

# SEKEM

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## Sustainability Report 2015





## Dear Readers,

Sustainable Development is always a challenge – in post-revolutionary Egypt, the past years were especially challenging for us. Still, in 2015 most of SEKEMs institutions performed well, which is an important driver, especially after the struggles we went through in the past five years.

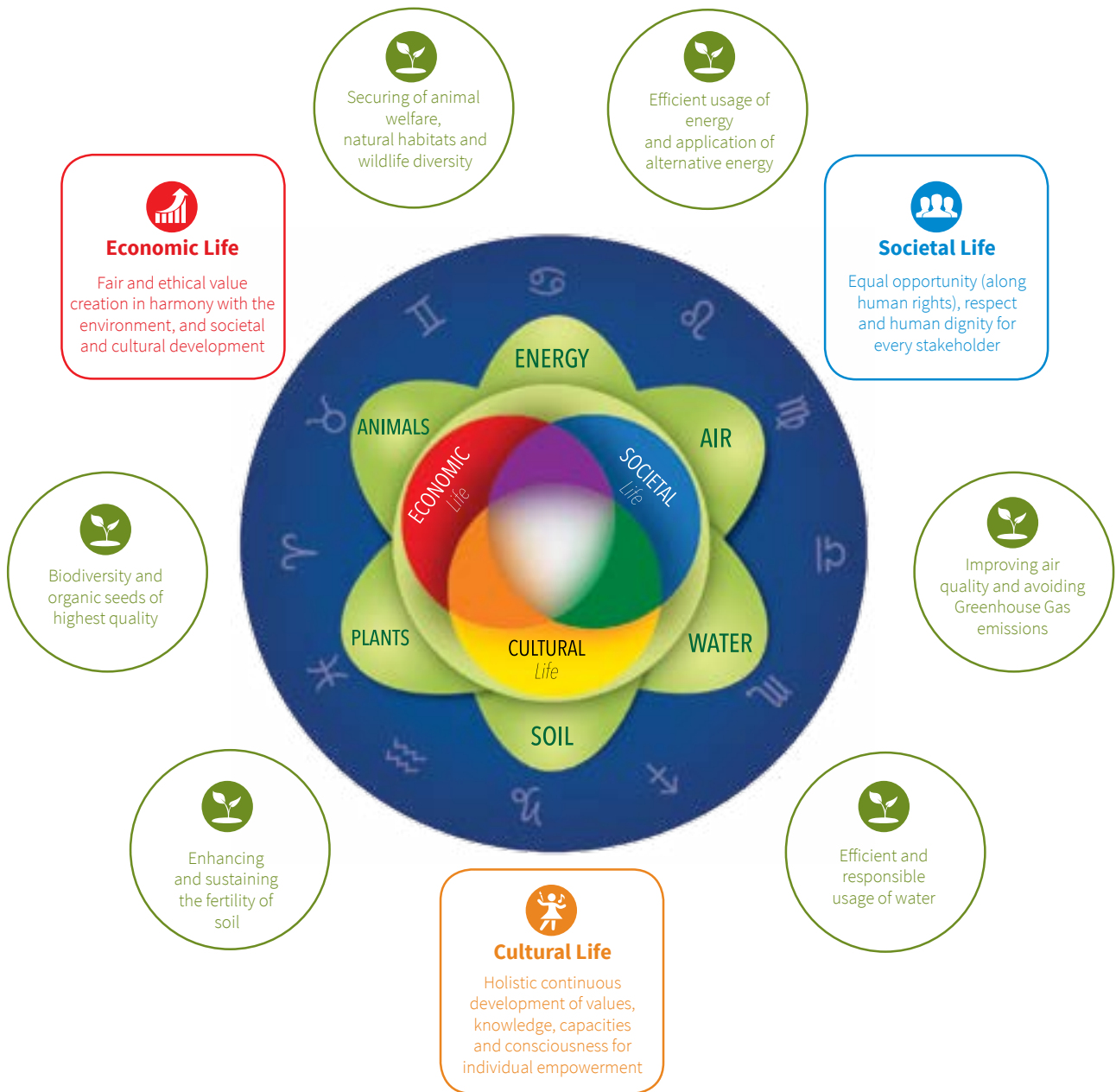
It is absolutely clear to us that there are obstacles that one cannot overcome alone. Although our ambitious and trusty co-workers build the basis for our community we could only make it with the support of a strong network of partners. It is not taken for granted that our partners remained with us during these difficult times and it was an unexpected gift that we could even gain a new and very strong partner and friend in 2015. With this support we could achieve important debt reductions in 2015 and develop a strategy on debt reduction and resilience for the years to come.

We are aware of the many challenges we still have to overcome and we intent to face them as opportunities to become resilient. We started to rethink old practices and to steadily reinvent ourselves to continuously move towards sustainable development in all four dimensions.

This report shows the support of our friends, networks and partners in each single dimension and we want to thankfully dedicate the Sustainability Report 2015 to all of them. Furthermore, I am happy that we can present this report in a more personal way as we took our SEKEM News next to our indicators, enabling us to serve you with an integrative and vital picture of our efforts in 2015.

Enjoy reading and discovering SEKEM!

Cairo, 20<sup>th</sup> of May, 2016  
Helmy Abouleish  
Chief Executive Officer,  
SEKEM Group



## 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.



# ECONOMY

// “I see SEKEM as a resistance model against the craze of growth and prosperity – as well as the craze of money and avarice.”

Rupert Neudeck

SEKEMs economic year 2015 was strongly characterized by reliable partnerships and supporters. Since the Egyptian revolution SEKEMs companies had to face various challenges. But thanks to a reliable and committed network of partners, who continuously supported SEKEM, even though they were aware of the difficulties, SEKEM is getting back on track.

# SEKEM Sustainability Report – 2015

**||** *It is clear to us now, that you have to experience SEKEM yourself to really understand its relevance. Reconciling Muslim and European culture, sustainable agriculture and professional production, work and life in the SEKEM community is unique.*

Tino Nitsch, Davert GmbH

SEKEMs shareholder remained with the initiative and even supported the acquisition of new partners. In 2015, SEKEM organized a shareholder visit: Several SEKEM supporters from Europe travelled to *the land of the pyramids and pharaohs* and convinced themselves of SEKEMs sustainable business practice.

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SEKEMs partner company Davert that successfully distributes SEKEM products in Germany *visited the SEKEM Farm*. Together, SEKEM and Davert developed a wide range of great Organic products that have been presented at the 2015's "Biofach", the leading fair for the Organic sector in Europe.

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**||** *It is my passion to communicate with people and to convince them of the value of something good."*

Abdullah Ahmed, SEKEM Customer Service

To foster the trust of the local market and to improve quality, SEKEM monitored its presence through *a reliable customer service department*.

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All in all, SEKEM focussed in 2015 on stability, resilience and healthy growth. The SEKEM Group of Companies started to rethink and develop its management structure to foster autonomy and decentralization. By defining new leading and organizational structures, the individual companies shall benefit from more efficiency and sustainability.

ISIS Organic keeps its position as one of the biggest and most successful Organic companies in the Middle East. The enterprise opened *a new bottling plant for ISIS* table water in February, which has been running very prosperous in 2015.

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**||** *We have chosen a special bottle design to distinguish ourselves from the other producers of bottled water."*

Dr. Mamdouh Abou El Eish, GM, ISIS Organic

2015	2014	2013
136	92	75

Total amount of customer complaints & claims.

2015	2014	2013
1:36	1:46	1:60

Rate of highest to lowest annual full-time salary.

2015	2014	2013
36	4	11

Total amount of internal investments (in million EGP).

