



SEKEM

Sustainability Report
2013



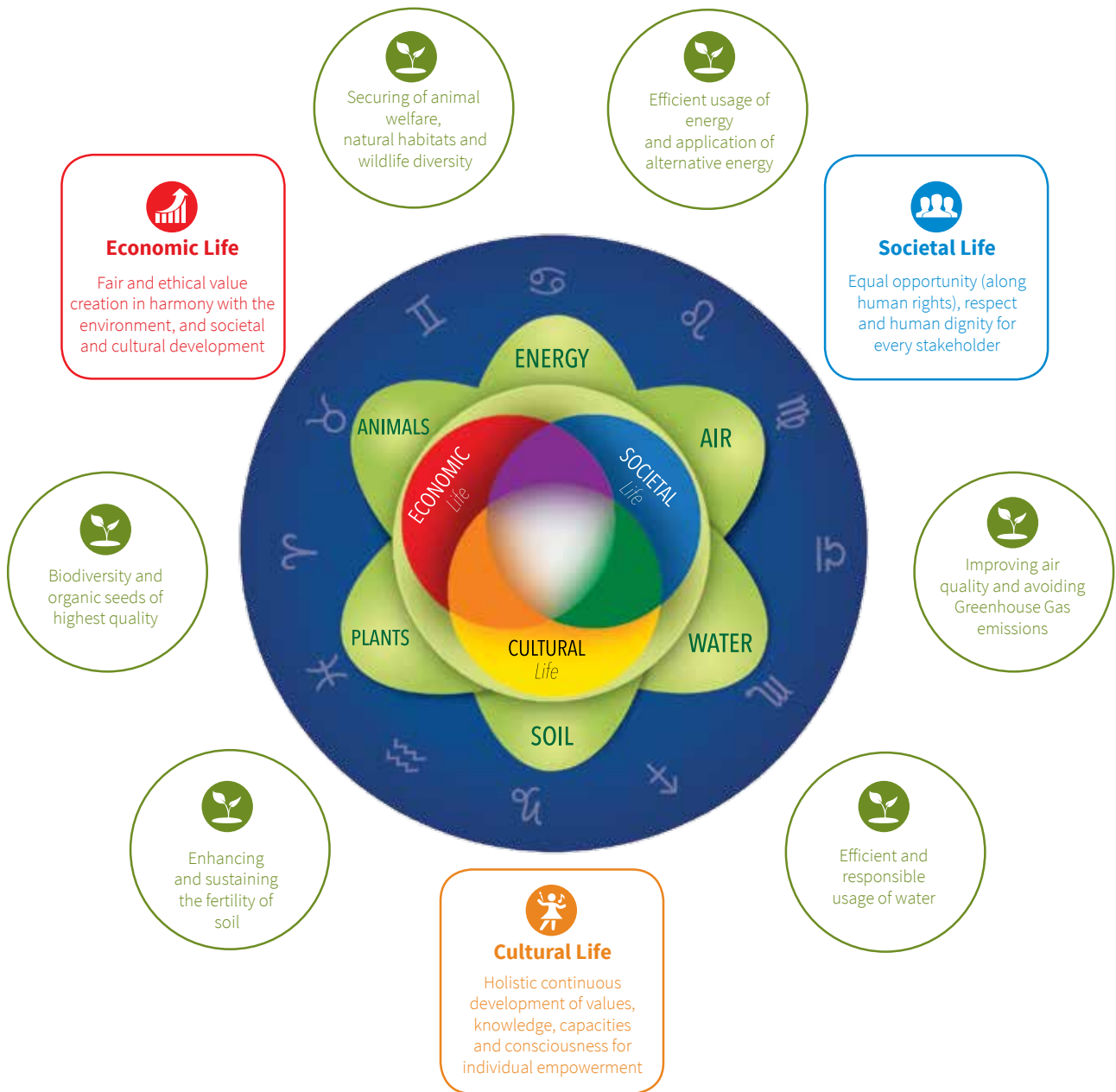
Dear Readers,

the difficult last years are showing how deeply rooted the challenges within the Egyptian society are. There are no quick solutions but the need for long-term transformation processes. Under the ongoing economic stress SEKEM had to take consequences and reduce its investments into reclaiming new desert land for our Organic agricultural production. On the other side SEKEM has proved its resilience through its holistic model of sustainable development and its learning community, including all our farmers, physicians, teachers, suppliers, managers, partners, investors, friends, employees and students. Moreover, SEKEM companies were able to keep their sales stable and continued investing into the community. The SEKEM Development Foundation was fully running its cultural and societal activities and the Heliopolis University for Sustainable Development increased the total number of students to 356 in its three faculties. With this unique institutional ecosystem we have the opportunity to create the technological and social innovations needed to address Egypt's multiple challenges during this difficult time. To invest into the agricultural and industrial development, SEKEM has contracted a local investment bank to raise equity, hence we are very confident to find the right partners within 2014.

I would like to use the opportunity to thank you for your loyalty and trust in SEKEM and all your support through these years.

Cairo, 17th of May 2014
Helmy Abouleish
Chief Executive Officer,
SEKEM Group

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Our Vision

Sustainable development towards a future where every human being can unfold his or her individual potential; where mankind is living together in social forms reflecting human dignity; and where all economic activity is conducted in accordance with ecological and ethical principles.



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ECONOMY



Modern societies around the world are mainly characterized by the division of labor into economic activities. Through cooperation, values are created and then exchanged as products and services. In this exchange, it is essential that those creating the values be rewarded for their efforts with a fair income.



We produce organic products of highest quality and ensure that our core business is in harmony with nature and serves the needs of our society.



2%

of our products are “Fair Trade” labeled, as we only print the “Fair Trade” logo on the products when requested from a customer who is willing to pay for it. Nonetheless, we keep our high standards, which we call “Economics of Love”, striving for a fair share for every stakeholder within our supply chain, where everyone is able to develop himself and is living in conditions respecting human dignity.

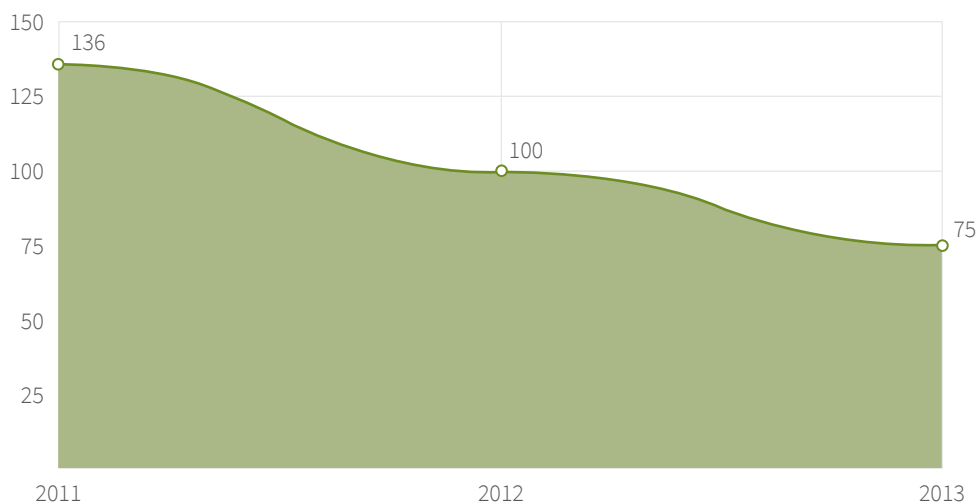
74%

of our products are Organic certified. We strive to reach 100%, but some products like honey cannot be guaranteed to be organic. Sometimes we use natural raw materials due to purchasing commitment with farms in transition to become organic, but communicate this on the product.

