



HAGGAR

United Nations Global Compact  
**Communication on Progress**

2019

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**H.E. António Guterres**  
**Secretary General – United Nations**  
**New York**

### **Statement of Commitment – Haggar Company Limited**

Since its inception in 1904, Haggar Group has held a strong commitment towards operating its business in a way that balances the profit imperative with the impact it has on the society and the environment.

By integrating sustainability and social impact measures in our business operations, we pledge our commitment to contribute to the achievement of the Sustainable Development Goals. We have recently developed a Sustainability Index that helps measure and monitor a number of SDG targets we do contribute towards while implementing the Group's Roadmap 2025.

I am thus hereby pleased to reaffirm Haggar Group's support to the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption.

In this annual Communication on Progress (COP), we highlight the activities we implement with the objective of improving the integration of the Global Compact and its principles in our business strategy, culture and daily operations. We also commit to sharing this information with our stakeholders using our primary channels of communication.

**Kind regards,**

**Anthony A. Haggar**  
**Chief Executive Officer**

# ABOUT

The Haggar Group was established in South Sudan in 1904 and present today in 8 sectors across 6 countries in Africa. The group continues to look for opportunities to create and add value across the continent.

We aim to build long-term positions in Agriculture, Energy, and ICT, as we believe these sectors will provide the architecture and foundation for sustainable development across the continent.

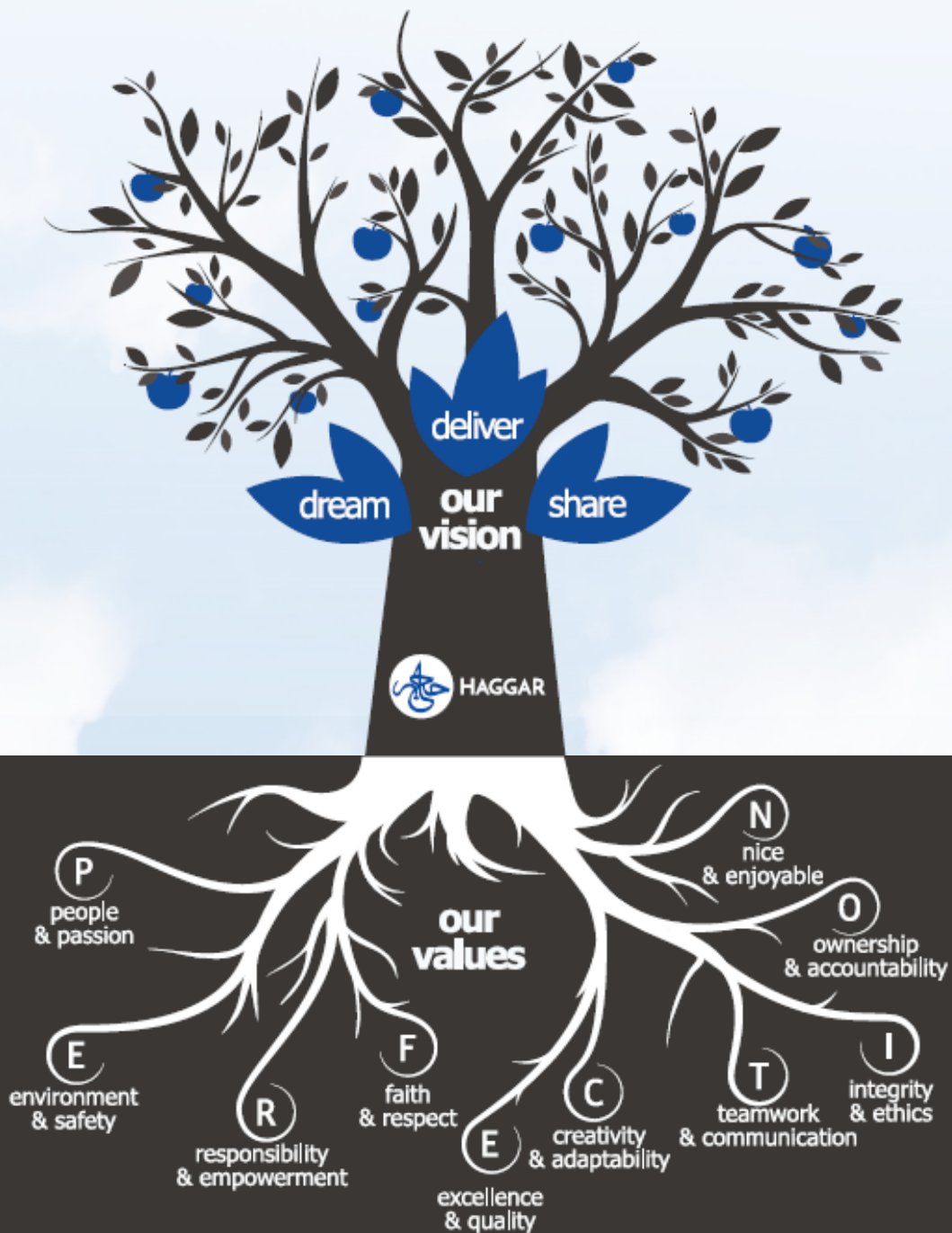
Its guiding principles, from the business' inception, have taken into consideration the way in which business is done and governed, and the impact that the businesses will have on all stakeholders, including external communities; the environment and society. Binded by our 'Code of Conduct', we are conscious of how business is done. We adhere to our principles, professional standards and abide by the laws and regulations of the countries we operate in at all times.