2015	2014	2013
10%	10%	0%

Share of net profit invested into community development.

# SEKEM Sustainability Report – 2015

SEKEMs company Lotus could accomplish its objectives in 2015. Different new products have been added to the production, such as the currently very popular crops chia and quinoa as well as jojoba oil. *Read about Mohamed Abd El Ghany.*

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ATOS Pharma had a difficult start into 2015. After hiring a new General Manager and investing in trainings for employees and sales staff, the situation became better from month to month. At the end of the year the company started the production of different diagnostic items, for instance a device for testing the infection of Helicobacter pylori bacterium or Hepatitis C virus, a pregnancy test or a drug screening test. All these devices have been imported until now and ATOS Pharma will be *the first national company producing and marketing diagnostic tests* in the coming year.

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Likewise, NatureTex faced difficulties in the first half of 2015, while managed to get back on track afterwards. New product lines have been developed and the co-workers have been *supported by many trainings and social activities.*

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## Sustainable Business Practice

SEKEM Agriculture did not initiate new investments in 2015 but could manage to bear all costs independently. To support sustainable business practice of other companies in Egypt that are engaged to agriculture SEKEM developed, together with partners, a Self-Assessment Tool based on the existing Sustainability Flower framework. The system is called *Sustainability Flower Self-Assessment Tool* and is available as an easy-to-use online tool.

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# SEKEM Sustainability Report – 2015

SEKEM Consolidated Income Statement (Mio. EGP)		
	2014	2015
Net Revenue	278.0	292.2
Gross Profit	129.3	134.6
Profit Before Tax	16.3	7.6*
Profit for the Year	10.6	3.6*

SEKEM Consolidated Export vs. Local Sales		
	2014	2015
Export Sales	22%	21%
Local Sales	78%	79%

SEKEM Consolidated Balance Sheet (in '000 EGP)				
	2014	2015	2014	2015
<b>CURRENT ASSETS</b>			<b>NON-CURRENT LIABILITIES</b>	
Cash and Bank Balances	7.484	11.245	Term Loans	155.063
Other Assets	84.758	82.388	Obligations Under Finance Lease	26.136
Trade and Notes Receivables	102.266	105.878	Shareholders Current Account	217
Trade Inventories	126.195	134.177	Shareholders Convertible Loan	58.593
Biological Assets Inventory	1.775	1.775	Shareholders Loan	-
<b>Total Current Assets</b>	<b>322.479</b>	<b>335.465</b>	Deferred Tax	11.858
<b>CURRENT LIABILITIES</b>			<b>Total Non-Current Liabilities</b>	<b>251.869</b>
Trade and Notes Payable	50.255	34.008	<b>EQUITY</b>	
Amounts Due to Related Parties	-	753	Share Capital	149.509
Banks Overdrafts	251.690	214.834	Legal Reserve	9.794
Provisions	4.905	4.905	Capital Reserve	-
Other Liabilities	49.280	40.966	Reserve for Convertible Loans	3.406
Current Portion of Long-Term Loans	55.839	43.250	Retained Earnings	48.470
Current Portion of Obligations Under Finance Lease	13.842	-	Total Equity Attributable to Equity Holders of the Parent Company	211.180
Current Portion of Shareholder Loans	-	8.820	Non-Controlling Interest	11.788
<b>Total Current Liabilities</b>	<b>425.814</b>	<b>347.539</b>	Total Equity	222.968
<b>Working Capital</b>	<b>(103.334)</b>	<b>(12.074)</b>	<b>Total Financing</b>	<b>474.837</b>
<b>NON-CURRENT ASSETS</b>			<p><i>The figures represent the audited financial figures as of year end 2015 and 2014 respectively.</i></p> <p><i>* The Profit decreased heavily due to the currency devaluation.</i></p>	
Fixed Assets and Projects Under Construction	502.539	524.577		
Biological Assets	2.409	2.574		
Goodwill	53.867	53.867		
Investments Available for Sale	19.347	19.347		
Advances for Purchase of Fixed Assets	8.000	8.000		
<b>Total Non-Current Assets</b>	<b>578.171</b>	<b>600.374</b>		
<b>Total Investment</b>	<b>474.837</b>	<b>588.300</b>		

Even though SEKEM increased its sales, the Profit Before Tax as well as the Profit for the Year are below last year, as there has been a non cash loss due to the devaluation of the EGP versus US Dollar and Euro at the end of 2015.

Still, the company managed to achieve debt reduction as planned. The main target for the year 2015 has been resilience and debt reduction, which will remain for the year 2016 as well.

# SEKEM Sustainability Report – 2015

2015	2014	2013
<b>99%</b>	99%	99%

Share of export sales value of products that have an Organic & Demeter Certificate.

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2015	2014	2013
<b>60%</b>	63%	83%

Share of sales value of products that have an Organic & Demeter Certificate.

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2015	2014	2013
<b>100%</b>	100%	100%

Share of organic waste recycled

2015	2014	2013
<b>12%</b>	10%	3%

Share of sales revenues from new products and services in the last three years





# SEKEM Sustainability Report – 2015

2015	2014	2013
<b>2.5</b>	2.1	2.0

Total weight of waste per 1000 EGP sales.

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2015	2014	2013
<b>51%</b>	32%	34%

Share of non-organic waste recycled.

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2015	2014	2013
<b>1:36</b>	1:46	1:60

Ratio of highest to lowest annual full-time salary

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2015	2014	2013
<b>56%</b>	62%	57%

Share of sales value of products with known Carbon Footprint.

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# SOCIETAL Life

// “The main thoughts and requirements for a future society are laid down in SEKEM”

Rupert Neudeck

Every morning SEKEM co-workers gather in their companies to speak some powerful words together and to become aware of the new day and of each other. SEKEM is known to gather in circles, which shall contribute to raise awareness about each others, the individuals and the different teams, contributing to an overall goal. This is fostering self-knowledge and trust in others; a symbol for equality – simple and powerful.

SEKEM unifies everything that is related to the relationship between people, community and society in the dimension of Societal Life. In 2015, SEKEM experienced a flourishing Societal Life, which is a consequence of the intertwining circles within SEKEMs wonderful network of partners and supporter.

The cooperation happening between the overlapping circles has been conveyed by the newsletter SEKEM News along the year 2015. After reinventing *SEKEM.com* from scratch, SEKEM Insight was redesigned. The monthly SEKEM newsletter that was sent as a PDF file in the past is now continuously published in form of individual articles through an independent website: *news.sekem.com*. The publications focus more closely on what is happening inside SEKEM on a day-to-day basis by featuring a greater number of stories from the perspective of employees and by telling them in more personal ways. Hence, there is a series of monthly articles entitled “*People in SEKEM*”, which is portraying SEKEM co-worker.

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## For a Society with Two Wings

Generally, the societal year 2015 was strongly focussing on gender equality. In September SEKEM Initiative published a *comprehensive Gender Strategy* for a Balanced Society in an official event that representatives from different ministries, the German Embassy as well as the GIZ (German Development Cooperation) attended.

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Gender equality is already based in SEKEMs holistic vision but it still needs to be strengthen in everyday life by raising awareness. Hence, during 2015 SEKEM (in cooperation with the GIZ) organized various activities that shall contribute to the empowerment of women.

**“***We do not only empower women to promote gender equality but for a much higher goal: A sustainable future. We know that gender equality is one of the basic conditions to reach a sustainable society.”*

*Helmy Abouleish, CEO, SEKEM Group*

At the beginning of the year, a team of young female employees of SEKEMs company *NatureTex* visited *Heliopolis University for Sustainable Development (HU)* and discussed with students the role of women in the Egyptian society. Both, *NatureTex* co-workers and *Heliopolis University* students are from the same generation but come from completely different backgrounds and lifestyles. Thus, the visit and exchange allowed them to peek into the life of the others, which has been an enriching and strengthening experience for both.

