

WEBCOR GROUP GROWING TOGETHER





INTRODUCTION

We, at Webcor, are pleased to present our Corporate Social Responsibility Report for 2018, reflecting our achievements in line with our commitment to the United Nations Global Compact (UNGC).



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MESSAGE

FROM WISSAM NESR
Webcor Group CEO

Dear Stakeholders,

Webcor is in the midst of one of the most significant transformations of our corporate history. We are moving from a trading and logistical Webcor to an industrial and brand-building Webcor.

Yet, despite the transformation, we remain true to our core values and purpose. Our values are the timeless principles that guide our decisions and actions, while our purpose is to provide superior products and enhance our consumers, people and communities' quality of life.

This also applies to our commitment to Corporate Social Responsibility, for which we have set ambitious new targets to be achieved by 2025. These targets ensure a better and more assertive integration of sustainability into our business activities to help solve today's major challenges, primarily in the fields of nutrition, education and water scarcity.

In this report, we provide details on how we go about creating positive impact and working to minimize our negative impact on our community. We continue to focus on our three pillars: Our People, Our Community and Our Environment. We also remain committed to advancing the sustainable development global goals. In 2018, we advanced in multiple areas, with a specific focus on Goal 2 (Zero Hunger), Goal 3 (Wellbeing), Goal 4 (Quality Education), and Goal 6 (Access to Water & Purification). And in achieving our sustainable goals, we strive to create value to our business and our communities.

As we come to celebrate our 40th anniversary, we look back with pride to all the things we have accomplished together and look forward to a brighter future, where we continue to empower countless people, businesses and communities.

Sincerely yours,

Group CEO

Wissam Nesr

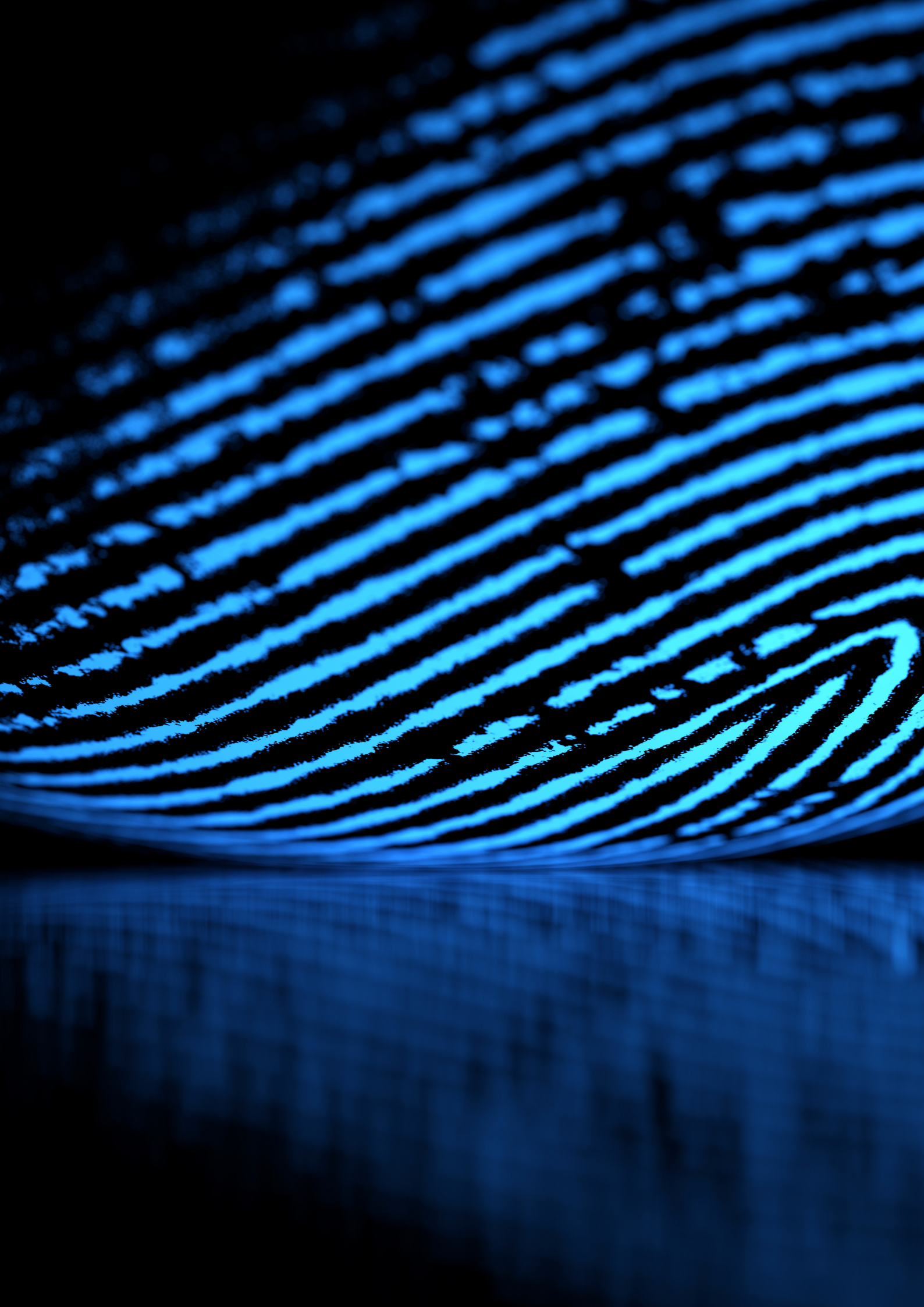




WEBCOR

ADVANCING THE SUSTAINABLE
DEVELOPMENT GLOBAL GOALS

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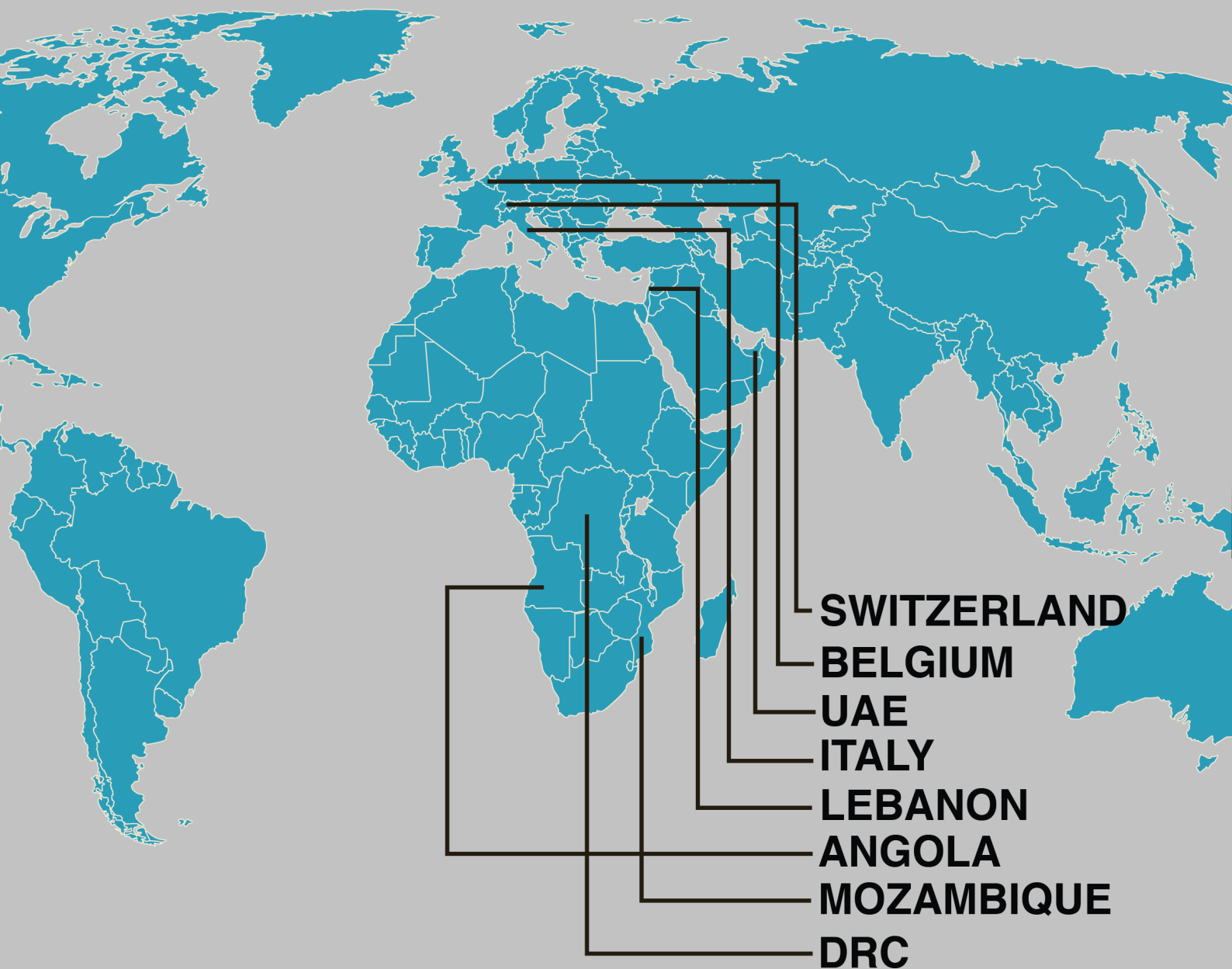




OUR STORY

WHO WE ARE?

