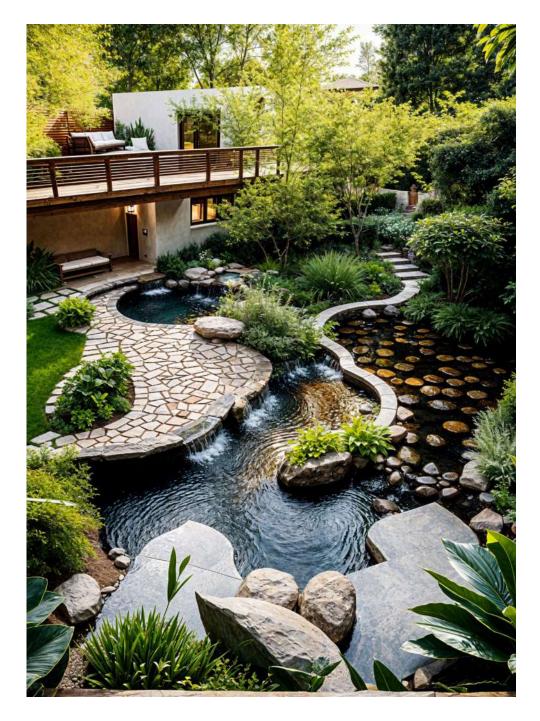


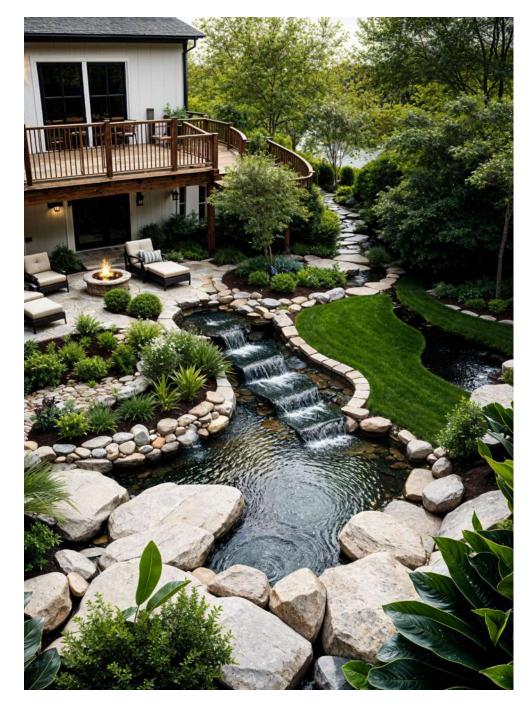


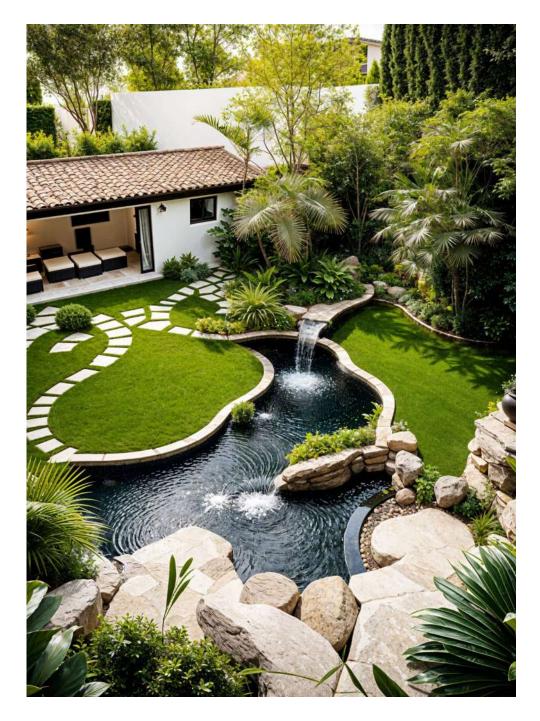




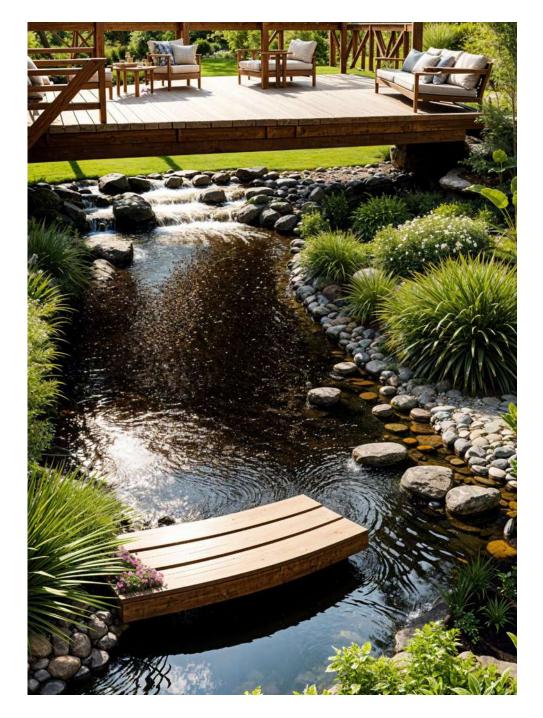




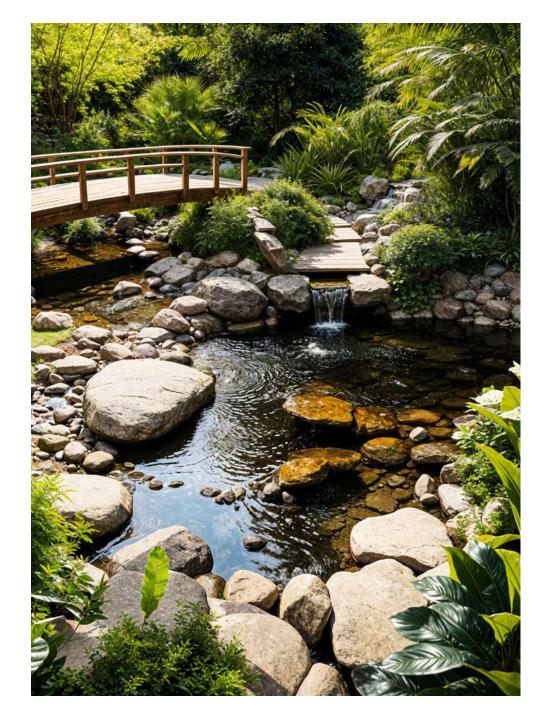


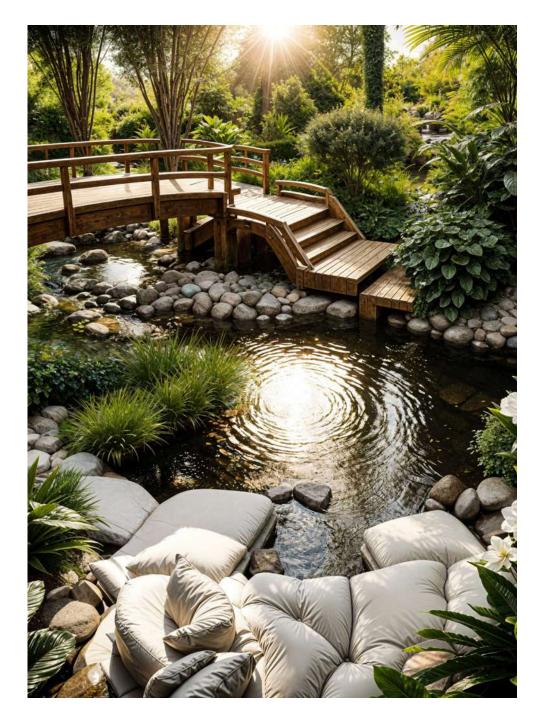




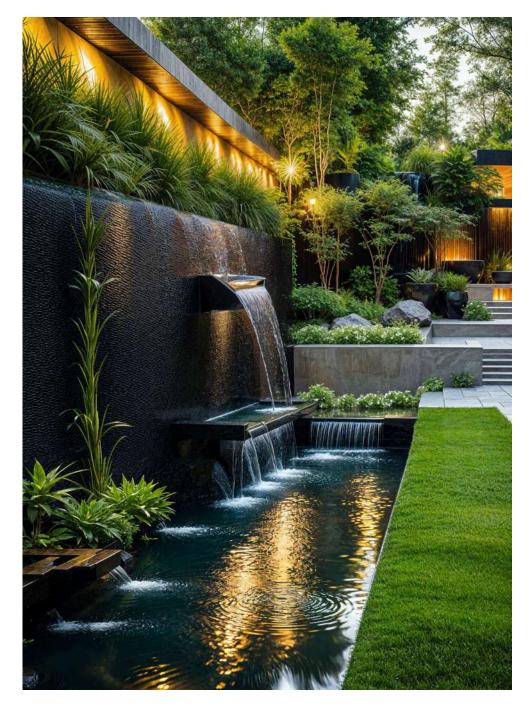