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We love to serve high quality products to satisfied customers and happy consumers. We are glad that we were able once more to reduce the amount of major complaints.



SEKEMs fast and swift customer care department strives to satisfy our clients, customers and end-consumers everyday. Using a custom-made Customer Relation Management System enables SEKEM and its companies to react in a fast and professional way. It helps us to solve problems with any product, production or distribution through its connection to our Enterprise Resource Planning System.

We enjoy to receive appreciation, but we are thankful for any complaint, as this helps us to review and enhance our products and processes.

High quality can only be ensured when orders are complete and delivered on time. Therefore we did our very best to overcome internal and external barriers, hindering our distribution locally and internationally.

93%

of the orders we received have been completely fulfilled, an increase of 7.1% compared to 2012.

93%

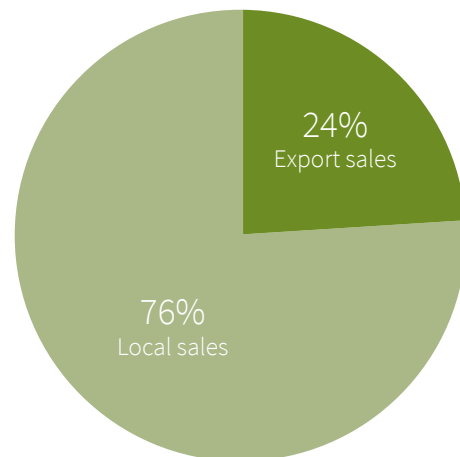
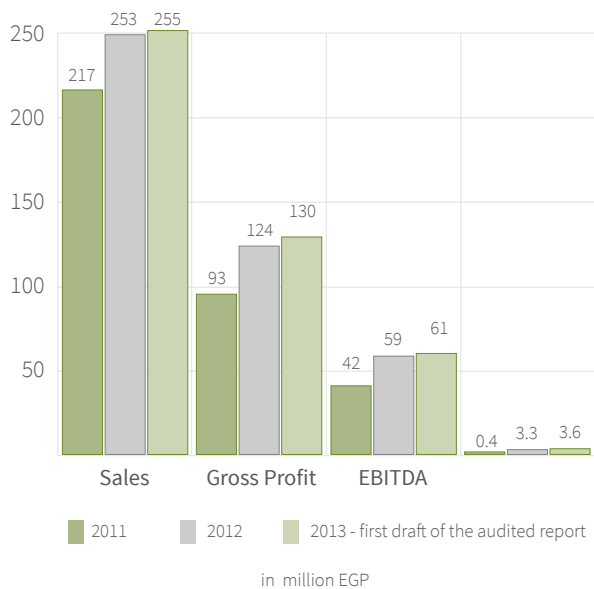
of the orders has been delivered to the customer on the committed date, a plus of 8.7% compared to 2012.



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In 2013, third year after the uprising, Egypt was still in a phase of instability. We are proud that we were able to keep our sales performance stable as we concentrated on efficiency.





We are committed to establish a safe and stable work environment for our employees and our suppliers. Despite the difficulties in Egypt and for SEKEM we were able to maintain our supplier commitment. With 75% of our suppliers we cooperate more than a year.



1:60

The annual salary ratio* increased by 3 points compared to 1:57 in 2012.

*Ratio of highest annual salary against the lowest annual salary of a full time employee

100%

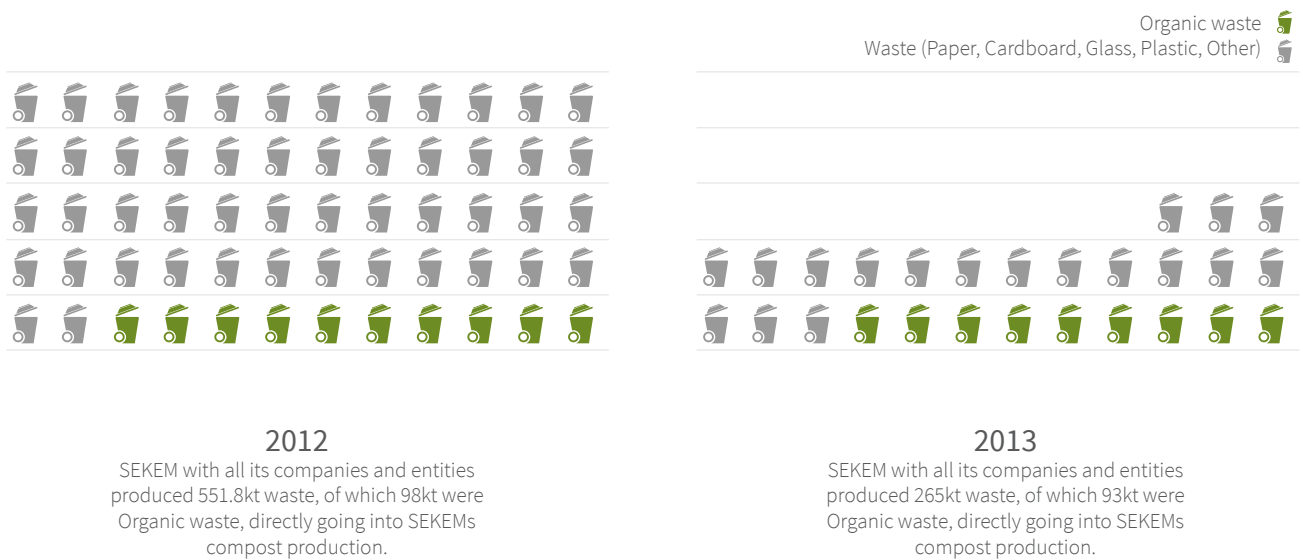
of our raw materials and final products are assessed for health, safety and environmental impact, using standards like ISO 9001 for quality management, ISO 18001 for health & safety or ISO 14001 for environmental management.

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Taking care of our environment includes a solid waste management.

In 2013, SEKEMs companies increased sales while decreasing waste by about 52%.



Efficient waste management and recycling processes are mandatory for each responsible business.

SEKEM companies were producing an average of 2.12kg waste per 1000 EGP sales in 2012, while the companies managed to reduce the amount to 1.3kg waste per 1000 EGP sales in 2013.

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100%

of our organic waste has been recycled in our own compost production, just like the years before.

30%

of our non-organic waste has been recycled in 2013, a decrease compared to 47.8% in 2012.



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34%

of our total packaging material has been made out of recycled materials in 2013. Almost 50% more compared to 17.65% in 2012.

57.3%

of our products have a representative CO2 footprint assessment.



Compost production at SEKEMs Adleya farm.



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SOCIETAL Life



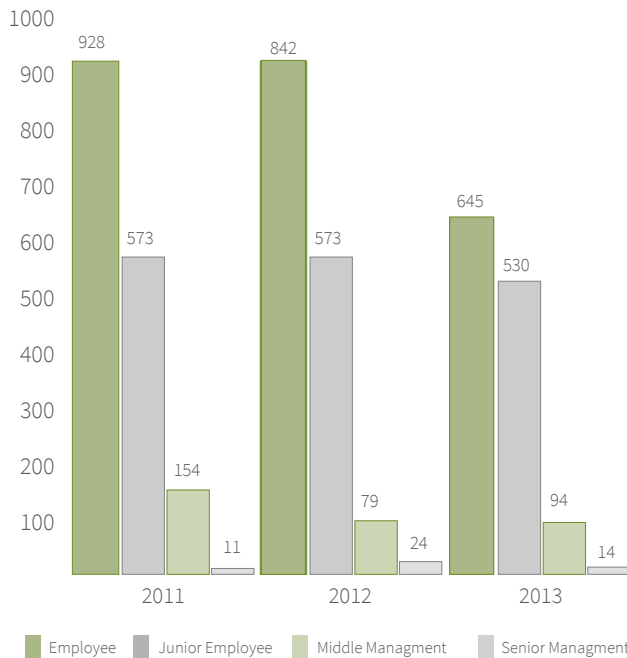
The place of the individual in society shapes our social relationships, while the laws of a society determine individual opportunities. In a fair and just society, the individual human being is recognized to have innate rights, is equal in front of the law and granted equal opportunities.