Webcor is a food company with two main business lines – soft commodities and FMCGs, both supported by industrial, distribution and marketing assets. Every day, we strive to provide quality products that cater to our customers' needs. We develop our own brands and partner up with multinationals in the same sector to provide a comprehensive product portfolio to our customers. Our full-fledged Route to Market (RTM) is our vehicle to reach every customer. Today, one of our main strengths is our deep understanding of the markets in which we operate.



OUR GEOGRAPHIC PRESENCE



WEBCOR'S MISSION STATEMENT

Creating sustainable access to food by offering a comprehensive range of high-quality products that are affordable and accessible through a wide distribution network while enhancing the local agriculture and manufacturing industries, and enabling our people, consumers and communities to flourish.

OUR VISION

To be recognized as the leading branded food company in Africa.

CORE VALUES

At Webcor Group, we preserve our core values. Our values are who we are and reflect our vision and the underlying reasons that make our company run successfully.

OUR CORE VALUES



ENGAGE

We are engaged in forging sustainable relationships with all our stakeholders. We are fully committed to our team, customers, business partners and community.



ACCELERATE

We demonstrate remarkable flexibility in adapting to diverse and rapidly changing environments. We are quick in implementing innovative solutions that meet market challenges.



GLOW

Our organization is governed by ethics and integrity and our values radiate through all our activities. These are the pillars of our success.



LEAD

We strive to be pioneers in the emerging markets in which we operate.



EMPOWER

We value our human capital. We believe it's imperative to build the capabilities of our people. In a market that is constantly evolving and changing, our values are the timeless principles that guide us, each step of the way.

In a market that is constantly evolving and changing, our values are the timeless principles that guide us, each step of the way.

CELEBRATING 40 YEARS OF IMPACTING LIVES



40

YEARS OF GROWTH
1978-2018

In 2018 we celebrated Webcor's 40th anniversary.

For 40 years, we have followed a path of sustained growth that has made us one of Africa's leading players in the agricultural commodities and the FMCG (Fast-Moving Consumer Goods) business line. Throughout the years, we have successfully expanded our operations and our presence into other markets in Asia and Europe. Our commitment to upholding our values, growing our people, and serving our customers has shaped our company's identity since its creation and continues to do so today.



CORPORATE SOCIAL RESPONSIBILITY GROWING TOGETHER



At Webcor, we believe that we can only “grow together”. We cannot continue to grow as a successful business without growing our people and our communities in parallel. We recognize that community concerns are fundamental issues to our business and we work diligently to incorporate sustainability into our best business practices

THE UNITED NATIONS GLOBAL COMPACT

In 2015, we became signatories of the United Nations Global Compact and pledged to integrate the Sustainable Development Goals (SDGs) into our CSR strategy. Since then, we concentrate our efforts on the most relevant SDGs on which the company has the most significant impacts.

CONTRIBUTING TO UNGC'S SUSTAINABLE DEVELOPMENT GOALS (SDGS)

The "Transforming Our World: 2030 Agenda for Sustainable Development" adopted by the United Nations' General Assembly in September 2015 sets out 17 sustainable development goals as important guidelines for the international community to eliminate poverty and realize a sustainable society.



Webcor concentrates its efforts on the eight most relevant SDGs on which it has the most significant impact and can maximize its contributions

- Zero Hunger(SDG 2): End hunger, Achieve Food Security and Improved Nutrition and Promote Sustainable Agriculture
- Good Health & Wellbeing (SDG 3)
- Ensure Inclusive & Equitable Quality Education (SDG4)
- Clean Water & Sanitation (SDG 6)
- Ensure a Decent Work & Economic Growth (SDG 8)
- Industry Innovation & Infrastructure (SDG 9)
- Climate Action (SDG13)
- Partnership for the Goals (SDG 17)



In addition, Webcor also has a special impact on two complementary goals:

. SDG 5 “Gender Equality”

. SDG10 “Reducing inequalities”



CSR MISSION



Our People: By ensuring all our internal operations and employee relations are in line with our human rights standards and with the Group's ethics and principles.



Our Community: By addressing the needs of local communities through conducting targeted sustainable initiatives.



Our Environment
Working to reduce our environmental impact in all areas of operation







STAKEHOLDERS ENGAGEMENT

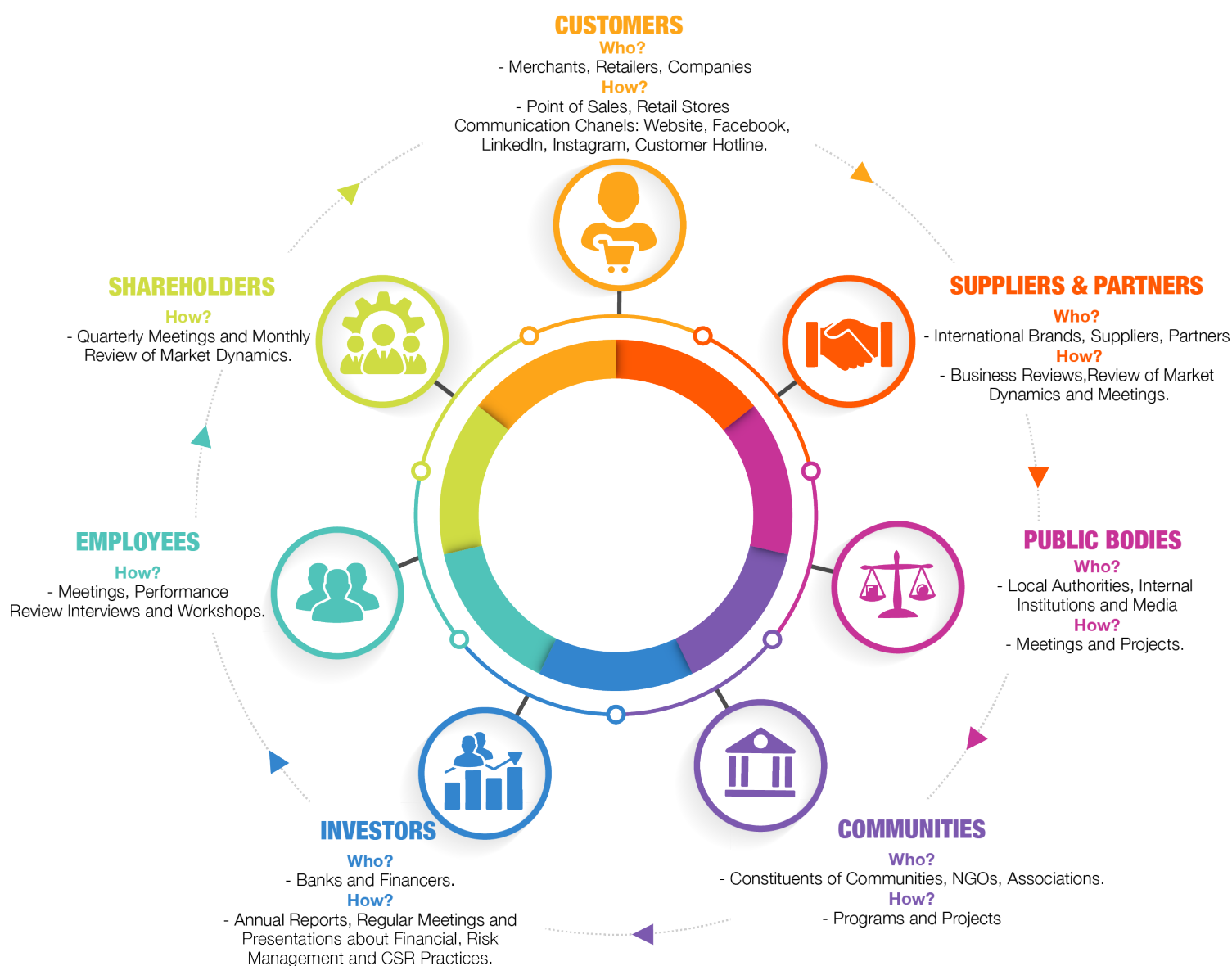
Our stakeholders are important for the productivity and efficiency of our company. They are the entities and individuals with whom we interact directly or indirectly and are impacted by our operations. We actively engage with our stakeholders through various channels that are appropriate to address their needs and expectations.