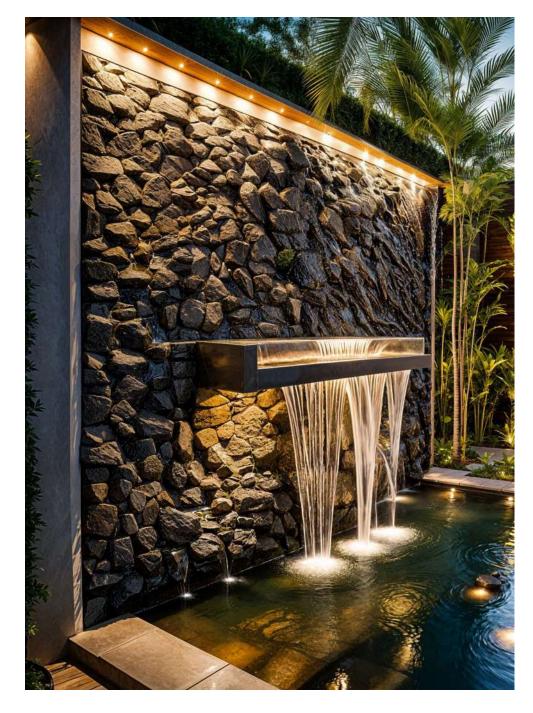
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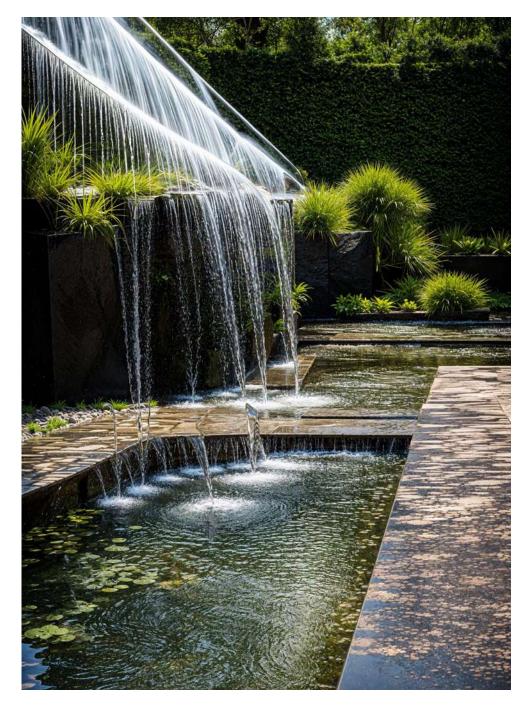






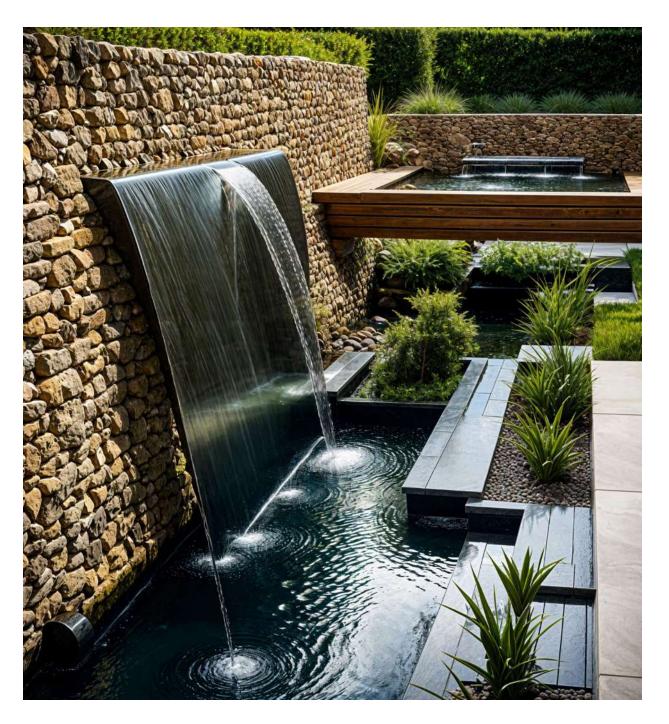




















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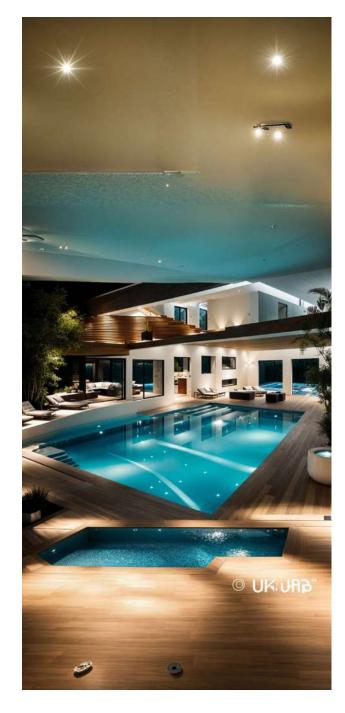