Our Code of Conduct guides our decision-making process and ensures that across our businesses the same ethical and moral standards are respected, which share a deep consciousness towards the livelihoods of our Employed Persons and fellow citizens, the marginalized and underserved and the sustainability of our environment.



## Our Mission

Let us work together in peace and harmony to build up new businesses that will be of benefit to us and more importantly to the countries and people that we chose to invest in and work amongst



# Our Core CSI Values

Haggar's Corporate Sustainability & Social Impact department has built foundations upon the core subject areas of ISO 26000. These principles guide us in regards to the development of new policies, internal practices and external community projects, supporting Haggar in pinpointing its intended and desired impacts within its business operations, and to its external communities and environment.

## Integrity

Haggar Group integrates corporate sustainability core subjects across all its companies and various activities solidly embedding CSI measures in the Group's governance system.

## Accountability

Haggar Group holds itself accountable for all impacts resulting from decisions made by the company on society, the economy and the environment.

## Transparency

All information related to the impact of the company on society and environment is readily available, directly accessible and understandable to those who have been, or may be, affected in significant ways.

## Ethical Behavior

Business ethics and values in Haggar Group reflects a genuine concern for people and the environment and a commitment to address the impact of its activities and decisions on all stakeholders' interests.

## Respect for Stakeholder Interests

Haggar Group respects all the interests of its stakeholders through consideration of and responding to their interests and concerns when making business related decisions.

## Respect for the Rule of Law

Haggar Group complies with all applicable laws and regulations and making sure to inform all Group Employed Persons of their obligation to observe and to implement those measures.

## Respect for Human Rights

Haggar Group ensures through its policies and practice that human rights of all of its stakeholders are protected and avoids taking advantage of situations where those could be violated.

## DEMONSTRATING OUR COMMITMENT

As we joined the UNGC in 2017, we are incorporating its Ten Principles into our business strategies, policies and procedures as well as into our Values. We embed these commitments into Haggar Group Code of Conduct and its Sustainability Index. Below is a demonstration for our contribution towards the UNGC Principles:

### Humans Rights

#### PRINCIPLE 1

*Businesses should support and respect the protection of internationally proclaimed human rights.*

#### PRINCIPLE 2

*Businesses should make sure that they are not complicit in human rights abuses.*

Haggar Group continues to respect Human Rights principles in accordance with the laws of the countries where it operates (Sudan, South Sudan, Nigeria, Ghana, Senegal and the UAE). It is the policy of Haggar Company to:

- i. Afford equal human rights to all Employed Persons in their relationship with Haggar Company.
  - ii. Maintain mutually acceptable means of communication and consultation between groups and individuals within the Company.
  - iii. Quickly inform Employed Persons on any changes which affect them and to maintain and improve conditions of service.
  - iv. To secure from the Employed Persons increased productivity, quality and efficiency of service in return for such improvements in conditions of service.
  - v. Identify actual and potential cause of conflict and to ensure that mutually acceptable arrangements exist for the containment and resolution of the conflict.
- Comply with the provisions of government legislation relating to employment in Company.

