



# Shrine Chemicals – Risk Assessment Report (2025)

## Company Overview

Shrine Chemicals is a chemical trading and distribution company headquartered in Dubai, UAE, with regional offices in India, Egypt and Singapore. The company supplies chemical raw materials used in paints, plastics, packaging, and perfumes to its customers. Given the nature of its operations, the company is exposed to various Quality, Health, Safety, Environmental, Legal, and Operational risks, which require proactive mitigation.

## Executive Summary

Shrine Chemicals operates in a highly regulated sector with intrinsic risks related to chemical handling, storage, transport, and distribution. This document identifies, assesses, and proposes controls to mitigate Quality, Health, Safety, Environmental (QHSE), and compliance-related risks across its operations.

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## 1. Quality, Health, Safety & Environmental (QHSE) Risks

### 1.1 Health and Safety Risks

#### Risks:

- Exposure to hazardous chemicals during handling, transportation, or storage.
- Fire, spill, or explosion due to improper storage or handling.
- Injuries from manual handling, poor ergonomics, or lack of training.

#### Mitigations:

- Mandatory use of Personal Protective Equipment (PPE).
- Employee training on Material Safety Data Sheets (MSDS), chemical handling and ergonomic training.
- Regular safety audits and drills.



- Fire suppression systems, emergency response plans and spill containment procedures.

## 1.2 Environmental Risks

### Risks:

- Chemical spills or leaks leading to soil and water contamination.
- Emissions during transport causing air pollution from volatile organic compounds (VOCs).
- Improper disposal of chemical waste.

### Mitigations:

- Secondary containment and routine inspections in compliance with local and international environmental regulations.
- Use of certified and licensed waste disposal vendors.
- Sustainable sourcing and logistics as stated in the Code of Conduct.
- Implementation of environmental management systems (e.g., ISO 14001).
- Vehicle maintenance, route planning, low-emission logistics partners

## 1.3 Quality Risks

### Risks:

- Supply of substandard or contaminated raw materials.
- Incorrect labelling or documentation.
- Variability in quality due to supplier inconsistencies or storage condition deviations.

### Mitigations:

- Regular supplier audits and quality control testing with proper documentation such as COAs (Certificates of Analysis).
- Documented Standard Operating Procedures (SOPs) for procurement and inspection,
- Alarm systems, double check procedures, staff training.

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## 2. Regulatory & Legal Compliance Risks



## **2.1 Chemical Regulations and Foreign Trade Compliance**

### **Risks:**

- Violations of UAE, Indian, Egyptian, or international chemical import/export laws.
- Breach of trade sanctions, embargoes, or dual-use chemical controls.
- Bribery or corruption in procurement or customs

### **Mitigations:**

- Legal counsel in each jurisdiction with regular compliance audits.
- Licensing and permits for cross-border chemical movements.
- Export and Import compliance program with partner screening, and other applicable chemical safety standards.
- Staff training in international trade compliance procedures.
- Anti-corruption training, whistleblowing policy

## **2.2 Bribery, Corruption, and Fraud**

### **Risks:**

- Risk of bribes or improper payments during customs clearance or contracting.
- Internal fraud through expense misreporting or procurement manipulation.

### **Mitigations:**

- Enforce the zero-tolerance anti-bribery policy stated in the Code of Conduct.
- Transparent recordkeeping and regular internal audits.
- Ethics hotline for anonymous reporting of violations.

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## **3. Operational Risks**

### **3.1 Supply Chain and Logistics**

#### **Risks:**



- Disruption due to geopolitical instability or port delays in key markets (UAE, India, Egypt).
- Vendor reliability and raw material shortages.

**Mitigations:**

- Diversified supplier base and regional stockholding strategies.
- Contracts with alternate suppliers and logistics providers.
- Close monitoring of international freight and customs developments.

### **3.2 Information Security and Data Protection**

**Risks:**

- Breach of confidential client or operational data.
- Malware or ransomware attacks on internal systems.

**Mitigations:**

- Enforce strong IT and cybersecurity policies per UAE Data Protection Law.
- Regular vulnerability assessments and data encryption.
- Controlled access to digital systems.

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## **4. Human Capital & Ethics Risks**

### **4.1 Labor Practices and Human Rights**

**Risks:**

- Non-compliance with UAE, Indian, or Egyptian labor laws.
- Discrimination or harassment in the workplace.





**Mitigations:**

- Enforce the Human Rights and Labor Practices policy outlined in the Code of Conduct.
  - HR training on anti-harassment and workplace inclusion.
  - Grievance redressal mechanism for employees.
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## **5. 5. Contingency Planning & Leadership Risks**

### **5.1 Absence or Unavailability of Executive Management**

**Risks:**

- Delay or failure in critical decision-making during crises.
- Operational paralysis due to absence of signatories or key leadership.
- Reputational or financial harm due to lack of representation in stakeholder forums.

**Mitigations:**

- Maintain a clearly documented delegation of authority and decision matrix.
- Appoint deputy or acting roles for all key leadership positions.
- Business Continuity Plan (BCP) to include:
  - Remote decision-making capability.
  - Secure digital signature or authorization mechanisms.
  - Regular succession planning and cross-functional training for mid-level management.
- Establish emergency response committees at each regional office empowered to act within predefined thresholds.




## 6. Summary of Recommendations

- Establish a QHSE Management Committee to oversee implementation and monitoring of safety, quality, and environmental controls.
  - Regular training for all staff on chemical safety, regulatory compliance, and ethics.
  - Annual risk audits across sites in Dubai, India, and Egypt.
  - Introduce or align with international certifications such as ISO 9001 (Quality), ISO 45001 (Health & Safety), and ISO 14001 (Environment).
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## Conclusion

Shrine Chemicals operates in a highly regulated and sensitive industry where quality, safety, and compliance are critical. . By proactively identifying risks and embedding compliance and safety into its core operations, the company safeguards its workforce, the environment, and its reputation across markets. With structured mitigation strategies, Shrine Chemicals is well-positioned to handle operational challenges while fostering sustainable growth.

Signed by:

  
**Mr. Sundeep Hazari**  
**Managing Director**  
**Shrine Chemicals**