



EDUCATE



ENGAGE



ENABLE



ABOUT THIS REPORT

We are proud to present our sustainability report, summarizing our work and achievements for the year 2018. This report has been compiled to communicate our sustainability commitments and actions to all our stakeholders - customers, suppliers, employees, regulators, community partners, and society at large. The reporting period is from January 1, 2018 to December 31, 2018. This report provides information regarding our performance on the UN Global Compact principles and Women's Empowerment Principles, therefore, serves as our annual Communication On Progress (COP).

REPORT BOUNDARY

The 'Reporting Boundary' considers only the UAE operations and for environmental disclosures, the reporting is based on the level of our influence and is mainly for our corporate office in Jebel Ali.

FEEDBACK

We welcome any comments, feedback and suggestions, which will help improve our reporting and ensure transparency. This report is available on United Nations Global Compact and Apparel Group websites. In case of queries, please contact: apparelcsr@appareluae.com

ABOUT APPAREL GROUP

FOUNDED
1999

75+
BRANDS

1750+
STORES

OVER
4
CONTINENTS



VISION

To be the No. 1 Retailer globally

MISSION

To operate 2000 stores globally by the end of 2020 and to drive excellence through its people by maintaining dedication and committed services to its customers and community.

VALUES

Integrity, Respect, & Recognition, Passion for Excellence, Working Together

OUR BRANDS

FOOTWEAR



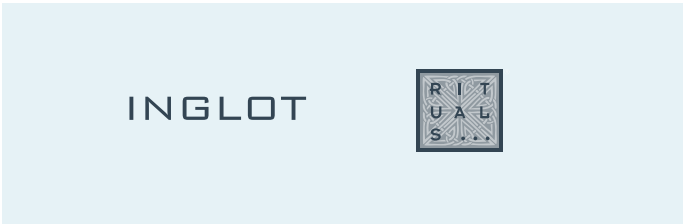
FASHION



DEPARTMENT STORE



COSMETICS



FOOD & BEVERAGE



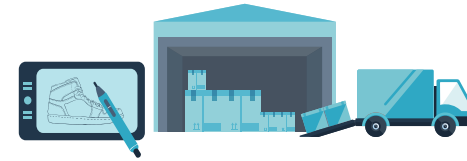
BUSINESS MODELS

FRANCHISE & LICENSE



We partner with top footwear, fashion, F&B and lifestyle brands and operate them in the region. We work with our Principals to ensure products are sourced, manufactured & packaged in a sustainable manner and are of top quality.

OWN CONCEPT BRANDS



We design our products and source finished products from ethical vendors, to ensure good quality.



We store and distribute our partners' products from our centralized distribution centre in Dubai.



Our stores are designed in an environmentally friendly & accessible manner.



6THSTREET.COM provides our customers the experience of shopping for the comfort of their own home. The products are all delivered to their door step, free of any charge.



CLUB APPAREL LOYALTY PROGRAMME
Our award-winning mobile app based loyalty program allows customers to earn and instantly redeem reward points on every purchase. A point is equal to AED 1, making it the most-rewarding loyalty programme in the region.

DISTRIBUTION CENTRES IN UAE



Overall Storage Capacity

22,809 cubic metre

Overall Inventory Managed

3,900 TEUs

Automated Distribution Centre

Storage capacity:

450 TEUs

Sorter capacity:

7,000 units/ hour

Pallet storage:

3,000 pallets

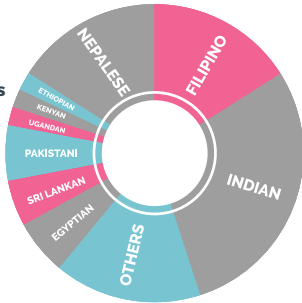


OUR PEOPLE



70+
nationalities

5,300+
full-time
employees



33%
women employees
overall

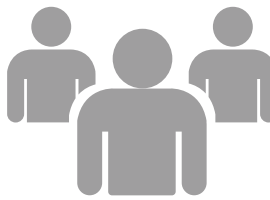


15
employees of
determination

23,490
training hours



8,499
employees in GCC
took part in
learning & development
programmes



32
training
programmes

MEMBERSHIPS



Apparel Group is a signatory of the **UN Global Compact**, world's largest corporate sustainability initiative, since 2015.



In 2018, we signed the **Women Empowerment Principles (WEP)**, showing our support for gender equality. By doing this, we have committed to making the WEPs a reality across our organisation.