- We are committed to all social, ethical and environmental considerations in our procurement and supply chain decisions.
- It is the policy of Haggar Company to cater adequately for the safety and security of its Employed Persons and property at all times.
- Haggar Company does not tolerate workplace violence. All employed persons are responsible for maintaining a violence-free workplace.
- Haggar Group and all its subsidiaries are committed to providing a workplace that is healthy, conducive and where all employed persons feel valued and respected. Sexual harassment in the workplace is against the company's Code of Conduct and Haggar overall culture and values. The Group is thus adopting a zero tolerance policy that should assist in preventing, investigating and resolving any allegations of sexual harassment.



## Labor



### PRINCIPLE 3

*Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining*

#### Freedom of Association & The Right to Organize:

Haggar Group respects the fundamental right of staff members to establish – subject to internal rules associations and/or committees of their own choosing, to draw up their terms of reference, to elect their representatives, to organise their administration and activities and to formulate their programmes.

### PRINCIPLE 4

*The elimination of all forms of forced and compulsory labour*

Haggar Group is committed to the elimination of all forms of forced and compulsory labour through set policies and a culture that ensures their respect

### PRINCIPLE 5

*The effective abolition of child labour*

- Haggar Group does not employ/contract minors.
- On all agreements signed with contractors or out-sourcing companies providing Haggar Company with daily labour, Haggar Company should communicate its zero tolerance of child labour and/or forced labour.
- Contractors should not provide daily labourers that are less than 18 years of age or labourers of a foreign nationality that are not in possession of legal residence in Company.

### PRINCIPLE 6

*The elimination of discrimination in respect of employment and occupation*

- We are an equal opportunities employer; we have none of the dividing lines of ethnic origin, creed and gender.
- We do encourage the employment of the disabled
- As per the company's Mission Statement principles, Haggar Company shall take affirmative steps to hire, retain and promote qualified individuals with disabilities. This includes the duty to refrain from discriminating in employment against qualified individuals on the basis of disability.
- Discrimination/Gender Balance



# GENDER DIVERSITY

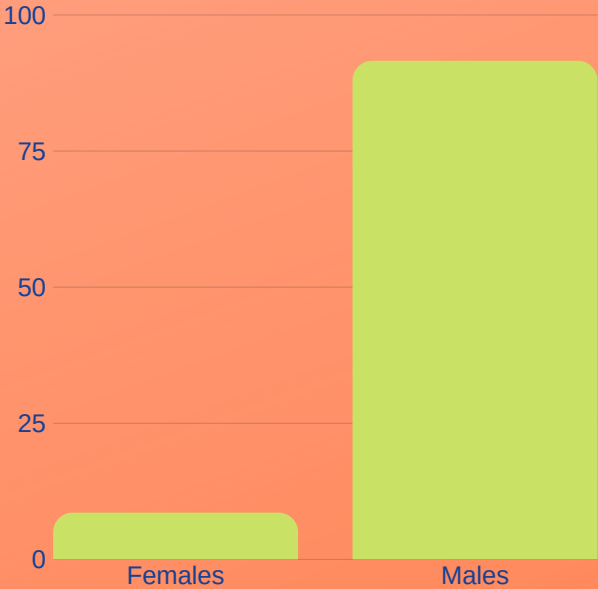


2018



2019

Haggar is an equal opportunities employer. It has none of the dividing lines of ethnic origin, creed and gender. However, we realize the gap in female hiring in the group. Thus, percentage has increased since last year and a higher tariff.



NUMBER OF WOMEN IN DIRECTOR, C-SUITE AND MANAGERIAL POSTIONS IN 2019



TARGET NUMBER OF WOMEN IN DIRECTOR, C-SUITE AND MANAGERIAL POSTIONS IN 2025

# Environment



## PRINCIPLE 7

*Businesses should support a precautionary approach to environmental challenges*

- The Environmental Policy helps the Haggar Group meet its vision by outlining climate change objectives, detailing our approaches to combating climate challenges and to help promote initiatives to achieve greater environmental responsibility. This policy further prepares the Group to adopt new and emerging technologies and to then incorporate them into our mainstream business lines.
- Through our environmental policy, we strive not only to reduce the environmental impact of our business activities, but also to deliver environmentally conscious products and services that contribute to sustainable development. We are committed to continuously reducing our greenhouse gas emissions through calculating the Group's carbon footprint internally, and offsetting our emissions through green initiatives externally.
- We are advocating for raising environmental awareness and strengthening climate change dialogue internally among EPs and externally with different stakeholders.