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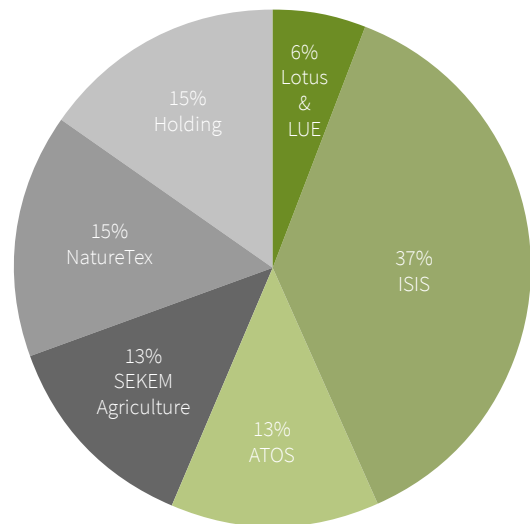


Our Human Relations Department was able to increase employee efficiency without the need to lay off employees, but mainly by not replacing those who decided to leave or retire.

Employees by category



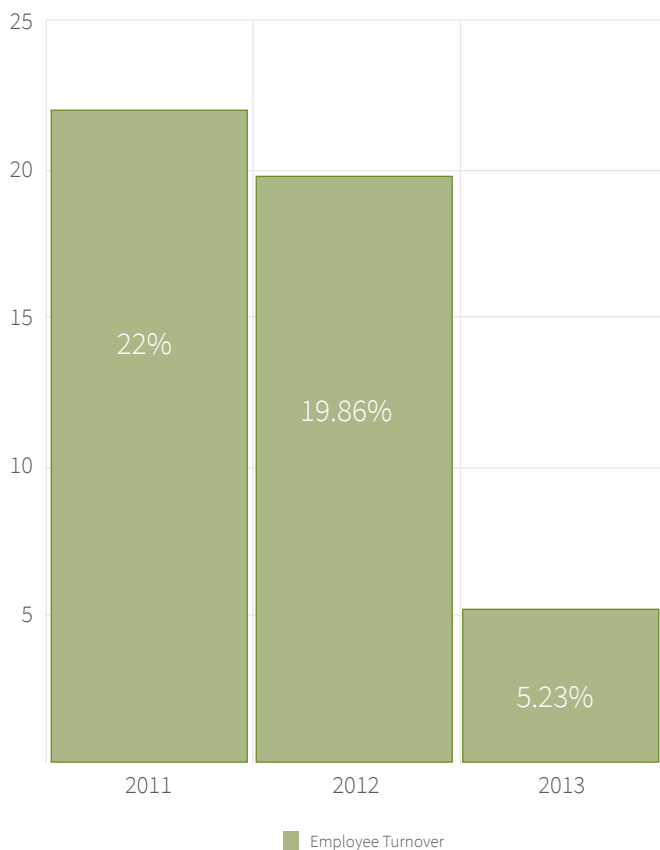
Employees by company



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We believe that everyone deserves a stable and safe work environment, therefore we've been working hard to reduce the employee turnover.



20%

of our employees are females.

10%

of our managerial positions are held by females.

100%

compliance according to ISO 18001 for Occupational Health & Safety Management System.

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We strive for a safe work environment in each segment, process and project with 0 accidents and injuries. In 2013 we still have had 6 injuries.



2012
in 2012 19 accidents happened at workplace.



2013
in 2013 6 accidents happened at workplace.

34k +

More than 34000 people from SEKEMs community, companies and surrounding areas visited SEKEMs Medical Center in 2013.

74%

of our employees have had an additional health insurance in 2013 on top of the mandatory minimum insurance.

4

social workers have been permanently employed within each of SEKEMs companies.



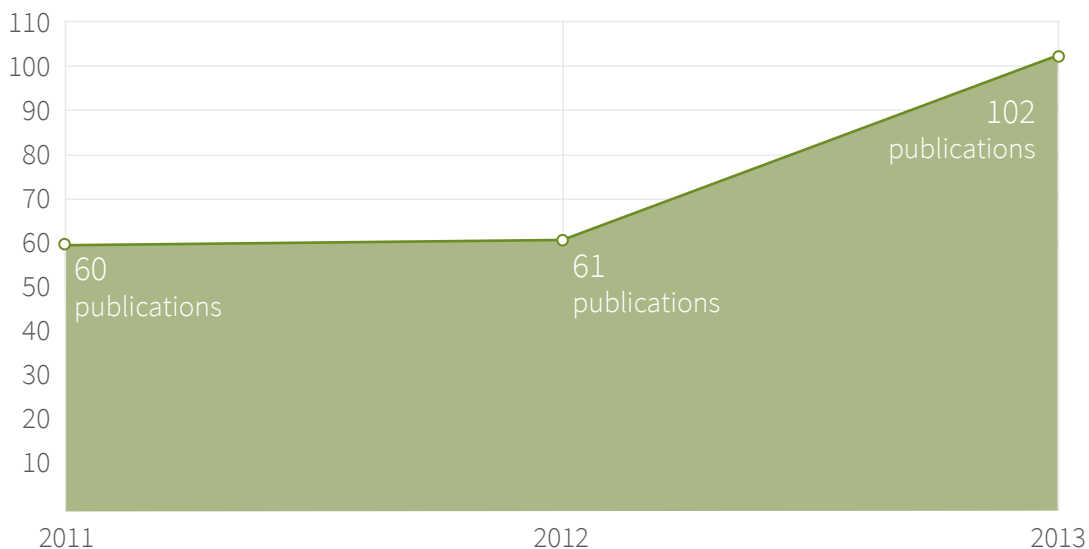


Students during a cultural event at SEKEM's theater.

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We are committed to sustainable development in every project and organization of SEKEM. Sharing this idea is important. Therefore, we increased the amount of renowned articles and publications on SEKEM and sustainable development in 2013.



SEKEM is continuously promoting sustainable development in Egypt and worldwide, networking with national & international organizations and discussing sustainable development at national & international conferences and round tables.

Furthermore, we feature articles in magazines, newspapers and journals worldwide and publish our own monthly newsletter SEKEM Insight.

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Embedded in a network of great organizations with inspiring people and amazing visions. We love the power of partnership.