Apparel Group is a member of the **Dubai Quality Group**, demonstrating our commitment to quality improvement and business excellence.



Dubai Chamber's **Retail Business Group**, chaired by Nilesh Ved, aims to promote the cooperation among retailers in Dubai, address common concerns, raise industry standards, share best business practices, organise and support retail-related events.

ENGAGE Dubai is part of an international network of businesses and community organizations that collaborate to support the development of healthy and sustainable communities by increasing the quality and quantity of employee volunteering in their local communities.

Sustainability Network offers companies the opportunity to network, learn, share experiences and constitute CSR leadership.

AWARDS

Retail Middle East Awards 2018



Retail ME

Apparel Group

Most Admired Middle East Retailer of the Year 2018

New Balance

Most Admired Brand Campaign of the Year

Charles & Keith

Most Admired Retailer of the Year - Footwear & Accessories

Herschel

Most Admired Rising Star Retailer of the Year

The Children's Place

Most Admired Retailer of the Year - Children's Wear

Ardene

Most Admired Brand Campaign of the Year

6thStreet

Most Admired Retailer of the Year

Superbrands Award 2018

20 Apparel Group Brands awarded Superbrands Award 2018

Great Place to Work

Apparel Group clinched the 14th rank for 'Best 25 Workplaces in the UAE' for 2017-2018 by Great Place to Work

Dubai Service Excellence Scheme

NINEWEST wins The DSES Best Service Performance Brand for Footwear Business Category

Dubai Chamber CSR Label Award

Apparel Group was awarded the 'Dubai Chamber CSR Label' for the 6th consecutive year by the Dubai Chamber's Centre for Responsible Business.

A truly successful company is one that gives back to the communities in which it operates, so it's natural that sustainability and community development is an integral part of our business operations. Our CSR strategy - Educate, Engage & Enable - provides the roadmap for our sustainability practices.

Any change begins from within, so we continue to be an inclusive workplace and integrate people of determination. We educate our staff on sustainable practices and humanitarian crisis around the world, to ensure that they, in turn, spread the message to our customers and help raise funds for these causes.

We are mindful of our impact on environment, and engage our employees and suppliers in responsible consumption through clean up campaigns, enhanced recycling and elimination of single-use plastic bottles. To reduce our environmental footprint, we have invested in solar energy.

We enable communities in regions we operate in by providing financial assistance as well as donating products for the ones in need. In 2018, we have been successful in reaching out to and helping 116,310 people in need. I'd like to thank our customers, employees & partners, who have supported us in our journey towards becoming a sustainable and impactful organisation. I'd like to thank our customers, employees & partners, who have supported us in our journey towards becoming a sustainable and impactful organisation.



Nilesh Ved,
Chairman, Apparel Group

We, at Apparel Group, have always been keen on giving back to the community. In 2018, we focused on providing good health & wellbeing, gender equality, quality education.

Our ongoing partnership with Friends of Cancer Patients and Al Jalila Foundation ensures women and children afflicted by cancer get better care. We also organize health camps and fitness activities for our employees to ensure their wellbeing.

We help improve access to quality education for children across emerging countries through our fundraising programme with Dubai Cares. In UAE, we support education of war-displaced children through Emirates Red Crescent and Rawafed Centre.

We support women in sub-Saharan Africa through our collaboration with Project Maji, which provides solar-powered water kiosks in villages, reducing the time away from school and work for young girls and women. In UAE, we support women through product donations in association with Dubai foundation for Women & Children.

We believe our actions reflect our intention to create a sustainable planet for all generations to come. That's the legacy we want to leave behind!