## PRINCIPLE 8

*Undertake initiatives to promote greater environmental responsibility*

- Haggar group conducts Green House Gases (GHG) inventory for its group of companies' activities with the aim to undertake, based on the result of this inventory, internal and external reduction measures in collaboration with line ministries, international organizations and civil society organizations, to offset its Green House Gases (GHG) emissions and reduce its carbon print.
- Under the Gold Standard Foundation certification plan for voluntary emission reduction, the Haggar Group, in Partnership with Women Development Association Network (WDAN) have officially registered their joint carbon-finance project: Fuel-Efficient Stoves for North Darfur Women as an official Gold Standard registered carbon project.

## PRINCIPLE 9

*Encourage the development and diffusion of environmentally friendly technologies.*

- Haggar Group continues to use sustainable, renewable resources wherever possible. As well as embedding environmentally friendly technologies in the core business operations/processes dealt with at top-management/strategic level.
- We are considering environmental responsibility at all steps of the manufacturing processes and all the links in the supply chain while promoting environmentally responsible business practices.
- We are shifting from using HFCs (hydrofluorocarbons) in our industry under The Montreal Protocol. We are working with the United Nations Industrial Development UNIDO to reduce the use of these HCFs as transitional substances and instead work towards finding long-term low-GWP solutions.

# Carbon Footprint Calculation

GHG Inventory Results									
Haggar Group Climate Impact 2016									
Activity/Source of Emission	Ton/CO2	Company							
		HS	CEC	PFB	SUDASAT	DIOWS	HDMCC	DOLPHIN GHANA	DOLPHIN NIGERIA
<b>Scope 1 : Direct Emissions</b>	<b>2545.6</b>	<b>155.8</b>	<b>428.0</b>	<b>1400.4</b>	<b>27.9</b>	<b>251.4</b>	<b>10.5</b>	<b>148.8</b>	<b>123.0</b>
Mobile Sources Emissions	1263.1	155.8	242.6	832.6	25.6	6.6	10.5	148.8	123.0
Stationary sources emissions	132.3	0.0	186.1	567.8	2.3	244.8	0.0	0.0	0.0
<b>Scope 2 : Indirect Emissions</b>	<b>132.3</b>	<b>1.4</b>	<b>2.8</b>	<b>1.4</b>	<b>0.8</b>	<b>0.6</b>	<b>2.2</b>	<b>115.0</b>	<b>8.1</b>
Electricity consumption emissions	7.0	1.4	2.8	1.4	0.8	0.6	2.2	115.0	8.1
<b>Scope 3 : Other Indirect Emissions</b>	<b>3197.4</b>	<b>10.5</b>	<b>499.8</b>	<b>2537.9</b>	<b>18.2</b>	<b>100.1</b>	<b>17.0</b>	<b>7.9</b>	<b>6.1</b>
Goods Transports	3114.7	0.0	495.0	2536.0	0.6	83.1	0.0	0.0	0.0
Business Travels	51.7	10.5	4.8	1.9	17.6	17.0	17.0	7.9	6.1
<b>TOTAL</b>	<b>5875.4</b>	<b>167.7</b>	<b>930.5</b>	<b>3939.6</b>	<b>46.8</b>	<b>352.1</b>	<b>29.7</b>	<b>271.7</b>	<b>137.2</b>

The inventory was carried out based on the Greenhouse Gases (GHG) Protocol Corporate Standard and the Environmental Protection Agency(EPA) standard principles and Indicators.



To date the project has contributed in offsetting **15,354.2** tonnes CO2 equivalent.

## Emissions Offset

Haggar Group has collaborated with women-led community-based organization in implementing the Fuel Efficient Stoves Initiative to help 5,000 women to find cheaper and more efficient way to cook. Not only to keep them safer from walking for distances and save them time, but to reduce the natural resources depletion in the State of North Darfur.



