

Alfardan Group ESG Strategy



مجموعة الفردان
Alfardan Group

ESG VISION AND MISSION



VISION

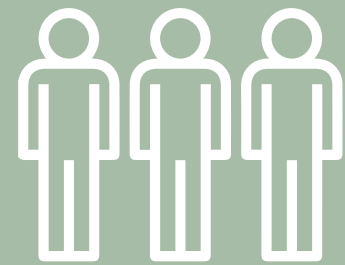
To be an agile organization that can effectively pivot and transform to the future demands of the societal and environmental changes.



MISSION

To leverage stakeholders' knowledge and skills to act responsibly towards the dynamic shift in societal, environmental and governance goals.

ESG PILLARS



PEOPLE FOCUSED

High-level of talented employee retention, strong market brand that is attractive to new staff and encourages loyalty, exceeding standard employee benefits, providing comprehensive training to employees.



PIONEER

Looks to the future to anticipate trends before the market recognizes them – to position ourselves as the market front-runner and to make bold decisions today in anticipation of future changes.



LOCALIZATION

Train and develop local talent, prioritize local procurement, and make local investment where possible



INTERNATIONAL PARTNERSHIPS

Forms strong international relationships with suppliers and benefit from their insights and procedures

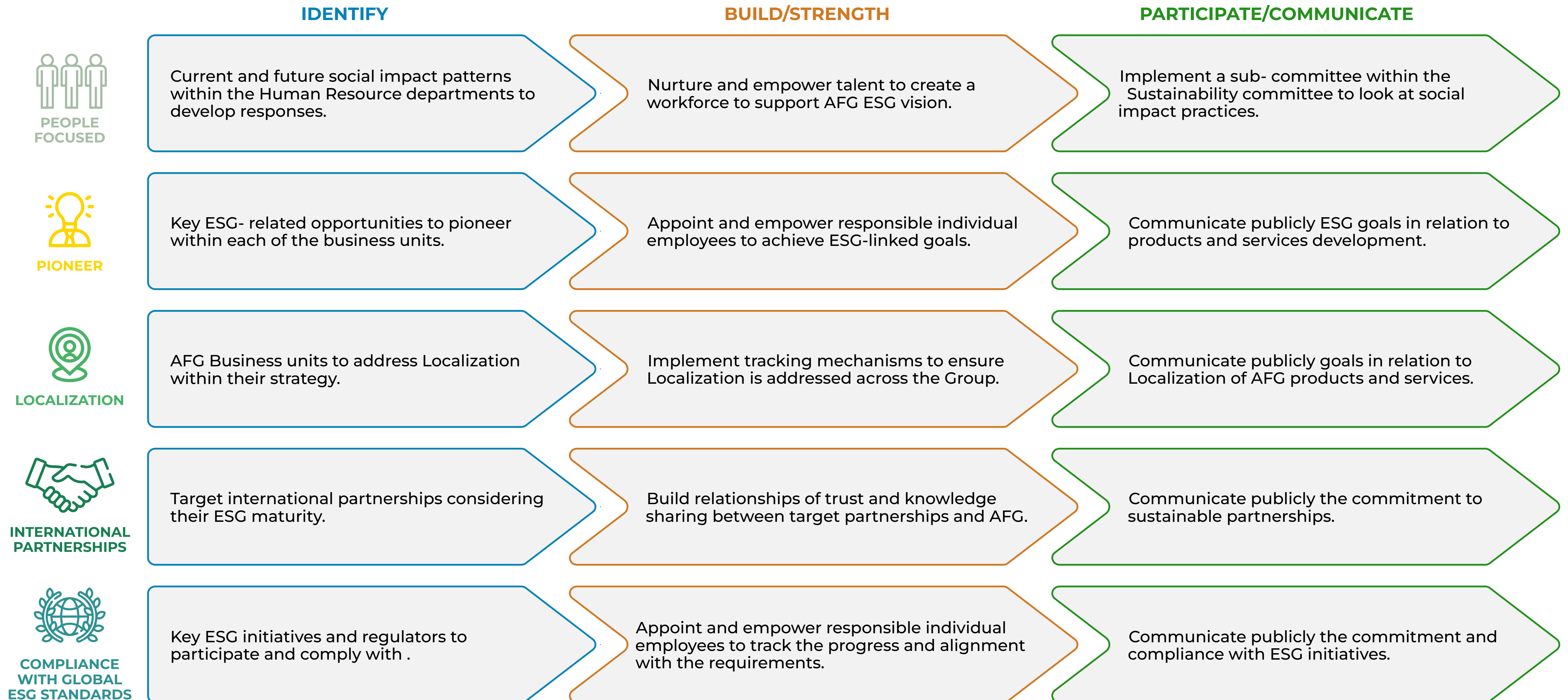


COMPLIANCE WITH GLOBAL ESG STANDARDS

Are vigilant to comply with laws & regulations as a priority of business and protect and enhance reputation in the market.

ESG PILLARS OBJECTIVES

The ESG Mission and Vision materialize in a series of commitments and initiatives to tackle key material areas within each of the pillars under the umbrella of ESG



ENABLERS AND THEIR OBJECTIVES

Ambitions

To encourage the specific Governance structure to move forward with the ESG Integration

To achieve constant engagement with key stakeholders to keep high level of involvement in social aspect of the ESG strategy and timely reaction to stakeholder requirements and demands.

To implement specific actions that will help meet the ESG strategy and proactively promote ESG performance in the operations of AFG business units.

To ensure availability of trustworthy and reliable information to be able to take appropriate ESG related decisions and fulfill commitments as well as to communicate performance to stakeholders



Objectives

An operating governance model drives, manages and oversees the integration of ESG considerations into the business strategy and the operations of the business. This includes Governance structures and Management mechanisms (with segregation of roles & responsibilities) at Group and individual business units levels and the identification and fulfillment of the required resources.

Assigned engagement mechanisms ensure regular stakeholder engagement, including collection of feedback from key stakeholders (employees) to ensure that appropriate decisions are taken at Group and individual business units levels to respond to stakeholders' expectations.

Identify, assess, and incorporate best practices from international partnerships as well to engage in internationally acknowledged initiatives promoting sustainable development.

Implement specific actions at Group and individual business units levels in order to meet the specific commitments/targets associated with identified material topics under each of the ESG strategy pillars.

Collect ESG related data in order to monitor and assess the performance and integration of AFG ESG strategy targets and commitments and drive internal processes forward to achieving those ESG targets.

The ESG Comms/Reporting function responds to stakeholders' expectations and creates transparent and robust ESG disclosures to communicate the AFG progress.