

**Ensuring Safety
and Operational Excellence
Every Step of the Way**





Who We Are

Systems Integration & Management (SIM) is a fully owned subsidiary of Douglas OHI, a respected regional construction group with a strong presence in Oman, the UAE, and Saudi Arabia. SIM has been established to expand into Piping, Mechanical, Electrical, and Instrumentation works, serving oil & gas, petrochemical, desalination, power, and other industrial sectors across the region.

Originally formed in 2018, SIM delivered specialist consultancy and project support services, contributing to major projects as a joint venture partner with Douglas OHI. Building on this foundation, Douglas OHI acquired SIM to provide direct, technically sound, and responsive support to EPC companies and subcontractors, with a focus on quality, reliability, and regional agility.

Backed by Douglas OHI's 45+ years of construction expertise, SIM is equipped to offer integrated, end-to-end solutions across civil, mechanical, electrical, instrumentation, and piping disciplines. This synergy ensures seamless project execution, reduced turnaround times, and consistent delivery from concept to completion.

We are guided by values of innovation, collaboration, and excellence, building strong relationships with clients and stakeholders at every level. Through co-developments and partnerships with global industry bodies such as the Chartered Institute of Building (CIOB) and the Royal Institution of Chartered Surveyors (RICS), we strive to deliver globally standardised, forward-thinking solutions tailored to evolving industry needs.

As we move forward, our commitment to technical excellence, stakeholder trust, and continuous improvement remains unwavering. Together, SIM and Douglas OHI are shaping the future of the region, one solution at a time.



Our Values

At SIM, we foster a culture where everyone is empowered to live our values and contribute to continuous improvement. We support an environment of rapid testing of ideas, immediate insight and prompt iteration to refine our solutions. When things don't go as planned, we view it as an opportunity to grow, adapt and ultimately succeed.

Living SIM Values



Fostering collaboration across the region through open communication and knowledge sharing.



Designed to drive change and growth.



Encourages teams to challenge the status quo and share fresh ideas.



Inspires our people to confidently meet client needs.





Vision

Our vision is to lead the region as the most reliable and innovative construction service provider, delivering world-class EPC solutions with uncompromising quality and safety. Through trusted partnerships and continuous investment in our people, we aim to set new standards of excellence and sustainability in every project we undertake.



Where We Operate

SIM operates across the Sultanate of Oman, the United Arab Emirates, and the Kingdom of Saudi Arabia as a leading mechanical, electrical and instrumentation company. With a proven track record of excellence, we have delivered projects in oil and gas, petrochemical, and industrial sectors. We are committed to executing complex projects with the highest standards of safety, quality, and environmental performance, while maximising efficiency and cost control for our clients.



Mission

We deliver integrated EPC, piping, mechanical, electrical, and instrumentation solutions for oil & gas, petrochemical, and industrial clients in the Sultanate of Oman, UAE and KSA, upholding the highest standards of safety, quality, and partnership in every project.



Our Capabilities

At SIM, we specialise in delivering comprehensive engineering, construction, and digital solutions to meet the evolving needs of our clients across Oman, the UAE, and Saudi Arabia. Backed by extensive industry experience, our expertise spans the full project lifecycle, from design and build to commissioning and asset management, leveraging both traditional engineering strengths and the latest digital innovations across multiple sectors including oil & gas, petrochemicals, industrial, infrastructure, utilities, power, and desalination.



Piping, Mechanical, Electrical & Instrumentation (PMEI) Works

We provide end-to-end solutions in piping fabrication and erection, mechanical installations, and electrical and instrumentation (E&I) works. Our teams deliver turnkey systems including process and utility piping, mechanical equipment installation, electrical power distribution, control systems, and field instrumentation, ensuring seamless integration and optimal performance.



Engineering Design & Consultancy

Our multidisciplinary teams deliver innovative engineering designs supported by digital tools such as 3D modelling, BIM, and simulation. We focus on sustainable and cost-effective solutions that align with client objectives and regulatory requirements.



Systems Integration & Automation

We design and implement sophisticated control and automation systems tailored to optimise operational performance. Our expertise covers SCADA, PLC programming, IoT-enabled monitoring, and advanced data analytics to enhance safety, efficiency, and decision-making.



Technical Workforce Solutions

We supply highly skilled technical personnel across all engineering disciplines, including piping, mechanical, electrical, instrumentation, and automation. Our teams support clients in project execution, operations, and maintenance, ensuring access to top-tier expertise.



Commissioning, Testing & Validation

SIM provides comprehensive commissioning, pre-commissioning, and system validation services for all disciplines, including mechanical, electrical, instrumentation, and automation systems. Our processes focus on quality assurance, operational readiness, safety, and environmental responsibility.



Predictive Maintenance & Asset Management

Utilising real-time data and predictive analytics, we help clients proactively maintain assets, reduce downtime, and extend equipment life. Our asset management solutions enhance operational sustainability and optimise total cost of ownership.

Quality, Safety & Environmental Management

We uphold rigorous standards in quality control, health and safety, and environmental stewardship. Our certified management systems ensure compliance with international standards while promoting continuous improvement.



Project Management & Collaborative Delivery

Through agile project management practices and digital collaboration platforms, SIM guarantees transparent, timely, and effective delivery. We foster alignment and communication with all stakeholders for successful project outcomes from concept to completion.

International Standards

At SIM, quality assurance is a cornerstone of our operations, ensuring that we consistently deliver exceptional results to our clients. Our commitment to quality is upheld through various strategic initiatives, including Non-Conforming Products and Prevention of Rework, Customer Journey Mapping, Project Lessons Learnt and Continuous Professional Development (CPD).

