

# REFTECH

by  **SNOWLAND**  
COOLING SYSTEMS L.L.C.

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*“Quality is never an accident; it is always the result of intelligent effort.”*

— John Ruskin

## COLD STORAGE 2025

### Building the Smart, Sustainable Cold Chain of the Future

#### Editorial

REFTECH is a monthly technical magazine dedicated to the commercial refrigeration and cold chain industry. Our focus is to deliver relevant, practical, and application-driven information to professionals involved in design, manufacturing, installation, and operation of refrigeration systems.

Each issue will feature technical insights, project case studies, regulatory updates, emerging technologies, and best practices that support efficiency, reliability, and compliance. As the industry moves toward energy-efficient and smart refrigeration solutions, REFTECH serves as a reliable knowledge resource for decision-makers seeking clarity, accuracy, and industry-focused expertise.

#### What's Inside

- ✦ Current Affairs
- ✦ Project Updates
- ✦ Training & Development
- ✦ Internal Activities

In 2025, cold storage has evolved from a supporting utility into a critical pillar of global supply chains. Driven by growing demand for fresh and frozen foods, pharmaceuticals, and e-commerce logistics, the industry is expanding rapidly while undergoing a major technological shift. Cold storage today is not just about temperature control—it is about reliability, efficiency, and intelligence.

Changing consumer habits and the rise of online grocery delivery are pushing the need for modern, well-located cold storage facilities, including urban and micro-fulfillment centers. These facilities enable faster turnaround times and better last-mile performance, which are now key competitive advantages.

Technology is at the core of this transformation. IoT-enabled sensors provide real-time monitoring of temperature and humidity, helping reduce spoilage and ensure regulatory compliance. Artificial intelligence and data analytics support predictive maintenance, energy optimization, and smarter operational planning. Automation systems are improving



accuracy, safety, and productivity while reducing reliance on manual labor.

Sustainability has become a business imperative. Rising energy costs and stricter environmental regulations are accelerating the adoption of energy-efficient refrigeration systems, advanced insulation, and low-GWP refrigerants. Solar integration and heat recovery solutions are also gaining momentum, particularly in hot-climate regions.

With increasing demand from pharmaceuticals and healthcare, precision cooling and uninterrupted performance are essential. Overall, cold storage in 2025 is defined by smart technology, sustainable design, and resilient operations—shaping a future-ready cold chain for a connected world.

# UAE Labour & Industry Updates

## CURRENT AFFAIRS

**S**nowland Cooling Systems LLC continues to move forward in step with industry growth and regulatory developments across the UAE. This quarter, several labour-related updates have reinforced the country's commitment to fair employment practices, workplace safety, and operational transparency — values we strongly uphold.

### UAE Labour Developments

The UAE Ministry of Human Resources and Emiratization (MoHRE) has enhanced employment regulations to strengthen employee welfare. Updates to the Wage Protection System (WPS) now offer smoother digital salary processing, ensuring timely and secure wage payments for private-sector employees.

Clearer guidelines on working hours, overtime, and weekly rest days have also been introduced, helping companies maintain compliance while supporting workforce well-being. Faster dispute resolution processes further promote trust and accountability in employer–employee relationships.

### Impact on the Cooling & Refrigeration Industry

For the refrigeration and cooling sector, these changes highlight the importance of structured workforce management, site safety, and skill development. At Snowland, we continue to invest in trained manpower, safe working practices, and efficient project execution aligned with UAE labour standards.

### Moving Forward

As regulations evolve, Snowland remains committed to responsible employment, compliance, and creating a supportive work environment — because strong teams build strong cooling solutions.



### CEO's Message

As we conclude the quarter, I am proud of the steady progress and achievements of Snowland Cooling Systems LLC. Despite market challenges, our teams successfully delivered quality refrigeration and cold room projects across the region, reinforcing our commitment to performance and reliability. Our success is driven by our people. Your dedication—from engineering and execution to service and support—continues to strengthen our reputation and customer trust. I sincerely thank

our customers and partners for their continued confidence in Snowland.

As we move forward, we remain focused on innovation, sustainability, and service excellence. With teamwork and clear vision, we are well-positioned for continued growth and success.

Warm regards,  
**Liyakath Ali Khan**





# Project Updates

This quarter marks a significant phase of growth and execution for Snowland Cooling Systems LLC, reflecting our continued commitment to delivering high-quality, climate-ready refrigeration solutions across the GCC.

In the UAE, we successfully completed 50+ cold room and industrial refrigeration projects, spanning sectors such as food processing, logistics, hospitality, and pharmaceuticals. These achievements were complemented by 15+ ongoing projects\*, currently in various stages of execution, each engineered to meet demanding performance, efficiency, and compliance requirements.



Our regional footprint also expanded steadily. In \*Bahrain, Snowland completed multiple cold storage and refrigeration installations, strengthening our presence in the market. We are currently progressing with 5+ ongoing projects in Bahrain, delivering customized solutions aligned with local operational needs and



international standards.

Similarly, in the Kingdom of Saudi Arabia (KSA), we completed several key projects supporting temperature-controlled infrastructure across diverse industries. With 3+ active projects underway, our teams are focused on timely delivery, precision installation, and seamless coordination with stakeholders.

These milestones reflect not only our technical expertise but also the dedication of our project, engineering, and service teams. As we move forward, Snowland remains focused on executing every project with reliability, safety, and long-term value at the core.