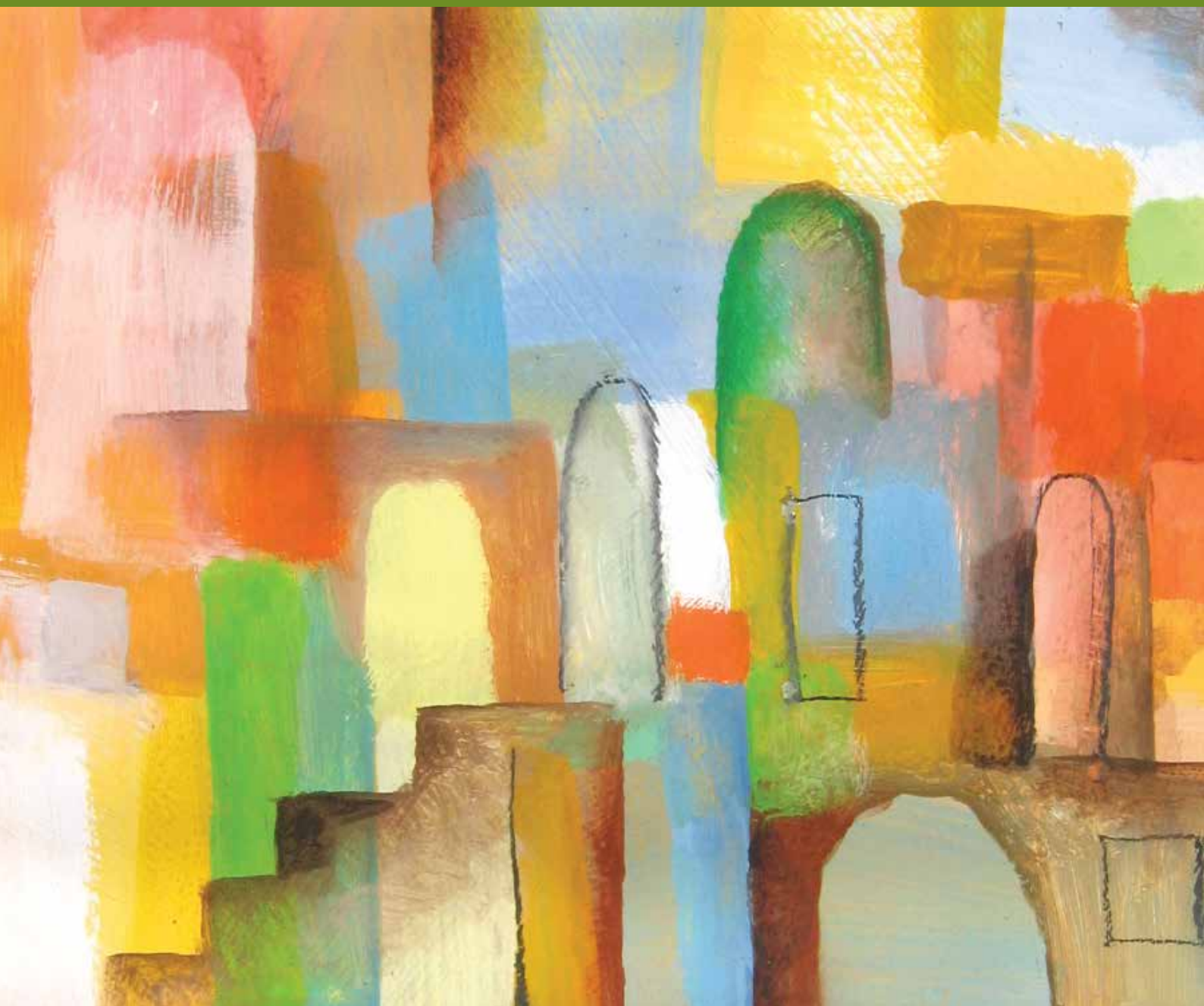
Understanding the power of partnerships, networking and memberships, SEKEM continues to be an active member of 13 major ILO and/or Millennium Goals related companies, such as the World Future Council, the United Nations Global Compact, Demeter International, the Sustainable Food Trust, the Egyptian Junior Business Association, the German Arab Chamber of Industry and Commerce, the Egyptian National Competitiveness Council, the International Federation of Organic Agriculture Movements or the International Association of Partnerships.





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CULTURAL Life

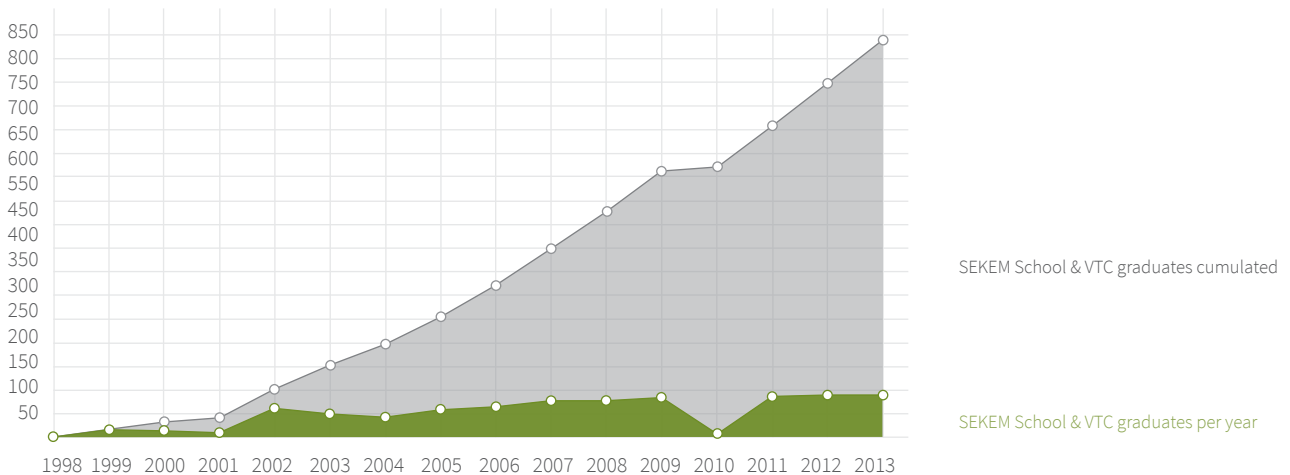


Sustainable cultural development means individual human development. The people need to be guided to their individual inspirational sources, whether these are sciences, philosophy, religion, arts or beauty. This can only be achieved through freedom in cultural life.

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We believe that education equals future. Therefore, we've established a kindergarten, various schools, vocational training center and even a university for sustainable development.



In 2013, 314 students were enrolled in SEKEMs school, 59 children in SEKEMs Kindergarten, 238 Students in SEKEMs Vocational Training Center, 30 students in SEKEMs Special Education Program and 13 in SEKEMs Nursery. The Heliopolis University was able to offer 356 students place to study sustainable pharmacy, sustainable engineering or sustainable business & economics in the first 3 semesters.

All in all, 180 students graduated from the SEKEM school since 1998 and 659 students graduated from SEKEMs Vocational Training Center since 2000.

The first graduation wave of the Heliopolis University is expected in 2016.

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79

students graduated from SEKEMs Vocational Training Center in 2013, a total of 659 since its launch in 2000.

314

students were enrolled in the SEKEM school in 2013, a plus of 6.4% compared to the year 2012.

59

children were enrolled in SEKEMs kindergarten in 2013, a slight increase compared to the year 2012.

30

students have been in SEKEMs special education program in 2013, where they've received training in how to manage their life and enhance their skills, giving the possibility to integrate them into work life.



20%

of the students of the Heliopolis University were benefiting from scholarships, mainly provided by the SEKEM Friends Associations and network.

13

parents decided to use the services of SEKEMs nursery, where their little champions and princesses received professional daycare, enabling their parents to work in SEKEMs companies.

1514

children have been gone through SEKEMs community school between 1987 and 2013, getting out of conditions of child labor.

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Helping the poorest is not only done by human development, but also requires financial aid. We've established a micro-credit system since 2007, helping the people to start changing their lives.

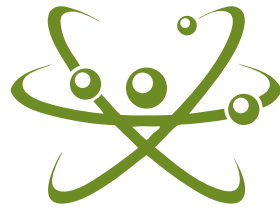


In 2013 we've distributed 105 micro-credits.

