

TOGETHER TOWARDS A SUSTAINABLE FUTURE

# AL-DABBAGH GROUP SUSTAINABILITY REPORT 2020

Al Dabbagh





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**Sultan Alrefaei**



# MESSAGE FROM OUR CHAIRMAN & CEO

**H.E. Mr. Amr Al-Dabbagh**



In today's world, there is no longer room to do business without purpose. At Al-Dabbagh Group (ADG) the three core principles of our governing ecosystem, Omnipreneurship, are: Giving, Earning and Sustaining.

Over the past years, I am proud to say that at ADG and our group companies, we have made the shift of embedding sustainability into our everyday business decisions, aligning all we do with the Sustainable Development Goals (SDGs) & the Global Reporting Initiative (GRI). We owe it to our people and our planet - on an organizational and on an individual level - to be part of the solution to global challenges we face...not to exacerbate them.

By 2025, ADG has set the target to be ranked amongst the top five wholly-owned family businesses in terms of contributing to the SDGs.

This report demonstrates how ADG is actively working through the lens of our Sustaining principle and what we call the 4Ps: People, Planet, Philanthropy and Profit - to ensure we are all doing our part to build a better, more sustainable world for generations to come.





# ADG IN BRIEF

Al-Dabbagh Group (ADG) is a family-owned business conglomerate, established in 1962 by His Excellency Sheikh Abdullah Al-Dabbagh, former Agriculture Minister of Saudi Arabia.

ADG is governed by the home-grown philosophy of Omnipreneurship.

The Omnipreneurship approach is made up of three principles (that provide balance), five values (the foundation of the ecosystem) and ten golden rules (the accelerators of the ecosystem). The three principles: Giving, Earning and Sustaining - are the basis of our every-day operations. We Earn so that we may Give, and work to ensure we Sustain all that we do through the lens of the 4Ps: People, Planet, Philanthropy and Profit.

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**Al-Dabbagh Group** Website

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The Omnipreneurship Book

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**Al-Dabbagh Group** Giving Report

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# OUR GEOGRAPHICAL REACH



**ADG has more than  
15,000 employees across  
89 companies in  
62 countries**

## Middle East & Asia

Afghanistan, Bahrain, China, Malaysia, Oman, Pakistan, Qatar, Saudi Arabia, Singapore, Turkey, UAE, Vietnam

## Africa

Algeria, Egypt, Equatorial Guinea, Ghana, Libya, Mozambique, Nigeria

## Oceania

Australia, Papua New Guinea

## Europe

Belgium, France, Germany, Ireland, Netherlands, Portugal, Romania, Ukraine, United Kingdoms

## Americas

Mexico, United States

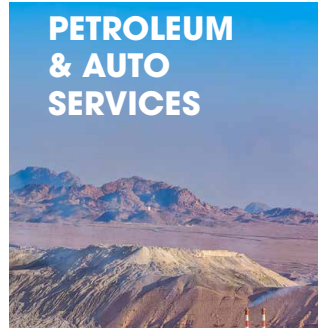


## OUR BUSINESSES



### FOOD

**Tanmiah Food Company** (TFC) is the number one B2B processed meat supplier in MENA. TFC is also one of the largest fully integrated producers of poultry in the Middle East.



### PETROLEUM & AUTO SERVICES

**Petromin** has the largest company-owned, company-operated automotive service outlets outside the U.S., with 750 outlets. It also has a growing fuel retail network, with plans to reach 1,000 outlets by 2023.



### PACKAGING

**GREIF FPS** is a fifty-fifty joint venture between ADG and Greif Inc. It holds 10% of the global market share in producing and selling flexible industrial packaging. FPS has manufacturing plants in 6 countries including China, Mexico, Romania, Turkey, Ukraine, United Kingdom, Vietnam.



### HOUSING

**Red Sea International** (RSI) established in 1973 has become the biggest and most advanced Modular Building, Affordable Housing, Rental and Life Support Services solution provider throughout the Middle East, Africa, and Asia. RSI's innovative building techniques established its footprint in over 65 countries worldwide.



### RETAIL

**Dukan** is one of the fastest growing grocery hard discount retail networks based in Saudi Arabia. By 2023 a further 300 stores are planned to be opened.

**Primo** is one of the fastest growing grocery convenience stores in the region. It offers a wide range of high-quality grocery items. It is open 24/7, with 200 more stores planned to be opened by 2023.



### EDTECH

**Philanthropy University**, was founded in 2015 with the vision of empowering Civil Society Organizations. It does so by combining world class learning moments, tailored for & enhanced by local social impact organizations with scalable technology. It has launched 25+ courses, which impacted 200,000+ learners and 200 million lives globally by 2020.



### INCUBATION - POWER SOLUTIONS

**IPD** is the flagship company in the power solutions space. It delivers and manages projects by providing and supplying O&M services and materials to the power sector through its subsidiary, Gulf Power International (GPI).



### INCUBATION - HUMAN CAPITAL SOLUTIONS

**SAED**, the flagship company in Human Capital Solutions, is a B2B, one-stop-shop for manpower needs. It serves all economic sectors from executive and healthcare to hospitality and retail. SAED workers come from over 50 countries.



### INCUBATION - SYSTEM INTEGRATION

ADG's flagship company in System Integration sector is **BARQ Systems**, a leading regional full turn-key (ICT) solutions provider. It serves businesses and governments across Europe, Middle East and Africa (EMEA), with offices in major cities across Egypt, Saudi Arabia and the UAE.



# OUR VALUE CREATION

As a sustainable business, we address sustainability challenges that range from improving daily business operations, embedding policies across our businesses, partnering on and investing in significant sustainable value creation opportunities, to creating major campaigns that engage governmental and non-governmental parties as well as the local community.



# SUSTAINABILITY AT ADG



# OUR VISION

ADG's Sustainability vision is to be ranked amongst the global top five wholly owned family businesses in terms of contributions to the Sustainable Development Goals.

