



HAGGAR

2020

Communication on Progress

UNITED NATIONS GLOBAL COMPACT



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CEO Statement

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 continue to implement and progress on sustainability measures, governed by a Sustainability Index, addressing several 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 continue to 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

Company Profile

Haggar Group was established in South Sudan in 1904 and present today in 5 sectors across 5 countries in Africa. The group continues to look for opportunities to create and add value across the continent.

The Group aims to build long-term positions in Agriculture, Energy, and ICT, as it is believed 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. Bound by the Group's 'Code of Conduct', Haggar Group is conscious of how business is done and adheres to its principles, professional standards and by the laws and regulations of the countries it operates in at all times.

The Code of Conduct guides the Group's decision-making process. It also ensures that across its businesses the same ethical and moral standards are respected, with a deep consciousness towards the livelihoods of its Employed Persons and fellow citizens, the marginalized and underserved as well as towards environmental sustainability.

Introduction

In 2017, we became an official participatory signatory of the UNGC. By being a signatory, we are incorporating its Ten Principles (Human rights, labour rights, environment, and anti-corruption) 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, CSI Policy, ESG Policy, ISO and ILO Standards, the HR Manual for the Human Rights & Labour principles, the Group's Environmental Policy and CO2 Calculation for the Environmental principles and its Anti-Corruption and Statutory & Legal Compliance policies for the Anti-Corruption principle).

Core CSI Values

Globally, most companies practice some form of corporate social responsibility in hopes to contribute to their local and global communities in which they operate in. Corporate Sustainability & Social Impact (CSI) at Haggar Group conducts its social responsibility by operating its business in a way which balances the profit imperative with the impact it has on its society.

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 Behaviour

Business ethics and values in Haggar Group reflect 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 its stakeholders are protected and avoids taking advantage of situations where those could be violated.

UNGC 10 Principles: Progress Achieved

Human Rights

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

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:

- Afford equal human rights to all Employed Persons in their relationship with Haggar Company.
- Maintain mutually acceptable means of communication and consultation between groups and individuals within the Company.
- Quickly inform Employed Persons on any changes which affect them and to maintain and improve conditions of service.
- To secure from the Employed Persons increased productivity, quality, and efficiency of service in return for such improvements in conditions of service.
- 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.

Principle 2: Make sure that they are not complicit in human rights abuses.

Responsible Supply Chain

We are committed to all social, ethical and environmental considerations in our procurement and supply chain decisions.

Thus, it is the policy of Haggar Company to:

- Abide by all Supply Chain Human Rights and Labour Standards issues that align with initiatives and organisations that Haggar is a supporter of e.g. ISO 26000, UNGC and all international Labour Laws that those initiatives are based on, including ILO standards against child and forced labour.
- Consider reviewing third party contractors and suppliers annually to ensure operations are in line with the ethos of the Group.
- Ensure that across the entirety of the Supply Chain, from procurement of materials through to distribution and consumption by the customer, Health & Safety standards are enforced and promoted.

Human Rights Cont.

- Promote and sustain local supply chains and develop local businesses wherever possible in order to stimulate domestic development through the 7% Supply Chain initiative.

Each Haggar subsidiary strives to meet a target percentage in local purchases and services from disadvantaged suppliers and possibly fresh graduates. In the past, a minimum of 5% of total monthly expenditure on local purchases was set to contribute to the local economy. These acts of supporting local disadvantaged/small suppliers aim at strengthening their businesses and helping them succeed. It is also a method to ensure the inclusion of those struggling to make ends meet by directly offering them clientele without having to only deal with larger agencies.

Throughout the years, there have been many great examples set by supply and logistics teams in thinking outside the box, identifying individuals and companies who benefit from this initiative as well as provide their services to the group. This is embodied by the effort the supply and admin teams of Haggar's subsidiary Sudasat, the largest provider of VSAT services in Sudan, took in their latest project. Sudasat outsourced installation and swapping of 600 over 600 VSAT terminals all over Sudan to over 10 engineers to support in the project while also building their own business portfolio. The company also opted to contract a local blacksmith to support in constructing the VSAT mounts. This decision significantly helped the selected entrepreneurs in their businesses and also helped in reducing the operational costs. Other Subsidiaries also managed to achieve their 7% targets.

ISO Standards

Adopting quality, safety and occupational health systems have always been an essential and vital matter to Haggar Group as well as compliance with Health, Safety & Environment (HSE) related legal and regulatory requirements as this will ensure the safety of its Employed Persons (EPs) and workers.

The table below shows the journey of Haggar Group with the global specifications through which the group has designed its systems.

ISO Standards	ISO 9001:2008 (Quality Management System)	OHSAS 18001:2007 (Occupational Health And Safety Assessment Series)	ISO 22000:2005 (Food Safety Management System)	ISO 9001:2015 (Quality Management System)	ISO 45001:2018 (International Standard for Occupational Health & Safety)	ISO 22001:2018 (Food Safety Management System)
Date of Certification						
CEC	2010	Sept. 2014	N/A	Dec. 2017	Oct. 2019	N/A
PFB	2011	Sept. 2014	July 2012	Stopped	Dec. 2020	Before June 2021
Sudasat JV	2011	June 2014	N/A	Oct. 2019	Will be in March 2021	N/A
DIWOS	2011	Feb. 2015	N/A	Dec. 2018	Will be in March 2021	N/A

Human Rights Cont.

- 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.

Sexual harassment survey

With the aim of assessing the current situation of sexual harassment in the workplace, Haggar Group is currently running an assessment as a step towards ensuring a safe workplace for all its stakeholders.

The survey was distributed amongst female EPs, trainees, workers, and service providers. The questionnaire is targeting all business companies, companies who have a working relationship with the Group, such as service providers and contractors, as well as past EPs and trainees (2019 - date). The results of the survey will be shared with the Human Resources Team of each subsidiary to help them address it with policies and preventive measures in the future.

Labour Rights

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.
- Pasgianos Food & Beverages as well as Coldair Engineering Company have had well established and registered labour unions since their inception.

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 communicates 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 the country.

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

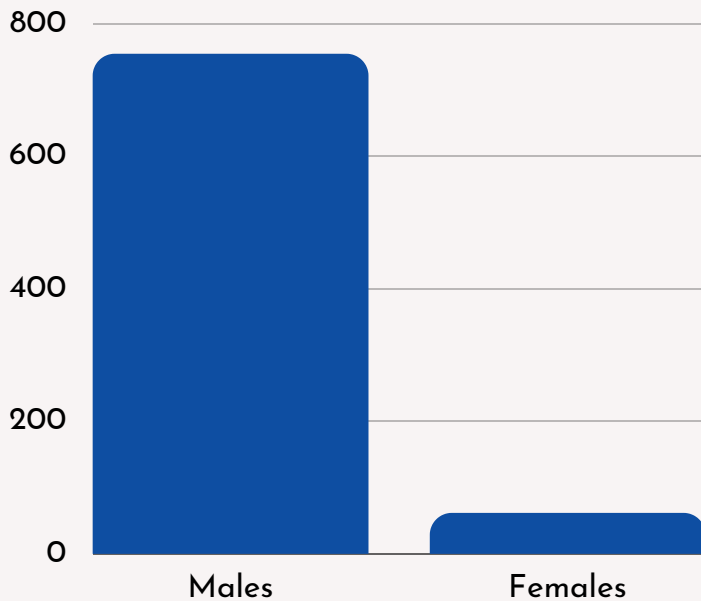
- Haggar is an equal opportunities employer and has none of the dividing lines of ethnic origin, creed, and gender.
- Haggar encourages the employment of the disabled. As per the company's Mission Statement principles, Haggar Company shall take affirmative steps to hire, retain and promote qualified individuals with disabilities. This includes the duty to refrain from discriminating in employment against qualified individuals based on disability.