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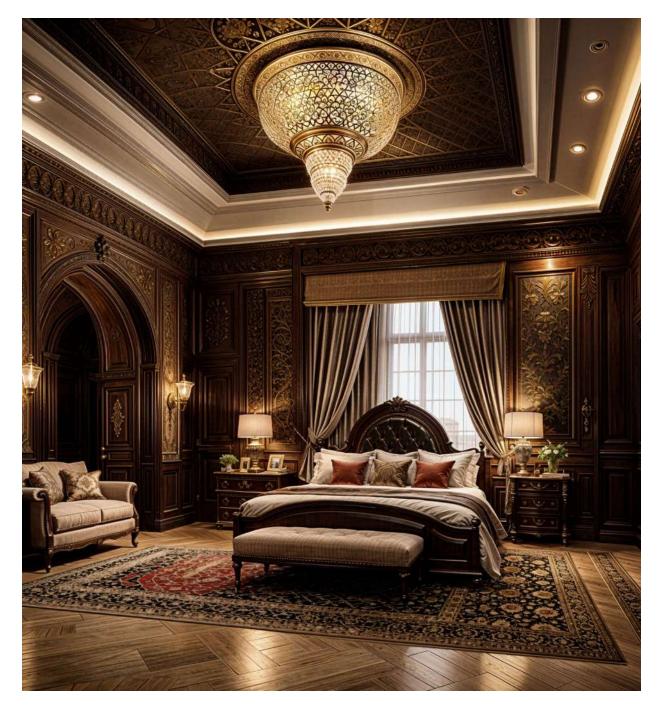


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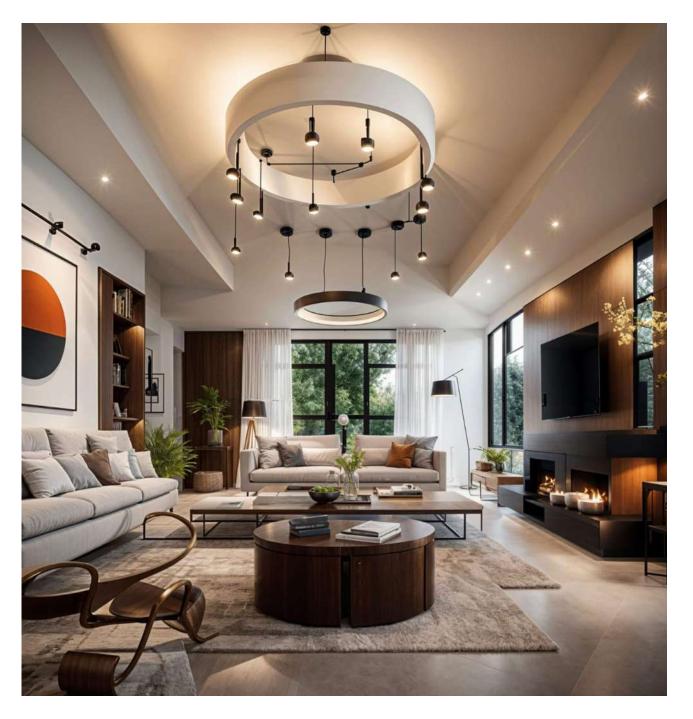




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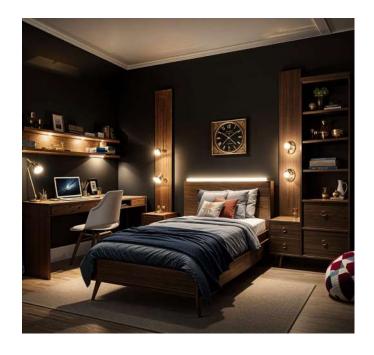