## **PRODUCTS AND SERVICES**

Delivering solutions for a better tomorrow

## **PROCESS**

Minimizing our negative impact

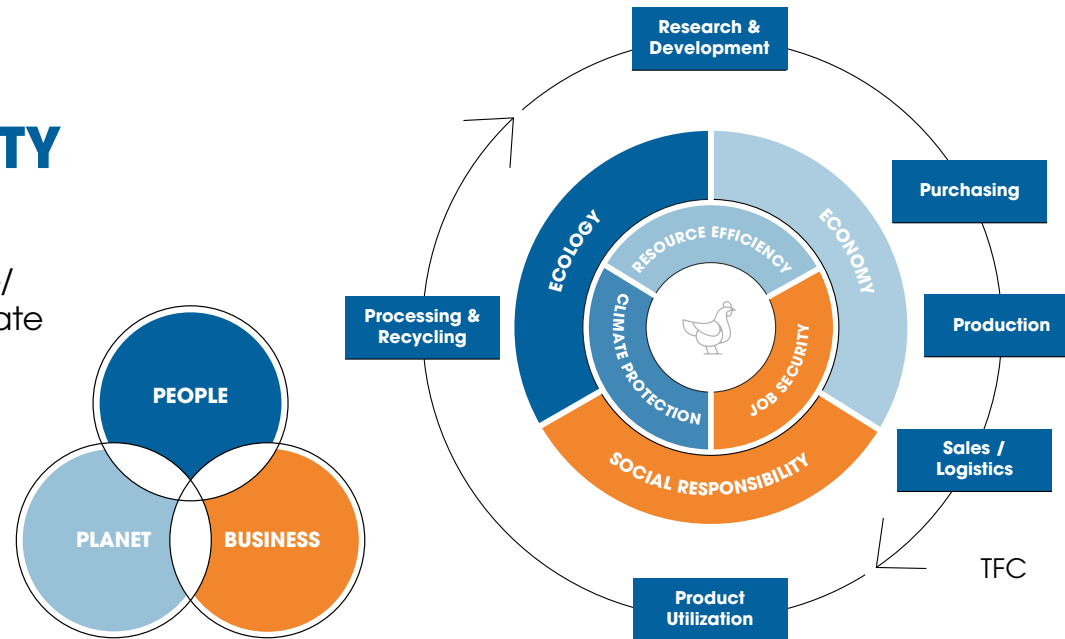
## **PEOPLE**

Benefiting our teams and communities



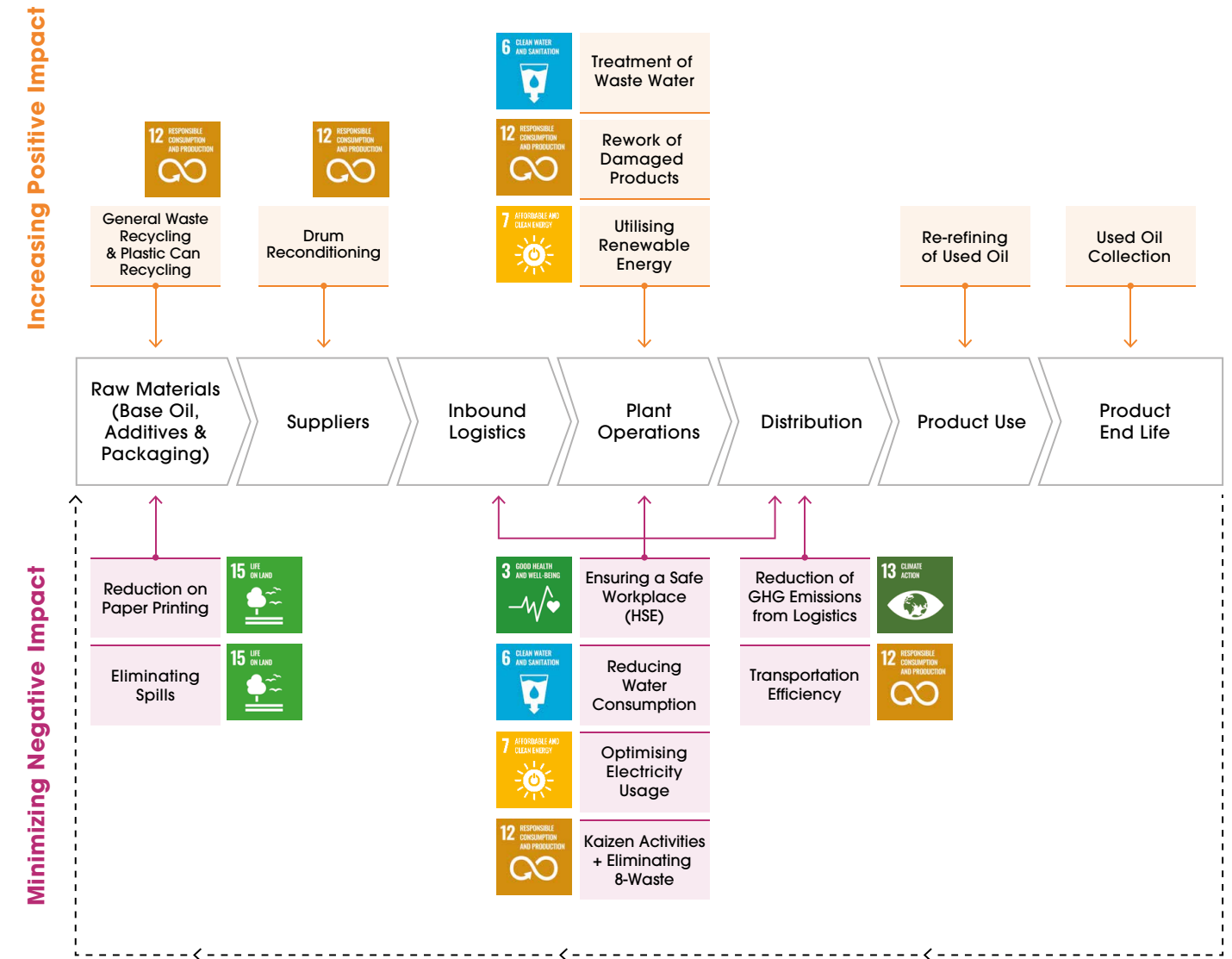
## OUR SUSTAINABILITY APPROACH

We assess our negative/positive impacts to create value across our value chain...



- We adopt a holistic process-based, innovation-inspired and value-creation driven approach to sustainability. We are committed to addressing sustainable development risks and opportunities to improve our positive impact across our business value chains. We also seek to partner with others in the region and the world where we see opportunities for positive impact.
- Our Sustainability Officers achieve this holistic approach by conducting force field analyses across their business operations and processes to assess their negative/positive impacts to contribute to the Sustainable Development Goals.
- They develop action plans and an opportunities pipeline to improve their positive ESG impact and to contribute to the SDG's (image in the next page shows Sustainability Opportunities Pipeline for our lubricants business)
- At the Holding company level, we are always on the lookout for new SDG aligned investment and partnering opportunities. We believe that the SDG aligned growth prospects as outlined in the [Better Business, Better World report](#) provides a remarkable investment thesis for good growth that will benefit our business, people and the planet.