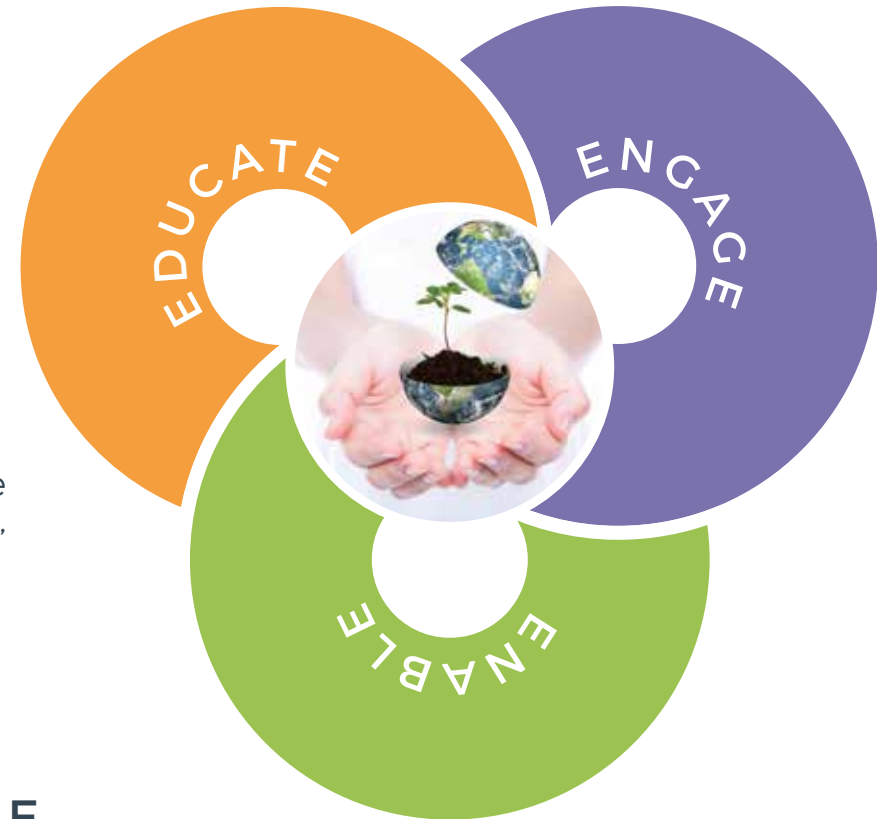
Sima Ved,
Founder & Vice Chairperson,
Apparel Group

CSR VISION

To be recognized as the most responsible company.

CSR MISSION

Be committed to sustainable actions & contribute meaningfully to the Triple Bottom Line (social, economic and environment) performance.



EDUCATE, ENGAGE AND ENABLE

EDUCATE: Educate people (Internal and external stakeholders) and create awareness on various key social issues through knowledge sharing and communication.

ENGAGE: Engage people in various social activities and encourage them to take productive and responsible actions towards society.

ENABLE: Enable people by providing empowering and healthy environment as well as support the community around us.

ALIGNMENT | Sustainable Development Goals We Support

3 GOOD HEALTH AND WELL-BEING

- Participating in the Dubai Fitness Challenge, encouraging our employees to be physically active for 30 minutes daily for 30 days
- New mothers are able to request flexible working hours
- Health Camps
- Annual Sports Day
- Blood donation
- Fundraising for breast cancer
- Fundraising for childhood cancer

5 GENDER EQUALITY

- Signed Women's Empowerment Principles
- 33% women in the work force, across all levels
- 60% of interns are women
- 47% of part timers are women
- Special women's survey to understand specific concerns of our women employees
- Revised anti-harassment policy and trained employees for better implementation
- Several health camps conducted with emphasis on women-related health concerns such as breast cancer, cervical cancer
- Zero tolerance for violence or harassment at workforce
- Our CSR programmes with community partners Project Maji & Friends of Cancer Patients focus on women empowerment. We also engage in product donations for events related to women empowerment and fundraiser programmes with Dubai Foundation for Women & Children.
- Designated parking for expectant mothers

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

- Eliminated 2 million single-use plastic bottles by providing reusable bottles to employees
- Recycled 255.39 tonnes of paper / cartons
- Recycled 0.11 tonnes of plastic
- Recycled 7.8 million litres of waste water
- Installation of LED lights, sensor taps to reduce consumption
- Earth Hour



4 QUALITY EDUCATION

- Employees are trained at Apparel Learning Academy
- Arabic classes
- English classes
- Dubai Cares Walkathon
- Supported 1820 children by providing stationery, school kits across the region

8 DECENT WORK AND ECONOMIC GROWTH

- Employing 14,000 employees

10 REDUCED INEQUALITIES

- Placing 16 PwDs in full-time jobs
- Internships & training for special needs
- 115,000+ products donated for the underprivileged

UAE National Agenda



IMPACT



1,103
man hours



662
no. of employee
volunteers



116,310
total no. of
beneficiaries
supported



123,386
total products
donated



AED 553,481
funds raised

EDUCATE

HEALTH AWARENESS



Nine health camps were conducted for employees including dental, breast cancer screening, testing pressure, blood sugar and skin care among others. Before each health check-up, awareness workshops are conducted to enlighten staff on different lifestyle diseases and prevention.