STAKEHOLDERS' ENGAGEMENT

THROUGH A SUBSTANTIAL DIALOGUE

We engage in an ongoing dialogue with our stakeholders such as shareholders, employees, customers, suppliers, members of communities, and many others, to seek feedback on performance and get input on future direction and priorities.

We also actively seek to build business relationships with partners who share our values and ethical standards. We, therefore, employ engagement methods to maintain and nurture these valuable relationships.



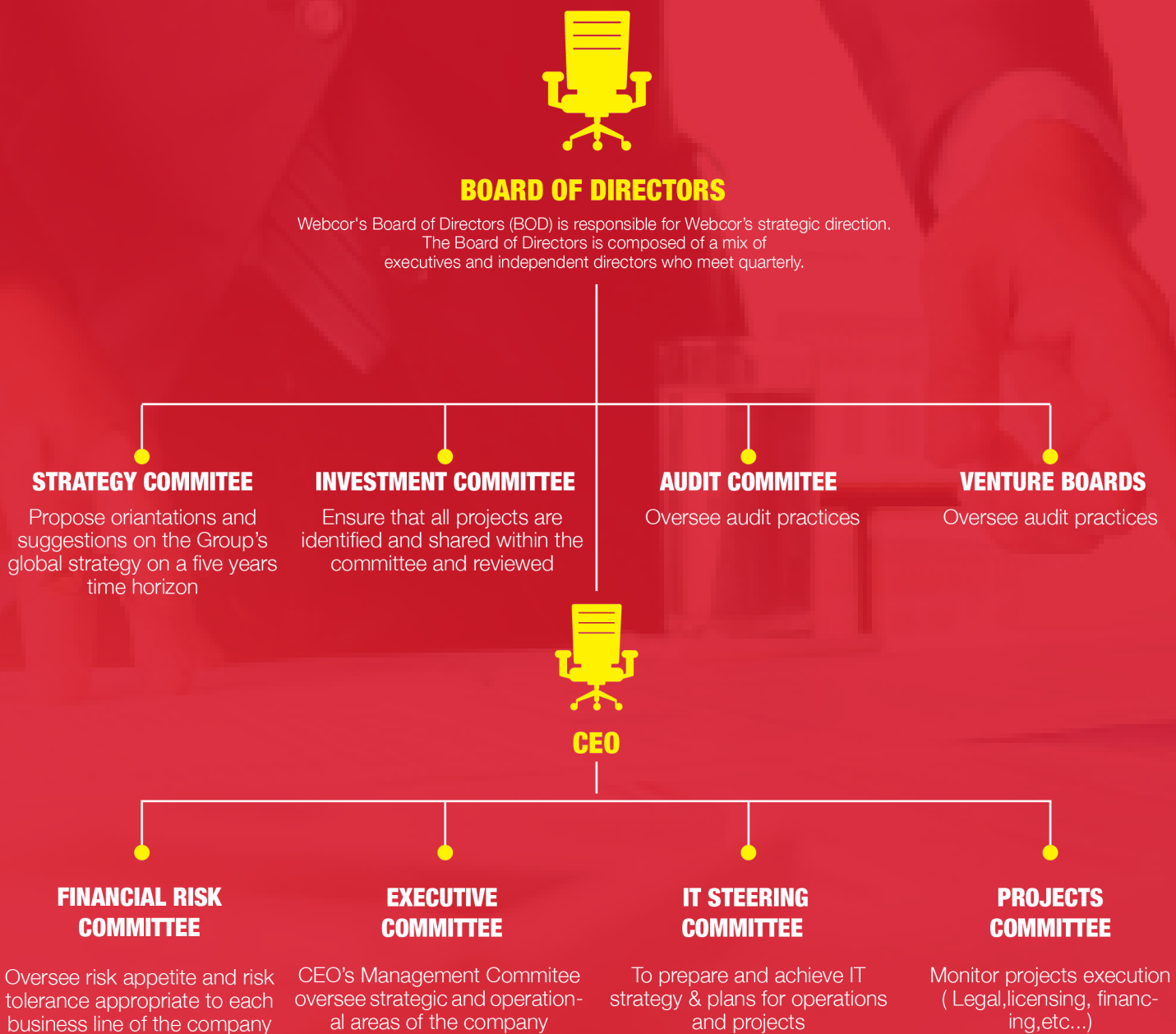


GOVERNANCE

Our Corporate Governance practices ensure that we have transparent and effective operational and business structures. Our Corporate Governance also aims to ensure that each of these structures is implemented consistently across our organization.

GOVERNANCE

EFFECTIVE BOARD LEADERSHIP AND INDEPENDENT OVERSIGHT





A CULTURE OF INTEGRITY

Our code of ethics states that no Webcor Group representative shall engage in any corruptive practices with the intention of improperly obtaining or retaining business.

Webcor Group's code of ethics affirms the principles that guide the behavior of employees of Webcor and its subsidiaries and others who do business with Webcor. The Code also defines our ethical approach to business across all our operations. It includes clauses regarding the respect of law, non-discrimination, health, safety and support in compliance with applicable laws and regulations.

THE SPEAK UP PROGRAM

The Speak Up program is an internal grievance procedure put in place for all employees who have a complaint about ethical breaches. The "Speak Up" program supports the proper implementation of our code. It is designed to foster a safe working environment by deterring malpractices and averting crises.

WHEN TO SPEAK UP?

- Fraud / Theft
- Bullying / Harassment and discrimination of others
- Verbal or physical violence at the workplace
- Improper use of confidential information
- Misuse of company assets
- Conflict of interest
- Any other form of violations of law that could subject the company to criminal liability

The "Speak Up" program is managed by an Investigation Committee of 4 members. Any employee can report breaches orally or in writing. They can also choose to be anonymous. In 2017, we investigated 8 cases related to discrimination, miscommunication between employees and verbal violence.

List of cases during 2018


No.	Company	Department	Incident Nature	Status
1	AA	Commercial	Fraud	WIP
2	AA	Commercial	Fraud	WIP
3	AA	Importation	Custom issues	Solved
4	AA	Warehouse	Robbery	Solved
5	AA	Warehouse	Strike	Solved

TARGET 2019

Re-launch a communication plan for Speak Up across all warehouses and provinces

COMMITMENT TO COMPLIANCE:

We respect and protect human rights, including internationally recognized rights and labor standards proclaimed in the Universal Declaration of Human Rights and the International Labor Organization's core conventions. We engage with our stakeholders to continually improve our human rights' policies and practices, and invest resources in helping to ensure that we are not complicit in any human rights violations.



INCIDENT MANAGEMENT

INCIDENT MANAGEMENT AND CRISIS RESOLUTION (IMCR)

The Incident Management and Crisis Resolution (IMCR) program is considered a tool to inform and communicate all unusual and serious incidents among the regions and the entities to the IMCR Committee in order to:

- Highlight and update the actions, corrective actions and the precaution measures adopted by the respective management to mitigate the risk and avoid future recurrence
- Seek guidance from the IMCR Committee when needed
- Serve as lessons learned and benchmark for other regions / entities

WHAT IS AN INCIDENT?

- Product / packaging quality incident
- Death of an employee on duty
- Severe industrial accident in a factory
- Food poisoning among customers / consumers
- Dispute with national union / works council
- Serious security incident
- Any incident that causes a business interruption of more than 3 days
- Criminal activity

HOW TO DEAL WITH INTERNAL INCIDENTS

- Conducting analysis to measure the seriousness of the reported incident and the best / worst case scenarios.
- Defining the nature & size.

- Providing broader perspective & sharing lessons from previous cases to enable better corporate governance.
- Informing other entities to avoid similar issues.

In 2017, 21 incidents were reported and solved. Incidents solved were related to Fraud, Health & Safety, and Custom issues.

LIST OF INCIDENTS DURING 2018

No.	Company	Department	Incident Nature	Status
1	Vera Nova	Commercial	Fraud	WIP
2	AA	Commercial	Fraud	WIP
3	AA	Importation	Custom issues	Solved
4	Intermarcas	Warehouse	Robbery	Solved
5	AA	Warehouse	Strike	Solved
6	ORA	Intermarket	fire	Solved

Our work on Incident Management and the Speak Up program corresponds to our commitment to SDG 8 - Decent Work and Economic Growth, in particular to target 8.8 to protect labor rights and promote safe and secure working environments for all workers.