## SUSTAINABILITY OPPORTUNITIES PIPELINE



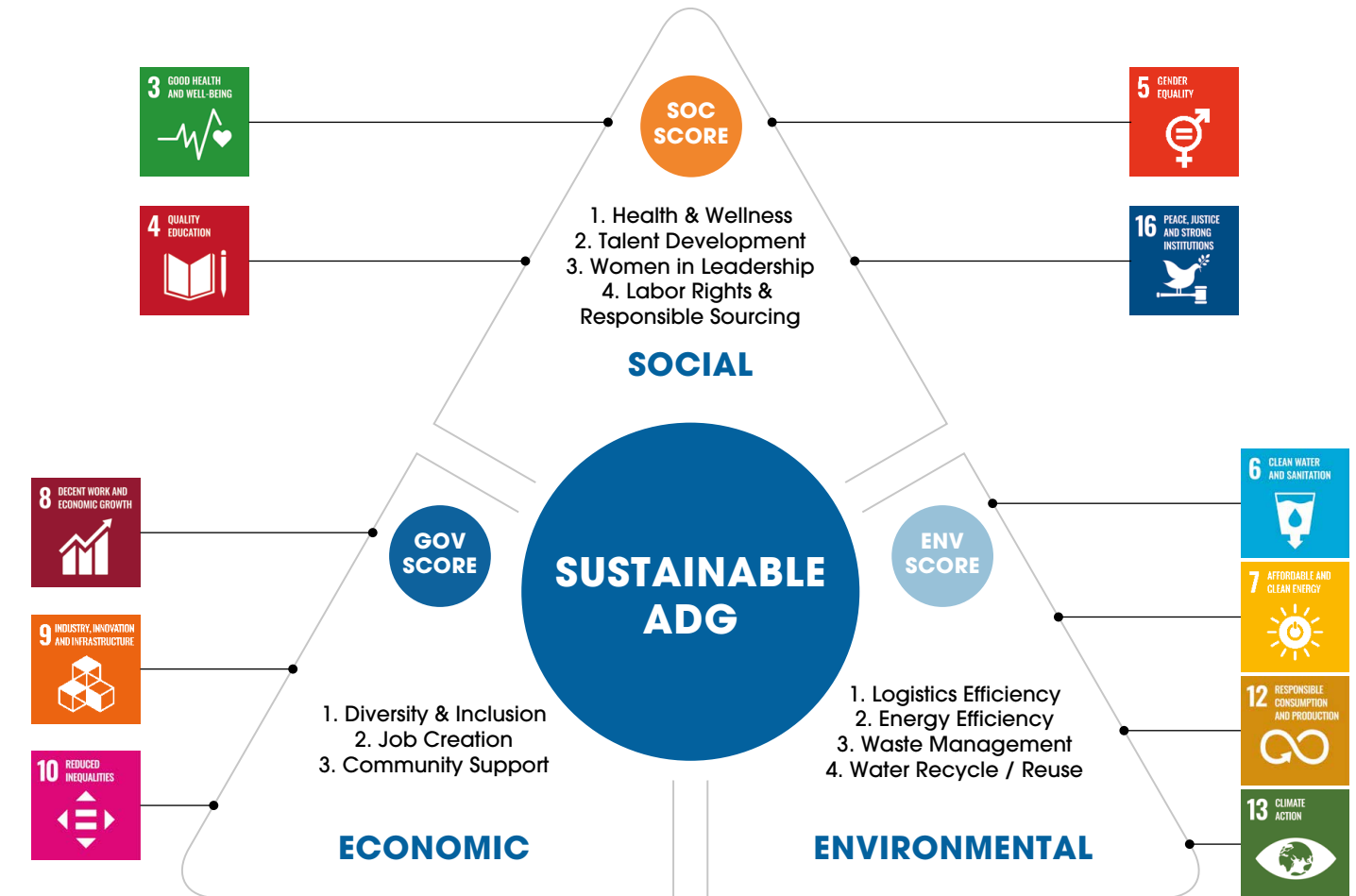
Petromin Lubricants



# OUR SUSTAINABILITY POLICY

We are guided by global sustainability standards...

- ADG and all its activities are governed by the three principles of our Omnipreneurship ecosystem. Through these principles, Giving, Earning, and Sustaining, we aspire to be a positive global corporate citizen, delivering impact and scale for the greater good.
- We are committed to becoming a sustainable organization that recognizes its commitment to stakeholders, the local, regional and global environment. We take a holistic approach to sustainable development which embeds the sustainability concepts and methods outlined in this document.
- Besides our group companies' significant industry-related sustainability initiatives, ADG has established a baseline of the key sustainability practices that we require to be implemented across all our business units. These practices follow best practice as established by the Global Reporting Index (GRI), ESG reporting guidelines in key jurisdictions and the SDGs.





# OUR SUSTAINABILITY GOALS

Our goals are to:

- 1

Establish and create an effective Sustainability Strategy that cascades from the holding company, including all possible actions and initiatives contributing to the businesses and community’s sustainability.
- 2

Incorporate sustainability across all business functions involving all employees to deliver our sustainability vision.
- 3

Follow and apply global sustainability standards to report our sustainability practices: linking initiatives to the UN’s SDGs, GRI, and/or (ESG-Invest) which are driven by the United Nations Principles for Responsible Investment (PRI), Sustainability Excellence’s investment research arm.
- 4

Create sustainability policies related to each industry to guide the businesses to the best sustainable business processes across their value chain and aligned with their stakeholders.
- 5

Dedicate efforts to help deliver the Kingdom of Saudi Arabia’s 2030 vision through various social sustainability practices such as employment opportunities for women, young people, and Saudi citizens through creative programs and initiatives.
- 6

Meet the best global practices on first-order environmental sustainability initiatives such as the efficient use of fuel and energy and waste and water management.
- 7

Create, encourage and invest in innovative solutions within each of our group companies and industry segments, to be pioneers in setting sustainability standards and building sustainable business opportunities.

# HOW WE OPERATE

- 1

Integrate sustainability into our business strategy and consider it in all our business decisions or initiatives implementation.
- 2

Implement measurable sustainability targets, and to periodically review, evaluate and report the progress of achieving those target measures.
- 3

Respect our partners, stakeholders, and community and engage them in our Omnipreneurship ecosystem and sustainability journey.
- 4

Constantly look for ways to improve our employees’ well-being through health and safety programs, insurance and benefits.
- 5

Respect and follow strict human rights policies and have zero tolerance for discrimination.
- 6

Be a responsible corporate citizen by investing to enhance the living quality standards wherever we are present.



OUR ENVIRONMENTAL SDGS



Logistics Efficiency

We aim to decrease our carbon footprint by improving our travel efficiency and last mile delivery, clubbing deliveries, carpooling, online meetings, and other initiatives.



Energy Efficiency

We monitor our electricity and energy consumption quarterly and implement solutions that help reduce our electricity usage. And we aim to implement renewable energy solutions.



Waste Management

We manage, segregate, and recycle our waste in all our different sectors. Our group companies innovate and invest in sustainable initiatives that create value from our waste discharge.