Labour Rights Cont.

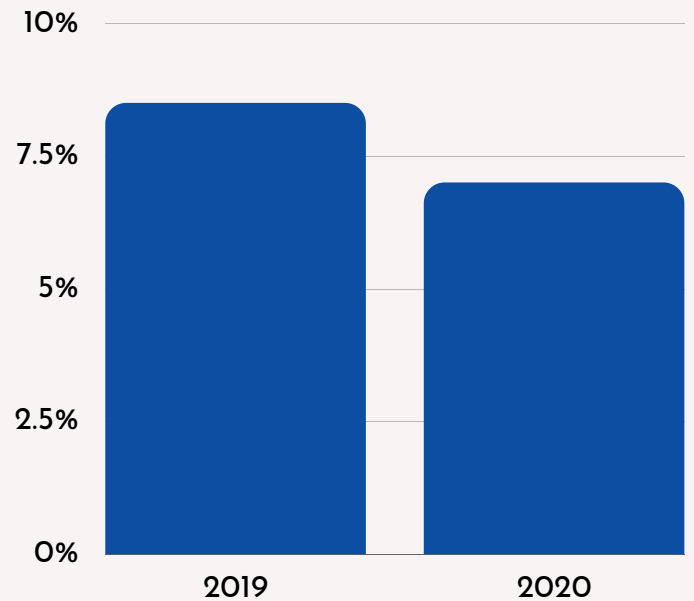
Discrimination/Gender Balance

The percentage of female Employed Persons (EPs) in C-suite level and managerial positions for 2020 is 17.72%, the targeted percentage by 2025 is 30%.

Gender Distribution in Haggar Group - 2020



Females Percentage in 2019 vs 2020



As we do realize the lower percentage in 2020 compared to 2019, Haggar has taken a step forward to encourage the equal opportunities based on qualifications rather than gender, by providing our Human Resources teams across the group with training on Gender Inclusion. The session covered the topics on the role of HRM in promoting Gender Equality, Gender Issues in the Workplace, Gender Mainstreaming, Dealing with employees' resistance as well as Conscious/Unconscious Bias.

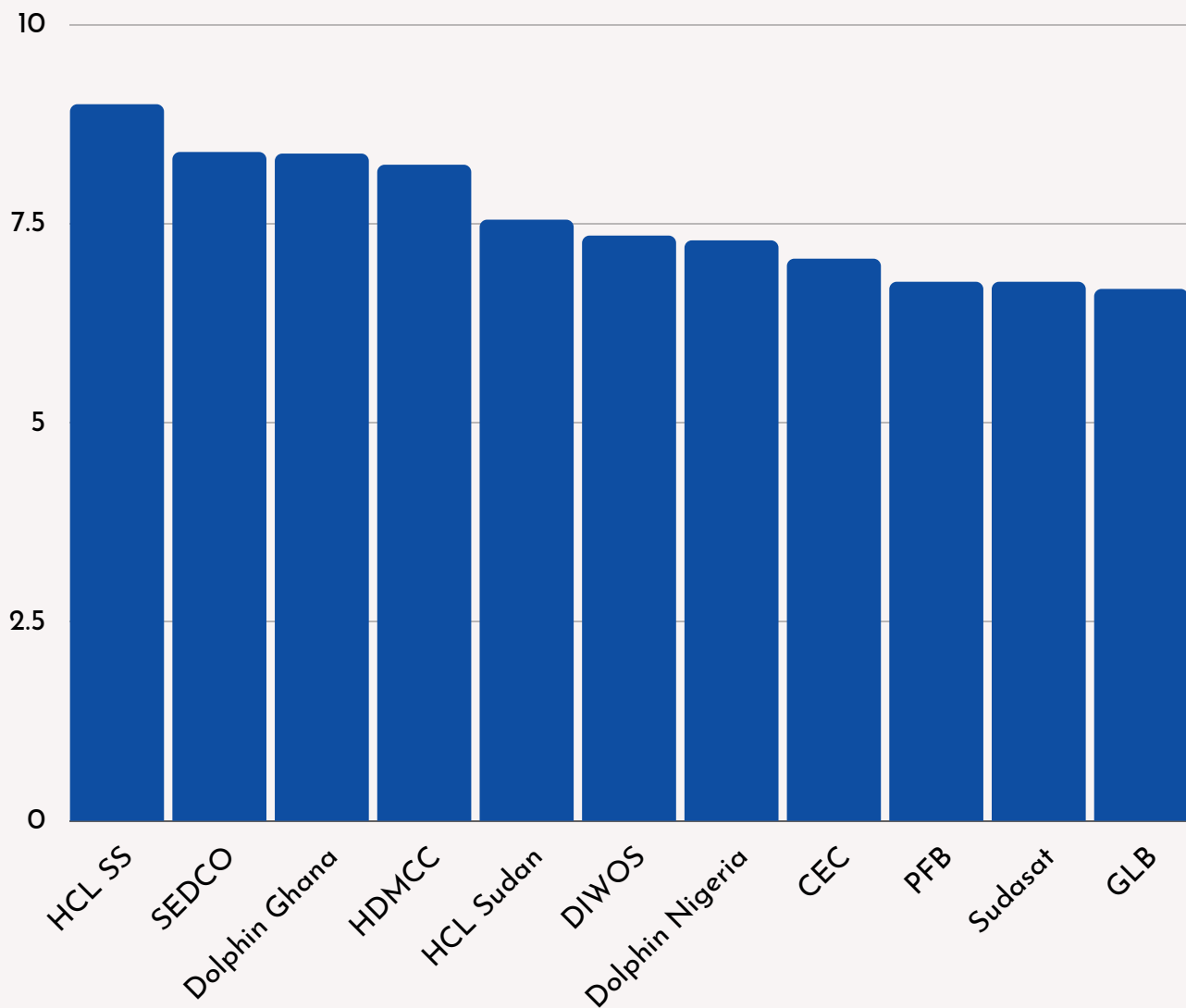
Employed Persons Satisfaction Index - EPSI

Haggar group and the companies under its umbrella have been running Employed Persons Satisfaction & Engagement Index to encourage employees to give their feedback and perception on how each company manages the overall work environment as well as on their work experience. The EPSI covers matters such as Satisfaction in terms of job, Manager, Performance, Working Conditions, Development, Reward, Culture and Engagement.

Labour Rights Cont.

The EPSI index is measured by collecting ratings to a set of 36 questions covering the above-mentioned topics. Ratings are based on a scale of 1 to 10 representing the following: 1 - 6.49 (unsatisfactory), 6.5 - 8.59 (Neutral) and 8.5 - 10 (Satisfactory).

The EPSI process is seen as an interaction channel between management and employed persons. It is a window for EPs to reflect fairly and honestly what they see is in need for rectification/involvement by their management. This would allow management to, based on findings and responses, gauge employed persons work experience and work on improving the work environment, enhancing employed persons' morale and engagement levels.