680 employees screened

Rudstin Estrellado
Executive, Digital Marketing



The process was quick and speaking with the proper people in their field of profession gives you a better insight on how to take better care of yourself. I would like to be a part of this in future as it is very informative and we should generally be doing regular checkups, skin, dental and overall health.

Working in retail is 24/7 and most of us couldn't find the time to get ourselves checked up by professionals regularly and Apparel has given us the opportunity to do so by bringing these professionals at our office for free of cost and offer amazing discounts for further assessment.

It was a great experience to know what we can improve on in terms of our hygiene, eating habits and general health. I wish there could have been more aside from skin and weight health awareness like dental, optometry and mental health checkups. I believe this is an integral part of our well-being and help us to perform better at our daily task at work or even at home.

EDUCATE

LEARNING & DEVELOPMENT

- Apparel Manager Program (AMP)
- Second in Command (2iC)
- Apparel Visual Merchandisers Program
- High Potential (HiPO)
- Engage & Convert
- Product of the Week.
- Loss Prevention
- Back Store Management through SS
- Understanding Retail KPI
- The Last Impression - Cashiering Training
- Handling Trial Room/ Trial Room Etiquettes
- Handling Angry Customers
- Train The Trainer (ITT)
- Coaching & Mentoring
- Problem Solving and Decision Making
- Business Communication
- One Minute Manager
- Change Management
- Breakthrough to Success
- 7 Habits
- Personality Development
- Basic Excel Training
- Advanced Excel Training



ARABIC CLASS

In the Year of Zayed, we wanted our employees to learn more about the UAE culture and began Arabic classes free of charge for employees.

ENGLISH CLASS

We collaborated with NGO Smart Life to improve the English skills of our blue-collar workers. This has improved communication between the warehouse workers and staff and improved the confidence among our workers.

8574 employees trained

EDUCATE

ROAD SAFETY TRAINING



Our drivers as well as drivers from outsourced transport agencies were provided practical training by Emirates Driving Institute.

Our drivers attended a theory session on 'Road Safety for Commercial Driving' organised by Dubai Chamber

Special trainers from RTA trained backoffice employees on safe driving rules during summer at our head office.

124 drivers trained

Naresh Nethala
Transport



I attended the RTA Training session on road and safety and it was quite informative. I learnt the importance of driving safely and also on how to maintain the safety of passengers. The experience also showed how we can prevent accidents by taking necessary precautions while driving.

FIRST AID TRAINING



To reinforce health & safety across the warehouse, back office and retail stores, we conducted regular trainings for the staff. All the stores, warehouses and offices are audited for HSE-related parameters and necessary changes are implemented. We also train employees externally on first aid and CPR to ensure trained marshals are available in case of injuries and incidents.

20 first aiders

Liza Bautista
Merchandiser
Aldo Accessories



I am glad and thankful that Apparel Group has taken the initiative to teach its employees the basic first aid. We never know when we can apply what we have learnt at this training. I encourage all employees to participate in such good training next time.

EDUCATE

RECYCLING AND WASTE MANAGEMENT

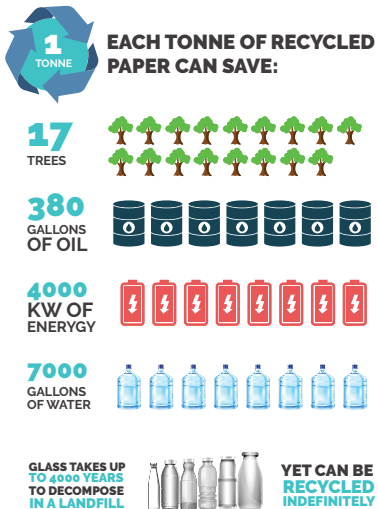
To encourage more employees to recycle waste and reuse material, we conducted special trainings by Emirates Environmental Group on the importance of recycling and segregating our waste at the headquarters and warehouse.

We also increased the number of recycling bins and signage across the offices to improve recycling rates. We eliminated single-use plastic water bottles from our backoffice operations, eliminating the need to recycle plastic in 2018.



It's important to conduct these sessions/ trainings on recycling to educate people.

The session taught me the importance of recycling which includes how we can do our part to save the planet. I also realised the downfall of using plastics on a day to day basis, as it's not degradable it ends up in oceans harming marine life or ends up in landfills and destroys fertility of land and underground table water. By taking a few steps from our side we can help save energy, reduce landfills and also conserve resources. I'm glad Apparel has taken this step towards being more environmentally friendly.