Water Recycle/ Reuse

We monitor our water usage, find new solutions to reduce and improve our water usage, and/or reuse/recycled/treat wastewater as fit for businesses' industries.

OUR SOCIAL SDGS



Health & Wellness

We prioritize the health and satisfaction of our employees by providing competitive benefits and complying with health & safety regulations; alongside improving safety measures across our range of business operations.



Talent Development

We invest in our people; providing our employees with proper educational and job training programs aiming to develop and improve their professional & personal skills.



Women in Leadership

We support women empowerment in our businesses; offering females the opportunity to lead and occupy senior positions to expand their expertise. In addition to providing equal employment rights for females in all positions.



Labor Rights & Responsible Sourcing

We respect human rights, and we stand against any unethical practices in the workplace and across our value chain. We continuously monitor any workplace complaints to improve and create better workplace conditions for all employees.



## OUR ECONOMIC SDGS



### Diversity & Inclusion

We implement a fair recruitment process which encourages diversity by selecting candidates with proper qualifications rather than basing decisions on their gender, race, nationality, language, age, religion, etc..



### Job Creation

We create projects, initiatives, partnerships, and platforms that contribute to creating a wide range of job opportunities.



### Community Support

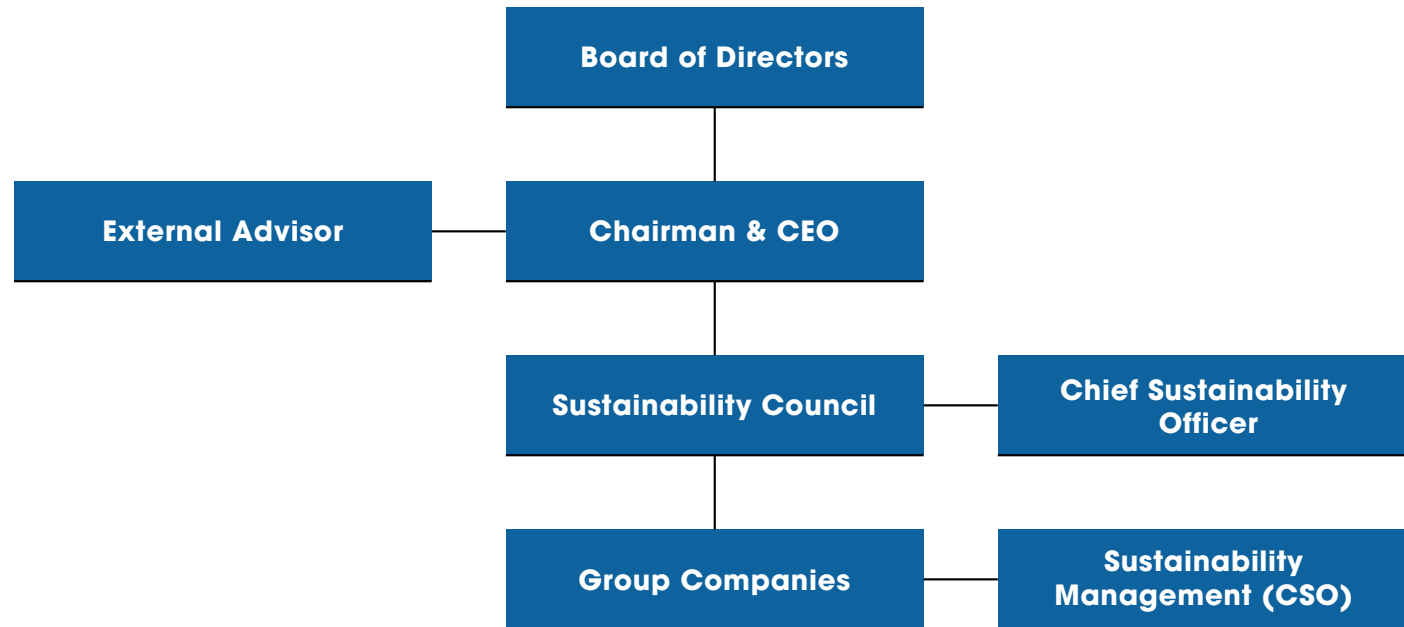
We sponsor social, environmental, cultural, and other sustainable events marked in our Sustainability Calendar. We support NGOs and other organizations that align with our values including but not limited to: quality education, and hunger elimination. We also encourage the communities we serve to participate in giving back via our social projects through donations, volunteering, and other acts.





## OUR SUSTAINABILITY GOVERNANCE

ADG runs a quarterly Sustainability Council meeting in which it hosts global sustainability influencers and assess the progress of its businesses...



## OUR ACCOLADES

We participate in global sustainability awards and certification initiatives to continually benchmark ourselves and set improvement standards...

### GREAT PLACE TO WORK FOR

- Al-Dabbagh Group Holding Company has been **ranked 6<sup>th</sup> in the Saudi Arabian private sector's Best Workplaces for 2020**.
- Al-Dabbagh Group Holding Company, has been **ranked 16<sup>th</sup> in Best Workplaces in the Middle East for 2020**.
- Al-Dabbagh Group Holding Company, has been **ranked 6<sup>th</sup> in the Middle East private sector's Best Workplaces for Women in GCC for 2020**.
- Al-Dabbagh Group Holding Company, has been **ranked 18<sup>th</sup> in the Best Workplaces for Millennials in GCC for 2020**.



### ISO CERTIFIED

Our companies follow ISO standards:

ISO 14001	ISO 45001	ISO 9001
ISO 17025	ISO 22000	ISO 27001



### RESPONSIBLE BUSINESS

Al-Dabbagh Group Holding Company has been shortlisted for the **11<sup>th</sup> Annual Responsible Business Awards**, for the SDG Impact Category.



### LEED

BARQ is Silver LEED Certified Building (Leadership in Energy and Environmental Design)





# OUR SUSTAINABILITY SNAPSHOT OF 2020

High-level glance at our sustainability performance...

## ENVIRONMENTAL



### Water

- **936 liters of annual wastewater** recycled as part of The One Million Trees Initiative.
- **2 million liters of water** saved in our Petroleum and Auto business.
- We launched an Eco-carwash service in our Auto Services to save precious water resources, **saving 100 liters of water per wash**.

### Greenhouse Emissions

- **17% reduction in carbon emissions** through optimizing logistics in our Petroleum and auto Business.
- **1.2 million tons of CO<sub>2</sub>** eliminated through the circular economy model of our Foods Business.

### Energy

- Our Turkey FPS operations produce **over two million kWh** of energy through **wind turbines and windmills**.
- **18% reduction in diesel fuel consumption** in our Housing business.