Environment

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

The Environmental Policy helps Haggag 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 the environmental policy, the Group strives 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. The Group is committed to continuously reducing its greenhouse gas emissions through calculating the Group's carbon footprint internally and offsetting its emissions through green initiatives externally.

The Group advocates for raising environmental awareness and strengthening climate change dialogue internally among EPs and externally with different stakeholders through Haggag Stakeholders Forums.

As the Group supports scientific research, including independent and public research, Haggag group has partnered with two Research Centres (Biofuel Research Laboratory at Susan University for Science and Technology and University of Khartoum Desertification Centre) to encourage Research & Development of new environment-friendly technologies.

Principle 8: Undertake initiatives to promote greater environmental responsibility.

Carbon Inventory and Carbon Tax

Haggag 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 footprint.

The Carbon Footprint calculation is based on the standards defined in the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard (GHG Protocol) for the fiscal year 2019.

Environment Cont.

In 2020, the Group has launched a carbon tax on all its Companies based on the 2019 inventory. A carbon tax sets a price on carbon by defining a tax rate on greenhouse gas emissions. The rate is currently set for 10 USD a tonne, but it will be reviewed and agreed upon on an annual basis.

As of 2021, all Companies/emitters will be paying a tax for each ton of greenhouse gas they emit. This is aimed at encouraging all companies under Haggar Group to control their carbon emissions, convert to greener and new technologies and promote greater environmental responsibility.

In 2020, the Carbon Tax has been based only on scope 1 & 2 for 2020. From 2021 going forward, all scopes will be subjected to the Carbon Tax.

Carbon Inventory – 2019								
Source of Emissions/Company	HAGGAR HDMCC	Haggar Company Limited	Cold Air Engineering Company	Dynamic International Oil Well Services	Pasgianos Food & Beverages	Sudasat	DOLPHIN NIGERIA	DOLPHIN GHANA
SCOPE 1								
Fuels in Vehicles	2.26	6.52	138.26	4.90	1,173.49	235.71	75.87	17.78
Fuels in Buildings/Plants	-	91.11	116.73	-	735.93	438.58	373.55	68.33
Other Fuels	-	-	-	-	-	-	-	-
Refrigerants	0.33	0.87	95.91	-	0.59	-	0.13	-
SCOPE 2								
Electricity	14.58	13.61	395.22	24.75	564.45	44.39	116.20	155.42
SCOPE 3								
Business Travel	150.50	1.08	73.93	79.72	15.74	26.30	12.50	89.04
Goods Transport	50.11	-	59.95	3,009.78	37.21	12.76	-	-
Paper	0.02	0.19	0.69	0.10	0.10	0.19	0.03	0.05
Water	0.13	0.02	29.46	0.02	75.74	0.50	0.01	0.45
Waste	0.49	0.29	0.59	0.18	0.29	0.29	0.18	1.76
Not in Scope 1 or 2	82.71	27.99	230.23	764.02	646.40	189.73	117.26	64.25
Total	301.13	141.68	1,140.96	3,883.47	3,249.94	948.45	695.72	397.08
Total Scope 1 & 2	17.2	112.1	746.1	29.7	2,474.5	718.7	565.8	241.5
Carbon Tax	\$172	\$1,121	\$7,461	\$297	\$24,745	\$7,187	\$5,658	\$2,415

Environment Cont.

Carbon Credit Projects - Fuel Efficient Stoves (FES)

Haggar Group has collaborated with women-led community-based organization (Women Development Association Network - WDAN) under the Gold Standard Foundation certification 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 less efficient cookstoves in selected areas in the North Darfur region, populated with vulnerable and poor households, with the EzyStove® which models superior performance combined with a modern, desirable aesthetic, improving the quality of lives, and preserving the environment. The EzyStove® facilitates 40% in wood savings and reduces smoke emissions that are harmful to the eyes and lungs by 70% as well as promoting other socio-economic benefits such as a significant increase in firewood cost, increase in time spent in other household activities and reducing indoor smoke pollution. The project also reduced the pressure on the constantly decreasing forests in the region.



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.

The Group considers environmental responsibility at all steps of the manufacturing processes and all the links in the supply chain while promoting environmentally responsible business practices.

Environment Cont.

Coldair Engineering Company shifted completely 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.

Pasgianos Food & Beverages Company (PFB) launched its new PET line along with KRONES & KOSME. This will result in reducing the fugitive CO₂ during the bottling and canning process for the beverages.

As part of Haggar Group's efforts to make its businesses greener and more sustainable, Sanctuary Estate Development Company (SEDCO) has installed a new solar system to Mother Alice apartment complex in Juba, South Sudan. The system was implemented by DAWTEC and powers the building's 41 apartments. The other SEDCO building, Mary, which consists of 30 apartments, will open in the coming days. SEDCO is a joint shareholding Company between Haggar Company South Sudan and Go Real in Lebanon.

Energy Efficiency Program

Haggar's CSI department in 2020 started developing a plan for implementing energy efficiency as an ongoing project for the whole group to assess and adopt more efficient and greener technologies. One of the recent contributions is Coldair Engineering Company (CEC) & CSI partnering to provide national experts with data required for "Developing Energy Efficiency Strategy for Sudan Project" which is a national project for setting the Minimum Energy Performance Standards (MEPS) for electrical devices. This project is funded by the Global Environment Facility (GEF).

Another step in the energy efficiency program was the partnership with Haggar Company Limited Human Resources department and the CSI department. Partnership resulted in initiating the Energy Efficiency Project by first replacing most of the existing lighting system with LED lights. LED uses at least 75% less energy and lasts 25 times longer. Following the assessment of the experience, the initiative will cover the whole group.

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 an 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 a 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 endeavour to establish and promote effective practices aimed at the prevention of corruption and shall endeavour to periodically evaluate relevant administrative measures with a view to determining their adequacy to prevent and fight corruption.

CIPE



Haggar has 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. CIPE was founded in 1983 and is part of the U.S. Chamber of Commerce. The centre works to improve integrity standards, increase transparency, and strengthen compliance programs within businesses to help them grow and address corruption. The programme is currently under implementation.

Complementing Policies

Along with the commitment to the 10 UNGC principles, Haggar group has been integrating and working in parallel in developing and adopting other policies that help support the 10 principles, this includes Haggar Group Code of Conduct, Sustainability Index (SI), CSI Policy and Core Values, ESG Policy, ISO and ILO Standards, the HR Atlas for the Human Rights & Labour principles, the Group's Environmental Policy and The Carbon Inventory for the Environmental principles and its Anti-Corruption and Statutory & Legal Compliance policies for the Anti-Corruption principle).

ESG Policy

Environmental, Social and Governance (ESG) factors are used to measure the sustainable and ethical impact of business operations as well as potential investments. Haggar Group is adopting these ESG standards as a tool to increase and strengthen the company's sustainable and responsible operations and investments.

The development of the ESG policy comes as a part of the private sector's increasing participation and integration into the development agenda. Businesses like Haggar, have a responsibility of translating profits into sustained economic growth, social inclusion, and environmental protection. Aside from the corporate sustainability and social impact, the Group's long-term investment strategy involves the incorporation of ESG standards into the core business models in a way that promotes the progress of SDGs.

All new investments and joint ventures should thus be assessed against ESG criteria to ensure that investing on them is not a source of high and unnecessary risk.