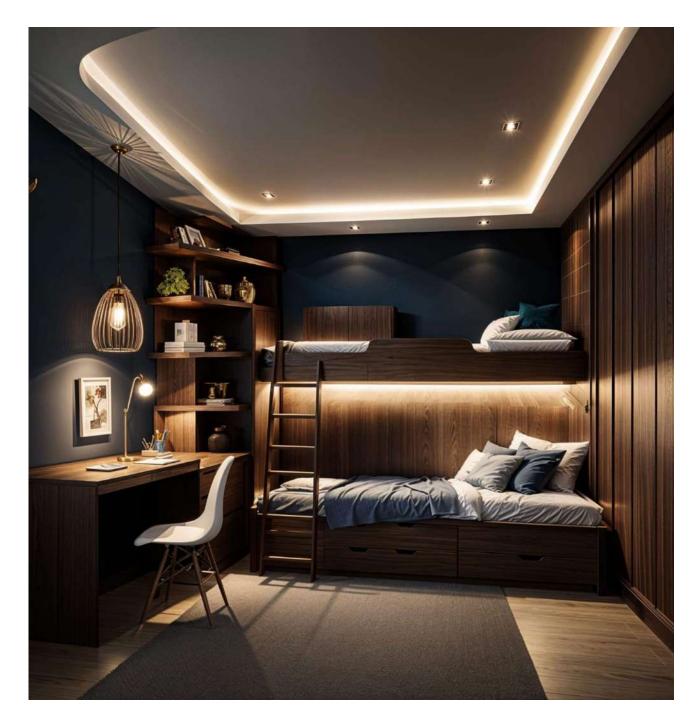






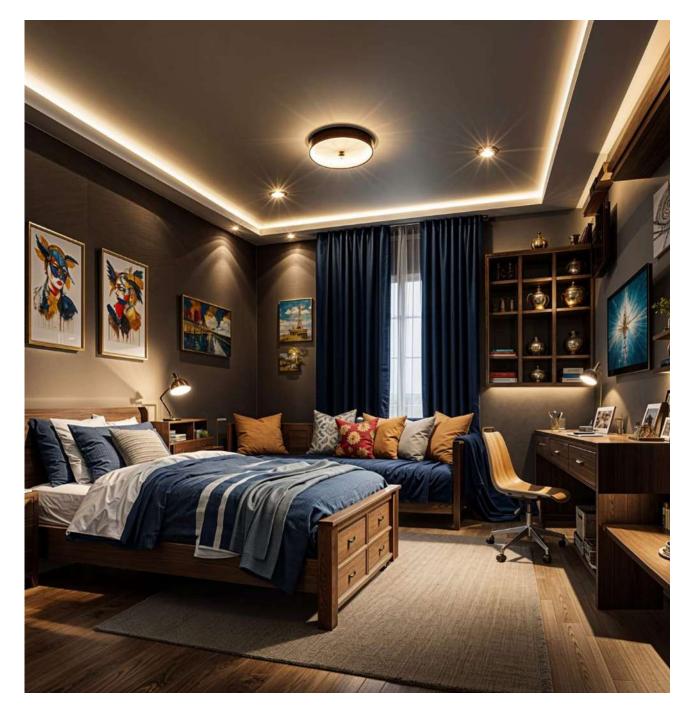




















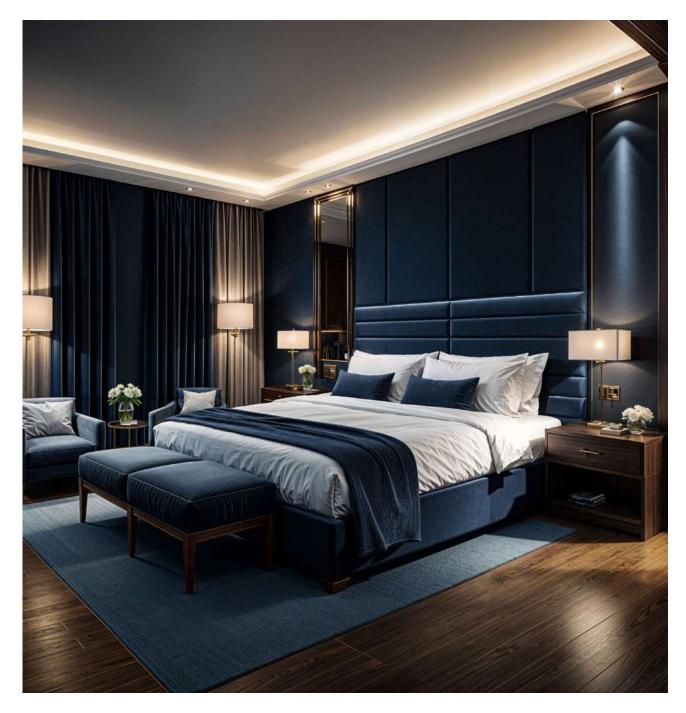




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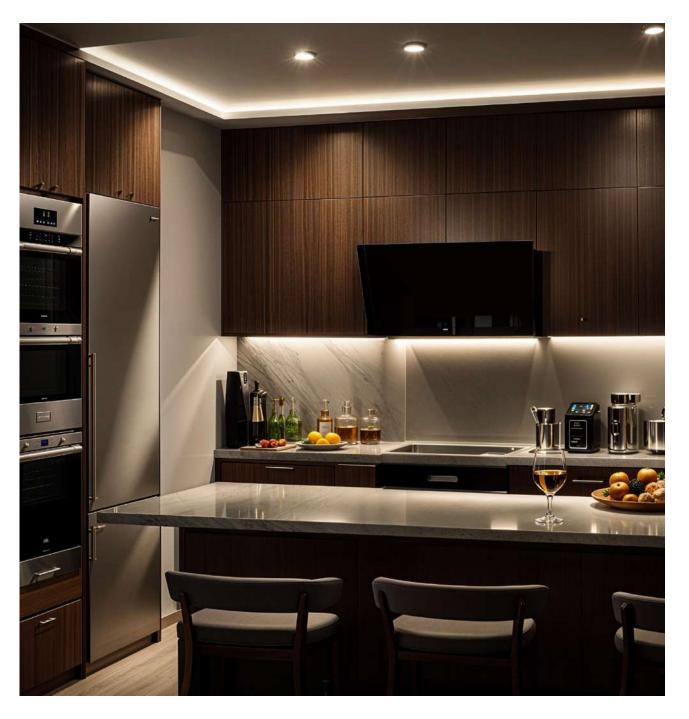








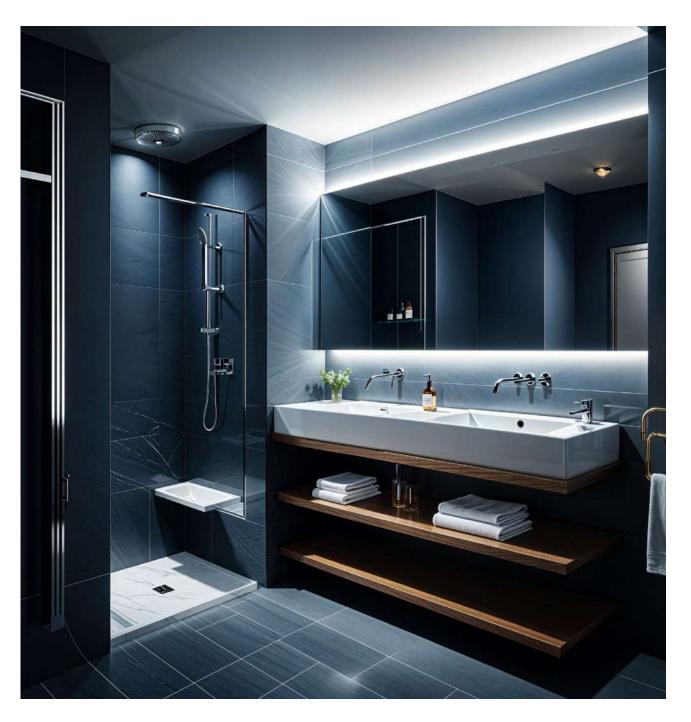




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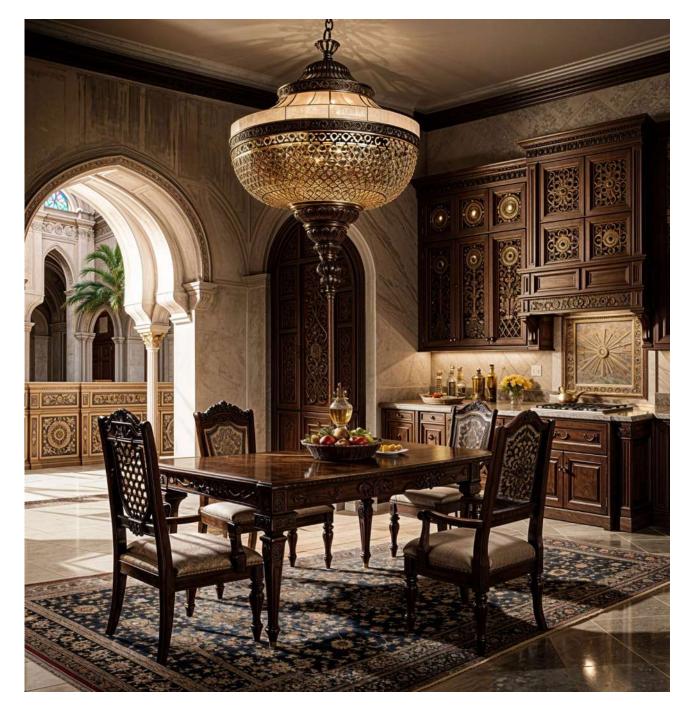