### Waste

- **12% reduction in food waste** against 2019 in our Housing business.
- **71% waste reduction in plastic, cardboard and metal waste** that was recycled and reused in our Housing business.
- Green Office policies implemented in our Incubation businesses where employees are encouraged to recycle and reuse consumables and to reduce paper use.

## SOCIAL



### Gender Equality

- ADG, has been **ranked 6<sup>th</sup>** in the Middle East private sector's **Best Workplaces for Women in GCC** for the year 2020.
- Increased **Women Representation** in total employees to reach **17%** in our Incubation businesses.
- Reached **44% of total females in senior positions** in our holding company.

### Employee Development

- In addition to the skills development programs in each business, we create awareness of the Omnipreneurship Framework within the group.
- **28 leaders** attended our 3-week leadership development program in 2019, bringing the total to **294 participants** since 2014.

### Education

- Increased BARQ Academy graduates by **350+ students** to reach a total of BARQ Academy **1350 graduates**.

## ECONOMIC



### Job Opportunities

- **The launch of Omni in a box program that targets employment of 30 000 Saudis by 2030 in 10 000 franchise startups** through our Omni in a Box initiative.



# OUR SUSTAINABILITY CONTRIBUTIONS FOR 2020



# OUR ENVIRONMENTAL ACTIONS



## Water Management

**Food:**

- The One Million Tree Initiative recycles and reuses **936M liters of annual wastewater**, with the goal of providing three times more recycled water to enable our tree plantations to thrive over the next five years.

**Petroleum & Auto Services:**

- We launched an Eco-carwash service in our Auto Services to save precious water resources, **saving 100 liters of water per wash**.

**Packaging:**

- We reduced **78.4% of Biochemical Oxygen Demand** in our packaging business.
- Our JV efforts in water quality have allowed us to already meet our **10% reduction** by 2025 Goal.

**Housing:**

- We treated **55% of our wastewater**.
- We saved **50% of portable water**.
- We treated **1800 mega liters of Wastewater** in the factory and used for office and watering the plants in UAE.
- We reduced the available supply/inflow of water by at least **40% to the allowable outflow** at our facilities and projects delivered in UAE.

## Waste Management

**Petroleum & Auto Services:**

- We reduced **12% of transportation milage per ton shipped** against 2018.
- We improved **trip efficiency** by 17%.

**Packaging:**

- We continued advancing multiple sustainable product projects to reduce material use that, collectively, are estimated to generate **380 tons of material savings annually**.
- We recycle **90 percent** of our **internal scrap** used to produce our Flexible products and the balance is sold to recycling companies. There is approximately **seven percent recycled plastics (internal scrap)** in our FPS plastics products.

**Housing:**

- We reduced our **diesel fuel consumption** by 18%
- We reduced our **food waste** by 12% against 2019.
- We recycled **90% of our used cooking oil** and **90% of our black oil**.
- We recycled 59% waste more than previous years.
- We donate daily Excess food of **approximately 15 meals** in the staff accommodation to the rental workers in the factory in UAE.
- We diverted **a total of 1844.36 tons of recyclable waste** from landfill dumps to recycling plants in UAE.

**Retail:**

- We reduced our usage of plastic bags: **19K** in first 3 months of 2020 and **58K** in 2019.
- We recycled **79K kgs of cardboard boxes & plastic stretch films** in the first 3 months of 2020 & **260K kgs** in 2019.
- We generated **337K SAR** from **waste recycling** during the first 3 months of 2020 and 2019.

## Energy Savings & Climate Action

**Petroleum & Auto Services:**

- We reduced **1600 metric tons of carbon emissions** since 2018 by optimizing logistics resulting in 17% reduction vs baseline.
- We reduced our **carbon footprint by 5%** through efficient electricity consumption

**Packaging:**

- Our Turkey FPS operations produce **over two million kWh** of energy through **wind turbines and windmills**.

**Housing**

- We installed **LED lightings in 70%** of our facilities in KSA that lead to **30% saving** on energy consumption
- We installed LED lightings in **100%** of our office facility in Dubai, UAE.

**Retail:**

- We switched **63 stores** to LED lights.

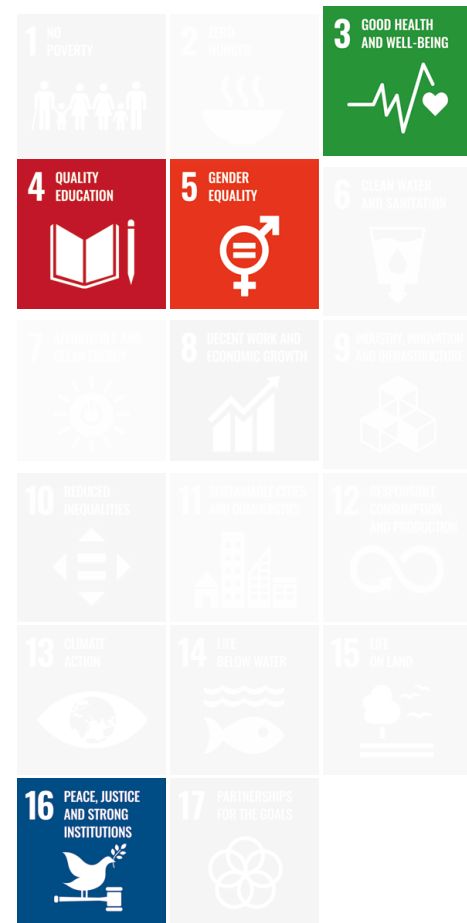
**Incubation Business:**

- We safely disposed **42 metric tons of Fly Ash** from SEC Jeddah South project and **18 metric tons** from SEC Shoaiba project.



# OUR SOCIAL ACTIONS

For more details view our Giving Report.



## Education & Internships Opportunities

### Housing:

- We donated a building to a local community hospital in Accra.
- We designed a sustainability calendar and shared it with our employees and stakeholders As part of the sustainability awareness plan.

### Incubation Business:

- We increased BARQ Academy graduates by **350+** student to reach a total of BARQ Academy **880** graduate.

### Education & Internships Opportunities - Philanthropy:

We reached **40,000** enrollments and **100+** online communities through our free online learning platform called Philanthropy University, for social change that delivers practical courses and knowledge-sharing communities to everyone,.

- We reached finalist list of the EdTech Cool Tool Awards for the courses / open learning solutions category.

## Employment & Employees Development

### Housing:

- We delivered **45892 hours** of training to our employees this year.
- We recruited **1189 new employees** despite the pandemic's challenges

### Overall:

- We launched our Omni in a Box initiative, which aims to reach completion by 2030; in which we will employ **30,000** Saudis in 10 years, by opening **10,000** franchise start-ups.

## Gender Equality

### Retail:

- We created opportunities for females to work in our Retail business, **96%** of our stores **hired female employees**.