OUR PRODUCTS



OFFERING BETTER AND HEALTHIER CHOICES

Our product range includes a wide variety of staple food such as flour, grains, rice, pasta, dairy products, and poultry. Those products are consumed routinely and constitute a dominant portion of a standard diet for our customers, thus supplying a large fraction of energy needs and generally forming a significant proportion of the intake of other nutrients such as dietary proteins, carbohydrates, vitamins & minerals.

2018 ACHIEVEMENTS

More Accessible Products

One of our assets is the accessibility of our products whereby many are tailored to meet the needs of the underprivileged people in the societies who face barriers to accessing basic services and benefits. In doing so, we contribute to decreasing inequalities and increasing social and economic inclusion in line with SDG 10 on reducing inequalities.



Belavida Milk Powder

We have extended the range of SKUs to reach the vast majority of consumers who cannot afford the cost of large-pack milk powders.

SKU's that has been developed this year for Belavida Milk Powder:

- Instant FCMP: 900g & 400g Pouches
- Instant FCMP: 1.8 Kg, 900g, 400g Tins
- Regular FCMP: 2.27 Kg & 1Kg Tins

GOOD MANUFACTURING PRACTICE (GMP) + CERTIFICATION Grand Moagen de Angola (GMA)

In 2018 GMA Flour Mill received an official certificate from SGS on Good Manufacturing Practices (GMP). This certificate confirms integrity of our Bran flour manufacturing process as well as our compliance with food safety regulations.



Primavera Margarine

SKU's that has been developed for Primavera Margarine:

- 250g & 500g Tub
- 900 g Tin

HEALTHIER CHOICES

We want our consumers to make healthier and better informed choices. We create content marketing that delivers true value to our consumers, educating them on healthy eating habits and discouraging them from unhealthy consumption patterns.

- Belavida Milk: Enriched with Vitamin A and Vitamin D3
- Primavera Margarine: Enriched with Vitamin A & D



SAFETY OF OUR PRODUCTS

We are continuously monitoring food quality and safety within our warehouses, retail and manufacturing operations. We are applying good hygiene and sanitation practices throughout our retail markets and making sure products reach consumers under optimum quality and safety conditions.

- Applying good warehousing practices in our warehouse facilities to preserve the quality and safety of stored and distributed products.
- Monitoring and control is done via conducted internal and external audits using OHSAS & ISO22000 as guidelines and references.

TARGET 2019

We set clear objectives in relation to quality and safety for 2018-2020 aiming at the continuous improvement of our Food Safety & Quality Management System.



Our work towards providing better and healthier choices contributes to SDG 2 - End Hunger & Malnutrition, and SDG 10 - Reducing Inequalities.





OUR PEOPLE

At Webcor, we value our people and recognize that they are key to our success. We are a very diverse team and thus, encourage an inclusive workplace that embraces and encourages diversity. We strive to hire and retain the best talents, and provide training and development opportunities as well as a healthy work environment, combined with the best benefits to assist our people in their personal and professional lives.

FAIR EVALUATION, COMPENSATION & BENEFITS

Webcor ensures that all employees receive fair compensation benefits and packages tailored to the local marketplace. We strive to offer our employees competitive benefits matching or exceeding local and industry standards. The lowest minimum category at Webcor is 9.6% above the minimum wage standards.

Webcor applies a standard evaluation system. Our employees receive an annual performance evaluation, during which their performance is evaluated, and key strengths and challenges are identified. Training plans and bonuses are set in accordance with business performance.

HEALTH BENEFITS

We closely abide by local labor and social security laws, which govern employees' retirement benefits, disability and individuality coverage.

(i) Private health insurance to all of our local employees in Angola (2,303 employees)(ii) Life & Disability insurance to all of our expats in Angola (200), Dubai employees (56), and employees in our Switzerland office (24)

(iii) Besides National Social Security, employees in our Beirut office also benefit from Life, Personal Accident & Health Insurance (iv) In 2018, our benefits were expanded to cover a new disability insurance to include all our local employees in Angola



ALI NESR EDUCATIONAL PROGRAM

TARGET 2019

To accommodate a larger number of students.



4 QUALITY EDUCATION



Our work on providing quality education aims to contribute to SDG 4 - Ensure Quality Education

ENSURING QUALITY EDUCATION

ALI NESR EDUCATIONAL PROGRAM (ANEP) (GROUP LEVEL ACTIVITY)

ANEP is an association established by Mr. Ali Nehme Nesr, the founder and chairman of Webcor Group, with the aim of supporting the higher education of the distinguished children of our employees.

The program offers high academic performers among the sons and daughters of Webcor's employees a chance to pursue a Bachelor's Degree at the most reputable universities, by providing them with full scholarships to support their goals. Through this program, young men and women are able to enter the workforce, work and earn higher wages.

All students undertake a yearly summer internship program to allow them to develop their technical skills. During their internship, students are mentored and trained by Webcor employees. This year, our students received internships within our human resources, legal, sales, marketing, finance and accounting departments. Students were guided by our employees who are assigned as supervisors.

Currently, 22 students benefit from this program, noting that in 2018, 6 new students joined and 3 others graduated.

CONTINUED LEARNING (GROUP LEVEL ACTIVITY)

We support our employees in continually developing their own potential and knowledge. In 2018, 864 employees took part in a training or continuing education program. Our employees received training in topics catered to their needs like: ISO90001:2015 – quality management, leadership skills, customer service, treasury fundamentals, defensive driving, Portuguese for expats, and other topics.

We expect to continue to invest hundreds of thousands of paid training hours to develop a force of experts across the business by developing our team members' skills and building their knowledge. For our retail teams, we have invested significant payroll hours for certification programs and training in critical areas for our stores, including hygiene and food security, safe food handling, firefighting and others.

**A TOTAL OF 2,565 HOURS
OF TRAINING**

TARGET 2019

We plan to increase the rate of personal development training.

EMPLOYEE WELLBEING

We aim to increase our employees' health awareness and create an environment where our people lead healthier, longer and more productive lives.

BUILDING PARTNERSHIPS TOWARDS BETTER HEALTH FOR OUR PEOPLE (ANGOLA)

MALARIA AND FAMILY PLANNING

We have developed awareness workshop sessions for 310 warehouse employees in the areas of malaria prevention and detection in addition to providing valuable information on family planning. In this line, we partnered with PSI - People Services International – a non-governmental organization and a social marketing leader dedicated to health promotion and behavior change.

The workshops aimed at raising awareness among AngoAlissar employees in regards to the dangers of malaria, as well as on how to prevent, detect early signs and treat Malaria. Additionally, employees received insecticide-treated bed nets (ITNs), a form of protection to avoid malaria transmission.

Fertility and population growth remain high-concern subjects in Angola. In respect we also provided awareness sessions about better understanding of modern contraception means.

“It was beneficial; I highly appreciated the topics covered. I hope there will always be lectures on how each one should live or react under certain circumstances in our society.” - Employee of Cazenga WH

BREAST CANCER AWARENESS SESSIONS:

During the month of October, which is considered the Breast Cancer Awareness Month, we partnered with the Breast Cancer Association, Liga Angolana Contra o Cancro (LACC) to educate our female members on the importance of early screening, testing and detection of breast cancer. All 47 attending members received initial screening with a physical examination. The awareness sessions covered Luanda Province and two different companies of Webcor Group (AA and GMA).

“It was very informative and important; I got to learn things I never knew about the disease, and I will pass information to my female family members”- Employee of GMA



TARGET 2019

We aim to expand training to reach another 15 warehouses



TARGET 2019

We aim to reach another 50 female employees

VIRGIN GLOBAL HEALTH CHALLENGE (GROUP LEVEL ACTIVITY)



On October the 17th, 2018, 98 Webcor employees made a commitment to improve their health and performance. Since then, they've become more aware about how they move, eat and feel. They've improved their physical and mental health – and have taken steps towards becoming a more resilient, productive and engaged workforce.

Through goal setting and a sense of healthy competition, Webcor's people achieved an average daily step count of 15,495 steps. In teams of seven – employees embraced team work and clocked up 87,467 km in their virtual journey around the world – on the Global Challenge's online portal which helps members track their physical activity and unlock new locations as they move around the globe.

The winning team was awarded with advanced lifestyle watches to help the team obtain critical information about their lifestyle in order to make even better choices (Resting Heart Rate. Nutrition. Exercise. Sleep. Water.).

We are very proud of our employees' achievements and will support them in every step of their continued journey towards healthier, happier and more active lives.