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2015	2014	2013
1220	1204	1292

SEKEMs total number of employees.

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2015	2014	2013
9%	4%	5%

SEKEMs total employee turnover per year.

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2015	2014	2013
13%	12%	10%

Share of females in SEKEMs managerial positions.

2015	2014	2013
23%	20%	20%

Share of females in SEKEMs total workforce.

As NatureTex co-workers and HU Students committed themselves together to gender equality also SEKEM pupils experienced the gender topic through different ways. On the International Women’s Day female students from SEKEM School got insights to professions that are offered by SEKEMs Vocational Training Center and which are traditionally occupied by men, such as carpentry, mechanics and electrical engineering. Boys and girls spend a first and very successful “Girls’ Day” together.

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## Breaking the Walls in Our Minds

In addition to the internal activities to strengthen the balance between women and men, SEKEM tried to raise awareness about the importance of gender equality by sharing its commitment on different events. Of worldwide interest was the *G7 Summit in Berlin*, Germany. Thomas Abouleish, SEKEMs Chief Relations Officer, attended a panel discussion at the G7 conference under the headline “Economic Empowerment of Women – Unlock the Potential” next to key representatives from governments, private sector and civil society. In his speech Thomas Abouleish emphasized on the problems women are facing in society when seeking for equality. Through that high-profile summit, SEKEM gained a huge international recognition of its “*Gender Strategy for a Balanced Society*”.

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# SEKEM Sustainability Report – 2015

**“By Dr. Abouleish’s living vision, SEKEM became a lighthouse project, receiving recognition all over the world and building a role model for other nations and their development projects”**

*Klaus-Peter Murawski, Minister of the German governorate Baden-Württemberg*

International recognition has also been conveyed by different awards that SEKEM received in 2015. In November, Dr. Ibrahim Abouleish was honored with the “*Staufermedaille*” from the German governorate Baden-Württemberg. The German accolade is given to people, who made special efforts towards Baden-Württemberg and can be considered as recognition for the German-Egyptian relations, strengthened by Dr. Ibrahim Abouleish in cooperation with highly committed partners, such as the SEKEM Friends Association Germany, who strongly support the SEKEM vision.

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Likewise, the Austrian SEKEM Friends Association contributed to another accolade that was given to Dr. Ibrahim Abouleish in May: *The Golden Diploma* from the Technical University Graz. The SEKEM founder graduated 50 years ago from the renowned university after studying chemical engineering there. The Austrian SEKEM Friends then organized *internships for two HU Students* at the same university and supported them by accommodation and cultural activities during their stay in Austria.

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**“We are impressed by your organization’s achievement in revitalizing dry lands through biodynamic agriculture methods”**

*Land for Life Award Committee, UNCCD*

Furthermore, the year 2015 witnessed one of SEKEMs most prestigious recognitions: *The Land for Life Award*. On the occasion of the 5<sup>th</sup> Kubuqi Desert Forum, SEKEM was internationally honored for its “outstanding commitment to combating soil erosion and protecting soil fertility through sustainable agriculture” and its “continuous contribution towards human development” by the UNCCD (United Nations Convention to Combat Desertification).

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Maximilian Abouleish, Chief Sustainable Development Officer, who received the Land for Life Award on behalf of SEKEM then also travelled to Ankara to attend the *Twelfth Session of the Conference of Parties (COP 12)*. SEKEM was invited to showcase its success in reclaiming desert land in a sustainable and inclusive way

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<b>2015</b>	2014	2013
<b>24</b>	23	20

Number of events on Sustainable Development where SEKEM participated.

<b>2015</b>	2014	2013
<b>2</b>	1	1

Number of awards related to Sustainable Development.

<b>2015</b>	2014	2013
<b>343</b>	159	102

Number of publications about SEKEM renowned media channels.

<b>2015</b>	2014	2013
<b>13</b>	13	15

Number of active memberships in relevant organizations.

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and developing communities with a holistic approach at the high profile event regarding desertification. Afterwards, *SEKEM organized an event* itself in cooperation with the Heliopolis University that addressed the Land for Life-topic: combating desertification. The workshop on possible routes towards advancing sustainable agriculture on a national scale in Egypt took place in September and was attended by national political decision-makers, academics and business leaders, among others the former Egyptian Minister of Agriculture Professor Dr. Salah El Din Helal.

**||** *A further step to take over the responsibilities of our generation and to transform the challenges of today into the solutions of tomorrow.“*

*Maximilian Abouleish, CSDO, SEKEM Group about the Land for Life Award & COP12 participation*

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Sustainable farming was also addressed at the *German-African Agribusiness Forum* in Cologne that was initiated by another SEKEM long-term partner the German Entrepreneurial Development Cooperation (DEG). Back then, DEG was the first and only bank ready to support a visionary project in the Egyptian desert that many people considered as unrealistic.

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To spread the idea of a holistic and sustainable community, representatives of SEKEM contributed to different other international events in 2015. Hence, Helmy Abouleish, CEO of SEKEM Group, held a speech at *Cradle to Cradle Congress* in Germany that was targeting “Rethinking for a Positive Footprint” by discussing perspectives for a world facing the most urgent challenges of the future.

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In Italy he spoke at the “*Think More About*”-Congress about equilibrium and the meaning of finding a balance between the different dimensions of SEKEMs Sustainability Flower. Helmy Abouleish joined several more conferences and invested time in different media interviews about SEKEM, its vision and sustainable development.

**||** *What is right today can already be wrong tomorrow. Every day we have to reinvent ourselves.“*

*Helmy Abouleish, CEO, SEKEM Group*

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Dr. Ibrahim Abouleish published a revised edition of his well known autobiography “*Die SEKEM Symphonie*” and visited various conferences and gave several other contributions about SEKEM and Sustainable Development. The *SEKEM Day* in Stuttgart, at the *UNESCO World Conference on Education for Sustainable Development* or at the International Conference “*Alliances for Feeding the Planet*” in Italy. On this occasion, Dr. Ibrahim Abouleish met an old friend that played a significant role for SEKEMs development: Guilia Maria Crespi, the current chairwoman of the Italian Environmental Fund, taught the SEKEM founder the Biodynamic agriculture principles 38 years ago. Actually, SEKEMs strong Societal Life is fertilized by the long-term friendships that Dr. Ibrahim Abouleish is keeping since decades.

## SEKEMs Cooperation with Contracted Farmers all over Egypt

SEKEMs partnership with the Dutch financing organization Oikocredit brought important impacts as well. The reliable SEKEM partner conducted a comprehensive “*Impact Evaluation Study*” on SEKEMs cooperation with contracted farmers all over Egypt. This did not only show the benefits of SEKEMs approach but also helped to see where the initiative needs to improve its activities. The Impact Study concludes, among other results that SEKEM farmers receive higher incomes and benefit from guaranteed markets as well as better work opportunities in adjacent villages and towns. The research team also did some recommendations including for instance the suggestion to identify relevant interventions in health and education, especially for women and young people.

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Besides, an active member of Oikocredit, Eberhard Proissl, who attended a SEKEM Shareholder Visit, showed amazing efforts in *presenting SEKEM* after his return to Germany in various events. Later on, Oikocredit celebrated its 40th Anniversary. Helmy Abouleish conveyed his congratulations by emphasizing on the significant role Oikocredit plays as a strong partner, who believes in SEKEMs vision.