"The micro-credits I've received from SEKEM changed my life. I've opened a finishing carpentry shop and maximized my business in terms of space, equipment and labors. Today, my business is satisfying for my clients and me."



Mohamed Saber, Gelfina, got twice a micro-credit of each 5000 EGP from SEKEM.



Research and innovation has always been - and will always be - a major part of our daily work.



International research at the Heliopolis University for Sustainable Development in the field of education, technology, biological technology, energy, water, development and many others.

A new university

Since 2012, SEKEM established the Heliopolis University for Sustainable Development to foster technological and social innovations, addressing societal challenges.

14

In 2013 we've significantly participated in 14 national and international scientific projects.

5

national and international science project proposals have been submitted in 2013.

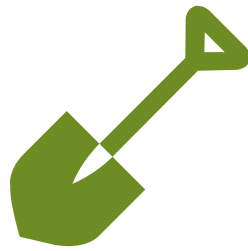


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ECOLOGY



All major religions share the idea that man is appointed as a steward on earth who has to sustain and develop it. In accordance with this approach, our governing principle is not only to reduce our 'ecological footprint,' but to spread life and to contribute towards a better and healthier condition of the land and the people that we work with.



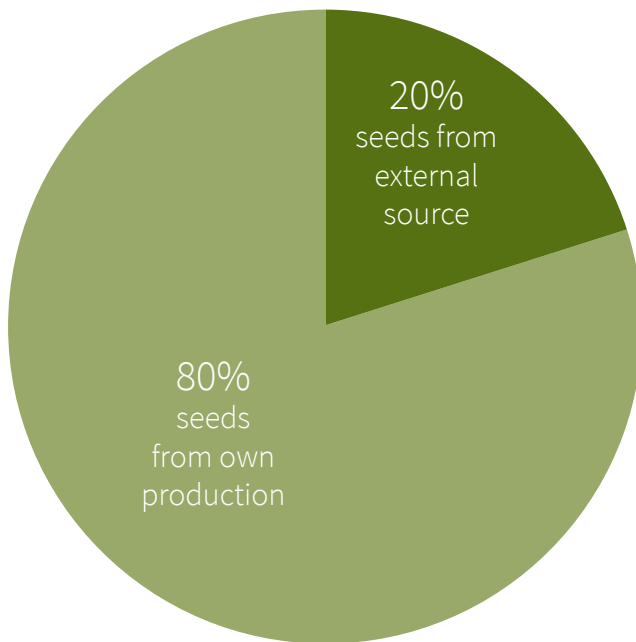
Turning desert land into fertile soil is quite a difficult task - but we love it. In 2013, we have had a total of 1628 feddan (almost 684ha) reclaimed desert land for our Organic and Demeter agricultural production.

1628 feddan = almost 1000 soccer fields.





Securing seeds is not only important to sustain and protect old varieties, but also to prevent the danger of mono cultures. Therefore, we are maintaining our own seed bank since 2009.



In addition to our seed production, we continuously conduct research to adapt our plants to local conditions and find out new ways for biological pest control and fertilization methods.

192

varieties are kept in SEKEMs own seed bank.

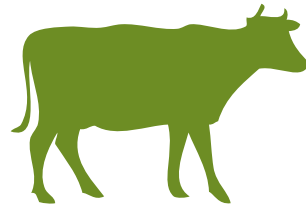
100%

of the seeds we used in 2013 are organic and untreated.

100%

of SEKEMs agricultural suppliers are members of the Egyptian BioDynamic association.

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We treat animals species-appropriate and according to the Demeter standard to assure animal welfare. With our sustainable agricultural approach we additionally create and maintain habitats for endangered animals.

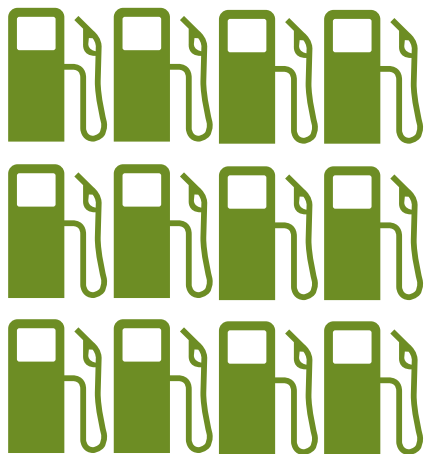
Number of animals (husbandry)	2011	2012	2013
Fattening bulls	61	45	19
Dairy cows	271	280	218
Calves	59	175	156
Sheep	423	480	590
Laying hens	0	0	0
Pigeons	600	600	400
Endagered birds (permanent)	4	4	4
Endagered birds (seasonal)	7	7	7



100% of our animals are treated according to Demeter standards.



We strive to reduce our gasoline consumption continuously. In 2013, we achieved to reduce our amount of direct gasoline consumption by over 40%.



2012

SEKEM with all its companies and entities used 1'237'000 liters of gasoline.



2013

SEKEM with all its companies and entities used 709'000 liters of gasoline.

47%

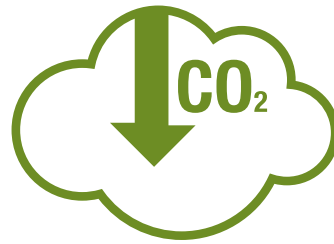
reduction of the relative amount of direct gasoline consumption per 1000 EGP sales.

9%

reduction of the relative amount of direct and indirect energy consumption in kWh per 1000 EGP sales in 2013.

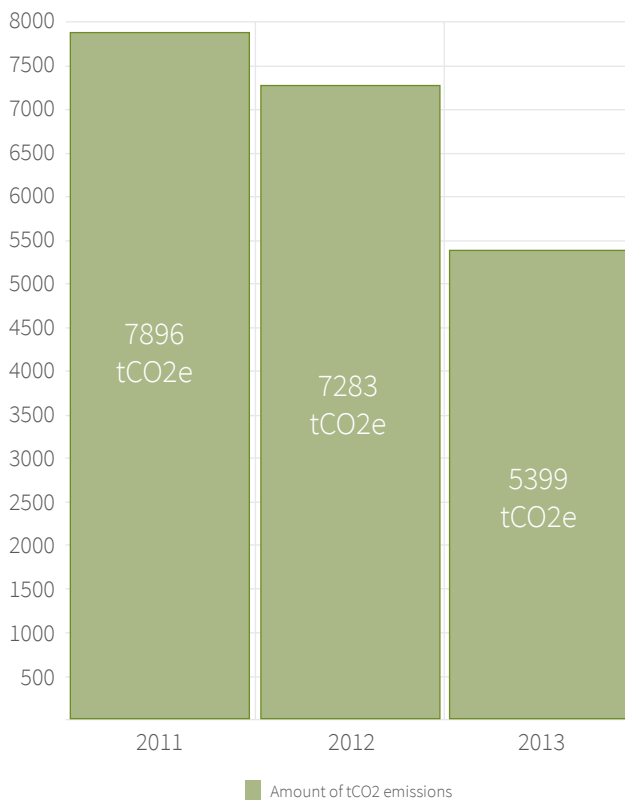
-112kWh

in 2013, we used 112kWh less compared to 2012, reaching a total of 4378kWh in 2013.



Climate change is a real challenge and requires actions by each and everyone.

In 2013, one of our achievements of climate change mitigation was the reduction of 1884 tons of direct CO₂-emissions.