### Incubation Business:

- We reached **80% females' recruitment** as team leaders in call centers.
- We reached **50% females' recruitment** as team leaders in Customer Care and Collection departments.
- We increased Women Representation in total employment to reach **17%**.

### Overall:

ADG has been ranked **6th** in the **Middle East private sector's Best Workplaces for Women in GCC** for the year 2020.

## Ethical Employment & Incidents

### Incubation Business:

- We established, with government authorities, an Anti-Worker-Smuggler Unit that helped expose **60 smugglers** in Saudi Arabia.
- Working closely in the Ministry of Labor in Saudi Arabia to ensure compliance for exposing all local malpractices.

## Health & Safety Procedures

### Petroleum & Auto Services:

- We achieved **490** Safe working days.
- We achieved **ISO 45001** certification (OH&S)
- We achieved Environmental Management System certification **ISO 14001** for Technolube Plants.
- We achieved **ISO 17025** for Lab Quality MS.

### Housing:

- We achieved Environmental Management System certification **ISO 14001**.

### Packaging:

- We have implemented a Product Safety and Quality Culture Assessment system within our FPS segment of GIP to define and maintain a clear and effective plan for the development and continual improvement of a product safety and quality culture.
- (FPS) Turkey operations have been **ISO 27001** certified.

### Incubation Business:

BARQ achieved the following certifications:

- **ISO 14001**
- **ISO 45001**
- **ISO 22000**
- **ISO 9001**
- **Hazard Analysis and Critical Control Point (HACCP)**



# OUR ECONOMIC ACTIONS



## Industry & Innovation

### Education & Internships Opportunities – Philanthropy:

- We launched Awards Funding programs in our philanthropy educational platform that aim to strengthen and reward promising organizations

### Overall:

- We launched the Omniprenuership Awards: Sustainability Branch Grand Challenge, along with service providers NineSigma, to seek solutions to various hurdles that group companies are facing within their industries.

## Diversity & Inclusion

### Housing:

- We achieved a local supplier representation of 60% in our service and materials procurement

## Decent Workplace

### Packaging:

- We scored 98% in 2020, Together for Sustainability conducted in an audit of our Sultanbeyli, Turkey facility; TfS builds an industry-wide sustainability standard for suppliers to chemical manufacturers. TfS audits supply chain partners on more than 30 management, environment, health and safety, labor and human rights and governance criteria.

### Education & Internships Opportunities – Philanthropy:

- In 2019, 100% of employees called our philanthropy sector a Great Place to Work and the organization was certified upon its first application.

### Overall:

- ADG was ranked 6th in Best Workplaces in Saudi Arabia for 2020.
- ADG was ranked 16th in Best Workplaces in the Middle East for 2020.



# 2020 KEY SUSTAINABILITY STORIES



## OUR ENVIRONMENTAL HIGHLIGHTS

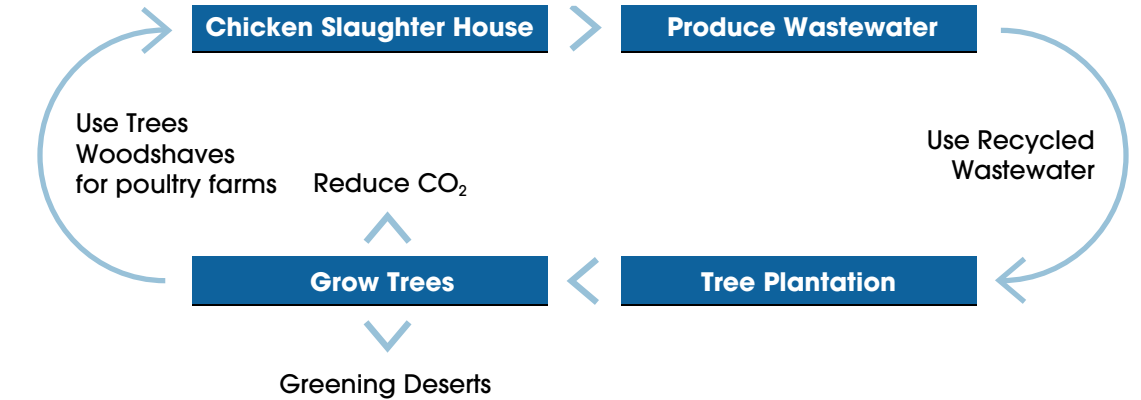
### Tanmiah: The One Million Tree Initiative

ADG's food business, TFC, currently generates 936 million liters of wastewater annually, which is treated and released to the environment. Based on business development plans, over the next 5 years there will be 3 times more wastewater released into the environment. To tackle this, TFC will plant one million trees over the coming 5 years, grown using wastewater and poultry litter from the farms.