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SEKEM did not only attend events but also hosted different workshops and conferences itself in 2015 to spread its idea of a sustainable community in different fields across the society. SEKEMs great *experience in Organic agriculture or alternative medical approaches* have been conveyed through workshops and conferences at Heliopolis University, attended by professors, experts or politicians. Hence, for instance the challenges Organic agriculture in Egypt is facing have been discussed and possible solutions were developed.

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## Demeter in Egypt in 2020

In summer Demeter International members came to SEKEM Farm to deal with the topic “The Soul Qualities in Biodynamic Agriculture”. During the *19th Demeter International Conference* Helmy Abouleish presented SEKEMs vision for Demeter in Egypt in 2020. It includes four sectors: training, research and development, a focus on regionalism, and advocacy. Hence, there is the plan to offer a university course as well as training in Biodynamic agriculture at SEKEMs Vocational Training Center. Above, SEKEM intends to strengthen research projects that support the significance of Biodynamic food production, for instance through “True Cost Accounting” that reveals the true prices of Organic and conventional cultivation methods. Furthermore, SEKEM aims to cultivate three times as much biodynamically in the year 2020 compared to 2015.

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“A fair and sustainable world is not only possible; it is on its way. In quiet moments, we can clearly become aware of it.”

Kosha Joubert, Founder of GEN Africa

## Developing Communities

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SEKEMs Societal Life was crowned by an international event that was in the same time an anniversary celebration: The *Global Ecovillage Network Africa (GEN Africa)* celebrated its collaboration with SEKEM, which has been initiated in 2012 and the 20th anniversary of the international initiative. Representatives from different ecovillages under the umbrella of GEN Africa attended the event and represented their projects in regards to social innovation activities. The main pillar of an ecovillage is defined by engaging the youth to environmental conservation and living in harmony with nature.

“In Heliopolis University for Sustainable Development we encourage our students to become the change makers of the future, which might help to create more innovative social entrepreneurs.”

Mohamed Sultan, SEKEM Employee

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SEKEMs contributions in regards to Social Innovation were also addressed by Mohamed Sultan at the first *Social Entrepreneurship Conference* in Egypt. Mohamed Sultan as a representative of SEKEM underlined that the awareness and consideration about the social potential takes a huge part in prosperous businesses.

However, the year 2015 was not only flourishing through SEKEMs external societal circles, but also on the inner-scale including SEKEMs co-workers and students. Hence, SEKEM co-workers from different companies have been committed to social activities such as a *soccer tournament* or *Bothmer Gymnastic Courses*.

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One of SEKEMs renowned guests in 2015 was the human rights activist *Rupert Neudeck*. He said: “What Albert Camus once wrote about Sisyphus, can be said about the people I met in SEKEM: I can imagine them happy”. This is what SEKEM is striving for in its Societal Life Dimension, by giving people the chance to feel safe in the community and free in their individual beliefs. The inner and outer circles of supporters are fundamental and enabled all societal progress in the year 2015.

## UN Global Compact, CEO Water Mandate & Women’s Empowerment Principles

SEKEM joined the Global Compact Initiative of the United Nations (UN) in 2003. The company is committed to the ten principles of the UN Global Compact concerning human rights, labor standards, environment protection as well as anti-corruption and their implementation in all business processes. We demonstrate as well our ongoing support of the CEO Water Mandate, and the Women’s empowerment principles, and our commitment to apply all required actions in all areas of our business.







# CULTURAL Life

// “Education is the most powerful weapon,  
which you can use to change the world.”

Nelson Mandela

SEKEMs cultural year 2015 had a unique start: *DUNDU*, a gigantic mannequin that is performing on stages all over the world visited SEKEM and brought great joy to SEKEM co-workers, students and pupils. *DUNDU* came already for the second time with its inventors Stefan Charisius and Tobias Husemann, who are friends of SEKEM since many years.

In fact, many friends visited SEKEM during the past year, contributing to SEKEMs cultural life. One of those was *Dr. Bruno Sandkühler*, a German expert for the ancient Egyptian culture and one of SEKEMs longstanding supporters and friends. Dr. Sandkühler did not only held lectures for the students at Heliopolis University but also organized excursions with them and told pupils at SEKEM School exciting stories about the popular ancient Egyptian culture that is located right in front of their homes.

# SEKEM Sustainability Report – 2015

**“**We are all different from each other – just like the different notes in a composition. But when they sound together in the proper way, they will create a wonderful symphony.”

*Prof. Dr. Ibrahim Abouleish, SEKEM Founder*

Later in the year, SEKEM Community could enjoy beautiful tones from the musician couple *Friedgard and Rudolf Gleissner*. The successful pianist and cellist were invited by the German SEKEM Friends Association and gave plenty of concerts during their stay in all SEKEM institutions.

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Actually, the European SEKEM Friends Associations play an important role in supporting SEKEMs cultural and educational activities. The Austrian SEKEM Friends, for instance supported two students from the Engineering department of Heliopolis University by organizing an *internship for them at Technical University Graz* in August 2015 and introducing them via different activities to the Austrian culture. The work of *SEKEM Austria* was portrayed in a 14-minutes featured film made by the filmmaker Roman Pachernegg and the artist Jasmine Wagner, who count to the SEKEM guests of 2015 themselves.

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**“**In Egypt, speech always played a significant role. Egyptians love poetry and have a great talent for acting.”

*Dorothea Walter, Artist for Speech & Acting*

2015	2014	2013
<b>38</b>	27	13

Number of babies in SEKEMs Nursery.

2015	2014	2013
<b>54</b>	51	59

Number of children in SEKEMs Kindergarten.

2015	2014	2013
<b>312</b>	333	314

Number of pupils enrolled in SEKEMs School.

2015	2014	2013
<b>212</b>	191	180

Number of SEKEM School graduates since 1998.

2015	2014	2013
<b>32</b>	34	30

Number of students in SEKEMs Special Education Program.

2015	2014	2013
<b>238</b>	238	238

Number of students enrolled in SEKEMs Vocational Training Centre.

2015	2014	2013
<b>814</b>	736	659

Number of graduates of SEKEMs Vocational Training Centre since 2000.

2015	2014	2013
<b>806</b>	554	356

Total number of students in Heliopolis University.

## Empower Young People to Become Champions of Sustainable and Holistic Development

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An essential part of SEKEMs and the Heliopolis University's cultural activities is included into the so called Core Program. Co-workers and students regularly attend, for example *Eurythmy lessons, painting sessions, language courses or even theater playing*. This shall strengthen the individual development, capacity for innovation and social responsibility.

**“***We laughed and had fun as if we were a family or good friends and we realized that we can only be successful if we stand together.”*

*Noha Hussein, SEKEM Co-Worker*

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Thus, *students, pupils and co-workers performed “Hulm” (Arabic for dream), a staging that thematized the differences and commonalities of the oriental and occidental cultures by introducing selected works of Johann Wolfgang von Goethe and comparing them with different Arabic literature genres.*

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Another elaborate collaboration in 2015 was the Eurythmy performance *“The River of Eternity”*, which was presented on the occasion of SEKEMs 38th anniversary celebration in autumn. HU-students sang and acted, pupils of SEKEMs Vocational Training Center contributed and even young pupils and children from SEKEMs Kindergarten participated in the impressive performance.

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While the yearly *SEKEM Autumn Festival* was characterized by different dance performances the second regular big SEKEM celebration, *SEKEMs Spring Festival*, fascinated by an enriching musical program. Both festivals are taking place every year with all SEKEM co-workers and guests from all over the world. In autumn SEKEM celebrated 38 years of Sustainable Development and at the end of March Dr. Ibrahim Abouleish's 78th birthday was recognized.