31%

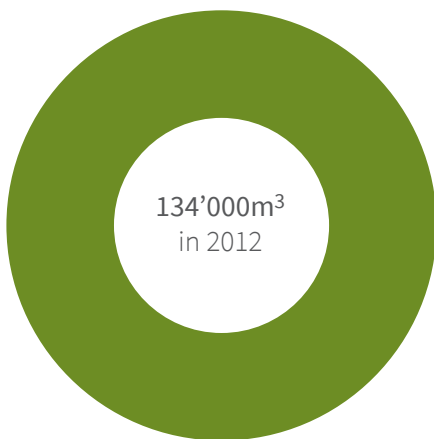
better performance of relative CO₂-emissions.

While we've created 30.7kg CO₂-e per 1000 EGP sales in 2012, in 2013 we reduced it to 21.2kg CO₂-e per 1000 EGP sales.

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We take great care about our water footprint. Not only because we are located in the desert, but because water is the base of all life.



37%

less water used for our agricultural activities in 2013, reaching a total of 2978k m³.

■ Amount of water for company and personal use per year

As water is such an important source, especially in the desert, we strive every day to improve our water management to use only as much water as necessary. Therefore, we are glad about the reduction of over 44% of water for company and personal use.

SEKEMs water management system and usage policies help us to reuse most of the waste water to irrigate non-food trees.



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INDICATORS

Evaluation of SEKEMs performance in 2013
through the balance score card

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Sustainable Development Balance Score Card Evaluation

In the current review process of the Sustainability Flower, which forms the basis of the assessment framework, some performance aspects have been added or removed based on stakeholder request or decision by management.

	2011	2012	2013
ECONOMY			
Product Portfolio	Green	Green	Green
Responsibility to Customer and Consumer	Green	Green	Green
Innovation	Yellow	Yellow	Yellow
Organizational Process	Green	Green	Green
Partnerships	Green	Green	Green
Economic Value Distribution	Yellow	Yellow	Yellow
SOCIETAL Life			
Labor Rights	Yellow	Green	Green
Health and Safety	Green	Green	Green
Workforce Diversity	Green	Green	Green
Workforce Loyalty and Motivation	Green	Green	Green
Governance and Compliance	Green	Green	Green
Advocacy for Sustainable Development	Green	Green	Green
CULTURAL Life			
Training and Education	Green	Yellow	Yellow
Research and Development	Green	Green	Green
Self-Fulfillment	Grey	Grey	Yellow
ECOLOGY			
SOIL	Soil Quality	Yellow	Yellow
	Compost Quality	Green	Green
	Soil Use	Green	Green
PLANTS	Seeds	Green	Green
	Biodiversity	Green	Green
ANIMALS	Animal Husbandry	Green	Green
	Natural Habitats	Green	Green
ENERGY	Energy Use	Yellow	Green
	Energy Sources	Yellow	Yellow
AIR	Emission Reduction	Yellow	Yellow
WATER	Water Use	Yellow	Yellow
	Water Sources	Yellow	Yellow
Positive impact	17	18	18
Initiatives for positive impact	9	8	9
No actions / negative impact	0	0	0
Not relevant / not available	1	1	0

Target Evaluation

	ECONOMY	SOCIETAL Life	CULTURAL Life	ECOLOGY
	3	0	0	1
	8	2	0	3
	6	4	2	1
	2	3	6	5
	18	9	14	20

Not achieved
 First results
 Half the way
 Almost there
 Achieved

We can look back on a history of 5 five years working with our Sustainable Development Balanced Scorecard System. It has been developed together with our partners from IAP (International Association of Partnership). Sekem has been always keen on applying it for its own operations and we have been introducing the targets for 2013 in the year 2010.

For the first time in our history we can have a look at our final performance. It has to be said that in our first target evaluation round we have gained valuable experiences in terms of which targets have been realistic and which not. In other words, our learning curve was very high and we are looking forward to set our next round of targets in the year 2014. Looking at our achievements we can be proud because 61 of 107 targets have been achieved (57%). In the end we can say that over 71% of our targets have been achieved or almost achieved and only 4% of our targets have not been achieved at all.

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ECONOMY

Report Indicators - 2013

PA	Performance Indicator	Unit	Total 2011	Total 2012	Total 2013	Evaluation	Comments
					Total Target		
Product Portfolio	% of sales value of organic products	%	75%	68%	74%		We strive to reach 100%, but some products like honey cannot be guaranteed to be organic. Sometimes we use natural raw materials due to purchasing commitment with farms in transition to become organic, but communicate this on the product.
	Target 2013	%			100%		
	% of sales value of products that have a Demeter certificate	%	50%	54%	54%		We only print the Demeter / Fairtrade logo on the product when requested from customer.
	Target 2013	%			55%		
	% of sales value of products that have a Fairtrade certificate	%	2%	2%	2%		The fairtrade certificate is only given if customer is willing to pay for it. The low value is therefore reflecting a low willingness of the market to pay for the brand. This does not influence our fair policies and relationships to our suppliers that comply with fairtrade rules.
	Target 2013	%			13%		
	% of raw materials assessed for health and safety impact	%	100%	100%	100%		ISO 9001 for quality management, ISO 18001 for health & safety or ISO 14001 for environmental management.
	Target 2013	%			100%		
	% of final products assessed for health and safety impact	%	100%	100%	100%		ISO 9001 for quality management, ISO 18001 for health & safety or ISO 14001 for environmental management.
	Target 2013	%			100%		
Share of annual sales revenues of product categories / selected product with product carbon footprint in %	%	32%	64%	57%		Carbon Footprint estimation partly based on representative product groups with similar carbon emissions.	
Target 2013	%			67%			
Responsibility to customer and consumer (1)	Number of customer claims	Number	136	100	75		Customer claims do not reflect those from end consumers but from major clients.
	% Increase of customer claims	%	-14%	-22%	-38%		
	Target 2013	Number			80		
	Fulfillment of orders to customers in % (measuring ordered items)	%	93%	87%	93%		
	Target 2013	%			94%		
	Orders in % delivered to customers in the committed date	%	92%	86%	93%		
	Target 2013	%			99%		
	% of hypermarkets coverage of SEKEM products in Egypt	%	-	100%	100%		
	Target 2013	%			100%		
	average % of available assortment per hypermarket	%	-	40%	60%		
Target 2013	%			45%			

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PA	Performance Indicator	Unit	Total 2011	Total 2012	Total 2013	Evaluation	Comments
					Total Target		
Responsibility to customer and consumer (2)	% of supermarkets coverage of SEKEM products in Egypt	%	-	90%	60%		ATOS: SEKEM Herbs
	Target 2013	%			40%		
	Average % of available assortment per super-market	%	-	18%	60%		ATOS: SEKEM Herbs
	Target 2013	%			20%		
	% of groceries coverage of SEKEM products in Egypt	%	-	15%	20%		
	Target 2013	%			15%		
	Average % of available assortment per grocery	%	-	5%	30%		
	Target 2013	%			10%		
	Number of boutiques with SEKEM products in Egypt	Number	28	96	60		
	Target 2013	Number			80		
	% of pharmacies with SEKEM products in Egypt	%	-	73%	78%		ATOS Pharma numbers are given for the product line of SEKEM Herbs.
	Target 2013	%			70%		
	Average % of available assortment per pharmacy	%	-	23%	24%		
	Target 2013	%			25%		
Innovation	Share of sales revenues in % invested into scientific research	%	-	0.3%	0.2%		The companies did not invest into direct research, as they contributed to the establishment of the Heliopolis University for Sustainable Development.
	Target 2013	%			1%		
	Product level: share of annual sales revenues in % from new products	%	18%	16%	3%		SEKEMs companies had to optimize their portfolios rather than increasing it, due to the economical situation in the country.
	Target 2013	%			15%		
Organizational processes	Amount of internal and external quality and sustainability audits per year	Number	12	12	12		Each month an internal quality and sustainability audit takes place.
	Target 2013	Number			12		
	Improvement points of ISO 14001 program or similar high standard solved	%	85%	64%	40%		
	Target 2013	%			100%		
	Improvement points of OHSAS 18001 program or similar high standard solved	%	91%	72%	29%		
	Target 2013	%			100%		
	Total weight of waste in t by type ('000 tonnes)	'000 tonnes	701	552	265		The main part of the waste of SEKEM For Landreclamation, Lotus and El-Mizan is organic and goes directly into the compost.
	Relative weight of waste	kg/1000 EGP sales	3.6	2.1	1.13		
	Target 2013	kg/1000 EGP sales			3		
	Share of organic waste recycled in %	%	100%	100%	100%		All organic waste is composted on site by Libra.
	Target 2013	%			100%		
	Share of non-organic waste recycled in %	%	50%	48%	30%		Without taking the Medical Center and lab waste into consideration as this gets a special treatment for hazardous waste.
	Target 2013	%			55%		
	Share of recycled input material in % of total packing material (categorized by material)	%	4%	18%	34%		
Target 2013	%			10%			