"It was a pleasure to participate in this challenge which positively impacted my health. Only when I started the challenge did I realize how sedentary I was. Completing 10,000 steps at the beginning was really difficult, but achieving this small objective was necessary for me to change my routine. So I left my room to meet people, use the stairs more, pause to relax and go socializing. I went back to running in the weekends, something that I always liked to do, but I was always tired, and most importantly, I enrolled in the gym!! It was quite an apprenticeship, thank you for this opportunity!"

Maha Matar, legal manager



FOOTBALL CHAMPIONSHIP (ANGOLA)



FOOTBALL CHAMPIONSHIP (ANGOLA)

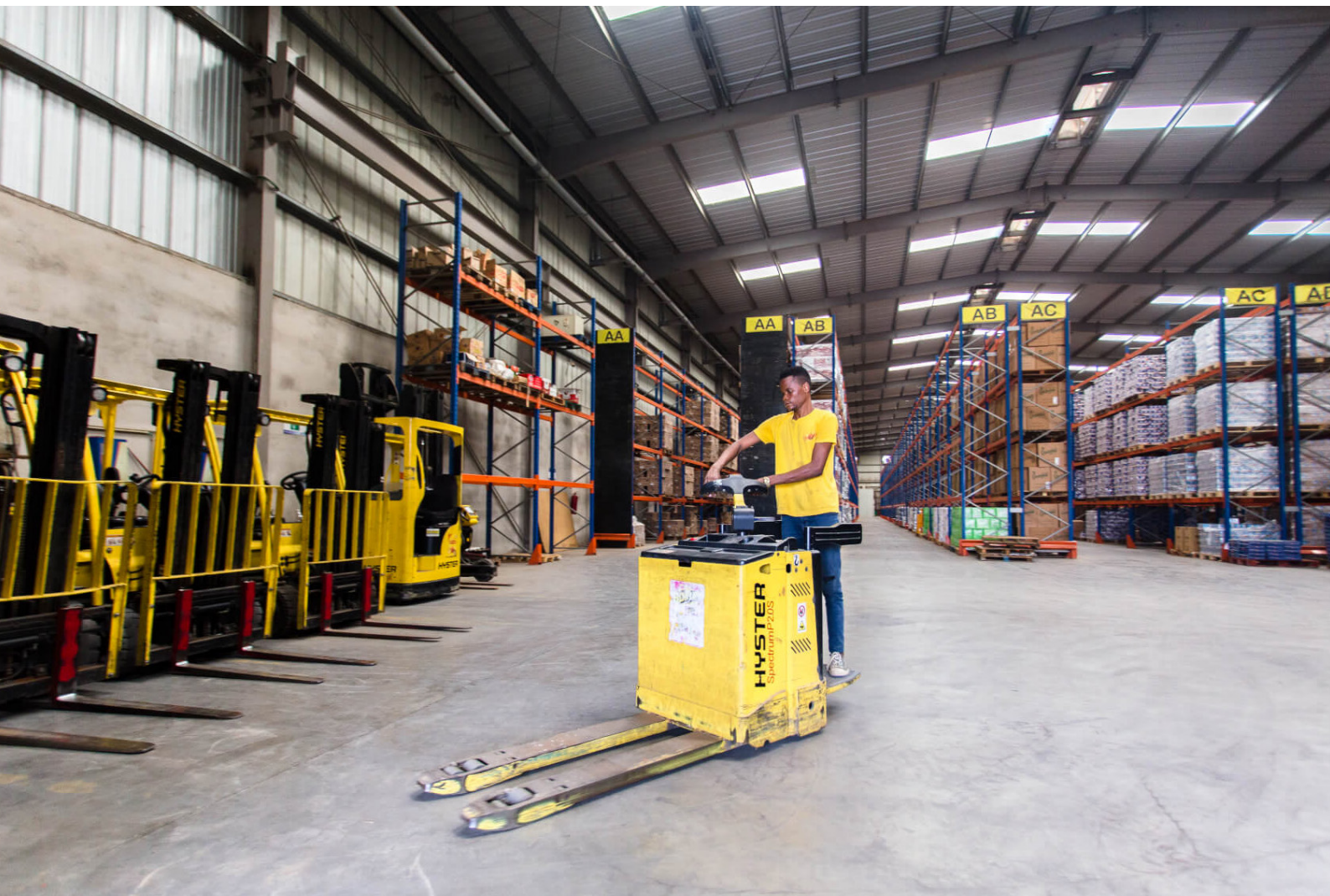
TOGETHER WE PLAY BETTER! JUNTOS JOGAMOS MELHOR!

Under the title “Together We Play Better”, and in an effort to engage our people in events that increase their level of activity and make them lead healthier and happier lives, the 4th AngoAlissar Football Championship took place, featuring 10 teams from several sister companies of Webcor Group. The games ran during the weekends, between 17/11/2018 until 02/12/2018, where 190 team members played together in a great team spirit. The teams represented the different provinces of Angola, namely, Luanda, Cabinda, Lobito, Benguela, Huambo and Namibe. More than 30 team-members engaged together to fully prepare and organize the championship.

The “Luanda A” winning team won prizes medals and a trophy. Team “Lobito” and “Luanda B” came in second and third place respectively. By the end of the championship, participants were called to participate in a motivational lecture given by one of the most well-known football coaches in Angola. He shared his experiences to highlight the importance of teamwork, perseverance and adaptability.



Our work on Employee Wellbeing aims to contribute to SDG3-and SDG17 - Good Health & Wellbeing, Partnerships for the Goals



HEALTH & SAFETY



Webcor provides comprehensive Health, Safety & Occupational Hygiene services to effectively protect employees from hazards at the workplace.

OFFICES

We equip our office with safety materials, first aid kits, we control light, temperature and ventilation to ensure the wellbeing of our people. In three of our office we ensure to have at least 6 CPR trained employees. We are working to extend this practice to all our offices.

POINT OF SALES, RETAIL AND INDUSTRIAL ARMS

To protect our people from hazards in our premises, we take the following measures:

- Monthly checks on the status of fire extinguishers
- Installed first aid boxes and regular replenishments when needed
- Clearly communicate and reinforce the need for the use of PEEs (Protective Personal Equipment) for all employees.
- Conduct regular safety committee meetings to discuss potential safety issues and concerns.

TARGET 2019

Conduct safety audit checks to identify potential safety hazards and formulate action plans for a safer workplace.

HEALTH AND SAFETY MEASURES TAKEN IN 2018

Country	Company	Health and Safety Measures
Angola	MGA	A HST (Health and Safety Technician) position was hired.
		Created a CPAT team of 4 colleagues (with training in: First Aid & Fire Fighting)
		Purchased PPE - Personal Protective Equipment - Boots with steel toe/ safety shoes, uniforms and masks
	Vera Nova	Purchased PPE - Personal Protective Equipment - Boots with steel toe/ safety shoes, uniforms and masks
	AngoAlissar	Purchased PPE - Personal Protective Equipment - Boots with steel toe/ safety shoes, uniforms and masks
		Conducted an OSH (Occupational Health and Safety) Training.
	Skyland	Purchased First Aid Supplies for the office
	ORA	Conducted an OSH (Occupational Health and Safety) Training.
		Took Fire Fighting Training
		Conducted in several Hygiene & Food Safety Trainings.
		Conducted Hygiene & Safety at work Training
	GMA	Continuous use of the PPE - Personal Protective Equipment - Boots with steel toe/ safety shoes, uniforms and masks
		Labels and signage are installed to avoid certain risks
		Installed new fire extinguishers all over the mill.
		Purchased new equipment.
		Installed and set up an evacuation plan.
		Appointed a new Fire Fighting and First Aid team for any emergency.
		All new joiners undertake Hygiene & Safety at Work Training
		All new joiners undertake Sanitation at the Factory Training
Geneva	Webcor SA	Participated in First Aid Course

OCCUPATIONAL ACCIDENTS

	Office	Number of Occupational Incidents	Incidents Resulting in Injuries	Fatalities
2018	AA Angola	19	19	0
	GMA Angola	21	21	0
	Geneva	0	0	0
	Dubai	0	0	0
	Beirut	0	0	0

**OCCUPATIONAL ACCIDENTS
RESULTING IN MINOR INJURIES - 40 REPORTED CASES**

OUR COMMUNITY

In line with recognizing our responsibility towards the communities in which we operate, we address social and environmental concerns through strategic partnerships and the involvement of our employees.





OUR COMMUNITY

FIGHTING HUNGER AND MALNUTRITION

Food is a fundamental need in life. The ability for people to feed themselves is a fundamental human right to which we are committed.