# 180<sub>mt</sub>

Chicken waste everyday used for composting

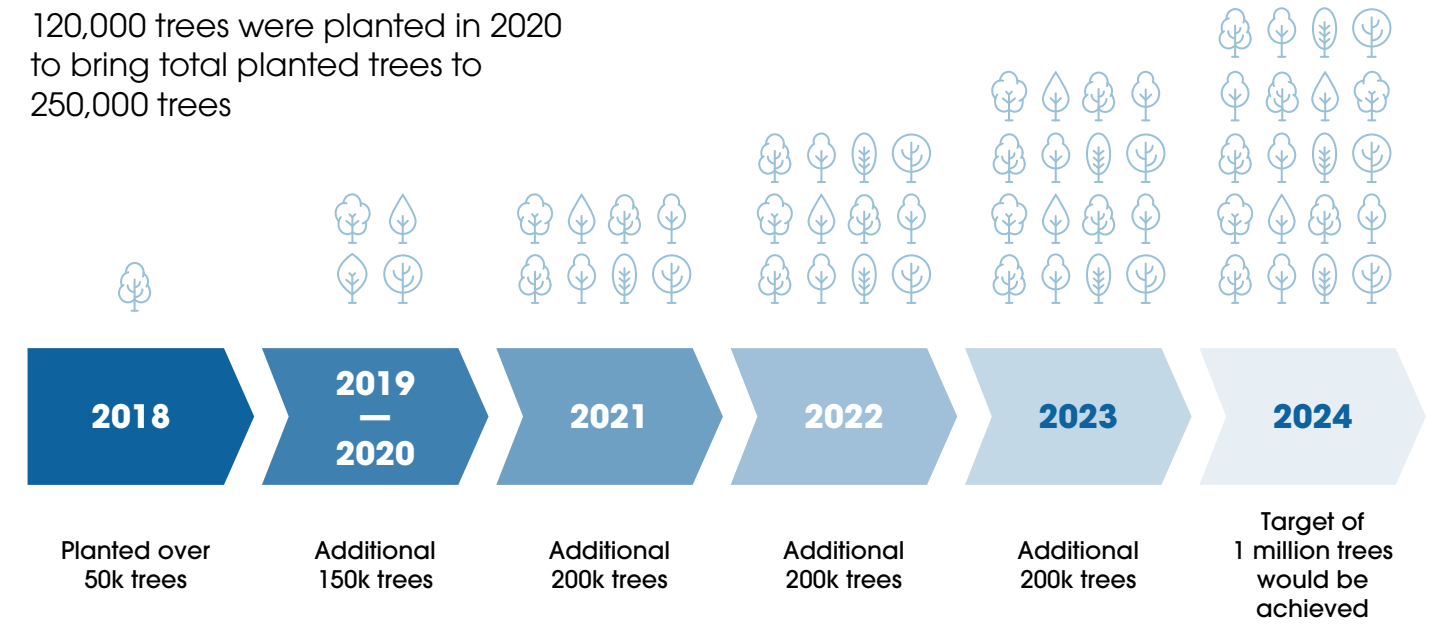


# 250,000 trees

120,000 trees were planted in 2020 to bring total planted trees to 250,000 trees

# 936<sub>m</sub>

Wastewater reused





# OUR ENVIRONMENTAL HIGHLIGHTS

## Petroleum & Auto Services - Eco Car Wash

To tackle wasted water produced by traditional car-washing and to eliminate the use of harsh chemicals, Petromin rolled out an eco-steam car wash system at a few of its outlets. Not only did it prove to be very effective in cleaning, but it also used 4-5 liters of water, saving a staggering 100 liters per wash vs. conventional car wash.

Based on the pilot trials at the few Auto Service outlets, the eco-steam carwash has now been put into practice across 300 outlets, with more to come.

The water consumption of traditional pressure washer systems is about 1,500 – 2,000 l/h, while the water consumption of our steam generators is about 12 l/h. Aside from its sustainable nature, the eco-steam car wash has economical value; the ability to wash more cars in less time, 90% less use of detergents, 30% less manpower, and 80% reduction in water usage.



Photo credit:  
**Clement**  
Unsplash

**90%** ↓ Less use of Detergents

**30%** ↓ Less manpower

**80%** ↓ Less water usage

### GRI 303-5: Water Conservation (liters)

Sept 20		619,900
Oct 20	+	710,700
Nov 20	+	619,000
Dec 20	+	517,300

**TOTAL 2,538,900**



## OUR ENVIRONMENTAL HIGHLIGHTS

### Logistics Optimization

ADG's petroleum business, the Lubricants company, has started optimizing their logistics and improving their trip management since 2018, by utilizing the trucks and using common carrier, resulting in reduced KM driven.

For every ton we deliver, we have so far improved our trip efficiency by 17%, reduced our vehicle running by 8.9 Km (20% reduction), Reduced around 1600 MT of CO<sub>2</sub> emissions (~5%) equivalent to 440 cars running per year, and Saved around 2.3 Million kilometers vehicle running.

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



13 CLIMATE ACTION



17%<sup>↑</sup>

Increase in Trip Efficiency (Utilization)

20%<sup>↓</sup>

For every Ton we deliver, reduced our vehicle running by 8.9 Km

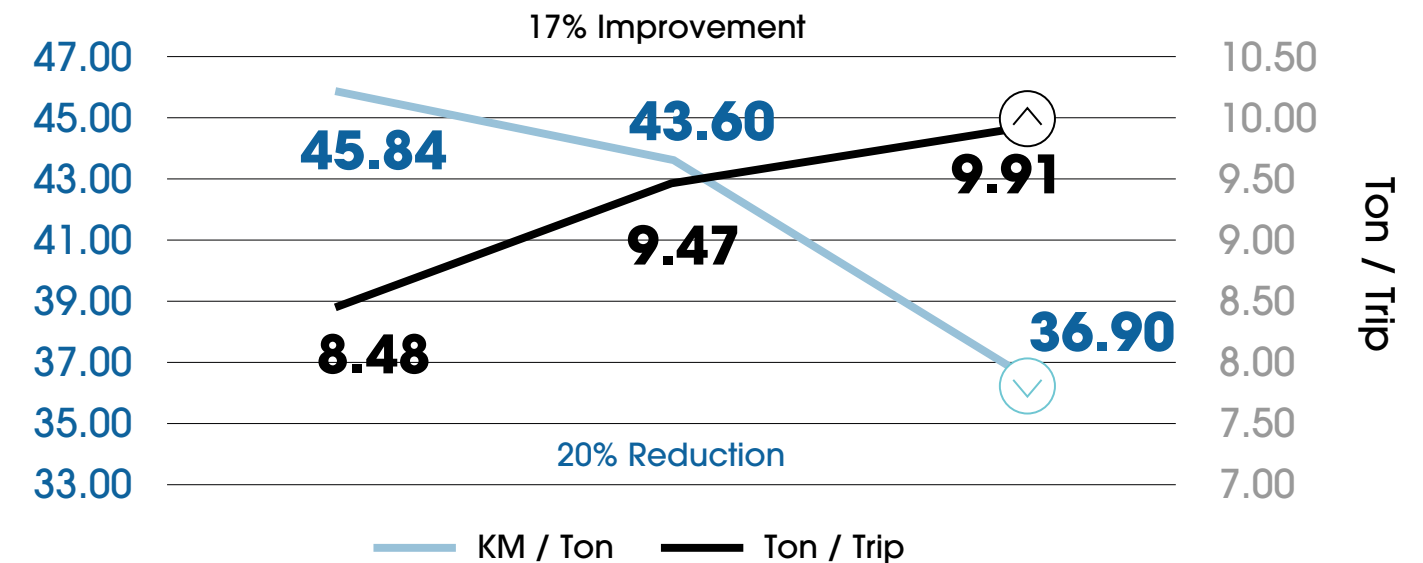
440 cars

Reduction of CO<sub>2</sub> emission equivalent to 440 cars running per year

2.3 M Km

Achieved so far, Vs 2018 baseline... Saved around 2.3 Million kilometers vehicle running.

Reduced around 2000 Tons of CO<sub>2</sub> emissions (~17%)





## OUR SOCIAL HIGHLIGHTS

### ADG Holding - Wellbeing Programs

As part of our commitment to Omnipreneurship's sustaining principle, ADG has revamped the wellbeing framework during the pandemic. The new framework encompasses a holistic view designed to support our colleagues in 5 categories which include Health, Social, Community, Financial, and Career Wellbeing. We have started already with the Health, Social, and Community wellness programs.