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PA	Performance Indicator	Unit	Total 2011	Total 2012	Total 2013	Evaluation	Comments
					Total Target		
Partnership	% of suppliers with whom we have a purchasing commitment >1 year	%	84%	97%	75%		
	Target 2013	%			90%		
Economic Value Distribution	% of purchase value of raw materials with Fairtrade certificate	%	9%	12%	7%		We only purchase raw materials with fairtrade label if required by end customer.
	Target 2013	%			15%		
	% of purchase value of raw materials with Demeter certificate	%	66%	34%	40%		
	Target 2013	%			70%		
	Total amount of annual sales	mio EGP	217	253	255		
	% increase of annual sales	%	-19%	17%	1%		
	Target 2013	mio EGP			375		
	Profit margin (based on EBT) %	%	1%	1%	1%		
	Target 2013	%			4%		
	Total amount of investments	mio EGP	20	15	11		
	Target 2013	mio EGP			26		
	Equity ratio	%	76%	76%	76%		
	Target 2013	%			76%		
	Average % of purchase of raw materials from SEKEM for Land Reclamation	%	16%	7%	8%		
	Target 2013	%			20%		
	Ratio of highest annual salary against the lowest annual salary of a full time employee	Ratio	1:55	1:57	1:60		
	Target 2013	%			1:50		
	% net profit invested into community development	%	10%	0%	0%		In times of economic difficulties we are happy that our cultural activities are covering their cost by funding from research project, donations and own income streams.
Target 2013	%			10%			

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SOCIETAL Life

Report Indicators - 2013

PA	Performance Indicator	Unit	Total 2011	Total 2012	Total 2013	Evaluation	Comments
					Total Target		
Labor Rights	Number of social workers per company	Number	8	11	4		
	Target 2013	Number			8		
Health & Safety	Share of employees in % with health insurance that covers basic needs	%	34%	36%	74%		The percentage reflects the amount of employees with a private healthcare service co-financed by the company that goes beyond the minimum standard required by the government.
	Target 2013	%			38%		
	Number of sick leave days for all employees	Number	1440	1687	1900		
	Target 2013	Tendency			Decrease		
	Number of employees visiting Medical Center	Number	3996	2855	4031		The increase of number does not necessarily reflect a decrease in the health status of our employees. We need to review the target.
	% increase of visits	%			41%		
	Target 2013	Tendency	-43	-29	Decrease		The increase of number does not necessarily reflect a decrease in the health status of the surrounding population. We need to review the target.
	Number of other visitors of the Medical Center	Number	29527	23669	34004		
	% increase of visits	%	-3%	-20%	44%		
	Target 2013	%			According to demand		
	Number of injuries	Number	22	19	6		
	% increase of injuries	%	-15	-14%	-68%		
	Target 2013	Number			0		
	Number of fatal injuries	Number	0	0	0		
Target 2013	Number	0	0	0			
Workforce loyalty and motivation	% employee turnover	%	22%	20%	5%		
	Target 2013	%			18%		
	Number of part time workers	Number	70	57	64		
	Share of workplace in % with home office / flex time / part time option	%	4%	3%	5%		
	Target 2013	%			4%		Non-monitory benefits are: Medical Care, Mobile, Life Insurance, Transportation, Catering, Retirement plans.
	Estimated share of non-monetary benefits in % of overall salaries per capita	%	5%	9%	10%		
Target 2013	%			5%			

SEKEM Sustainability Report - 2013

PA	Performance Indicator	Unit	Total 2011	Total 2012	Total 2013	Evaluation	Comments
					Total Target		
Workforce diversity	Number of employees	Number	1840	1702	1413		Due to critical economic situation, the replacement of employees leaving the company was limited.
	% increase of employees	%	-13%	-8%	-17%		
	Target 2013	%			As less decrease as possible		
	Share of females in % of total workforce	%	18.3%	19.1%	20%		
	Target 2013	%			23%		
	Share of females in % in managerial position	%	14%	17%	10%		
	Target 2013	%			18%		
	% of employees with disabilities	%	3%	2%	2%		
Target 2013	%			5%			
Governance & Compliance and Advocacy for Sustainable Development	Number of training hours on CoC per employee	Number	0	96	79		
	Target 2013	Number			96		
	Number of events with Code of Conduct related topic	Number	21	5	20		
	Target 2013	Number			20		
	Number of articles in renowned publications on SEKEM and sustainable development per year	Number	60	61	102		
	Target 2013	Number			70		
	Number of active membership in ILO and/or Millenium Goals related organizations	Number	13	13	15		
	Target 2013	Number			13		

SEKEM Sustainability Report - 2013



CULTURAL Life

Report Indicators - 2013

PA	Performance Indicator	Unit	Total 2011	Total 2012	Total 2013	Evaluation	Comments
					Total Target		
Training and Education (1)	Total man hours of vocational training	Number	11954	7462	11467		
	Target 2013	Number			Increase		
	Total man hours of soft skills training	Number	371	164	1063		
	Target 2013	Number			Increase		
	Total man hours of management system training	Number	1629	5695	7292		
	Target 2013	Number			Increase		
	Total man hours of Cultural/Arts training	Number	6130	7762	6669		
	Target 2013	Number			Increase		
	Average hours of arts and soft skills training for teachers	Number	255	355	424		
	Target 2013	Number			255		
	Number of children in SEKEM Kindergarten	Number	47	55	59		
	Target 2013	Number			50		
	Number of students in SEKEM School	Number	295	306	314		
	% increase of student number	%	+5%	+4%	6%		
	Target 2013	%			> 0%		
	Total number of SEKEM School graduates since 1998	Number	158	169	180		
	Target 2013	Number			168		
	Number of students in Vocational Training Center	Number	249	240	238		
	% increase of student number	%	30%	-4%	-4%		
	Target 2013	%			> 0%		
Total number of VTC graduates since 2000	Number	501	580	659			
Target 2013	Number			583			
Number of students in SEKEM Special Education	Number	28	28	30			
Target 2013	Number			30			
Total number of Community school children since 1987	Number	1480	1492	1514			
Target 2013	Number			1490			