FOOD DONATION (ANGOLA)

Luz Banco Alimentar (LBA) is a non-profit organization co-founded in 2016 by our CSR Manager and a group of people with the objective of fighting hunger in Angola through the establishment of partnerships with local entities. LBA aims to contribute to the eradication of hunger, by providing food for the needy who are unable to work; the promotion of capacity building for the needy; the prevention of food waste; and the development of nutritional awareness.

Sister company, AngoAlissar, is a strategic partner of LBA. It supports the NGO by donating a warehouse facility and ensuring the delivery of food boxes every month to several local NGOs. We also support LBA by providing volunteers and assistance.

We also support two local Angolan charities with monthly in-kind food donations:

ADPP which provides support for those infected or affected by AIDS.

ORGANIZAÇÃO RAIZES DE ESPERANÇA which provides shelter and education for street kids.



E D₃ B₁₂ A C K B₁ VITAMINS

IMPROVING NUTRITION

As a leading provider of food, we want to make sure the products we offer, and the ingredients they contain, fit into a balanced diet. In countries where malnutrition is a problem, we fortify some of our affordable products with micronutrients, such as our full-cream milk powder, Bella Vida, which we enrich with Vitamins A and D.

TARGET 2019

Provide more clarity on our food labeling and improve our products' nutritional attributes

2 ZERO HUNGER



Our work on fighting hunger and malnutrition aims to contribute to SDG 2 - Zero Hunger

YOUTH DEVELOPMENT INTERNSHIPS (GROUP LEVEL ACTIVITY)

The youth makes up a large proportion of the population in our communities. We understand their potential and their immense value to our community and our people, and this drives us to invest in their quality education to prepare them for future opportunities. All ANEP beneficiaries participate in paid summer internships. Interns work alongside Webcor's employees in the fields of human resources, legal services, sales, IT support, supply chain and operations. They are guided and evaluated by Webcor's team-members.



ENGAGE TO EMPOWER

We actively encourage a culture of social responsibility among our employees and offer them the opportunities to engage directly in events that support charitable initiatives and causes.

HEALTH CARE CENTER PAINTING EVENT (ANGOLA)

Our industrial company, IMEX, donated about 400L of paint to repaint the medical health center that hosts more than 500 underprivileged children every day. BOA NOVA HEALTH CARE CENTER is an institution that treats babies with malnutrition and provides general care to children (vaccination, weight control, etc.) and tuberculosis patients.

IMEX's team-members engaged together along with a professional painting company, to give the center a fresh new coat of paint and show how meaningful few buckets of paint could be.



BEFORE

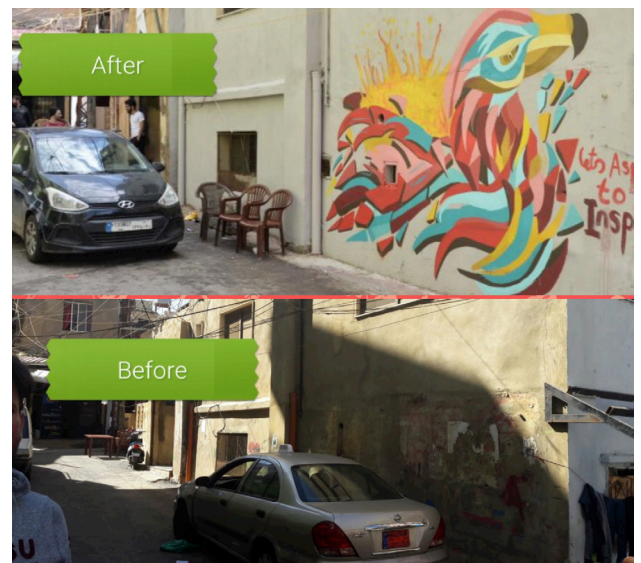


AFTER



WEBCOR GLOWS THE CITY (BEIRUT)

On April 20th, and in partnership with “Ouzville”, a project that aims at beautifying the suburbs which suffer from poor arbitrary urban planning and development, the Webcor team engaged to brighten and GLOW dull streets with vibrant colors.



BELAVIDA CAMPAIGN (ANGOLA)

In partnership with former Angolan NBA basketball player, Victor Muezadi, we sponsored a sports day with Angola's biggest boys' shelter, Dom Bosco Center. The center aims to provide stability and life-changing supportive services to boys affected by homelessness. Our Marketing team-members engaged to provide these children a day of entertainment and fun. A basketball competition was organized to which the boys participated very actively. We then distributed clothes and toys to them. Our CSR team donated food parcels to the center including, UHT BellaVida Milk, Cereals, Pasta, Rice, Tea, BellaVida powdered Milk, Flour, Sugar and more.





RUN AND “TEACH A CHILD” (BEIRUT)

On November 11th, members of the Beirut office engaged to run the marathon race and boost their activity level. Proceeds of the race helped cover the school fees of children in underprivileged communities.



Our “Engage to Empower” program aims to contribute to SDG 17 - Partnerships for Goals.





A high-speed photograph of a water splash, with numerous droplets frozen in mid-air against a blurred background of blue and green. The water is clear and bright, creating a dynamic and fresh visual.

OUR ENVIORNMENT

We aim to manage and minimize our impact on the environment across all our operations in order to ensure that we grow sustainably and not at the expense of future generations. We communicate key environmental issues and solutions so that our team-members can make well-informed decisions about the environmental impact of all aspects of our business.

WATER PROJECT LUCIRA

AGUA É VIDA



As a company with operations in Angola for more than 25 years, we are committed to the development of the country.

After the drought that struck the Namibe Province in 2014/2015, water scarcity became a severe problem for many people in the area, locking its inhabitants in the cycle of poverty. The nearest river is distant, and as a result women and girls had to trek hours to fetch a bucket of water for their families. Very often, time spent between the river and the village deprives the girls from going to school.

On November 19th, 2018, we launched a project to provide access to water for about 4,000 people in the rural village of Lucira. Through a partnership with the local government and over a period of 18 months, we built water pipes that spread over a distance of 80 kilometers, providing the 4,000 villagers with direct access to water.

Access to safe drinking water and basic sanitation is essential for human health, environmental sustainability and economic prosperity. Water is Life.





WATER PROJECT LUCIRA

WE PROVIDED ACCESS TO WATER FOR MORE THAN 4000 PEOPLE IN ANGOLA

Our work on “Lucira Water Project” aims to contribute to SDG 6 - Clean Water & Sanitation

6 CLEAN WATER AND SANITATION



INVESTING IN ENVIRONMENTALLY FRIENDLY TECHNOLOGIES

WE FURTHER COMMIT TO MANAGING OUR ENVIRONMENTAL IMPACT THROUGH DEVELOPING ENVIRONMENTALLY FRIENDLY TECHNOLOGIES AND PURCHASING ENERGY EFFICIENT APPLIANCES.



2018 IT SOLUTIONS

IMPLEMENTED IT SOLUTIONS IN 2018

- Research & Testing Cloud Services for select applications and users
- Research & Testing Online Modern Workplace, to increase collaboration
- Enhanced Conferencing Speakers, to increase conformity and clarity
- Setup Skype for Business, to increase conformity and clarity
- New Support Center System
- Security Program

BENEFITS

- Moving systems to Cloud reduces hardware and energy usage
- Online modern office reduces paper and ink usage
- Conferencing hardware reduces travel
- New Support Center System reduces paper and travel

TARGET 2019

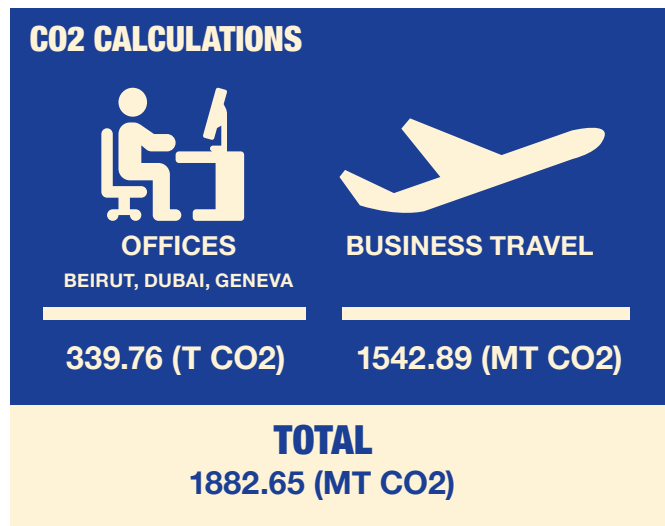
- Move to the next phase of the “Business process automation” / ERP program, which leads us to be less paper-based, resulting in less hours to complete business processes and consuming less energy.
- Consolidating systems, to reduce hardware and energy usage.
- More Cloud usage, reducing paper, energy, and hardware consumption.