# Training & Development

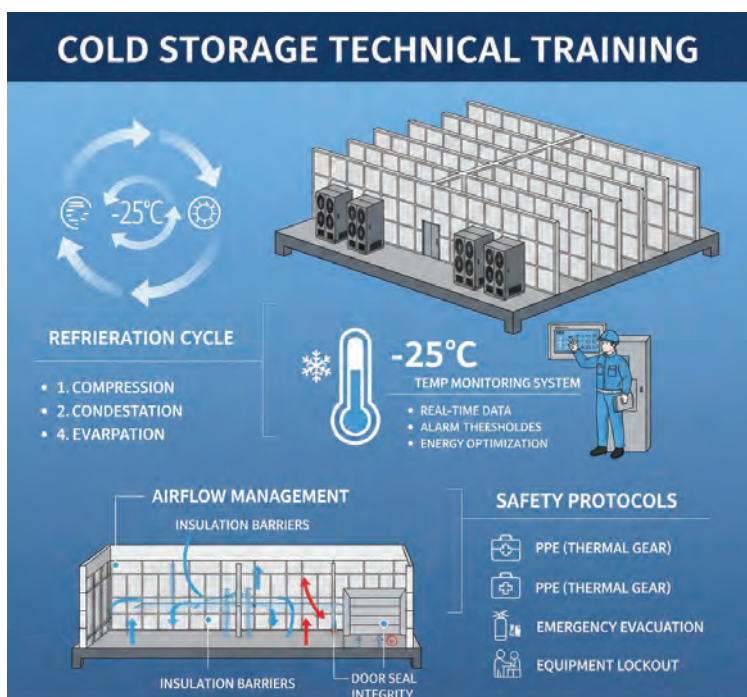
At Snowland Cooling Systems LLC, we believe that continuous learning is key to both personal and professional growth.

We are planning to provide technical skill development training for our site employees, designed to help them:

- ✦ Enhance their expertise in cold room and refrigeration systems
- ✦ Upgrade technical knowledge and practical skills
- ✦ Become more proficient and efficient in their roles

These initiatives are part of our commitment to empowering employees, improving operational excellence, and fostering a culture of learning and growth across the company.

*Investing in our people ensures a stronger, smarter, and more capable team for the future.*



# New Joinees & Internal Movements

## INTERNAL ACTIVITIES

Strengthening our teams remains a key focus as Snowland Cooling Systems LLC continues to expand its operations across the UAE. This quarter, we have reinforced multiple functions by welcoming skilled professionals who bring valuable experience and fresh perspectives to our organization.

### Recently Joined – UAE Operations

Our technical workforce has grown

with the addition of three experienced Cold Room Technicians, enhancing our site execution capabilities and service efficiency:

We extend our warm congratulations and wish them success as they begin their journey with Snowland.

### Upcoming Onboarding

Growing Stronger Together: Welcoming New Roles to Our Team

- ✦ Sales Officer
- ✦ Cold Room Technician
- ✦ Store Assistant
- ✦ Service Coordinator
- ✦ Accountant Executive

Each new addition reflects our commitment to operational excellence, customer satisfaction, and sustainable growth. We look forward to their contributions as we continue building a strong and collaborative workplace.

## Policy Updates & Workplace Discipline

At Snowland, safety, discipline, and mutual respect form the foundation of our work culture. To maintain a professional and harmonious environment, management has introduced the following updates, effective immediately.



### Control Measures

- ✦ CCTV monitoring at key areas
- ✦ Supervisors in each accommodation flat
- ✦ Warning notices in common areas

### Prohibited Areas

- ✦ Offices, project sites, vehicles, and accommodations

### Disciplinary Action

Violations will be subject to strict disciplinary measures. For details, refer to the official company circulation.

### Leave Policy Reminder

To ensure smooth operations and teamwork, all employees are reminded to:

- ✦ Follow the approved leave process
- ✦ Obtain prior approval before taking leave
- ✦ Coordinate with supervisors & HR
- ✦ Unapproved leave will be handled per company procedures

Planning leaves responsibly helps maintain workflow balance and a supportive environment.

## Celebrating Our Team – December 2025

At Snowland, our people are our greatest asset. This month, we proudly celebrate the milestones and special days of our colleagues, acknowledging their contributions and wishing them continued success and happiness.

### Work Anniversaries

Let's applaud our teammates for their dedication and years of service:

- ✦ Mohammad Shahabudeen
- ✦ Mohammed Jahangeer Alam
- ✦ Urslan Ali
- ✦ Vijith Das
- ✦ Mohammed Moinuddin

Your hard work and commitment help Snowland grow stronger every day!

### Birthdays

Wishing our colleagues a year filled with health, happiness, and success:

- ✦ Jishnu Kolathai
- ✦ Abu Taher Ruman
- ✦ Mohamed Niyas
- ✦ Sonat Pradeep
- ✦ Junaid Siddique

At Snowland, our team is the heart of our success..

## Closing Note

As we wrap up this quarter, we extend our heartfelt thanks to every member of the Snowland family for their dedication, hard work, and commitment.

Together, we continue to grow stronger, learn continuously, and maintain a safe, professional, and harmonious workplace. Let's carry this momentum forward into the coming months, embracing opportunities to innovate, improve, and support each other.

*Here's to achieving greater success together – as a team, as a family.*