The Environment (E) Component

The environment component monitors how our different operations impact the environment. Climate change and resource depletion warnings must be taken into consideration as part of all Group operations as the company's interest goes beyond its environmental legal obligations but into anticipating changes and making necessary adjustments before legislations come into force.

This includes supporting a precautionary approach to environmental challenges, undertaking initiatives to promote greater environmental responsibility as well as encouraging the development and diffusion of environmentally friendly technologies.

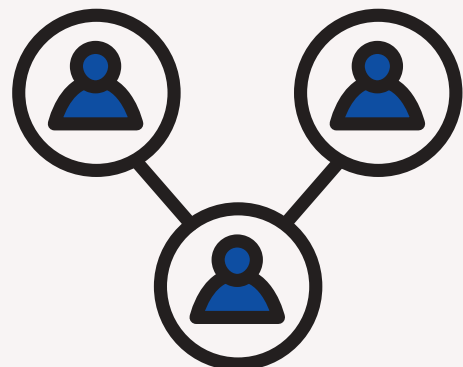


Complementing Policies

The Social (S) Component

The social component looks at our relationship with the range of stakeholders and communities our business operations bring us in contact with. It recognizes its social responsibilities to these groups and stems from the Group's Mission of "Let's work together in peace and harmony to build up new businesses that will be of benefit to us and most importantly to the countries and people we chose to invest in and work amongst".

Our social interests fall under Employment, Supply Chain and Local Communities & External Relations. These encompass labour rights and the development of our Employed Persons and all labourers within our supply chains, relations with contractors and suppliers and the safety and ethical organisation of all labourers and lastly, the engagement of all our stakeholders.



The Governance (G) Component

The Governance component examines our company's management structures including the different committees and their mandates, authority matrices, employed persons relations, executives' pay, employed persons pay as well as audits, internal controls, and shareholders rights.

Transparency, accuracy, and fairness are pivotal to corporate governance. Companies should work to ensure audits are done regularly by competent service providers, that shareholders are involved in decision-making processes and that conflicts of interests from within the board are mitigated, and that all our business operations are guided by moral and ethical principles.



In 2020, the ESG metrics have been developed and the assessment will take place in 2021.

Complementing Policies

ISO 26000 Guidelines

ISO 26000 is the international standard developed to help organisations effectively assess and address those social responsibilities that are relevant to their mission and vision, operations and processes, customers, employed persons, communities, and other stakeholders, as well as the environmental impact it has. As a member, Haggar is guided by its seven key underlying principles of social responsibility: accountability, transparency, ethical behaviour, respect for stakeholder interests, respect for the rule of law, respect for international norms of behaviour and respect of human rights.

Haggar's Corporate Sustainability & Social Impact department has built foundations upon the key principles of ISO 26000. These are **Organizational Governance, Human Rights, Labour Practices, Environment, Fair Operating Practices, Consumer Issues and Community Involvement & Development**. These principles guide us regarding 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.

Core Area	Key Issues Addressed
Organisational Governance	<ol style="list-style-type: none"> 1. Accountability 2. Transparency 3. Ethical conduct 4. Stakeholders engagement 5. Anti-corruption measures and Law abiding
Labour Practices	<ol style="list-style-type: none"> 1. Employment and professional relationships 2. Work conditions and social protection 3. Health and safety at work 4. Human development and training in the workplace.
Community Development and Involvement	<ol style="list-style-type: none"> 1. Education and culture 2. Creating employment opportunities and Income Generating Activities (IGAs) 3. Water, health, and sanitation (WASH) 4. Social development
Environment	<ol style="list-style-type: none"> 1. Pollution prevention 2. Sustainable use of resources 3. Climate change mitigation and adaptation 4. Protection of the environment, biodiversity, and restorations of natural habitats
Fair Operation Practices	<ol style="list-style-type: none"> 1. Responsible supply chain management system 2. Fair competition 3. Promoting social responsibility in the value chain 4. Respect for property rights
Consumer Issues	<ol style="list-style-type: none"> 1. Measures to ensure customers are well served. 2. Proper handling of customer claims and complaints 3. Faulty products recall
Human Rights	<ol style="list-style-type: none"> 1. Taking steps to rectify situations in which human rights are not protected and 2. Making sure not to engage in activity or operate in a way that violates human rights.

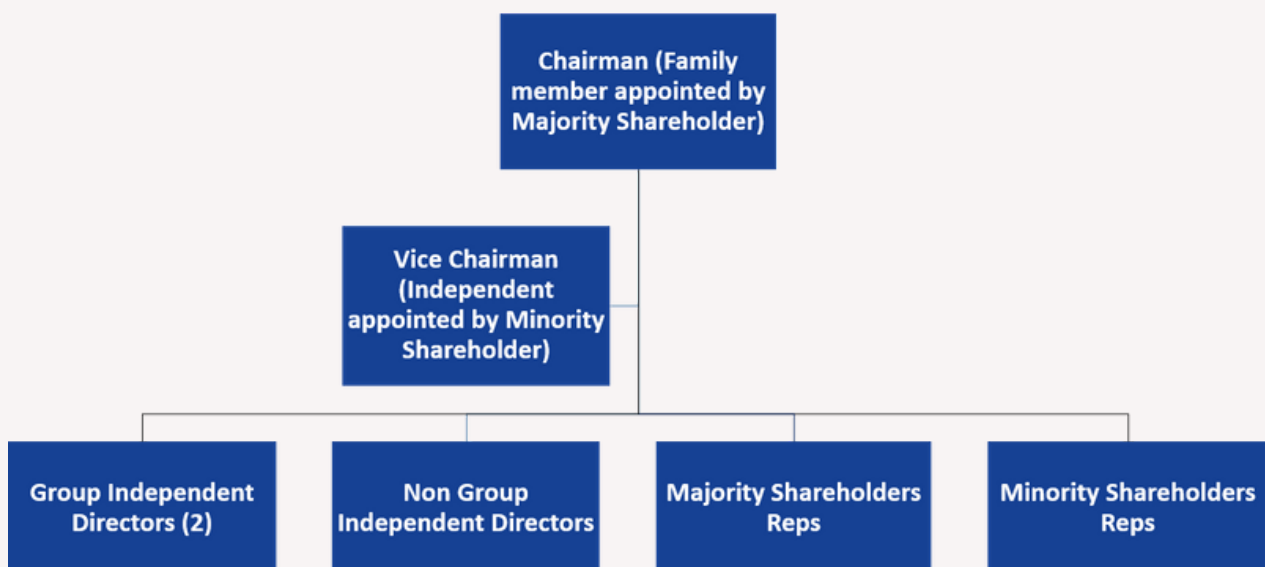
Complementing Policies

Organisational Governance

Haggar Group has a strong commitment to conducting business in way that adheres to its Code of Conduct's ethics and relevant laws and regulations. Good governance is a recurring and important issue in business, and it is key to Haggar Group's success for its leadership, Employed Persons, clients, local communities, and other stakeholders. Driven by its core values and guiding principles and standards, Haggar Group employs best practices in corporate governance.

The governing policies include Anti-Corruption Policy, Penalty Codes, Clean Desk (Confidentiality), Sexual Harassment, Dress Code, Human Resource Atlas, Performance Management, Environmental, Corporate Sustainability & Social Impact.

Board of Directors



Sustainability Index & SDGs

The SDGs help the CSI department assess which direction their impact should be going and help the core business functions assess how they can align investments with the development agenda and the company's future sustainability strategy.