SEKEM Sustainability Report - 2013

PA	Performance Indicator	Unit	Total 2011	Total 2012	Total 2013	Evaluation	Comments
					Total Target		
Training and Education (2)	Number of students in professional training for eurythmy	Number	8	6	6		
	Target 2013	Number			8		
	Number of art events per year	Number	3	2	2		
	Target 2013	Tendency			Increase		
	% of agricultural suppliers with membership in the EBDA	%	100%	100%	100%		
Target 2013	%			100%			
Research and development	Scientific projects (own or with significant participation) in the last year	Number	14	11	14		
	Target 2013	Number			10		
	Number of science project proposals in evaluation	Number	7	28	5		
	Target 2013	Number			7		
	Number of science project proposals accepted	Number	3	2	14		
	Target 2013	Number			6		
	Number of science projects successfully completed	Number	2	6	9		
	Target 2013	Number			10		
	Total number of direct beneficiaries from all social projects	Number	34214	27128	38956		This reflects only school children, students and also medical center patients.
	Target 2013	Tendency			Increase		
Self-Fulfillment	Employee analysis on values, motivation and perception of the workplace	Number	0	0	1		
	Target 2013	Number	1	1	1		

SEKEM Sustainability Report - 2013



ECOLOGY

Report Indicators - 2013

Dimension	PA	Performance Indicator	Unit	Total 2011	Total 2012	Total 2013	Evaluation	Comments	
						Total Target			
SOIL	Soil Fertility	Size of total reclaimed land	Feddan	1628	1628	1628		In 2013, we have had a total of 1628 feddan (about 684ha) reclaimed.	
		Share of total reclaimed land owned in %	%	26%	26%	26%			
		Target 2013	%			1628			
		Organic matter of farm soils in % (0- 30 cm)	%	0.8% - 7.5%	0.3% - 1.6%	0.3% - 2%			
		Target 2013	%			>1%			
		Share of soil organic carbon in % (0- 50 cm)	%	0.4% - 4%	0.2% - 0.9%	0.7% - 0.9%			
	Target 2013	%			>0.58%				
	Compost Quality	% organic matter of produced compost	%	30% - 32%	25% - 30%	25% - 30%			
		Target 2013	%			>25%			
		Amount of micro-organisms per gr of produced compost	CFU/g	1.5x10 ³ - 4.2x10 ⁷	2.1x10 ⁶ - 2.8x10 ⁷	4.3x10¹¹			
		Target 2013	CFU/g			1.5x10³ - 4.2x10⁷			
		Amount of compost produced in tonnes	Tonnes	64847	22298	3357			
		"Share of compost sold to other customers in %	%	81%	90%	21%			
	Soil use	Target 2013	%			0% - 25%		It was a strategic decision to reduce our compost business for external clients. We are happy that in Egypt several other new companies followed our steps and provide good compost on the market.	
Total Non-organic fertilizer application in tonnes by type for own land		Kg/f	0	0	0				
Target 2013		Kg/f			0				
Amount and volume of significant spills into soil in liters		Liter	0	200	0				
Target 2013	Liter			0					
PLANTS (1)	Seeds	% of seeds used by SLR from own production/savings	%	74%	82%	80%			
		Target 2013	%			100%			
		% of our seeds varieties that we improved during reporting year	%	25%	30%	30%			
		Target 2013	%			25%			

SEKEM Sustainability Report Indicators - 2013

Dimension	PA	Performance Indicator	Unit	Total 2011	Total 2012	Total 2013	Evaluation	Comments
						Total Target		
PLANTS (2)	Seeds	Number of varieties in own seed bank	Number	136	174	192		
		Target 2013	Number			220		
		% of used seeds that are organic and untreated	%	100%	100%	100%		
		Target 2013	%			100%		
	Biodiversity	Area not-compliant to planting legume every fifth cycle in feddan	%	10.9% - 15.3%	7.3% - 45.09%	0% - 20%		4 Farms (Sekem 1,2,3, Wahat, Sinai and Minya) are 0%, and Adlia is 20%.
		Target 2013	%			<10%		
		% of reclaimed land not used for cultivation categorized by increasing biodiversity	%	7.6%	4.62%	67%		High value due to reclaimed land that was temporarily not used for cultivation.
		Target 2013	%			8%		
ANIMALS	Animal Husbandry	% of animals that are kept according to Demeter Standards	%	100%	100%	100%		
		Target 2013	%			100%		
		Mortality rate of cows	%	2.4%	3.23%	0%		
		Target 2013	%			1.2%		
		Mortality rate of sheep	%	0.7%	0.15%	0.81%		
		Target 2013	%			0.35%		
		Average number of days between giving birth of calls	Number	420	484	446		
		Target 2013	Number			400		
	Natural Habitat	Number of seldom birds found space at SEKEM farms	Number	11	11	11		
		Target 2013	Number			11		
ENERGY	Energy Use	Amount of direct and indirect energy consumption in kWh	'000 KWH	4020	4490	4378		
		Amount of direct and indirect energy consumption in kWh per 1000 EGP sales	KWH / 1,000 EGP Sales	19.2%	18.9%	17.2%		
		% of increase of relative electricity usage	%	-2.4%	-1.3%	-12.7%		
		Target 2013	%			-5%		
		Total amount of gasoline consumption in liters	000 Liters	1659	1237	709		The reduction was mainly caused by outsourcing production of raw materials as the numbers do not include suppliers of the EBDA.
		relative amount of gasoline consumption	Liters / 1,000 EGP Sales	7.9	5.2	2.78		
		% of increase of relative gasoline consumption	%	102%	-34.3%	-29%		
		Target 2013	%			-5%		
	Energy Source	Proportion of clean(er) / renewable resource usage in the energy mix	%	N/A	<1%	<1%		Some smaller applications of solar water heater and photovoltaic modules are in use. The challenge lies in the high fossil energy subsidies in Egypt that do not allow for an attractive investment scenario into renewable energy.
		Target 2013	%			Increase		

SEKEM Sustainability Report - 2013

Dimension	PA	Performance Indicator	Unit	Total 2011	Total 2012	Total 2013	Evaluation	Comments
						Total Target		
AIR	Emission reduction	Total amount of emissions	tCO ₂ e	7896	7283	5399		Basic value from 2011. The reduction was mainly caused by outsourcing production of raw materials as the numbers do not include suppliers of the EBDA.
		Relative amount of emissions	kgCO ₂ e/1,000 EGP sales	38	31	21		
		% of increase of relative emissions	%	0%	-19%	-44%		
		Target 2013	%			-5%		
WATER	Water Use	Total amount of water usage for company and personal use	'000 m ³	104.3	134	74.39		
		Relative amount of water usage for company and personal use	m ³ /1,000 EGP sales	0.5	0.14	0.29		
		% of increase of relative water usage	%	-14.1%	-72%	-51%		
		Target 2013	%			-5		
	Water Source	Total amount of water usage for agricultural use in m ³	'000 m ³	3334	4707	2978		The reduction was mainly caused by outsourcing production of raw materials as the numbers do not include suppliers of the EBDA.
		% of increase of relative water usage (for agricultural use)	m ³ /feddan	-26	41	-11%		
		Target 2013	%			-5%		
		Percentage and total volume of water recycled and reused	%	100%	100%	100%		
		Target 2013	%			100%		
	Water Source	if well exists: difference in % from actual to old ground water level (before start of water withdrawel)	%	0%	-3.3%	-1.74%		
		Target 2013	%			0		
		Amount of significant spills in liters or other impact on water	Liters	0	0	0		
		Target 2013	Liters			0		
Monitoring salinity of wells ds/m		TDS in ppm	864	910	1848		The salinity avreage of Wahat and Minya wells.	
Target 2013	Improvement of consistency of well water analysis							

SEKEM

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