3 GOOD HEALTH AND WELL-BEING



5 GENDER EQUALITY



8 DECENT WORK AND ECONOMIC GROWTH





## OUR SOCIAL HIGHLIGHTS

### Incubation business- Women Empowerment

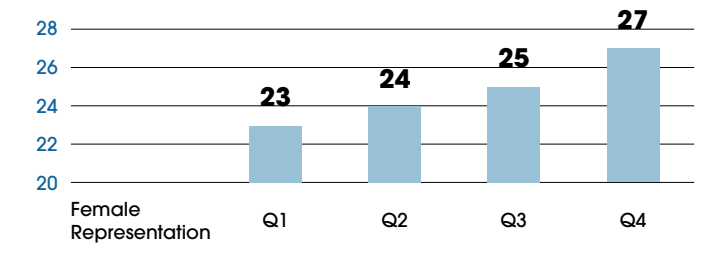
ADG's System Integration company, BARQ Systems, has started increasing their women representation and aim to prove out that "It's not that women are less ambitious, but women want to find a balance between work, life & family" and encourage women to do this balance through their work-life balance Program.



# 17%

Increase in Female Employees

#### FEMALE EMPLOYEES INCREASE IN 2020





## OUR SOCIAL HIGHLIGHTS

### COVID Pandemic Response Efforts

As part of our pandemic response efforts, best practices have been implemented in all our businesses which include:

- Social distancing
- Transportation Distancing
- Temperature monitoring at external and internal gates.
- Sanitizer units installed.
- Working from home
- RSI, our housing business, distributed Sanitizer Units to governmental offices and LuLu Hypermarket.

Our **Housing business** distributed sanitizer units to governmental offices.

Our **education initiative Philanthropy University**, in response to COVID 19, launched 6 courses, among them Leading an Organization (in association with Bain & Co), Working with High Risk Population (In association with UIC School of Public Health), Planning Communications (in association with FHI 360), Designing an Online Lesson (in association with Pathstream and Teach for All), Staying Safe (in association with Detroit Medical Center Sinai-Grace and FHI 360) and Fund raising (in association with Global Giving, The Echidna Giving Fund and International Rescue Committee).





## OUR SOCIAL HIGHLIGHTS

### Sustainability Awareness Efforts

Our Housing business has put great efforts into addressing and spreading awareness about sustainability to its community through circulating its sustainability calendar, which contains all the global days and celebrations related to sustainability.

World Water Day and Earth Day were commemorated by posters and flyers, as well as actual events such as shutting off all their energy sources on that day, as part of the business's sustainability awareness plan.



Celebrated:



**Water Day**



**Earth Day**





# OUR ECONOMIC HIGHLIGHTS

## A Giving, Earning & Sustaining Story

By incorporating Giving, Earning and Sustaining into our food business’s core activities, TFC provides an exemplary case of integrating the 3 principles seamlessly into the business model.

**Earning:** TFC aims to expand its earnings by producing 1M chickens daily (which strategically contributes directly to the Kingdom’s goal of achieving self-sufficiency in the poultry industry), establishing 150 partnerships.

**Giving:** Through its 1:1 Initiative, 1 million trees will be planted by TFC utilizing the waste produced by the poultry farms and slaughterhouses in an

innovative circular approach. Moreover, TFC involves their customers in their Giving activities by donating 1 meal for every SAR50 they spend. Finally, the partnerships will create 10K different job opportunities. Giving in this model springs out of the core business model and is not divorced from the core activities as in charitable giving that is not sustainable on the long run.

**Sustaining:** Through its circular-economy model, TFC integrates the Sustainability principle into its day-to-day activities. It will be contributing to vital SDGs by eliminating 1.2B KGs of CO<sub>2</sub>, recycling 10B liters of wastewater and recycling 1B KGs of solid waste.



## By 2025:

### Giving

5 Millions Meals Donated
10K Jobs Created
1 Millions Trees Planted

### Sustaining

1.2B KGs of CO <sub>2</sub> eliminated
10B liters of water recycled
1B KGs of solid waste recycled

### Earning

1 Millions chicken produced daily
150 new partnerships created
Value 5x more than 2020



## OUR ECONOMIC HIGHLIGHTS

### Incubation business – system integration – BARQ Academy

Giving is one of BARQ Academy three values “Earning, Giving and Sustaining”; BARQ Academy is serving our giving value by delivering live training for high- performing students, to experience working at BARQ Systems, where selected candidates will acquire among others technical, networking, security, routing, switching skills.

Furthermore, this will avail new job opportunities for fresh graduates’ engineers and improve their chances of landing a full-time job at BARQ Systems after graduation.

BARQ Academy extends a two-week fast-tracking employment program that builds skills and qualifies fresh engineers for the employment market.



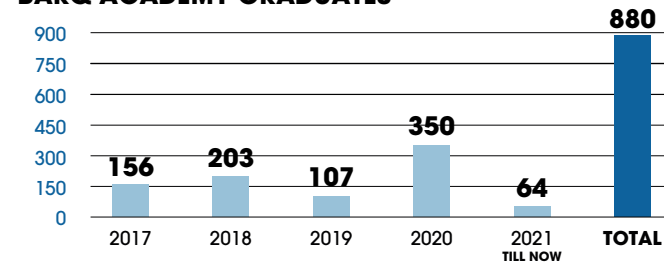
# 350+

Increase in BARQ Academy Graduates

# 880

Total Graduates Reached

BARQ ACADEMY GRADUATES



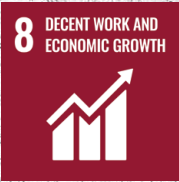


# OUR ECONOMIC HIGHLIGHTS

## ADG: Omni in a Box Program, 30x30 Initiative

This is a franchise program that will convert 30,000 Saudis from job seekers to Omnipreneurial job providers by 2030. The franchise will do so by launching 10,000 start-ups, with each employing at least three Saudi citizens. Alongside the program, The Omnipreneurship Academy will provide necessary developmental support to those enrolled in the program.

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**Faisal Khalid**  
Unsplash



30k

30k job opportunities for Saudi

10k

Opening 10k startup franchises

### Our partnership model rollout plan

No	Year	Launches - Annually/ Number of Saudis Required	Launches - Cumulative/ Number of Saudis Required
1	2020	100 (300)	100 (300)
2	2021	200 (600)	300 (900)
3	2022	400 (1,200)	700 (2,100)
4	2023	800 (2,400)	1,500 (4,500)
5	2024	1,000 (3,000)	2,500 (7,500)
6	2025	1,500 (4,500)	4,000 (12,000)
7	2026	1,500 (4,500)	5,500 (16,500)
8	2027	1,500 (4,500)	7,000 (21,000)
9	2028	1,500 (4,500)	8,500 (25,500)
10	2029	1,500 (4,500)	10,000 (30,000)





Photo credit:  
**Sultan Alrefaei**



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