Dhammi Weerasuriya
Graphic Designer, Corporate Marketing



ENGAGE



BLOOD DONATION

We conducted two blood donation camps to help those in need and maintain an adequate quantity at the Dubai Blood Donation Center.

135 volunteers

405 beneficiaries



Khadija Mehri
Visual Merchandiser,
La Vie en Rose

Every day blood transfusions take place and this saves lives of many people all over the world. Donating blood is good for the health of donors as well as those who need it.

It is important that everyone works together to increase awareness on blood donation and benefits from donating blood.



EARTH HOUR

Apparel group participated in the Dubai Electricity and Water Authority's Earth Hour activity. Participants gathered to show their support and commitment to the planet, raise awareness for energy consumption and effects on the environment.

47 participants

In our busy life, we are forgetting how important it is to protect our environment and how valuable it is.

Earth Hour event reminds us to make the necessary changes to save our planet.

I was excited to support Earth Hour.



Sarika Devi
Finance Assistant,
Accounts and Finance

ENGAGE

ENVIRONMENT DAY



On World Environment Day, AG senior management signed a 'Beat plastic pollution' pledge to reduce plastic pollution in the retail industry. To take the movement forward, we eliminated 2 million single use plastic bottles and distributed reusable bottles to employees.

CLEAN UP CAMPAIGNS



We conducted two clean up campaigns to keep our commitment of clearing 1 tonne of waste from our surroundings in 2018 . We did this in partnership with Emirates Marine Environmental Group and Imdaad .

Emirates Marine Environment Group conducted an awareness session on the marine biodiversity in UAE and the impact of plastic pollution, prior to the activity.

105
volunteers

1785
kgs of waste

2million
single-use plastic bottles
eliminated

ENGAGE

SPECIAL NEEDS INTERNSHIP



Furthering our commitment to train and integrate people of determination in society and workplace, we hosted students from the special needs school Integreat Center at our Aeropostale stores. The students practiced skills of browsing and shopping for clothes on their own.

8 people of determination
6 employees

MINI - ME



Our employees brought their children to office to spend the entire day with them to celebrate 'Mini- Me'. The day was filled with activities, games and food. It helped encourage our employees to spend more time with their children and also gave the children an insight into their parents' work.

85 children
100 employees

Apparel group, thank you so much for organizing Mini-ME at work. It was an exciting experience for my daughter and me, she felt a sense of pride to come to "mom's workplace" and meet mom's teammates.

She was delighted to see our team actively involved in organizing the event and wanted to know more about "the exciting work" we do at the group. I left the office that day feeling prouder and with a deeper connection with the group. Given the actively busy and involved lives we live, I feel this is a great platform for the kids to be a part of our work life. It surely inspired my little girl.

A special thank you to our brands for pampering the kids.

Garima Jain
Training Manager



ENGAGE



SPORTS DAY

We conducted a sports day for our employees encouraging them towards a balanced and healthier lifestyle. They participated in a range of activities including cricket, tug of war, badminton, basketball etc.

1120 participants



It was an amazing experience to be part of the Dubai Fitness Challenge. The busy and overloaded schedule and stress is a part of my day and there is no time and mood to have any fitness activities. After deciding with colleagues to participate in the Dubai Fitness Challenge, it changed my view. I got fully recharged and felt more active, energized and positive. I have a new attitude about fitness activities and such an environment is stimulating, so will be for the next one as well. I encourage others also to participate and be a part of an active community, to convert their stress to positive energy, increase productivity and of course be fitter. It will be nice to incorporate more fun in the exercises to increase participation like a flash mob or short fitness challenges.

Aleksandr Karapetyan
Area Sales Manager, Call It Spring



DUBAI FITNESS CHALLENGE

Apparel Group also took part in the Dubai Fitness Challenge. We had a trainer to help us reach our fitness goals. Also, our store employees took part in the challenge, taking time from their busy schedules to spend the day engaging in fun activities.

1624 participants

ENGAGE



DUBAI CARES WALKATHON

Apparel Group participated in the Dubai Cares Walkathon to help raise funds and support children's education worldwide

76 participants

NURSING ROOM

To make our organization more family friendly and help our female employees, we added a nursing room



A new mum always feels that she would have to choose between nursing her baby and returning to work. However, a great place to work is one which understands these concerns of a working mum and makes it easy for her to get back to her job. Apparel Group offers a peaceful nursing room facilitated with a refrigerator where you can pump and store. With this facility I'll be happy nursing my baby as long as I can. Thanks for setting this space up!