ENVIRONMENTAL INITIATIVES

TAKING ACTION TO MITIGATE THE RESULTS OF OUR ACTUAL NEGATIVE IMPACT.

OUR CARBON FOOT PRINT

We measured our CO₂ emissions from the production of electricity we use in three of our offices and the business travel across the group.



TARGET 2019

To measure our CO₂ emissions across more of our operations and take actions to minimize our greenhouse emissions.



A CLIMATE CHANGE CHAMPION (BEIRUT)

As part of our commitment towards the environment and the SDG13: Climate Action, our Beirut office was awarded the Climate Change Champion title by Lebanon Climate Act.

The Lebanon Climate Act is a project organized by NGO Green Mind, in collaboration with UNDP, to help the private sector set their road map and action plan to reduce their GHG Emissions and build more sustainable businesses.

Webcor Beirut has participated in the training session organized by Lebanon Climate Act on July 24th, 2018 at the Lebanese Chamber of Commerce, Industry and Agriculture in Beirut.

The session aimed at preparing new private sector members to embrace actions against climate change, and at providing them with the needed know-how and tools for designing their own climate action strategies based on their objectives, to hopefully emerge as the next Climate Change Champions! We will work on reducing our per capita consumption of electricity, water and carbon emissions, with a long-term goal to become water sustainable and carbon neutral.

PAPER REDUCTION (BEIRUT, DUBAI, LUANDA)

In 2018, we reduced our paper consumption by 23%.

Year	Total Group	
	2017	2018
Paper Expenses (USD)	\$20,923.60	\$16,062.20
Quantity (pack)	1,953	1,545
Weight (KG)	5,923.68	4,783.50
Recycled Paper (KG)	1,599.62	1,923.00

TARGET 2019

We will continue to send reminders to employees on how they can reduce their paper consumption.

PLASTIC REDUCTION (BEIRUT, DUBAI)

In line with our goal to reduce plastic waste, we no longer purchase single-use plastic bottles in both offices.



HYDRATE & FEEL GREAT BOTTLES (BEIRUT, DUBAI)

We are sustaining our Hydrate & Feel Great Initiative through replacing the plastic bottles with refillable bottles that are BPA free.



WASTE MANAGEMENT (GROUP LEVEL ACTIVITY)

Most of the waste we generate is tied to product manufacturing. Building and updating facilities also result in significant construction waste. From 2017 to 2018, our absolute waste generated increased by 25% primarily due to increased operations.

GHG EMISSIONS SAVED

The below table shows the emissions saved from Recycling Papers and Plastics during 2018:

Recyclables	Weight	GHG Emissions Saved
Recycled Copy Paper Purchased (Beirut Office)	920 Kgs	104 Kgs CO ₂
Paper sent for recycling (Beirut Office)	552 Kgs	221.4 Kgs CO ₂
Paper sent for recycling (Dubai Office)	730 Kgs	295.20 Kgs CO ₂
Paper sent for recycling (Genev Office)	641 Kgs	258.30 Kgs CO ₂
Plastic sent for recycling (Beirut Office)	925 Kgs	2,500 Kgs CO ₂
Plastic sent for recycling (GMA Angola)	33,540 Kgs	83,750 Kgs CO ₂
	TOTAL	87,128.9 Kgs CO₂



13 CLIMATE ACTION



IN 2019 WE SAVED A TOTAL OF 87,128.9 KGS OF CO₂ EMISSIONS

Our work on environmental initiatives aims to contribute to SDG 13 - Climate Action.



COMPANY DEMOGRAPHICS



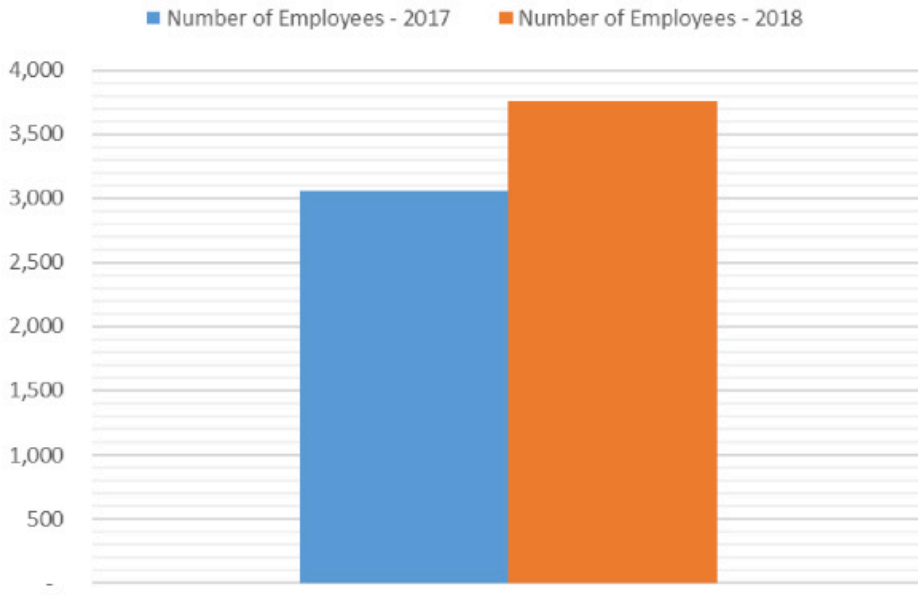
EMPLOYEE DIVERSITY

Diverse teams are smarter, more innovative, creative and profitable. As a global company, we have a team that is as diverse and international as possible. Some 35 different nationalities are already represented through Webcor's team-members. We are keen to keep encouraging this diversity at other management levels, too. We are proud of our team's diversity, and strive to build and maintain an environment that is inclusive to all.