## Preparing Young People for the Challenges of the Future

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SEKEMs holistic cultural approach, focused in 2015 especially to the youngest generation. The Heliopolis University started to integrate the *Children's University*, a program that is aiming to increase the interest of children in different disciplines including science, technology, humanities and arts. This shall help the young generations to understand how their knowledge and skills overlap and interlock with others. Since summer 2015, children from the ages of 16 to 18 regularly visit the Heliopolis University on weekends and in their holidays, and get engaged to the

university environment by attending interactive classes under the supervision of teachers and university professors in subjects like water, energy, health, biodiversity, arts and humanities. The Center of Excellence of Heliopolis University is developing these activities related to the context of *Education for Sustainable Development (ESD)*.

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“It is very important to not only provide teachers with the pedagogical tools to implement activities, but also with an understanding of the benefits of using such strategies in the classroom and an opportunity to discuss the new pedagogical approaches with colleagues.”

Mohamed Anwar, SEKEM Co-Worker

Education for Sustainable Development means, including key sustainable development issues into teaching and learning; for example climate change, biodiversity, poverty reduction and sustainable consumption. It also requires participatory teaching and learning methods that motivate and empower learners and teachers to change their behaviour and take action towards sustainable development. SEKEM Development Foundation and the HU’s Center of Excellence initiated in this regards the *EduCamp-project* some years ago that was mainly about creating resource kits, which provide comprehensive manuals for activities to promote ESD, and giving trainings about the right implementation.

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In 2015, *EduCamp II* was successfully finalized. The extension of the first EduCamp project now had a special focus on improving education in slum areas in Egypt.

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# SEKEM Sustainability Report – 2015

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Also SEKEMs Vocational Training Center (VTC) extended its activities in different sectors in 2015. Hence, the *first internationally certified training for welders* was initiated. In cooperation with SEKEM Energy and the German Development Cooperation (GIZ), young people can be trained now for the growing challenges of modern methods of metal processing. One huge benefit in SEKEMs training for welders is a specification in the field of renewable energy technologies, which will strongly support the installation of further solar systems.

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Moreover, the VTC benefited from women’s power in various aspects. Four female students joined the electrical engineering department, which is also running under the supervision of a woman. Probably an outcome of the *Girls’ Day* that was for the first time celebrated in SEKEM School. On the occasion of the International Women’s Day 2015 the VTC opened its doors for female pupils of SEKEM School to offer them insights to the different technical professions that are traditionally occupied by men in Egypt. In addition to those activities a celebration took place where the whole community of the SEKEM school attended. Different women, even two guests from outside, a stewardess and a woman working as plumber, spoke about their career experience to encourage the female pupils and in the same time raise awareness among all pupils about the meaning of gender equality.

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Also SEKEMs Medical Center contributed to the successful *Girls’ Day*. Committed nurses, who exemplary manage their working and private life were telling about their experiences in front of the audience and encouraged young women to choose a job that fulfills them for instance by supporting a healthy Egyptian society. One of them was *Ola Hussein*, who is working in SEKEMs Medical Center since more than 9 years and benefits from the childcare institution.

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**“***I wish the Egyptian society would value arts with all its types, just like it happens in SEKEM. I am sure it would have a great impact.”*

*Hamada Shousha, Arts Professor at Heliopolis University*

Last but not least, like in the previous years, SEKEM continuous supported its co-workers with regular trainings and meetings in regards to different topics. Every sunday morning the employees of SEKEMs Head Office meet Dr. Ibrahim Abouleish, and sometimes guests from outside, to discuss SEKEMs vision, sustainable development or the current development in the world. Each meeting starts with a cultural performance and includes an holistic way of commenting. The staff of Heliopolis University has a similar meeting that is focusing more on pedagogics.

2015	2014	2013
5606	4831	1146

Total hours provided in Vocational Training.

2015	2014	2013
5913	2724	1063

Total hours provided in Soft Skills Training.

2015	2014	2013
4077	4743	7292

Total hours provided in Total Quality Management System Training.

2015	2014	2013
8894	10653	6669

Total hours provided in Cultural & Arts Training.

# SEKEM Sustainability Report – 2015

Besides, every Monday Heliopolis University organizes the so-called Monday Forum that offers artistic performances to students and employees of SEKEMs Head Office.

Likewise, SEKEMs contracted farmers that are located all over Egypt cultivating land with Biodynamic methods, receive regular trainings and continued education by introducing them to new techniques or offering cultural courses. In December, *SEKEM farmers in Beheira received a comprehensive training* regarding new advances in biological pest control, bio fertilization and an innovative technique in clean energy extraction, a modern Biogas unit.

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**“***I wouldn't know that SEKEM is that huge unless I attended this orientation program and watched every single detail of it. I could also make new friendships with my colleagues from different departments.”*

*Noha Hussein, SEKEM Co-Worker about her Orientation Days at SEKEM*

The continuous personal development strategy, which SEKEM is adopting within its holistic approach starts with the co-workers from the beginning of their engagement with SEKEM. Since 2015 new co-workers join a four-days orientation program in order to get to know SEKEMs activities, vision and mission. The newcomers receive lectures from the managers of each of SEKEMs companies and make their first artistic experiences with SEKEM for instance by doing *eurythmy or painting courses*.

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2015	2014	2013
6	5	9

Total number of funded research projects completed in the reporting period.

2015	2014	2013
3	9	14

Total number of funded research projects started in the reporting period.

2015	2014	2013
16	19	14

Total number of funded research projects running in the reporting period.



# ECOLOGY

// “A sustainable approach to agriculture is vital to the future of Egypt and the region. We can build up the quality of soil, improve water use and build stronger community relations, but a sustainable way of financing these new models is also a priority.”

Helmy Abouleish

During the past 38 years SEKEM reclaimed 1628 Feddan (approx. 683 hectares) desert land to vital living soil by using Organic and Biodynamic methods. Additionally, SEKEMs contracted farmers cultivate more than 4000 Feddan (approx. 1680 hectares) all over Egypt with sustainable Biodynamic agriculture.

In a country like Egypt, that consists of more than 90% desert and is living in water scarcity, sustainable land reclamation has a fundamental meaning for the future. Even though most Egyptians don't realize, they have not enough water to secure their food supply and are accordingly depending heavily on food imports. With the fast growing population of Egypt, this requires innovative solutions right away.



# SEKEM Sustainability Report – 2015

In the past years, SEKEM did not reclaim additional land (according to the challenging times that Egypt went through since 2011) but could manage to keep the soil fertile. For its efforts in “revitalizing dry lands through biodynamic agriculture methods” and for combating desertification *SEKEM received the Land for Life Award* by the United Nations Convention to Combat Desertification in 2015.

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Since 38 years, SEKEM is committed to reclaiming desert land in a sustainable way by applying Biodynamic agriculture. This means that the whole farm is seen as a living organism.

Animals take a fundamental part in a healthy farm circle and are crucial for biodynamic agriculture. In 2015 SEKEM could increase the number of animals and addressed the topic “how can we accompany the animals with dignity into the future?” at the *19<sup>th</sup> Demeter International Conference* that was hosted by SEKEM. Their manure is an important ingredient in the organic compost, which SEKEM is using instead of chemical fertilizer. The so-called “black gold of the desert” is rich of micro-organisms and keeps the soil fertile. This increases the water holding capacity and the microorganisms are essential to make nutrients available to plants.