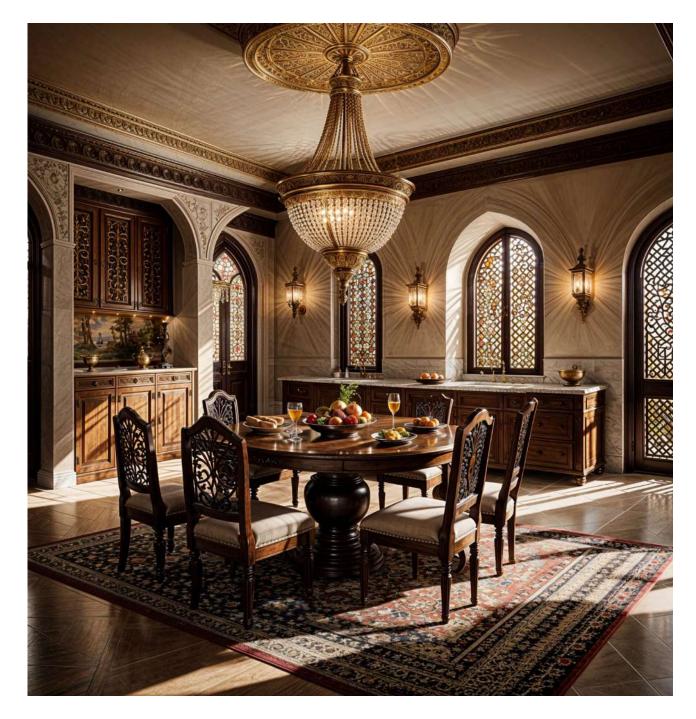






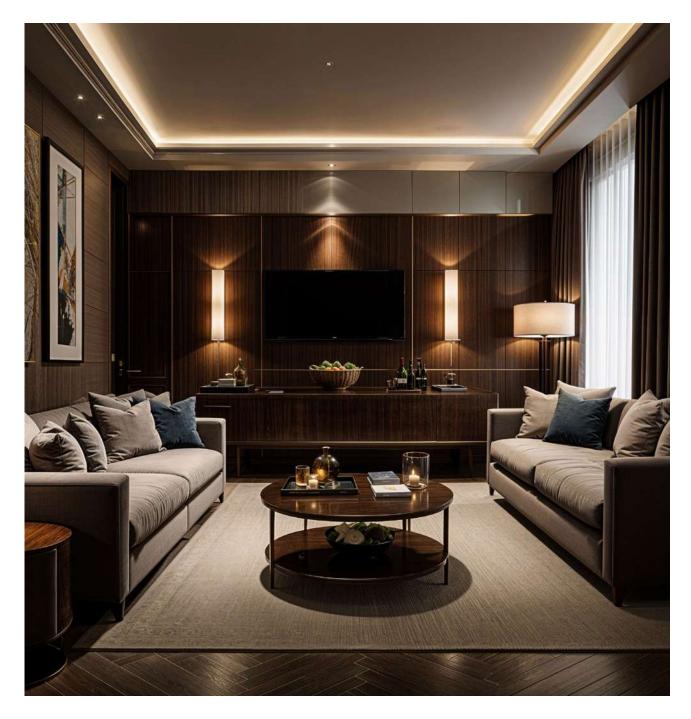


















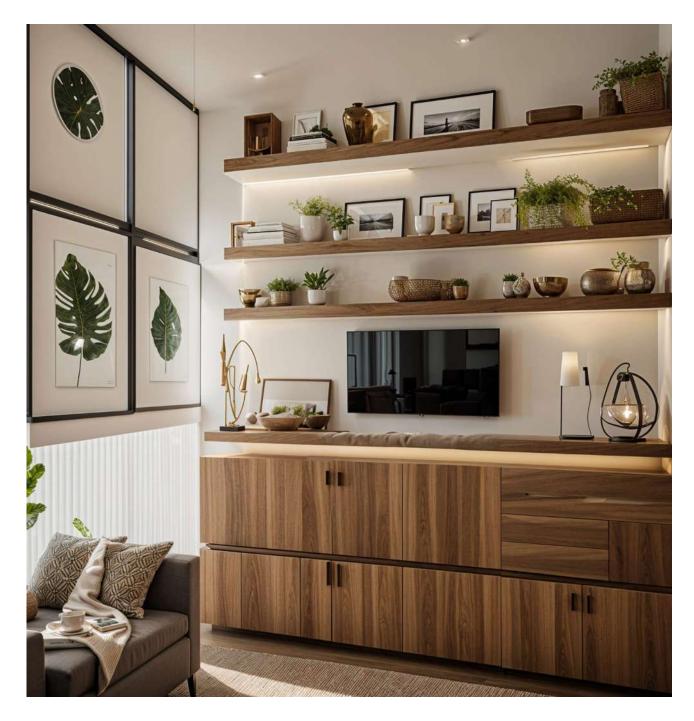












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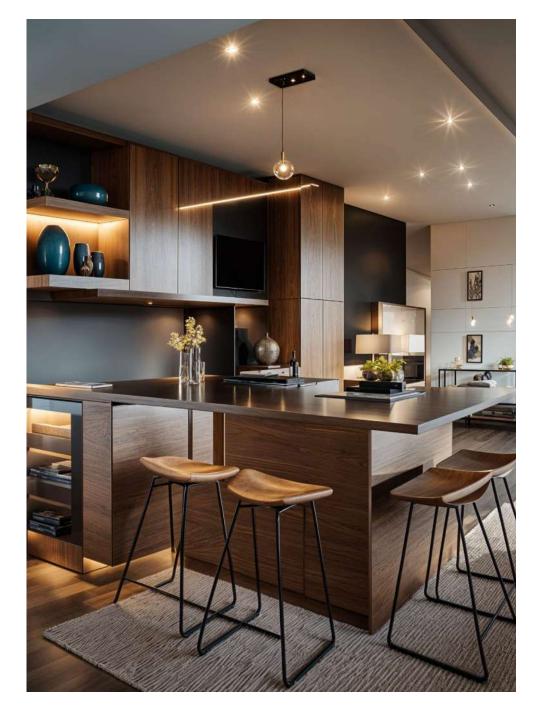






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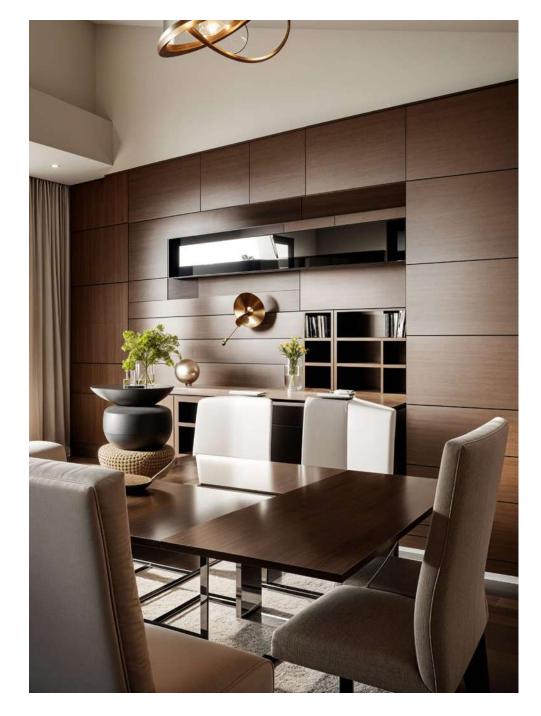