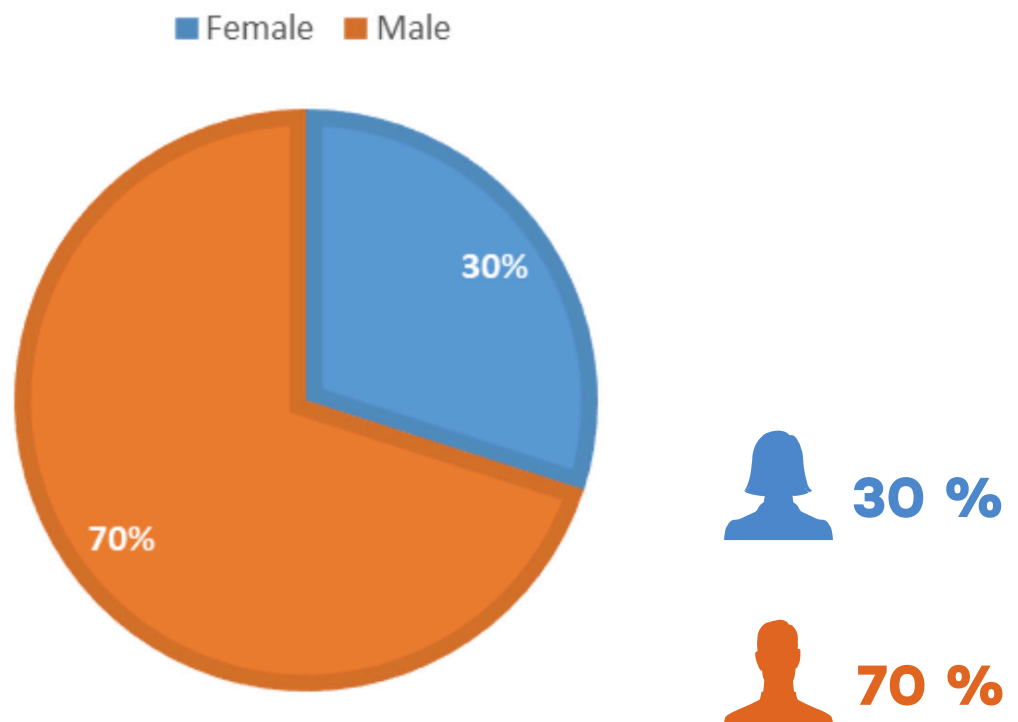


**A TOTAL OF 3,755 TALENTED
TEAM MEMBERS.
IN 2018 WE GREW BY 23%.**

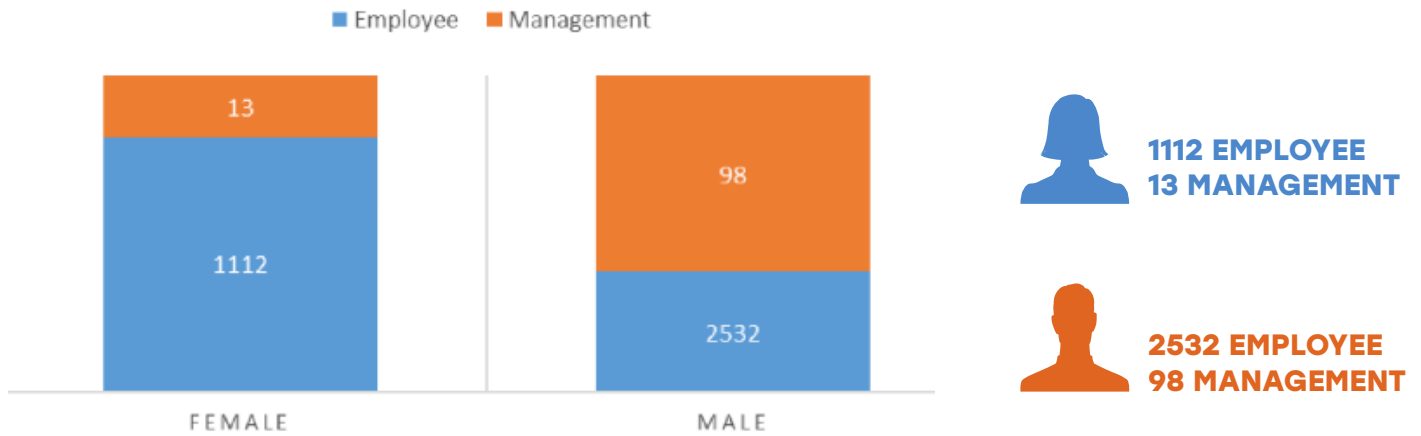
OVERALL COMPARISON OF EMPLOYEE NUMBER 2017-2018



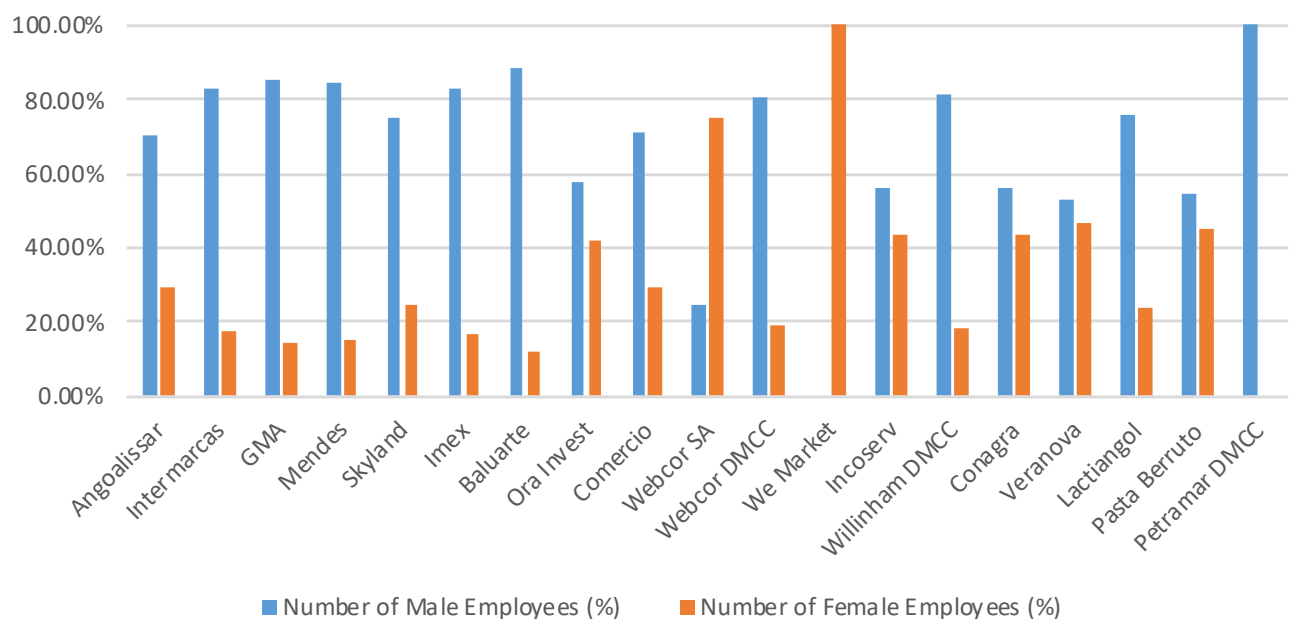
OVERALL DISTRIBUTION BY GENDER 2018



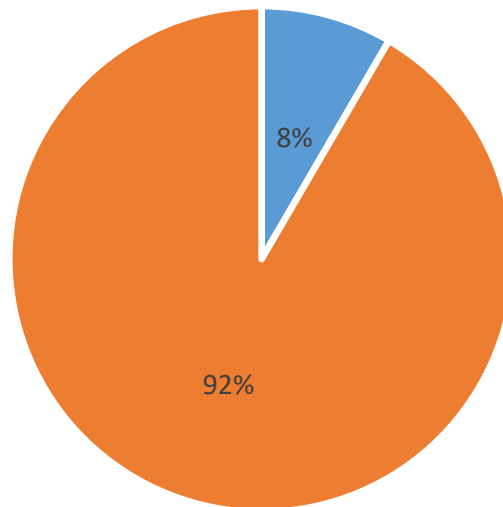
CROSS DISTRIBUTION BY GENDER & POSITION LEVEL 2018



DISTRIBUTION BY GENDER - BY COMPANY 2018



DISTRIBUTION EXPATRIATES & NATIONALS 2018

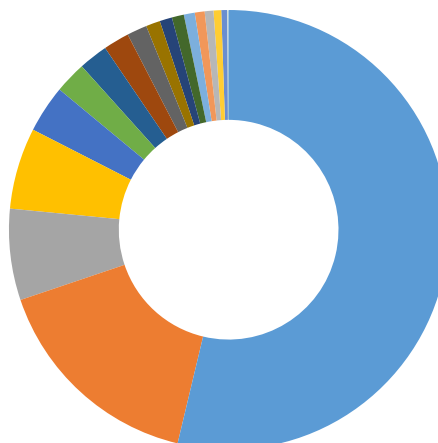


EXPATRIATES
8%

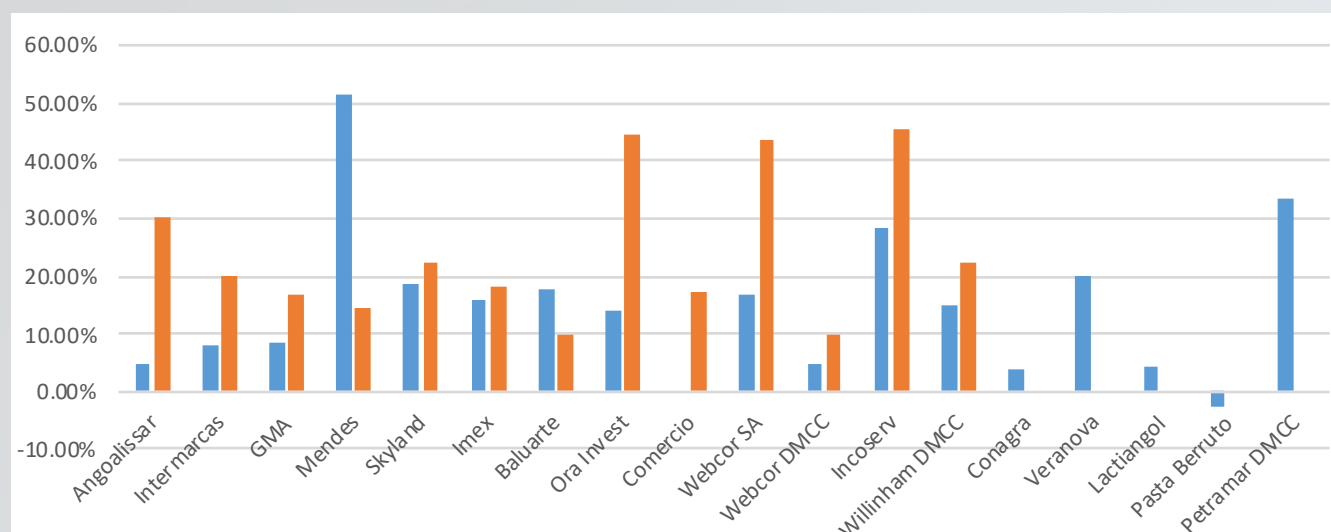


NATIONALS
92%

OVERALL EMPLOYEE DISTRIBUTION BY COMPANY 2018



COMPARISON EMPLOYEE RETENTION RATE 2017-2018





WEBCOR GROUP **GROWING TOGETHER**

2018 CORPORATE SOCIAL RESPONSIBILITY REPORT