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 the year 2019 and an achievement target 2025.

SDGs	Indicator	Computation Method	Baseline 2019	2020	Target 2025
1. No Poverty	Proportion of employees below the international poverty line, by sex, age, and geographical location	(Employed persons living < US\$5 per day / Total employment) %	15%	54%	0%
2. Zero Hunger	Proportion of agricultural area under productive and sustainable agriculture	Area under productive and sustainable agriculture / Owned Agriculture Land Area %	5.73%	5.57%	10.72%
	The agriculture orientation index for the expenditures	Capital Spent on Rural Engagement, Research and Extension Services / Total Agriculture Investment	0.25%	0.25%	1.00%
5. Gender Equality	Proportion of women in top management levels	(Number of Women in Director, C-Suite, Grade A and GM positions/ Total Number of EPs in Director, C-Suite, Grade A and GM positions) %	22.00%	17.72%	30.00%
6. Clean Water & Sanitation	Proportion of population using safely managed drinking water services	Bottled Water Volume / Total Bottled Water Volume %	1.25%	0.60%	2.50%
	Proportion of population benefited from water projects	Total number of beneficiaries targeted in all Haggar's CSI projects / Total Population %	0.01%	0.06%	0.05%
7. Affordable & Clean Energy	Renewable energy share in the total final energy consumption	Renewable energy / Total Energy Consumed %	0.00%	0.00%	10.00%
	Investments in energy efficiency as percentage of value added in infrastructure and technology to sustainable development services	Company's investment in renewable energy projects / total energy projects %	0.00%	0.00%	33.00%
9. Industry, Innovation & Infrastructure	Manufacturing employment as a proportion of total employment	Total employment in manufacturing activities / Total employment in all company's operations %	51.00%	50.00%	35.00%
	Carbon Footprint	% CO2 mitigated / offset from total Carbon Footprint	0.00%	0.00%	20.00%
	Proportion of population with internet access	Data supply vs country demand / consumption %	21.20%	11.63%	35.00%
13. Climate Action	Proportion of contribution to environmental awareness and education	Total expenditure on environmental awareness activities / Total CSR budget %	4.50%	14.00%	7.50%
16. Peace, Justice & Strong Institutions	Number of reported bribery/corruptions within the business operations	Reported incidents / audit findings %	0.00%	0.00%	0.00%
	Proportion of staff who believe decision-making is inclusive and responsive	Through HR surveys %	0.00%	63.40%	75.00%
17. Partnerships	Number of Development Partners / stakeholders	Number of new projects with partners or stakeholders / total projects	20.00%	99.90%	35.00%
Total Target:			9.40%	21.13%	19.65%

Stakeholders Engagement

Haggar Stakeholders Forum

Haggar Group has been holding a series of forums aiming at the creation of a discussion, networking, and consultation platform with the company's key stakeholders, amongst which is diverse private sector members, the international community, and several like-minded institutions.

In 2020 and due to the COVID-19 pandemic, only one forum out of 3 planned ones was held. The forum had as a topic Bridging the Gap between Academia and the Private Sector.

This topic was selected because it is believed that there are many opportunities to tap on to create a stronger relationship between the private sector and academia in Sudan, two sectors where coordination and cooperation is not very active, to contribute to the development of the Country.



The forum was honoured by the Chairman of the Scientific Research and Innovation Agency, in his capacity as the representative of the Ministry of Higher Education and Scientific Research and was facilitated by the Managing Director of DIOWS one of Haggar Group companies.

The forum also hosted renowned speakers from several entities, such as Nanotechnology and Composite Material Research Centre, University of Khartoum, two of the private entities: Blue Ocean Systems DWC LLC, R4SCB and the Editor in Chief of Hurriyat Newspaper. The speakers covered a diverse set of topics including one on the Triple Helix of Academia, Government & Private Sector Interaction; Closing the Management Theory-Practice Gap; Research Entrepreneurship; Research for Sudan Community Building Society introduction as well as a topic on the Role of Media in linking Academia with the Private Sector.



The audience included representatives of elite academic institutions and research centres, owners, and professionals of the private sector as well as public figures and NGO workers.

Thus far Haggar has held more than 10 forums addressing important and diverse topics related to the development of the country.

Stakeholders Engagement

Communication

Haggar Community Magazine

Haggar Community Magazine had two issues released in 2020. The magazine acts as an important communication tool for Haggar internal and external stakeholders. Though pieced together by the CSI department, it covers topics from all the Group subsidiaries and diverse departments addressing equally Employed Persons (EPs) and external stakeholders highlighting achievements, new businesses, and interesting stories. Often in the corporate world, individual subsidiaries, departments and sometimes employees are often under extreme pressure and do not find the opportunity and time to expand their greater interests and knowledge on the company at large. The Haggar magazine aims to cover this gap.

CSI Newsletter

The CSI department distributes a newsletter detailing some of its activities every other month. In 2020, Six Issues have been released. The issues shed light on topics and stories on external projects carried by the Department. These included but are not limited to: the Disability Inclusion program, News on United World College Scholars supported by the Group, Response to COVID-19 and necessary preventative measures, Meals for Homeless Children during the Pandemic, the 7% Supply Chain Initiative, Youth Empowerment including 249 Virtual Hackathon and Enlighten Book projects, Community Development by collaborating with organisations and Societies in projects varying from Vocational Trainings, Income Generating Activities, providing hospitals with medical supplies, ACs and equipment maintenance as well as all events sponsored by the department.

The Newsletters also covered stories on internal initiatives by Haggar Group which varied from staff engagement by kicking off the CSI awareness sessions for EPs and business development department, calculating the Groups' Carbon Footprint report for the years 2018 and 2019 and introducing the Carbon Tax, developing an Energy Efficiency Strategy, running blood donation campaigns and a breast cancer awareness campaign.

All newsletters can be found under the Group's website www.haggargroup.ae.

Stakeholders Engagement

Employed Person (EP) Engagement

Employed Persons (EPs) Awareness Sessions

With the aim of building sustainable economies and societies and integrating Sustainability & Social Impact concepts across Haggar Group business operations, the CSI department has been conducting Awareness Campaigns to enhance the understanding of CSI concepts, activities, policies and plans among its EPs. This included discussing opportunities and addressing challenges associated with the companies understanding of CSI. In 2020, the campaign started virtually with interested EPs then covered most of the companies with their respective GMs and the Group's Business Development team.



Development and Engagement of Employed Persons

Complying with legislations covering employment and workplace health and safety issues ensures that we provide for our workers' basic needs. Haggar Group values the contribution of its employees to the success of the business, and thus maintains a visible commitment to increasing their job satisfaction, career development and personal welfare. Involving Employed Persons allows us to get more from them in terms of ideas, commitment, and loyalty, thus enhancing effectiveness.

"We are an equal opportunity employer: we have none of the dividing lines of ethnic origin, creed, or gender. Employed Persons in the Haggar Group understand their role and responsibilities as members of a team and the family; we work together for the common good of each and every member, and the family at large.

To achieve this, we bind ourselves to a code of conduct, which determines the way in which we conduct our business and how we treat each other. We regard this as a formula for success."