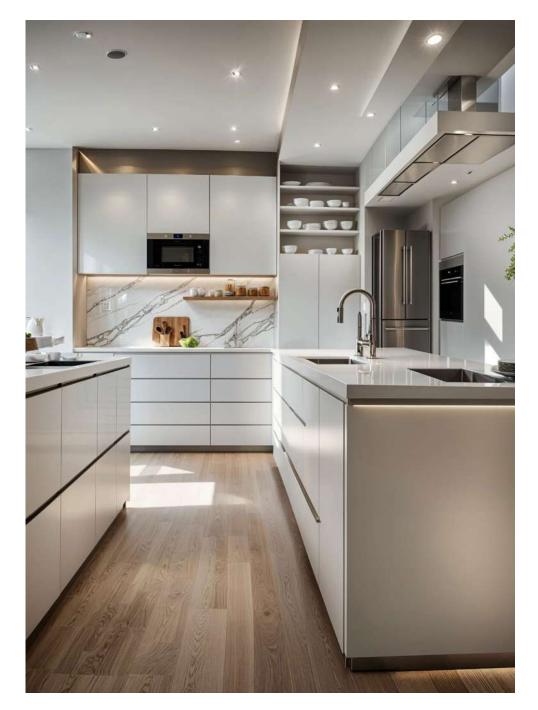






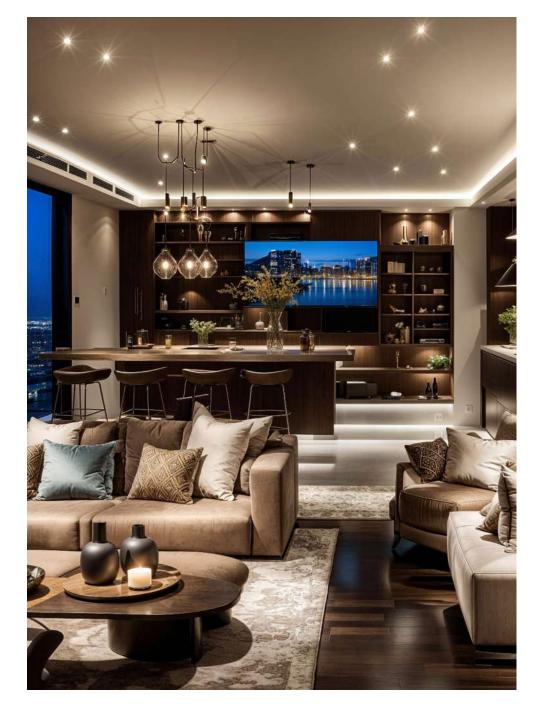


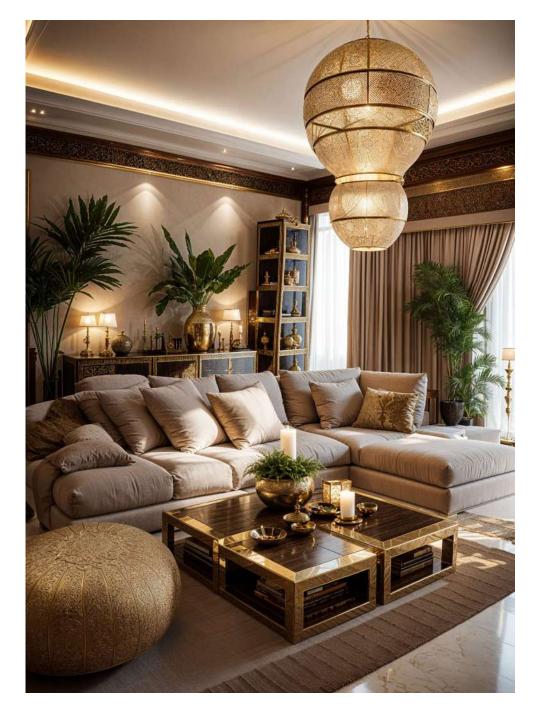


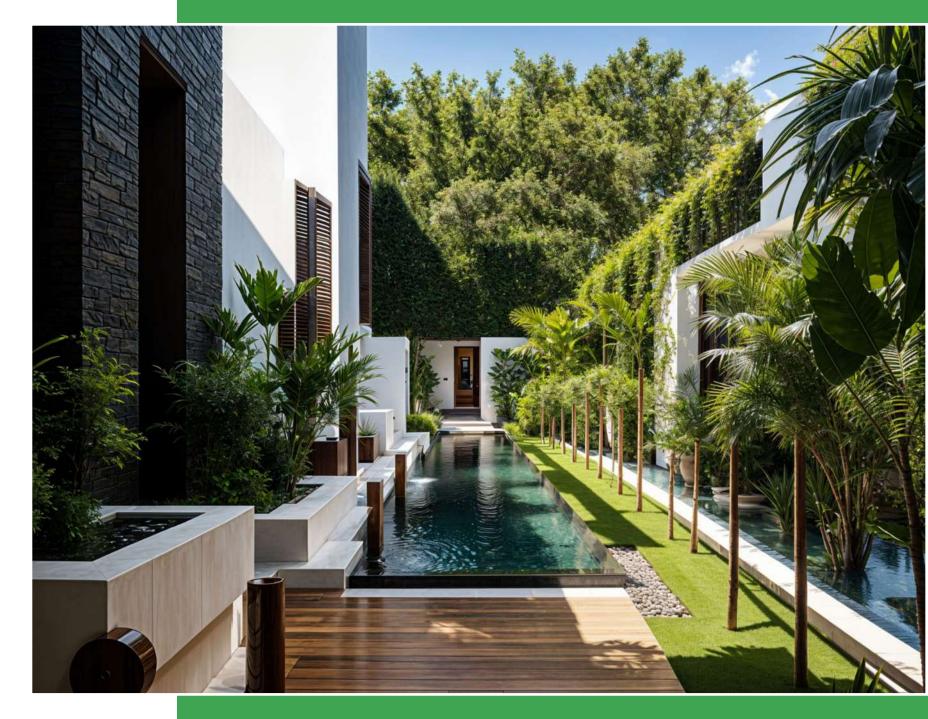






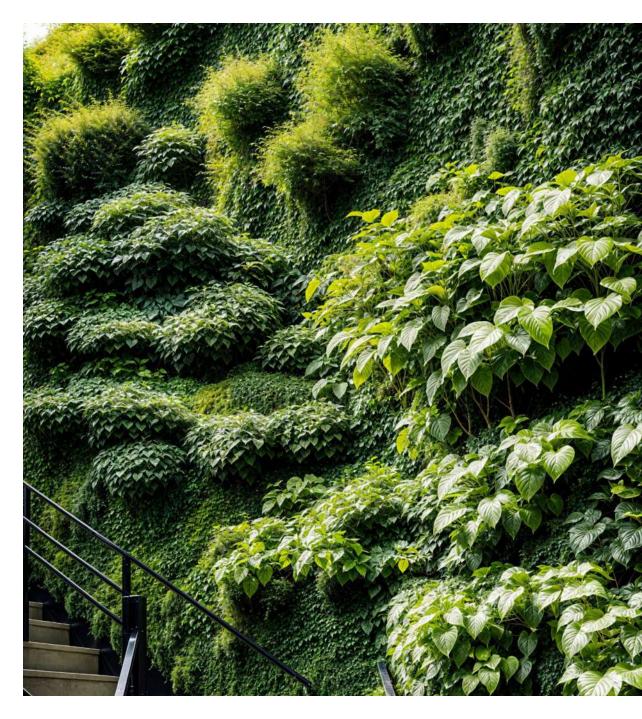