The project replaces three stone fires –open fire cooking methodology - with EzyStove® which facilitates 40% in wood savings. The stove also reduces smoke & CO2 emissions that are harmful to the eyes and lungs by 70% as well as promoting other socio-economic benefits.





## Anti-Corruption

### PRINCIPLE 10

*Businesses should work against corruption in all its forms, including extortion and bribery.*

- Haggar group has a very long history of free of corruption record. This culture is deeply inherent amongst the family and the employed persons over decades and this legacy became integral part of way of doing business at all levels of the group of companies.
- Haggar group has a zero record on corruption/fraudulent registered cases ever.
- The Anti-Corruption policy was established to act as base for eradicating all sorts of corruption that could occur within the Group.
- Each business unit manager shall, in accordance with the fundamental principles of his/her position, maintain and implement this policy and work to promote the participation of EPs and workers in its implementation.
- Each management staff member shall endeavor to establish and promote effective practices aimed at the prevention of corruption, and shall endeavor to periodically evaluate relevant administrative measures with a view to determining their adequacy to prevent and fight corruption.
- Haggar has recently extended its commitment to conducting business in an ethical, socially conscious manner by signing an agreement with The Centre for International Private Enterprise (CIPE) to conduct a governance, anti-corruption and ethics compliance exercise. was founded in 1983 and is part of the U.S. Chamber of Commerce. The center works to improve integrity standards, increase transparency, and strengthen compliance programs within businesses to help them grow and address corruption.







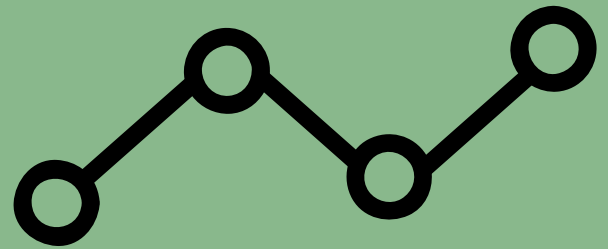
## SUSTAINABLE DEVELOPMENT GOALS (SDGS)

Sustainable Development Goals help our CSI department assess which direction the aspired positive impact should be directed towards as well as guide the core business functions in aligning investments with the international development agenda and the company's future sustainability strategy.

## SUSTAINABILITY INDEX

To measure Sustainability, we developed metrics and indices to quantify our impact beyond the generic concept.

We have determined Targets that are applicable to Haggar Group along with specific computation methods for each indicator taking as baseline they year 2019 and an achievement target 2025.



By integrating sustainability and social impact measures in our business operations, we pledge our commitment to contribute to the achievement of the Sustainable Development Goals. We have recently developed a Sustainability Index that helps measure and monitor a number of SDG targets we do contribute towards while implementing the Group's Roadmap 2025.



Anthony A. Haggar - Chief Executive Officer

# SDG

## Targets Haggar committed to contribute in achieving till 2025



By 2030, eradicate extreme poverty for all people everywhere, currently measured as people living on less than \$1.25 a day



By 2030, ensure sustainable food production systems and implement resilient agricultural practices that increase productivity and production, that help maintain ecosystems, that strengthen capacity for adaptation to climate change, extreme weather, drought and flooding



Increase investment, including through enhanced international cooperation, in rural infrastructure, agricultural research and extension services, technology development and plant and livestock gene banks in order to enhance agricultural productive capacity in developing countries

Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in the corporate



Equitable access to safe and affordable drinking water for all



Support and strengthen the participation of local communities in improving water and sanitation management

By 2030, increase substantially the share of renewable energy in the global energy mix

By 2030, expand infrastructure and upgrade technology for supplying modern and sustainable energy services for all in developing countries, in particular least developed countries

Promote inclusive and sustainable industrialization and, by 2030, significantly raise industry's share of employment and gross domestic product, in line with national circumstances, and double its share in least developed countries

By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes

Significantly increase access to information and communications technology and strive to provide universal and affordable access to the Internet in least developed countries by 2020

Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning

Substantially reduce corruption and bribery in all their forms

Ensure responsive, inclusive, participatory and representative decision-making at all levels

Significantly increase Partnership for Sustainable Development, complemented by multi-stakeholder partnerships that mobilize and share knowledge, expertise, technology and financial resources, to support the achievement of the Sustainable Development Goals



**Thank You!**



**HAGGAR**