- Anis G. Haggar, Chairman of Haggar Group

Stakeholders Engagement

Diversity and equal opportunity

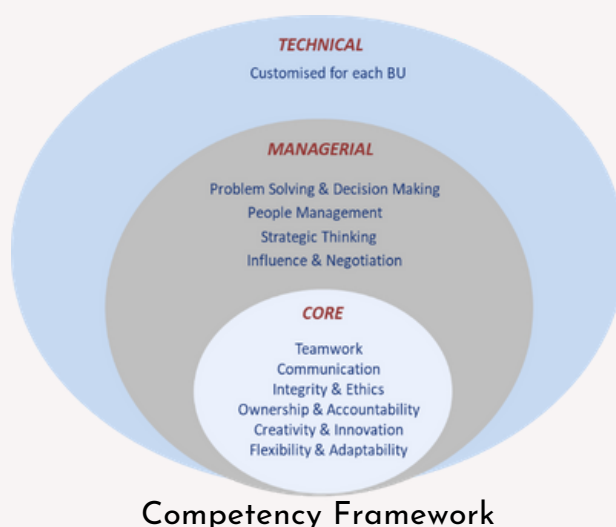
Haggar Group is committed to equal opportunities for all, irrespective of colour, race, religious belief, ethnic or national origins, gender, marital status, disability, or age. The Group is committed to the promotion of equal opportunity and diversity, with an emphasis on employing nationals whenever possible, for promotion of local development and growth. Haggar Group ensures that access to employment, training and promotion is indiscriminate and based solely on the objective assessment of competency, ability, and other job-related criteria.

Training and skills development

Haggar Group supports the personal improvement and skill development of every EP. Education and training activities for the development of human resources are based on employee efforts regarding self-development and are supplemented by training and coaching activities.

Through the trainings on skills development, Haggar aims to build / enhance the competencies required from its employed persons for them to perform in their roles.

1. E-learning programmes such as Harvard Business Publishing Corporate Learning offered to all C-Suite Staff and General Managers.
2. E-Learning Programme with 300 different modules offered to all Employed Persons with access to computers.
3. In-house trainings focusing on core competencies developed and delivered in local language to laborers.
4. Highly technical/Classroom trainings offered to selected members of staff based on their business needs.



In 2020, 804 Employed Persons got trained via the modalities mentioned above.



users across the group via e-learning Skillsoft platform



workers (Integrity & Ethics) Arabic class room trainings



in-house Trainers in TOT to become certified internal trainers



senior C Class management (GMs and others) via Harvard sophisticated e-learning platform



large Clubs where e-learners where rewarded and staff was engaged and interactive.

Stakeholders Engagement

Succession Plans and career development plans

The Group's growth and success are directly tied to the development of its Employed Persons (EP). Each EP across business areas, levels and locations has unique skills and abilities that help the company succeed. The establishment of development goals is one way of ensuring that individuals are supported to achieve their career objectives and desired competency level. It is a shared commitment that is driven by the Employed Person in collaboration with their manager and under HR supervision.

A Career Development Plan (CDP) is filled after the Employed Person completes their first year with the company. This has been recently replaced with features availed by the Enterprise Resource Planning (ERP) Oracle Fusion Talent Management and Goal Management modules where Eps may create their own development goals, choose a position to work towards and get mapped on a 12-grid talent mapping feature. The talent mapping also allows for Eps who need training and coaching support to be highlighted.

Stakeholder Engagement: Internal and external stakeholders are part and parcel of all our actions and strategic decisions the company will take.

Our Community

Education

United World Colleges (UWC)

United World Colleges is a global education movement that makes education a force to unite people, nations and cultures for peace and a sustainable future.

In 2013, Haggard Group signed an agreement with UWC to fund a two-year scholarship biennially for a high performing student in Sudan, selected by UWC's Selection Committee. This Scholarship is conditional based on UWC funding a South Sudanese student, for every Sudanese student that the Haggard Group would fund.

Abrar joined UWC in September 2018 and graduated in 2020. During 2020, she applied for the "Go Make a Difference" Project grant to spread awareness on the environment, organize a collective clean up as well as for planting 1000 trees.

Ekram, a young lady from Geneina, was selected in 2020 to start her International Baccalaureate studies in UWC Kamhlaba in South Africa supported by Haggard's CSI Department. She is a bright, young, and active participant of her community who dreams to become a surgeon.



African Leadership Academy (ALA)

African Leadership Academy seeks to transform Africa by developing a powerful network of over 6,000 leaders who will work together to address Africa's greatest challenges and achieve extraordinary social impact. In 2018, Haggard Group signed an agreement with ALA to sponsor a Sudanese student for a two-year scholarship at the academy.



In 2020, Manyok Kur was selected. Manyok is 18 years old from Bor, South Sudan. He has always been a strong student whose aspiration is to become a leader in South Sudan. Manyok is already looking ahead to his career, and the impact he wants to have in South Sudan and Africa more widely. He aspires to become an expert Veterinarian and Agriculturist, to put an end to livestock diseases that augment poverty across the continent.

Our Community

Education

Chanaian Students

Haggar's CSI department started supporting 19 Ghanaian female students pursuing their studies in different Sudanese universities. The contribution is provided by Dolphin, one of Haggar Group Subsidiaries. The contribution covered their meals and transportation expenses during 2020.

EnlightenBook

Haggar's CSI department partnered with Imad Abbas - founder of EnlightenBook, an audiobook platform for the visually impaired and dyslexic, providing audio academic and reading books.

The partnership aims at fully supporting the "Visually Impaired Basic Needs Library", which allows providing Academic audio books free of charge. The contribution is part of our People with Disability endeavours, along with our commitment to SDG 4: Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.



University of Khartoum - Institute of Desertification & Desert Cultivation Studies

Haggar's CSI department partnered with the Institute of Desertification & Desert Cultivation Studies at the University of Khartoum with the commitment to cover two master's degrees scholarships during 2020.

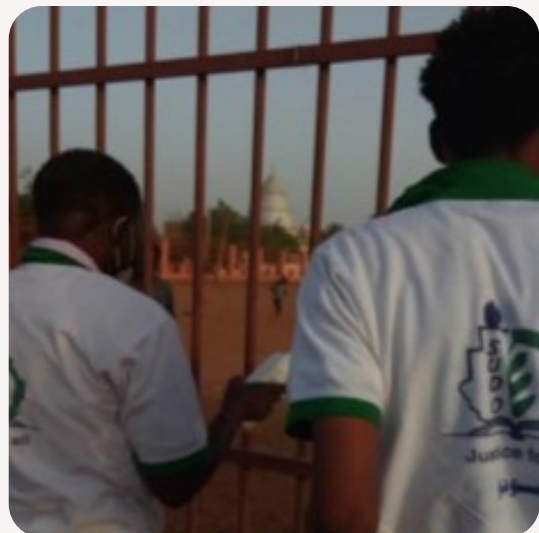
Our Community

Community Development and Involvement

Meals for Homeless Children

Haggar's CSI department collaborated with Sudan Social Development Organization (SUDO) on their "Responding to the Impact of COVID-19 Shutdown in Khartoum on Homeless Children" project. The overall objective is to protect homeless children living in the streets of Khartoum and help them survive COVID 19 and its risks. Haggar Group provided cooked meals and clean drinking water to 1,500 street children in Khartoum throughout a part of the lockdown.

SUDO has been using child friendly and tailor-made messages to raise children awareness about COVID-19 and how they can protect themselves and others from the spread of the disease and what to do if any of them develops symptoms. Street children language known as Randok was used for health advice and awareness raising. The project also included the procurement and distribution of basic health and hygiene kits such as masks, soap and basic first aid kits.