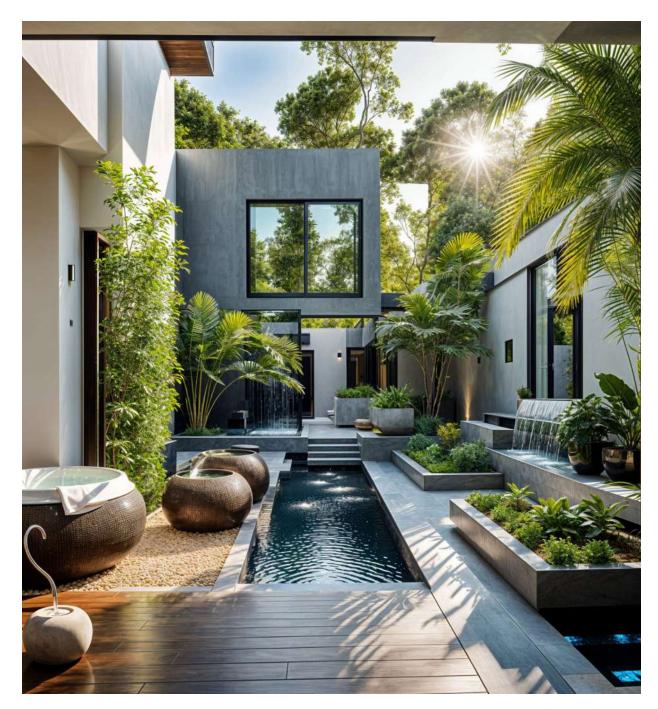








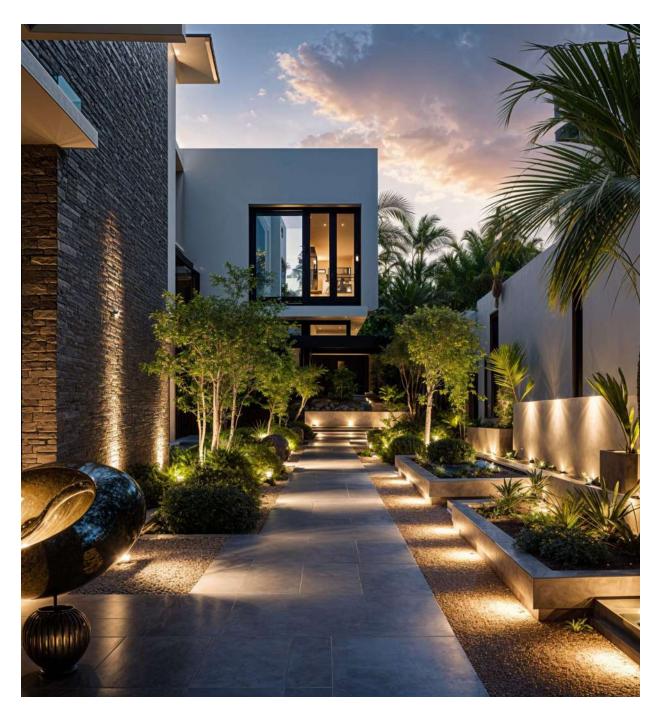


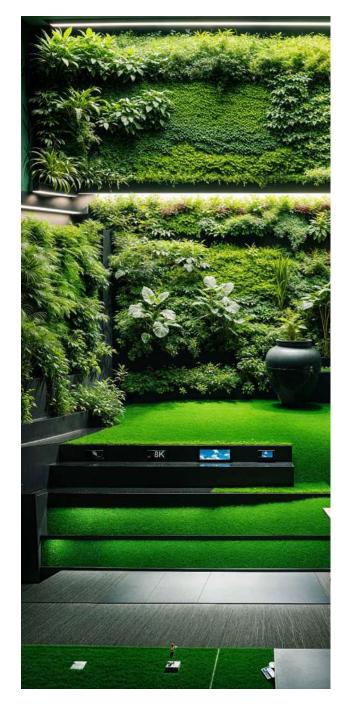


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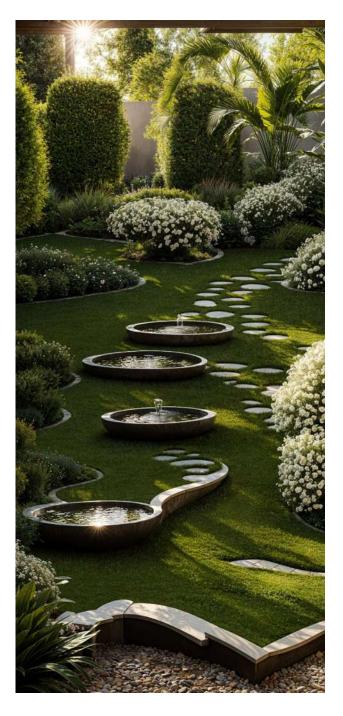