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	SEKEM Animals			2015	2014	2013
	2013	2014	2015			
Total Number of Bulls	19	2	22	<b>100%</b>	100%	100%
Total Number of Dairy Cows	218	100	130			
Total Number of Laying Hens	0	0	17500			
Total Number of Sheep	590	450	554			
Total Number of Bee Hives	112	85	54			
Total Number of Pigeons	400	500	1550			
Endangered Birds	11	11	11			

Share of Animals that are kept according to Demeter Standards

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# SEKEM Sustainability Report – 2015

2015	2014	2013
<b>16.2</b>	15.2	18.7

Relative amount of electricity consumption per thousand EGP Sales (in kwh/1000 EGP).

2015	2014	2013
<b>4728</b>	4226	4378

Total amount of electricity used (in MWh).

2015	2014	2013
<b>5227</b>	4723	5399

Total amount of CO<sub>2</sub> Emissions (in tCO<sub>2</sub>-e).

2015	2014	2013
<b>15</b>	15	20

Relative amount of of emissions per 1000 EGP sales (in tCO<sub>2</sub>-e).



# SEKEM Sustainability Report – 2015

2015	2014	2013
<b>141</b>	117	118

Total amount of water usage for company & personal use (in '000 liters).

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2015	2014	2013
<b>0.5</b>	0.4	0.5

Relative amount of water usage for company & personal use (in liters/1000 EGP).

2015	2014	2013
<b>1923</b>	2228	2978

Total amount of water usage for agricultural use (in '000 m<sup>3</sup>).

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2015	2014	2013
<b>100%</b>	100%	100%

Share of water recycled and reused.



SEKEM is strongly focusing on its water footprint as the United Nations predict that the water availability will even drop to below 500 cubic meters per year per capita in Egypt until 2025. This means that Egypt is heading to become completely water scarce.

Some of the SEKEM Farms use Nile water and others groundwater, according to the area where they are located. SEKEM is putting a lot of efforts in monitoring the water consumption, especially by inspecting the well water levels to only withdraw sustainable water amounts. SEKEM could decrease the usage of water for agriculture in the past year, which is an outcome of strong maintenance efforts and infrastructure improvements.

## The Power of the Egyptian Sun

Not only the conscious dealing with water is important. Based on the Biodynamic approach of cultivation, SEKEM also constantly monitors its impact on air and energy. Hence, SEKEM fosters the implementation of renewable energies. In 2015, first successes could be achieved. On SEKEMs Farm in Wahat El Bahareya the so far *largest single solar-water pump* was installed in 2015. The photovoltaic panels replace a diesel generator and are able to irrigate an area of 60 feddan (about 25 hectares) of date palms.

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To develop and monitor all ecological practice SEKEM engages a whole team that

*“Chia and Quinoa may be very useful to Egypt’s agriculture as they require only small water amounts and in the same time increase the income of the local farmers by exporting them to Europe where they are high requested at the moment.”*

*Laura Mack, PhD candidate conducting research at SEKEM*

is committed to researches and studies on different ecological and agricultural topics: *SEKEMs Department for Sustainable Development*. One important research that started in 2015 has been done in cooperation with the German University of Hohenheim and with the support of SEKEMs German partner company Davert. The currently very popular so-called “functional superfoods” *Chia and Quinoa* have been cultivated in SEKEM with a special focus on water management. Both crops are dry- and salt-tolerant and seem to be predestinated for desert farming.

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Additionally, various conferences and events took place in SEKEM or have been attended by SEKEM representatives to create awareness and enhance the current agricultural practices (for more details, see Societal Life).

## Organic Farming, the “Glo-cal Solution”

Although SEKEM did not increase the reclaimed land in the past year another important outcome can be seen. *Mohamed Berry*, a young man that went already to SEKEM School, worked later on different SEKEM Farms and was engaged to various ecological projects, says: “I am convinced that organic farming is our best chance to tackle many of the global and local challenges we are facing nowadays. I therefore call it the ‘Glo-cal’ solution, a combination of the two terms global and local. It is crucial to always consider both.” The fact that people become aware of the ecological challenges that Egypt is facing will help to reclaim more deserts for the future and spread the idea of Organic and Biodynamic agriculture approaches.

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**“We can start to reclaim more deserts for cultivation and the construction of plants – I am sure this is possible. More people should benefit from the same blessings as we could.”**

*Mohamed Mansour, SEKEM Farmer*



SEKEM Sustainability Report – 2015

# INDICATORS

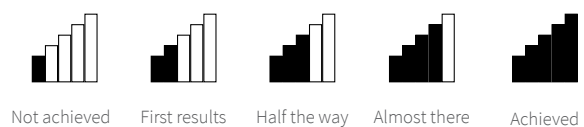
Evaluation of SEKEMs performance in 2015  
through the balance score card

## Target 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.

In the year 2015, we set ourselves 90 targets out of which we achieved 61%. Another 25% of our targets have been almost achieved.

	ECONOMY	SOCIETAL Life	CULTURAL Life	ECOLOGY
	1	0	0	2
	1	1	0	2
	2	3	0	1
	6	7	6	3
	13	8	11	22



# SEKEM Sustainability Report – 2015



## ECOLOGY

Report Indicators – 2015

Dimension	PA	Performance Indicator	Unit	Total 2013	Total 2014	Total 2015	Evaluation	Comments
						Total Target		
SOIL	Soil Quality	Size of total reclaimed land	Feddan	1628	1628	<b>1628</b>		
		Target 2015	Feddan			<b>1628</b>		
		Share of total reclaimed land owned in %*	%	26	26	<b>26</b>		
		Target 2015	%			<b>26</b>		
	Compost Quality	Share of Organic matter of produced compost	%	25 - 30	25 - 30	<b>27</b>		
		Target 2015	%			<b>25 - 30</b>		
		Amount of effective micro-organisms per gram	Number	4.3x10 <sup>11</sup>	2.4x10 <sup>12</sup>	<b>2.4x10<sup>12</sup></b>		The raw material mix for compost is not optimized at the moment. There is more animal waste needed to achieve a better quality.
		Target 2015	Number			<b>2.5x10<sup>12</sup></b>		
Plants	Seeds	Total available compost	Tons	3357	1860	<b>1114</b>		
		Target 2015	Number			<b>2323</b>		
		% of seeds used by SLR from own production/savings	%	80	78	<b>80</b>		
		Target 2015	%			<b>80</b>		
	Seeds	Number of varieties in own seed bank	Number	192	234	<b>283</b>		New varieties from India and Bulgaria for herbs and medical plants.
		Target 2015	Number			<b>283</b>		
		Share of used seeds that are organic and untreated	%	100	100	<b>100</b>		
		Target 2015	%			<b>100</b>		

\* For marked indicators, we adapted calculation methods and therefore adapted also history data, compared to previous publications.