Ambika Monga
Brand Manager, Levi's & Dockers



DISASTER RELIEF

When devastating floods affected Indian state of Kerala, Apparel Group volunteers visited villages and helped rehabilitate some of the families by distributing care packages to 200 families.



5 volunteers **200** families

Sachin Banodkar
GM ALDO



Flooding in Kerala was an unprecedented calamity and it hit closer to home for me as several of my colleagues & my team members' families were also affected by this. While Apparel Group has provided monetary support for rehabilitation in such cases in the past, this time, we wanted to get more involved in the rehabilitation. It was an arduous journey to reach these isolated areas, due to the landslides and flood waters, but the resilience of the locals was inspiring. Their houses and livelihood suffered major destruction and this makes you realize how scary nature can be and why living more sustainably becomes paramount. The volunteering experience also helps you connect to communities, become more empathetic and makes you grateful for what you have. I believe that as senior managers, it is imperative for us to support sustainable activities, learn from best practices of our industry and volunteer our time for CSR activities, setting an example for our teams. These activities also turn out to be good team-building exercises. Actually spending time with the beneficiaries of our donations helps us connect better with the causes we support, so more volunteering activities should be planned, whenever possible.



GIFTING CLOTHES

Z- Generation partnered with Beit Al Khair and gifted clothes to orphan children under their care

300 beneficiaries



GIFTING TOYS

Call it Spring encouraged customers to bring in pre-loved toys as part of its 'Box of happiness' campaign during Ramadan. The toys were donated to underprivileged children under the care of Rawafed Center and Emirates Red Cres-

200 beneficiaries



GLOBAL GIFT GALA

Apparel Group sponsored gifts for the Global Gift Gala, which supports Dubai Cares and the Global Gift foundation. These foundations help children and families in terms of education and other necessities.

BACK TO SCHOOL



To instill the value of sharing with the less fortunate among children, **Skechers** organised a fun and interactive challenge for children in Dubai Mall. As part of its 'Back to School' initiative, Skechers challenged children to complete virtual games and for each completion, a pair of shoes was given to charity

5000
beneficiaries

I was very excited to participate in the Skechers Dubai Mall Activity, By helping a needy child I made them happy and this made me happy and joyful

Aarav Arora



As part of 'Back to School' initiative, Apparel Group sponsored water bottles and school bags for displaced Syrian children studying at Rawafed Centre.

120
beneficiaries

Ayesha Hafeez
Projects Manager
Rawafed Development
and Learning Center



Thanks to Apparel for providing 120 water bottles and school bags to displaced Syrian children in the summer camp organized by Rawafed development and learning center. You have been a great support to make these kids feel that they are the part of the community and we are always there for them. Many thanks.

STATIONERY DONATION

As part of the 'Give & Gain' initiative in association with Dubai Chamber and Emirates Red Crescent, Apparel Group employees collected stationery to gift to impoverished children supported under Emirates Red Crescent .



Overall experience was amazing. Education is an inspiration in itself. Everyone deserves to be educated. It contributes to the well-being of an individual and to the society as well. It is a great initiative and everyone should participate in it as it teaches one to share and do good to others. It is not of "how much" you have contributed. It is about "how" have you contributed. It would be a beautiful experience if we as a group can go and spend some time with the children.



Smita Philip
Junior Merchandiser, Athlete's Co

SUPPORTING BLUE COLLAR WORKERS

Apparel Group has supported NGO Smart Life towards upliftment of blue-collar workers in UAE through its Smart Reader and Smart Cup programmes. Through Smart Reader, we support workers who learn English and through Smart Cup, we encourage sportsmen who take part in the cricket tournament.

510
beneficiaries





TOMS came out to support children from Senses Residential and Day Care Centre by converting the school garage into a play area for the children. TOMS UAE volunteers also spent the day playing with 120 children and gifted them shoes, bags and toys

32 volunteers **120** beneficiaries

I want to express how thankful I am for all the hard work TOMS have put to make our children at Senses happy . Thank you TOMS for the playground and all the bags , shoes and gifts for all the children at Senses . I would also like to thank you on behalf of all Senses family for the joyful day that was filled with love and happiness



Nadia Khalil Al Sayegh
Founder and General Manager,
SENSES Special Needs Center

I encourage others to participate because it's a beautiful way to interact with underprivileged children and learn more about their way of living. Overall, volunteering for this event was a special feeling especially because it was for a good cause.



Vipul Viswanath
Assistant Manager, Marketing



TOMS donates a pair of shoes to charity as part of the ' One for One ' commitment.