Youth Empowerment

249 Co-Virtual Hackathon

In the face of the rapidly spreading covid-19 infections, the Sudanese economy is at risk. Micro, Small and Medium Enterprises (MSMEs) are amongst the most affected with supply and distribution channels interrupted and demand dropping with the restricted mobility and markets closing. To support these entrepreneurs through this crisis, Haggar Group, along with the Ministry of Health, Ministry of Finance, US Embassy, and others have collaborated with 249Startups in a Co-Virtual Hackathon. The hackathon aimed at providing tailor-made solutions to the challenges caused by the unfolding pandemic with Haggar CSI offering both financial and technical support to the program.

Our Community

Eight start-up teams have been selected to participate in the CoVirtual Hackathon. They went through a process of development and mentorship until the final stage where the Jury selected the winner as (Morsal Tamwin). Morsal is a solution that allows buyers to order products from their homes by using short SMS messages saving them the effort of going out and exposing them to the risk of contracting the virus. They registered a total of 900 orders from 2 different localities in Khartoum State and worked with 7 MSME's.

Salam Social Enterprise

Haggag group constantly strives to support micro, small, and medium sized starting enterprises. We have collaborated with entrepreneurs and start-ups that work on and reflect our value of empowerment, excellence, and ownership.

Salam Social Enterprise is an initiative focusing on producing locally handmade bags. During COVID-19 outbreak, they committed to produce face masks to cover the shortage in Sudan.

During the Covid-19 pandemic, Coldair Engineering Company (CEC) and the CSI department supported Salam Social Enterprise by providing large quantities delivery services to their targeted customers.

Biofuel Research Laboratory - Sudan University of Science and Technology

As one of Haggag Group objectives is to contribute to the energy sector with a focus on renewable energy, the CSI department has partnered with the Biofuel Research Laboratory at Sudan University of Science and Technology sponsoring two eager young researchers in their biogas research activities.

Their research activities included: establishing a database for organic waste volumes produced in Khartoum State including dairy and chicken farms, slaughterhouses, food industry, hotels, and central markets; assessing the potential of biogas production from a restaurant food waste (case study) and conducting a survey on food waste generated at household level in Khartoum State.

In addition to supporting the Centre, the CSI department decided to encourage the waste recovery culture in Haggag Group by giving the interns access to both Coldair Engineering Company (CEC) and Pasgianos Food & Beverages (PFB) Cafeterias to assess the opportunity of producing biogas from food waste generated there.

Our Community

Capacity Building

Vocational Training - Future for Us

Future for Us (FFU) is a Sudanese independent Initiative aiming to provide vocational training for disadvantaged students. Their project (Skill in Hand) targeted 15 students from Alfath Area in Khartoum State to train them for three months. The training covered basic electrical work as well as welding and home appliances repair. After their graduation, they were provided with 3 months training in both Coldair Engineering Company (CEC) and Pasgianos Food & Beverages Company (PFB) to perfect their skills. However, due to the second wave of COVID-19 pandemic, the training was put on hold.



Disabled Inclusion Program

Haggar Group, through its HR and CSI departments, aims to work proactively with different partners to ensure its adherence to its internal policies and present commitments thus creating a dynamic environment that accommodates all its stakeholders including People with Disabilities.

In 2019, Haggar Group worked with the British Council Sudan to draw from their experience in their Equality, Diversity, and Inclusion -EDI- program to better incorporate diverse segments of the community within its workforce. Through the support of the British Council's staff, Haggar Group was able to start a People with Disability Inclusion Program with one trainee in the Corporate Sustainability & Social Impact Department in December 2019.

Mr. Abdelrahman Osman, a former British Council EDI trainee, was selected for the program after an interview process. He worked with the CSI department to support different projects and activities, as well as taking the lead in developing a Disability Inclusion Policy and support in mainstreaming this initiative throughout the group.

Our Community

In 2020, Abdelrahman received a Fulbright scholarship and travelled to the USA to pursue his studies.

Mr. Abdelrahman Osman had two messages to convey, one to the private sector and the other was to other people with disabilities:

"The private sector can benefit from diversifying their workplace and employing persons with disabilities. By hiring us, companies hire people who are often challenged and conquer those challenges to move forward. I am not saying ask for less, they can also perform the desired tasks, I am simply asking for you to diversify your workplace for everyone's benefit, including yours."

"The private sector has criteria that it selects its employees based upon. Develop your skills so that you may perform like your colleagues. Work on yourself to reach those criteria. You can do it!"

Income Generating Activities

Income Generating Activities for the disadvantaged

The Micro-Finance Initiative included a group of 8 disadvantaged individuals (people with disabilities, mental disorder patients, and low-income women) in Khartoum State. Part of the beneficiaries are patients of the Taha Baashar Psychiatric Hospital where the initiative is intended to help the patients with their healing process. The projects are running well and to maintain their sustainability and increase the sense of ownership it is modelled as a revolving fund. Beneficiaries continue to pay back advanced funds in the form of instalments. The department is intending to use the amounts in supporting other disadvantaged individuals to start their projects too.

Zag Rags

On July 28th Haggar Group CSI Department successfully launched the Solar Mobile Charging Station Project. It aims to provide income generation activity for a disadvantaged group of internally displaced women, in partnership with Zag Rags Workshop. The project first phase covers fifteen women in Khartoum State and South Kordofan, namely in Al Nuba Mountains.



Our Community

The Solar Mobile Charging Project aligns with Haggag Commitment to SDG1: No Poverty, as it will economically empower the targeted women; as well as SDG7: Affordable & Clean Energy through promoting Solar Energy and easing up accessibility for technology.

The launching event included training by “Empower Company” on installation, maintenance, and usage of the solar charging stations. This was followed up with MTN, telecom company, Mobile Money team introducing the possibility of cash transaction as well as using the station as an electricity sales point. The training was then concluded with Safia Abdelrahman, Founder of Al Salam Workshop giving a simplified training on accounting and finance to help the ladies manage and save their generated income.



Health

Breast Cancer Awareness Campaign



As in October of every year, Haggag Group celebrated the Breast Cancer Awareness month in collaboration with CTC Group, one of the private sectors companies in Sudan. The partnership aimed at combining efforts to raise awareness around health and social issues related to breast cancer. Employees from both groups attended a fun event which included healthy food, yoga and nutrition and mental health sessions.

Our Community

COVID-19 Response: Tea & Food Ladies Association

Haggar Group CSI Department has implemented complementary initiatives targeting vulnerable communities in the peripheries of Khartoum State. We have partnered with the Women's Food and Tea Sellers' Cooperative, headed by Madam Awadiya Mahmoud Koko, in a public awareness campaign on the dangers of the coronavirus pandemic and the necessary prevention measures. The campaign targeted remote areas in Khartoum, Omdurman and Bahri with a focus on ladies selling food and tea as they are considered amongst the most vulnerable groups.



Hospitals Renovation

1. Hospitals Renovation

In January 2020, in response to the humanitarian situation in ElGeneina - West Darfur State, Haggar Group teamed up with the National Sudanese Women Association (NSWA) to deliver much needed maternity ward medical supplies to selected IDP camps. NSWA is a women's rights NGO with a vision of promoting gender justice, equality and principles of democracy and respect of human rights.