# SEKEM Sustainability Report – 2015

Dimension	PA	Performance Indicator	Unit	Total 2013	Total 2014	Total 2015	Evaluation	Comments
						Total Target		
ANIMALS	Animal Husbandry	% of animals that are kept according to Demeter Standards	%	100	100	100		
		Target 2015	%			100		
		Total number of Bulls	%	19	2	22		
		Target 2015	%			22		
		Total number of Dairy Cows	%	218	100	130		
		Target 2015	%			130		
		Total number of Laying hens	Number	0	0	17500		Chickens are in 1 year transition to demeter standard and currently under organic standard.
		Target 2015	Number			15000		
		Total number of Sheep	%	590	450	554		
		Target 2015	%			500		
		Total number of Bees population in hives	%	112	85	54		SEKEM plans to reintroduce old Egyptian beehives in 2016.
		Target 2015	%			85		
	Total number of Pigeons	Number	400	500	1550			
	Target 2015	Number			1000			
Natural Habitat	Number of seldom birds found space at SEKEM farms	Number	11	11	11			
	Target 2015	Number			Not Defined			
ENERGY	Energy Use	Total amount of gasoline consumption	Liters	709'000	549'000	645'160		
		Target 2015	Liters			721'997		
		Total amount of gasoline consumption for equipment	Liters	151'000	153'000	471'112		
		Target 2015	Liters			201'212		
		Total amount of gasoline consumption for power generation	Liters	558'000	396'000	174'048		
		Target 2015	Liters			520'785		
		Total electricity consumption	MWh	4378	4226	4728		
		Target 2015	MWh			5558		
		Relative amount of electricity consumption per thousand EGP Sales	KWh / 1,000 EGP	18.7	15.2	16.2		
		Target 2015	KWh / 1,000 EGP			15.0		



# SEKEM Sustainability Report – 2015

Dimension	PA	Performance Indicator	Unit	Total 2013	Total 2014	Total 2015	Evaluation	Comments
						Total Target		
AIR	Emission reduction	Total amount of emissions	tCO <sub>2</sub> e	5399	4723	<b>5227</b>		
		Target 2015	tCO <sub>2</sub> e			<b>6135</b>		
		Relative amount of emissions per thousand EGP Sales*	tCO <sub>2</sub> e / 1000 EGP	23.1	17.0	<b>17.9</b>		
		Target 2015	tCO <sub>2</sub> e / 1000 EGP			<b>17</b>		
WATER	Water Use	Total amount of water usage for company and personal use	m <sup>3</sup>	118'018	117'255	<b>140'941</b>		Due to the new water factory in SEKEM the water consumption increased in 2015.
		Target 2015	m <sup>3</sup>			<b>163'600</b>		
		Total amount of water usage for agricultural use	m <sup>3</sup>	2'978'000	2'228'000	<b>1'923'394</b>		Reductions due to better irrigation management and new irrigation infrastructures.
		Target 2015	m <sup>3</sup>			<b>2'288'147</b>		
		Total amount of water usage for agricultural use from ground water source	m <sup>3</sup>	1'618'000	1'735'094	<b>1'491'018</b>		
		Target 2015	m <sup>3</sup>			<b>1'626'811</b>		
		Share of water usage for agricultural use from ground water source	%	54	78	<b>78</b>		
		Target 2015	%			<b>71</b>		
		Relative amount of water usage for company and personal use	m <sup>3</sup> / 1000 EGP	0.5	0.4	<b>0.5</b>		
		Target 2015	m <sup>3</sup> / 1000 EGP			<b>0.4</b>		
	Share of water recycled and reused	%	100	100	<b>100</b>			
	Target 2015	%			<b>100</b>			
	Water Source	If well exists: Difference from actual to old ground water level (before start of withdrawal)	%	NA	-1.5 – -3.4	<b>-30 – 0</b>		
		Target 2015	%			<b>0</b>		
Amount of significant spills in liters or other impact on water		Liters	0	0	<b>0</b>			
Target 2014		Liters			<b>0</b>			
Monitoring salinity of wells ds/m		ds/m	0.5 – 5.2	NA	<b>0.25 – 5.35</b>			
Target 2014				<b>0.5 – 5</b>				

\* For marked indicators, we adapted calculation methods and therefore adapted also history data, compared to previous publications.

# SEKEM Sustainability Report – 2015



## ECONOMY

Report Indicators - 2015

PA	Performance Indicator	Unit	Total 2013	Total 2014	Total 2015	Evaluation	Comments
					Total Target		
Product Portfolio	% of sales value of organic & Demeter certified products	%	83	63	<b>60</b>		This numbers refer only to possible organic and demeter sales excluding honey, water and Atos Pharma medical product sales that cannot be certified.  The strong decline is a result from various factors, such as less Organic Anise Tea production, due to external contaminations from Nile water and farmers' neighbors.
	Target 2015	%			<b>71</b>		
	% of export sales value of products that have a Demeter certificate	%	99	99	<b>99</b>		Some export customers do not request certification of herbal or food products.
	Target 2015	%			<b>100</b>		
	% of sales value of products that have a Fairtrade certificate	%	2	2	<b>1</b>		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 2015	%			<b>Not Defined</b>		
	% of sales revenues of products with known product carbon footprint*	%	57	62	<b>40</b>		Some products with calculated Carbon Footprint are not sold anymore (e.g. Grapes and Compost).
Target 2015	%			<b>65</b>			
Economic Value Distribution	Ratio of highest to lowest annual full-time salary*	Ratio	1:60	1:46	<b>1:36</b>		G gradual increase on entry-level salary executed.
	Target 2015	Ratio			<b>1:40</b>		
	Total amount of internal Investments	Million EGP	11	4	<b>36</b>		This includes investments into new machinery (e.g. Tea Packaging) and some building extensions.
	Target 2015	Million EGP			<b>24</b>		
	Majority Shareholder Equity Ratio	Ratio	76	76	<b>61.5</b>		
	Target 2015	Ratio			<b>61.5</b>		
	Share of Net Profit invested into Community Development	%	0	10	<b>10</b>		
Target 2015	%			<b>10</b>			
Innovation	Share of sales revenues from new products and services in the last three years	%	3	10	<b>12</b>		
	Target 2015	%			<b>15</b>		
	Share of total Sales invested into company research & development	%	0	0.4	<b>0.7</b>		
	Target 2015	%			<b>1%</b>		

# SEKEM Sustainability Report – 2015

PA	Performance Indicator	Unit	Total 2013	Total 2014	Total 2015	Evaluation	Comments
					Total Target		
Economic Value Creation	Net Revenue	Million EGP	234	278	<b>292</b>		
	Target 2015	Million EGP			<b>380</b>		
	Gross Profit	Million EGP	107	129	<b>135</b>		
	Target 2015	Million EGP			<b>169</b>		
	Profit Before Tax	Million EGP	3.7	16.3	<b>7.4</b>		Due to the devaluation of the Egyptian Pound, the company had to factor in book losses of EGP 22m.
	Target 2015	Million EGP			<b>43</b>		
	Profit for the Year	Million EGP	0.4	10.6	<b>3.6</b>		Due to the devaluation of the Egyptian Pound, the company had to factor in book losses of EGP 22m.
	Target 2015	Million EGP			<b>33</b>		
	Local vs. Export Sales Share	%	76 : 24	78 : 22	<b>79 : 21</b>		
	Target 2015	%			<b>79 : 21</b>		
Operations	Total weight of waste by type*	Tons	468	577	<b>720</b>		Plastic: Demand of new ISIS Water factory; Paper: LOTUS sales growth and customer preference in paper packaging; Glass: Strong increase in returned goods (Juice, Jam, Ketchup) and no reuse option; Organic: LOTUS: Strong increase of whole leave product sales, results in higher raw material treatment losses (customer preferences);
	Target 2015	Tons			<b>700</b>		
	Total weight of organic waste*	Tons	275	368	<b>462</b>		Lotus: Strong increase of whole leave product sales, results in higher raw material treatment losses (customer preferences)
	Target 2015	Tons			<b>483</b>		
	Total weight of waste per thousand EGP Sales*	Tons / 1000 EGP	2.0	2.1	<b>2.5</b>		
	Target 2015	Tons / 1000 EGP			<b>1.70</b>		
	Share of organic waste recycled	%	100	100	<b>100</b>		
	Target 2015	%			<b>100</b>		
	Share of non-organic waste recycled	%	34	32	<b>52</b>		Decrease in not recyclable, non-organic waste and stronger increase in recyclable waste. There was an increase in recyclable waste, especially for glass.
	Target 2015	%			<b>50</b>		
	Share of recycled packaging material input*	%		6	<b>4</b>		This indicator includes just recycled material input for packaging.
	Target 2015	%			<b>10</b>		
	Total number of customer complains and claims	Number	75	92	<b>136</b>		
Target 2015	Number			<b>100</b>			
Partnership	Share of contracted agricultural lead suppliers with membership in the EBDA*	%	100	100	<b>100</b>		
	Target 2015	%			<b>100</b>		

\* For marked indicators, we adapted calculation methods and therefore adapted also history data, compared to previous publications.