In 2018 , TOMS UAE tied up with Emirates Red Crescent and Rawafed Centre as its Giving partner in UAE to expand their commitment. Our contribution was sent to children, displaced by war, in Jordan, Iraq & UAE

**Rawafed
Centre**



On behalf of students at Rawafed development and learning center, Thank you 'TOMS' for the beautiful 171 pair of shoes and 163 bags. The smiles that you have put on the faces of these 300 children are so real. The kids were so excited to try the shoes on and I heard them planning that they have kept the bags and the shoes for the coming school year to have a great start of the year. With your care and love, these kids will be able to feel connected and part of the society where they see all the other kids shopping for bags and shoes at the beginning of the school year and they see a lot of promotions and sales going on. This new academic year they will be contented and happy that they already are ready for school



Aldo 'Solemates' partnered with Emirates Red Crescent to encourage customers to donate their lightly worn shoes to help out those in need in Myanmar affected by the Rohingya crisis.

76 participants
504 beneficiaries



PROVIDING ACCESS TO CLEAN WATER

Aldo launched a campaign to raise awareness on the lack of access to clean water in sub-Saharan Africa.

Joining hands with Project Maji that installs solar-powered water kiosks in these communities, Aldo has managed to impact the lives of women and children in the region. Across Aldo stores, customers were educated on the cause and encouraged to donate AED 1, which provides an entire family with water for a full day.

280 beneficiaries per day

When we went to fetch water from the river, we had to leave at 6am and walk for a long distance, so we don't come to school on time. Now thanks to Project Maji, we have water close to my house so my sister and I can get water easily and get to school early!

Grace
Student





EMPOWERING WOMEN SURVIVORS

Employees collected products that women need on a daily basis to help out women and children supported by the Dubai Foundation for Women and Children. **Aldo Accessories** also gifted 120 hampers to women supported by the organisation.

60 beneficiaries



EMPOWERING DOMESTIC WORKERS

Apparel Group helped sponsor Women Of Wonder organised by St Mary's Catholic Church to help empower domestic women workers

600 beneficiaries

On behalf of myself and the parishioners of St. Mary's Catholic Church, we are deeply grateful for your generous contribution that helped enhance the Women of Wonder (WOW) event held on Friday, 9th February 2018 and made it a memorable tribute.

The event was a tremendous success, wherein over 600 female domestic workers belonging to different nationalities and religious backgrounds were treated to a fun filled day along with games, cultural show contest, raffle draws, lunch and a variety of entertainment activities followed by Dubai city tour.

Fr. Lennie J.A. Connully
Parish Priest, St Mary's Catholic Church, Dubai

HELPING BREAST CANCER PATIENTS

Nine West has partnered with Pink Caravan to raise awareness on breast cancer and the need for regular screenings. Specially-designed pins were sold across Nine West stores to raise funds for the Pink Caravan campaign of the Friends of Cancer Patients NGO.



AED 8763 funds raised

460 customers engaged

“Pink Caravan considers itself truly fortunate to be operating out of a nation where people’s good intentions and humane spirit are backed by strong and committed action. Be it the fundraising support of the public or private sector partnerships like the one we enjoy with Nine West, or the kindness of the UAE community to contribute so charitably to a worthy cause year-on-year.”



Dr Sawsan Al Madhi,
Director General of Friends of Cancer Patients
and Head of the Medical and Awareness
Committee of Pink Caravan

HELPING CHILDREN WITH LIFE SAVING TREATMENT

Tim Horton's launched the Smile Cookie Campaign to raise funds for children diagnosed with cancer, under the Al Jalila Foundation. The campaign involved selling cookies with smiley faces for AED 7 and all the proceeds were donated.



AED 349,060
funds raised



Bushra, The Girl Full Of Heart

The Saeed family came from Yemen to start a happy new life in the UAE, however the joy did not last long as after only 6 months their 5-year-old daughter Bushra felt very ill. It was heart-breaking for the family as they stood by helplessly watching their young girl in pain with little they could do to make her well.

Bushra was suffering from a congenital heart defect. The problem was compounded by the fact that heart operation was costly and, as a matter of urgency, the procedure needed to be carried out right away as Bushra was at the crucial stage.

A friend of Saeed family recommended they reach out to Al Jalila Foundation and as a result young Bushra was able to undergo life-changing surgery at Al Jalila Children's Speciality Hospital.