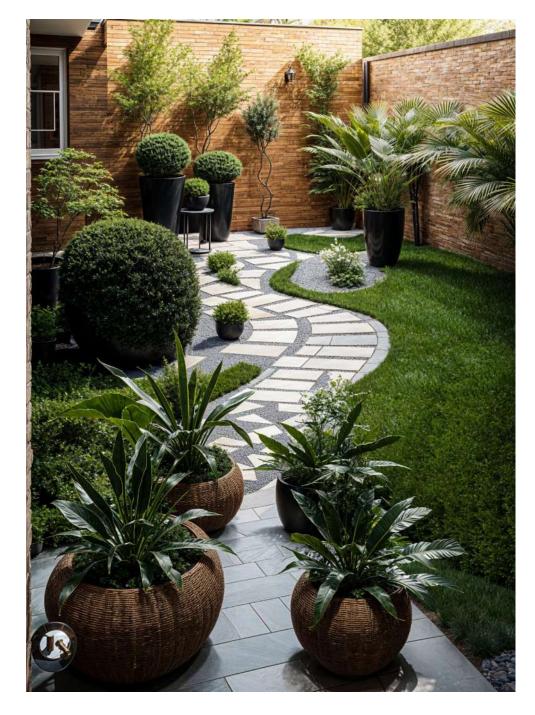




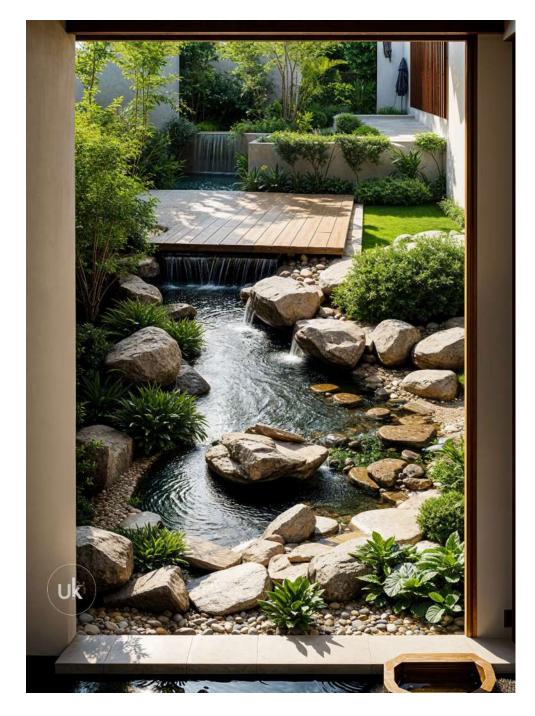






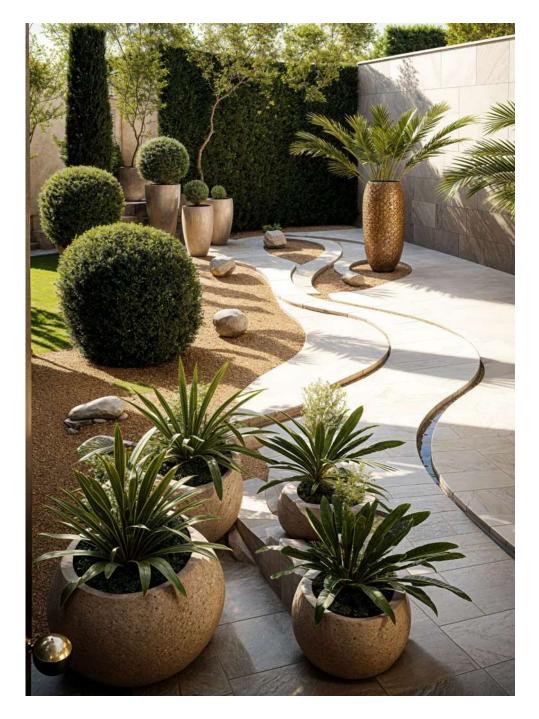




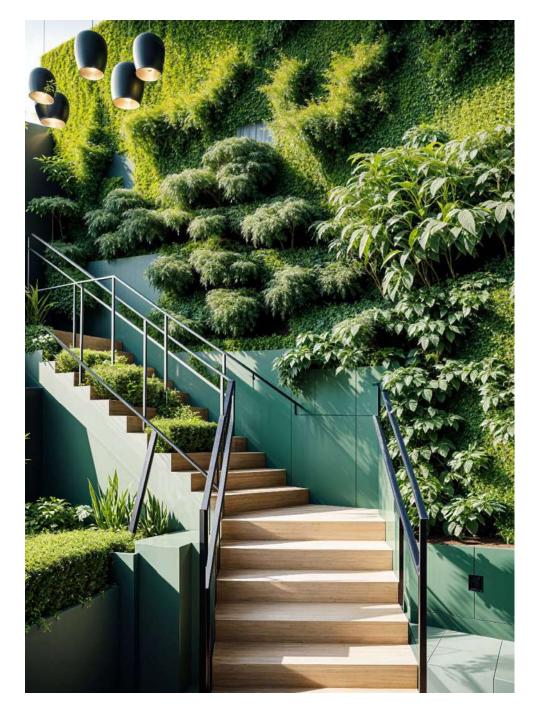


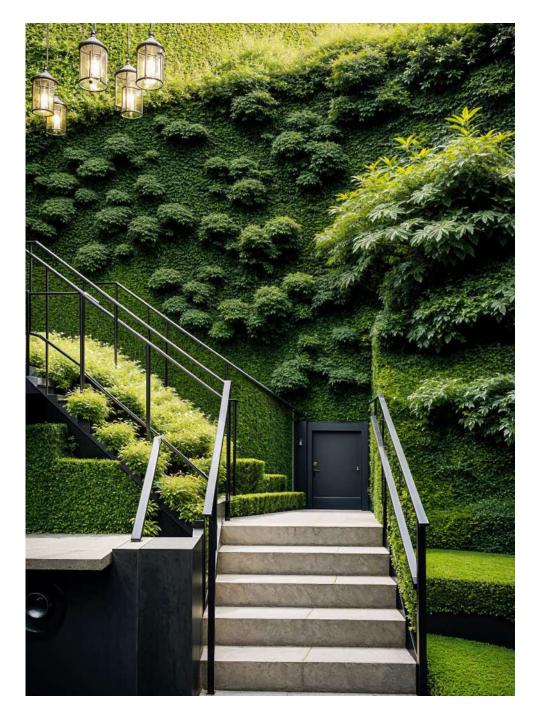






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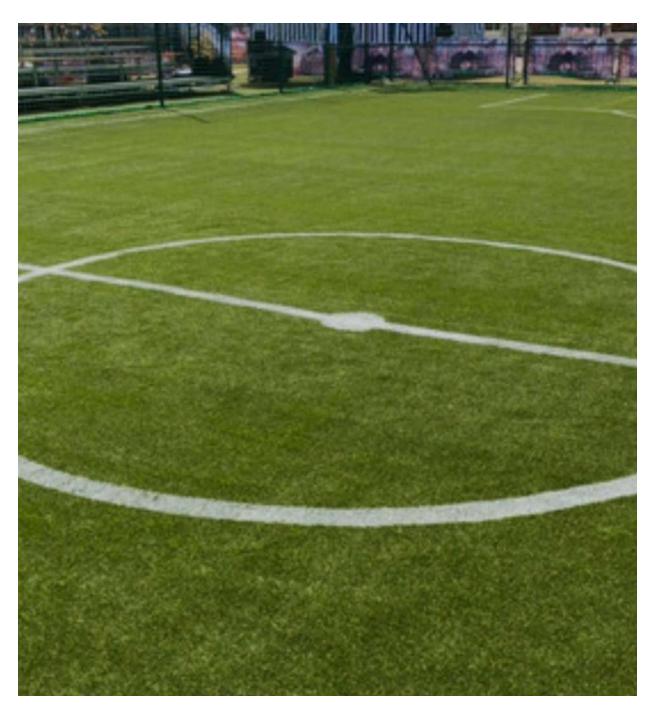






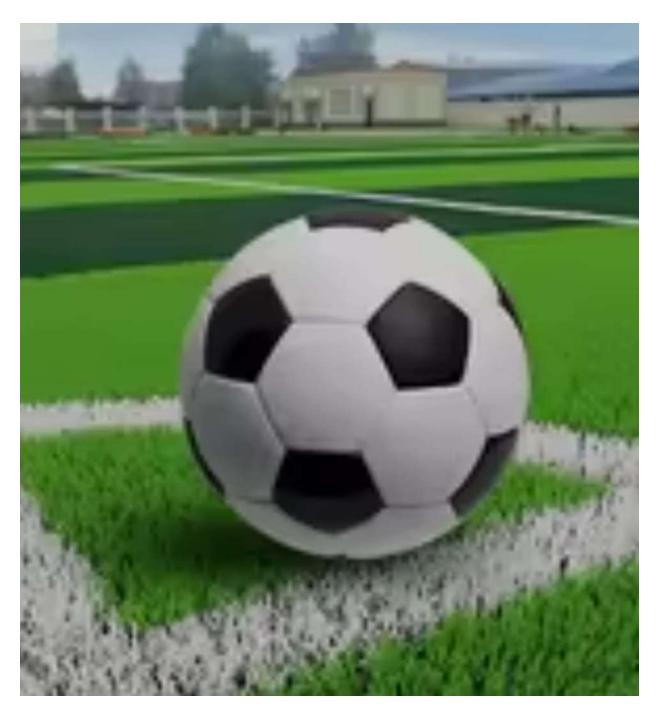










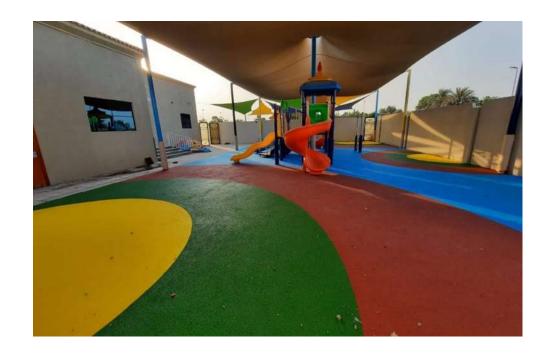
























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THANKS FOR READING.