## SOCIETAL Life

Report Indicators - 2015

PA	Performance Indicator	Unit	Total 2013	Total 2014	Total 2015	Evaluation	Comments
					Total Target		
Health & Safety	Number of employee visits at the Medical Center	Number	4031	4693	<b>6606</b>		
	Target 2015	Number			Not Defined		
	Number of other visits at the Medical Center	Number	34004	36354	<b>33811</b>		
	Target 2015	Number			Not Defined		
	Total Number of Medical Center visits	Number	38035	41047	<b>40417</b>		
	Target 2015	Number			Not Defined		
	Share of employees with private health insurance	%	29	34	<b>38</b>		
	Target 2015	%			<b>40</b>		
	Total number of working days lost due to sick leave etc. (das)	Number	1900	2089	<b>1931</b>		
	Target 2015	%			<b>2105</b>		
	Absentee rate	Number	0.6	0.29	<b>1.51</b>		
	Target 2015	%			<b>1.0</b>		
	Total number of work related injuries	%	6	8	<b>1</b>		
	Target 2015	Number			<b>0</b>		
Number of fatal injuries	Number	0	0	<b>0</b>			
Target 2015	Number	0	0	<b>0</b>			
Workforce Diversity	Share of females in total workforce (excl. Daily Workers)	%	20	20	<b>23</b>		
	Target 2015	%			<b>25</b>		
	Share of females in managerial positions	Number	10	12	<b>13</b>		
	Target 2015	%			<b>15</b>		
	Share of employees with disabilities	%	2	2	<b>1</b>		
	Target 2015	%			Not Defined		

# SEKEM Sustainability Report – 2015

PA	Performance Indicator	Unit	Total 2013	Total 2014	Total 2015	Evaluation	Comments
					Total Target		
Workforce Composition	Number of Senior Managers	Number	14	11	<b>11</b>		
	Target 2015	Number			<b>11</b>		
	Number of Middle Managers	Number	94	108	<b>120</b>		
	Target 2015	Number			<b>158</b>		
	Number of Specialists	Number	530	544	<b>534</b>		
	Target 2015	Number			<b>650</b>		
	Number of Labourers	Number	654	541	<b>555</b>		
	Target 2015	Number			<b>584</b>		
	Number of Daily Workers	Number	NA	NA	<b>410</b>		
	Target 2015	Number			<b>300</b>		
	Total Number of employees*	Number	1292	1204	<b>1220</b>		This indicator includes the SEKEM Development Foundation.
	Target 2015	Number			<b>1403</b>		
Share of young employees (below the age of 36)	%	68	67	<b>64</b>			
Target 2015	%			<b>Not Defined</b>			
Loyalty & Motivation	Employee turnover	%	5	4	<b>9</b>		This turnover indicator includes all employees who left the company after more than one year.
	Target 2015	%			<b>3</b>		
	Total number of part time workers	Number	64	43	<b>71</b>		
	Target 2015	Number			<b>70</b>		
	Share of workforce that works part time	%	5	4	<b>6</b>		
	Target 2015	%			<b>5</b>		
	Estimated share of non-monetary benefits of overall salaries	%	10	8	<b>8</b>		
Target 2015	%			<b>10</b>			
Advocacy for Sustainable Development	Number of events concerning SD where SEKEM representatives played an active role	Number	20	23	<b>24</b>		
	Target 2015	Number			<b>12</b>		
	Number of awards related to sustainable development received	Number	1	1	<b>2</b>		
	Target 2015	Number			<b>Not Defined</b>		
	Number of articles in renowned publications on Sekem and sustainable development per year*	Number	102	159	<b>343</b>		
	Target 2015	Number			<b>250</b>		
	Number of active membership in organizations relevant for sustainable development	Number	15	13	<b>13</b>		
Target 2015	Number			<b>Not Defined</b>			

\* For marked indicators, we adapted calculation methods and therefore adapted also history data, compared to previous publications.

# SEKEM Sustainability Report – 2015



## CULTURAL Life

Report Indicators – 2015

PA	Performance Indicator	Unit	Total 2013	Total 2014	Total 2015	Evaluation	Comments
					Total Target		
Education	Number of students in SEKEM School	Number	314	333	312		
	Target 2015	Number			312		
	Number of children in SEKEM Kindergarten	Number	59	51	54		
	Target 2015	Number			52		
	Number of students in Vocational Training Center	Number	238	238	238		
	Target 2015	Number			226		
	Number of students in SEKEM Special Education	Number	30	34	32		
	Target 2015	Number			36		
	Number of babies in SEKEM Nursery	Number	13	27	38		
	Target 2015	Number			38		
	Number of students in Heliopolis University	Number	356	554	806		
	Target 2015	Number			850		
	Total number of SEKEM School graduates since 1998	Number	180	191	212		
	Target 2015	Number			Not Defined		
	Total number of VTC graduates since 2000	Number	659	736	814		
	Target 2015	Number			Not Defined		
	Students Graduated from SEKEMs Vocational Training Center	Number	79	77	78		
	Target 2015	Number			78		
	Share of Students at HU benefiting from scholarships	%	67	58	56		Most of the scholarships include a support of 20% but there are also other scholarship models applied.
	Target 2015	%			58		
Total number of Community school children since 1987	Number	1514	1531	1531			
Target 2015	Number			Not Defined			
Number of students in professional training for eurythmy	Number	6	6	6			
Target 2015	Number			6			

# SEKEM Sustainability Report – 2015

PA	Performance Indicator	Unit	Total 2013	Total 2014	Total 2015	Evaluation	Comments
					Total Target		
Research & Development	Total number of funded research projects running in the reporting period	Number	14	19	<b>16</b>		
	Target 2015	Number			<b>17</b>		
	Total number of funded research projects started in the reporting period	Number	14	9	<b>3</b>		
	Target 2015	Number			<b>4</b>		
	Total number of funded research projects completed in the reporting period	Number	9	5	<b>6</b>		
Target 2015	Number			<b>6</b>			
Training & Capacity Building	Total Vocational training hours provided	Number	1146	4831	<b>5606</b>		
	Target 2015	Number			<b>5314</b>		
	Total Soft Skills training hours provided	Number	1063	2724	<b>5913</b>		
	Target 2015	Number			<b>2996</b>		
	Total Quality Management Systems training hours provided	Number	7292	4743	<b>4077</b>		
	Target 2015	Number			<b>5217</b>		
	Total Cultural/Arts training hours provided	Number	6669	10653	<b>8894</b>		
	Target 2015	Number			<b>11718</b>		
	Total Equal Opportunity training hours provided	Number	0	0	<b>72</b>		
Target 2015	Number			<b>72</b>			
Self-Fulfillment	Total number of loans in micro credit program*	Number	105	194	<b>96</b>		This program will not be continued due to the tremendous transaction costs.
	Target 2015	Number			<b>Not Defined</b>		

\* For marked indicators, we adapted calculation methods and therefore adapted also history data, compared to previous publications.

# SEKEM

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