Following the heart surgery, Bushra's condition improved dramatically and today she is a happy active young girl who has just graduated from kindergarten. The Saeed family is relieved that what felt like years of pain for their little girl is now behind them.

Al Jalila Foundation offered us great relief through timely support and we are so grateful to have our precious and happy girl back with us in full health.



Baby Salman Has New Lease Of Life

Approximately 500 children are born annually with a congenital heart defect in the UAE, the most common birth defect affecting millions of children world-wide. When 7-month Salman showed signs of rapid breathing and difficulty feeding it was discovered he had congenital heart disease and in need of critical care.

The expert medical team at Al Jalila Children's Speciality Hospital performed the lifesaving open heart surgery successfully and with a dramatic improvement in his symptoms baby Salman was discharged after one week.

Father, Mohad, has expressed great joy of health of his baby boy "We do not have enough words to say how wonderful it is to have our baby at home. We see the incredible difference every day as he is breathing well for the first time in his life. My family and I are so grateful to Al Jalila Foundation and Al Jalila Children's Hospital for providing Salman with the best medical care and support.

Al Jalila Foundation through its Farah Programme has provided quality treatment to more than 92 Children suffering from heart diseases, cancer and other chronic illnesses.

Sulaiman Baharoun,
Director of Partnerships & Sustainability,
Al Jalila Foundation



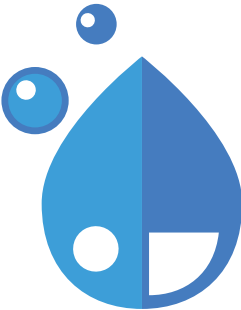
Tim Hortons, through its Smile Cookie global campaign, has been supporting Al Jalila Foundation since 2017 and has contributed AED 700,000 to our Farah programme to support the treatment of children. Farah, 'Happiness' in Arabic, is Al Jalila Foundation's paediatric program which provides life-saving treatment, funds cutting edge research and offers hope to countless children and their families. The Smile Cookie campaign is the great example of corporate and charity coming together to tackle a social problem. Through the partnership Tim Hortons has provided Al Jalila Foundation a platform to amplify our message to the community whilst raising funds for noble cause. The outstanding support we receive from Tim Hortons is a testament to how the organisation has embraced its CSR values and lead by example. Tim Hortons is committed to engaging and making a lasting impact on the communities they serve especially the lives of sick children in need.

ENVIRONMENT

WASTE MANAGEMENT



110 kgs
plastic recycled



7.8 million litres
Waste Water Recycled



277,000 kgs
paper & cartons
recycled



6,075,857 kwh
Electricity consumption

UNITED NATIONS GLOBAL COMPACT

HUMAN RIGHTS

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and

Principle 2: Businesses should make sure that they are not complicit in human rights abuses.

- We abide by all national and international human rights labour laws and regulations.
- Code of Ethics covers our commitment to deploying lawful human resources policies and practices, in terms of human rights and employment

LABOUR

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

Principle 4: The elimination of all forms of forced and compulsory labour;

Principle 5: The effective abolition of child labour; and

Principle 6: The elimination of discrimination in respect of employment and occupation.

- Code of Ethics covers our commitment against forced or compulsory labour, non-discrimination, 18 years old minimum working age, and our commitment to diversity and equal opportunity
- Reporting channels: Employees can raise any concerns related to any unethical behaviour, discrimination or harassment in the workplace to our dedicated email id: erelations@appareluae.com

ENVIRONMENT

Principle 7: Businesses should support a precautionary approach to environmental challenges;

Principle 8: Undertake initiatives to promote greater environmental responsibility; and

Principle 9: Encourage the development and diffusion of environmentally friendly technologies

- Environmental and supply chain policies
- Our automated warehouse and office building is designed on LEED Building guidelines, ensuring energy and water efficiency features
- We offer bus transport to over 700 employees daily
- Efficient waste management through recycling programme.
- In 2018, we eliminated 1 million single-use plastic water bottles by switching to reusable ones
- Sewage treatment plant
- Reducing paper usage by implementation of Oracle ERP system

ANTI-CORRUPTION

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery

- Zero tolerance of any form of fraud, Bribery and Corruption.
- Code of Ethics: Covers our commitment to ensuring that we do not offer or receive facilitation payments and neither do our agents, contractors and suppliers do so on our behalf, when dealing with any government or private company.
- Internal audits by loss prevention & audit team



Apparel Group,
Jebel Ali Free Zone,
Dubai, United Arab Emirates
PHONE: +97148136111
EMAIL: apparelcsr@appareluae.com