Health & Safety



“It’s OK” is our people-focused Health, Safety, and Wellbeing philosophy that actively encourages constructive intervention, as well as those important, but sometimes challenging, conversations that must take place in order to drive positive change.

Health, Safety, and Wellbeing are foundational values at SIM, guiding our strategy, beliefs, and behaviours.

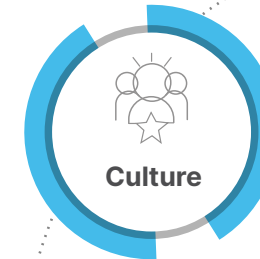
We recognise that engineering and construction are not solely about building infrastructure, they are about shaping lives and creating long-lasting, positive impacts.

Our mission is to drive meaningful change within our organisation, in the communities where we operate, and across the wider industry. We are committed to engaging with people at every level to fulfil this purpose. This commitment is underpinned by five key connectors:

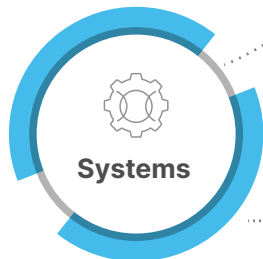
Our team is composed of well-trained, competent, and dedicated professionals who are committed to making a positive difference through everything they do.



We recognise the importance of both the built environments we create and the natural environments we influence. We take our responsibility to protect, preserve, and enhance these environments seriously.



We believe leadership sets the tone for safe, sustainable practices. Our visible and engaged leadership fosters a culture of openness, where honest dialogue around HSSE matters is encouraged, supported, and acted upon.



Our assets are modern, safe, and regularly maintained to the highest standards. They are equipped with advanced safety features to ensure the well-being of our workforce and the communities we serve.



Our Health, Safety, Sustainability, and Environment (HSSE) systems are accredited to international standards. They are purpose-built to be robust, auditable, and agile, enabling us to proactively identify and control hazards while effectively managing change.



At SIM, our commitment to HSSE is not just a standard, it is a mindset that influences every project, every interaction, and every outcome.



ESG Compliance, Transparency, and Governance

**Acting responsibly is at the core
of who we are**



At SIM, being a responsible business means more than meeting regulatory requirements, it's about embedding environmental, social, and governance (ESG) principles into the way we think, operate, and grow. ESG is not a checklist for us; it is a strategic imperative that shapes our culture and decision-making across all regions where we operate.

We are committed to developing a robust ESG framework that identifies and responds to the evolving challenges and opportunities in these critical areas. Our approach is rooted in strong governance, proactive environmental stewardship, and meaningful social impact. We continually work to enhance transparency across our operations, building trust with clients, partners, and communities.

To ensure ESG remains central to our business strategy, we have undertaken a thorough assessment to identify key ESG topics most relevant to our operations and stakeholders. This has enabled us to develop a clear roadmap, keeping us aligned with our long-term ESG and sustainability ambitions.

In addition to our core ESG focus areas, we place equal importance on three key pillars: Community Engagement, Ethics, and Responsible Procurement & Supply Chain. These elements strengthen our ability to deliver on ESG objectives while reinforcing our identity as a responsible and forward-thinking organisation.

Our efforts are also aligned with the United Nations Sustainable Development Goals (SDGs), ensuring that SIM contributes meaningfully to the global movement for sustainable development.

Aligning Our Priorities with the UN Sustainable Development Goals

The United Nations Sustainable Development Goals (SDGs) provide a valuable framework for shaping our sustainability vision and informing the decisions we make across our business.

At SIM, our strategy is grounded in a set of core values that align closely with the SDGs. We actively contribute to global sustainability goals through our operations, workforce initiatives, and partnerships.

Below are just a few examples of how we are helping to advance these global priorities:

- **Promoting Gender Equality (SDG 5):** We are working to increase female representation in both leadership and technical roles by introducing targeted recruitment, development, and mentorship programmes. These efforts not only empower women but also promote workforce diversity, contributing to SDG 10 (Reduced Inequalities).
- **Supporting Decent Work and Economic Growth (SDG 8):** We provide meaningful employment opportunities, uphold fair labour practices, and invest in our people, helping to drive inclusive growth across the regions in which we operate.
- **Building Sustainable Cities and Communities (SDG 11):** Through our construction and engineering projects in key sectors such as energy, infrastructure, and industrial development, we contribute to the creation of safe, resilient, and sustainable environments.
- **Fostering Partnerships for the Goals (SDG 17):** We collaborate with local communities, government bodies, and industry stakeholders to share knowledge, promote responsible business practices, and amplify our impact.



These actions are part of a broader commitment at SIM to operate responsibly and contribute to long-term sustainability, both within our business and in the wider world.

Our People

At SIM, our people thrive in an inspiring, diverse, and inclusive environment where everyone is encouraged to bring their whole selves to work and realise their full potential. We are united by a shared passion for excellence and a commitment to driving meaningful outcomes through our projects.

We believe that diversity and inclusion are essential to innovation and high performance. By bringing together a range of backgrounds, perspectives, and skills, we are better equipped to deliver impactful solutions across the regions we serve.

Working across the Sultanate of Oman, the United Arab Emirates, and the Kingdom of Saudi Arabia, our teams gain exposure to new cultures, varied approaches, and a broad range of experiences, all while contributing to shared project goals and shaping the future of our industry.

At SIM, we actively invest in the development of our people, offering targeted training across technical, managerial, and specialist disciplines. We value the importance of a healthy work-life balance and are committed to supporting our team members in achieving personal wellbeing alongside professional success.

We are proud to offer diverse and enriching career journeys that foster continuous learning and growth. By empowering our people to explore new opportunities and reach their full potential, we continue to build a strong, capable, and future-ready workforce.







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