The supplies were composed of delivery tables, a cot, a delivery tool kit, and other supplies chosen as a response to the pressing shortage in maternal care equipment in the city. NSWA, through Sharie Al Hawadith and Y-Peer network, other non-governmental organisations, coordinated with El Geneina Hospital to make sure that the equipment reaches the target population.

Our Community

2. Elobied Hospital

Haggar's CSI Department took part in El Obeid Hospital Renovation Initiative that came as a response for COVID-19 Crisis in North Kordofan State. The hospital suffered from poor infrastructure and damaged equipment. Haggar contributed with two air conditioners from Coldair Engineering Company for the hospital emergency rooms. This intervention was implemented in collaboration with Ash Al-Ataa, a local non-profit organization, led and driven by enthusiastic youths.



3. Elmusalamia Hospital

Haggar's CSI department conducted a field visit with Haggar Foundation to assess the needs of the public hospital that covers health services for 79 villages in Al Gezeirah State. The department assisted with purchasing medical equipment as per the identified needs.

COVID-19 Emergency Operation Centre

Haggar's CSI department in collaboration with Pasgianos Food & Beverages provided the Ministry of Health's Emergency Operation Centre with water and beverages for the social workers for a month during the COVID-19 pandemic second wave.

Blood Donation Campaigns

In cooperation with the Central Blood Bank in Sudan - Ministry of Health & Sadagaat (A Humanitarian NGO), Haggar Group's CSI Department organized a Blood Donation Campaign on the 27th of August and 24th of December 2020. Employees from Haggar Company Limited, Coldair Engineering Company (CEC) and Pasgianos Food & Beverages Company (PFB) volunteered to donate blood to compensate for the low rate of blood donations during the COVID-19 pandemic.



Our Community

WASH

Water for Education

Supporting projects that are concerned with SDG 6: Clean Water and Sanitation remains one of our focus areas. Haggar Group and "Martyr Elfatih Elnimair Organization" partnered to install two thermal water coolers in "Osama Ibn Zayed Schools Compound" in Mayo area, the school is a public entity school and enrolls about 1,500 Student per year.



Jerri Cans

In partnership with the United Nations International Children Emergency Fund (UNICEF) and Coldair Engineering Company (CEC), we are looking forward to launching a design for lightweight plastic jerricans which will impact the beneficiaries in obtaining and collecting water. In 2020, the pilot project phase started, and CEC submitted the design and assess the opportunity for scaling up the project. The jerrican is designed in a way that allows for proper cleaning (wide spout), is of a dark colour to minimise the formation of algae and can easily be balanced on women's heads, who are the traditional collectors of water in rural areas of Sudan.

Sanitary pads for women in Refugees camps

After the reopening of Um Rakoba Refugees Camp in Gedarif due to the conflict erupting in the Tigray Region of Ethiopia, Haggar's CSI department supported an initiative called "a Pad to fill the need" that aimed to provide female refugees with sanitary pads. The CSI team provided 105 packages for women in the camp.

Our Community

Entrepreneurship Community

Hult Prize

The Hult Prize is an annual, year-long competition that crowd-sources ideas from MBA and college students after challenging them to solve a pressing social issue around topics such as food security, water access, energy, and education.

In 2020, Haggar Group CSI department supported entrepreneurship in the different Sudanese Universities. The CSI department supported the Hult Prize's events by being part of the selection panel for the University of Khartoum event as well as providing financial support to the Omdurman Islamic University campus event.



Orange Corners Programme



Orange Corners is an initiative of the Ministry of Foreign Affairs of the Netherlands that provides young entrepreneurs across Africa and the Middle East with training, mentorship, network, funding, and facilities to start and grow their businesses. Haggar is the main sponsor of this programme providing both financial and technical support.

Orange Corners Programme in Sudan is in its Second Year. For 2020, Haggar's CSI department continued to support and participated in the 3rd Cohort of the programme at different levels of the selection process of the targeted start-ups.

Our Community

Art and Culture

Adeela for Culture and Art

Adeela is a Sudanese superhero comic magazine, it hopes to entertain youth as well as raise their awareness on different topics related to social peace, justice, equality, and human rights all of which are issues present within our Sudanese context. They believe in building bridges, links and fostering a more positive image of the future they can have so that the young generation can actively seek to create this image and create the change they wish to see in their society.

Haggar CSI department collaborated with Adeela team in 2020 to support them in distributing their issues to the youths in IDP camps, marginalized areas, cities, and villages in States of (North, South and Central Darfur, Blue Nile, South Kordofan, Red Sea, Northern State and Khartoum) to help Sudanese youth freely express themselves, learn about human rights, justice, social peace, and equality, and be the transformative leaders that will bring about real positive change in Sudan.

Social Solidarity Fund

The Social Solidarity Fund is a pool of funds gathered from Haggar's subsidiary companies as well as interested employed persons monthly. The fund is used for emergency financial support for disadvantaged individuals as well as for a few charities supporting them. The categories for these grants are the following: Medical Assistance, Education Assistance, Charity Sponsorships and Other (such as small business loans and other case-by-case emergencies).

In 2020, (67%) from the Social Solidarity Fund (SSF) was directed towards medical assistance, for both internal and external emergency cases, as well as committing to monthly coverage for Taha Baashar Hospital for Mental Illnesses, Khartoum Breast Care Centre (KBCC), Kidney Transplant Friends Association, Cardiac Patients Association and Sadagaat.

(6%) covered university fees and EPs children's school fees while (27%) covered social assistance for St. Matthews Church.

Our Community

Sponsorships

Haggar Group strives to support and sponsor events and initiative that align with its CSI mission. During 2020, the department partially funded events such as Start-up weekend, University of Khartoum Medical Students association, and special needs school rehabilitation.

The department also supported some entities with in-kind donations such as purchasing two Air Conditioners from Coldair Engineering Company (CEC) for the University of Technology. Furthermore, technical support in terms of mentoring and training has been provided as per request and need.

What's Next?

The Projects Theme for 2021

The CSI Fund for 2021 will cover selected focus area with both external and internal interventions. For external projects, the focus will be on Health, Water and Sanitation, Agriculture, Youth Empowerment, Capacity building, Education, Networking, and the Environment. Internally, the department will focus on promoting a green office, enhancing policies and procedures and Employed Persons engagement through awareness raising sessions and involvement in external community development programmes.

UNGC SDG Ambition

SDG Ambition is an accelerator initiative that aims to challenge and support participating companies of the UN Global Compact in setting ambitious corporate targets and accelerating integration of the 17 Sustainable Development Goals (SDGs) into core business management. SDG Ambition enables companies to move beyond incremental progress and step-up transformative change - unlocking business value, building business resilience, and enabling long-term growth.

Haggar Group signed up for this initiative in November 2020, with the aim towards achieving the SDGs through consistent assessment of the performance, identifying risk areas, discover new opportunities across business units and functions and take ambitious business action towards achieving the SDGs. The sessions started in January 2021.

Closing Note

The CSI department continues to seek improvement in its practices and level of impact. As the department's ambition strengthens and as we expand our horizons and align the group's operations with our mission, we hope to further uplift our local communities, our economy, our country, and the people within. Our future is dependent on our ability as Humans, Businesses and Societies to adapt and transform. To meet the social and environmental needs of our society we continue our journey seeking improvement and innovation in all that we do.

Corporate Sustainability & Social Impact Team