



مجموعة د. أحمد فريد مصطفى الاستشارية
AFM CONSULTANTS GROUP COP



Statement of workflow

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United Nations
Global Compact



A word from the CEO

Dr. Ahmed Farid Mustafa's Group has the honor to be a member of the Global Compact, believing in its great importance in activation of the Sustainable Development Goals. In the Annual Report (CoP), Which the Global Compact members are obligated to issue it to show their efforts in serving these goals and achieving it, we draw attention to the establishment of Group and a nature of its work. As well as how Group joined to Global Compact and its commitment to 10 principles of Global Compact and their application within the group.

In the Annual Report, we point out also the continued efforts made by Group in the Sustainable Development and achieving its goals. Through our projects which are concentrating the urban monitoring, and received international and local honors, given to its support to decision-makers and the issuance of a qualitative reports. These reports are considered the first in the Middle East and come in second place after New York City over the world. Dr. Ahmed Farid Mustafa's Group has taken into consideration in urban plans and tourism development, to promote the values and goals of the Sustainable Development Goals through cooperation with various local and international experts.

Besides that, Group works strongly to support the activities of the local network in the Kingdom of Saudi Arabia by recognition to its customers, the authorities, which cooperate with it, in addition to attending seminars and continuous workshops actively to create large and strong base that helps the goals of the Global Compact

CEO

of Ahmed Farid Mustafa Consultants

Brief

Ahmed Farid Mustafa Consultants
Group

Dr. Ahmed Farid Mustafa Consultants Office is one of the oldest consulting offices in the Kingdom of Saudi Arabia, as it was established in 1967 in Riyadh with the aim of advancing the consulting work for designing and supervising the implementation of many university buildings, private buildings and others. The office continued to develop its capabilities and competencies. It added many specializations to its technical apparatus to include regional planning, city planning, urban design, design, architectural studies, systems analysis, information systems, databases, feasibility studies, financial and economic analyzes, civil engineering in all its branches, utility networks, transport and traffic studies, supervision of implementation and project management.

Also, the office has added to its expertise and human resources and technical what keep up the requirements of the Vision 2030 in Kingdom of Saudi Arabia, especially in planning, engineering and supervision of implementation fields.

Dr. Ahmed Farid Mustafa Consultants Office has achieved many of main projects, which are Mentioned with fingertips inside and outside the Kingdom, as stated previously with detailed experience, whether alone or in cooperation with an elite of international expertise establishments in the fields of planning and engineering.



United Nations
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CHALHOUB GROUP



ماجد الفطيم
MAJID AL FUTTAIM



AFM CONSULTANTS
DR. AHMED FARID MUSTAPHA
& ASSOCIATES
ARCHITECTURAL, PLANNING & ENGINEERING
مكتب الدكتور أحمد فريد مصطفى
استشارات في العمارة والتخطيط والهندسة

مؤسسة
الملك خالد
KING KHALID
FOUNDATION



نابكو الوطنية
napco national

المنتدى السعودي للأبنية الخضراء
SaudiGreenBuildingForum

Interim
Working Group



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Joined to Global Compact

Dr. Ahmed Farid Consulting Group is one of the first companies firms and consultants to join the Global Compact in Saudi Arabia, believing in the importance of this charter and willing to achieve the aims of sustainable development. Due to the nature the group's works, urban monitoring works of cities and sustainable development is an integral part of the group's work, which is keen to apply these ideas in the projects assigned to it. The group's joining the Global Compact initiative is crystallization these efforts, as Dr. Ahmed Farid Consulting Group joined to Global Compact in 5/24/2019 AD. As well as our group attributed with the IWG (Interim Working Group) large working group that was formed to activate the local network for the Global Compact in the Kingdom of Saudi Arabia. Our group is an active member in all workshops and communication with companies. Dr. Ahmed Farid Consulting Group has organized the last workshop for our partners to encourage them to join the Global Compact network.



Description of practical procedures

Dr. Ahmed Farid Mustafa Engineering Consulting Group keep the ten principles of the Global Compact in mind with developing its current policies and own proposals for improving the work environment, which are greatly conform to the developments entered by the Ministry of Labor and Social Development in Kingdom of Saudi Arabia in the new contracting systems, which will start to be implemented by 14 March.

We are very confident that commitment to these principles ensure the permanence and sustainability of the group's work and creates a good status for the work environment and employees. So, the ten principles of the Global Compact are reflected in the group's policies and procedures and we are sought to improve them permanently.








An explanation of the practical procedures, which were taken by Dr. Ahmed Farid Mustafa Engineering Consulting Group to implement the principles of the Global Compact in the areas, as following:





((The 2nd principle // states that making sure that the companies are not involved in violations of human rights.))

Through the regulations and laws governing work, Ministry of Labor and Social Development in the Kingdom guarantees nonparticipation in violations of human rights. As well as the organizing regulations for the Dr. Ahmed Farid Mustafa Group's work include special procedures to ensure this in terms of:

- Organizing working hours in all branches of no more than (40 hours per week) 
- One of regulations point out the duties and powers of the employees 
- Contraventions Actions 
- Arrangement of contract termination 
- Arrangement annual vacations 
- Organizing overtime hours 
- Projects rewards 

Dr. Ahmed Farid Mustafa Group ensures the maximum benefit for the employee through the transparency and announcement of the regulations governing work, employee relations, and career ladder within the single work environment.



Image of the interior design of one of the group branches being implemented



Human rights



((The 1st principle // from the Global Compact principles states the importance of support and respect a protection of internationally declared human rights.))

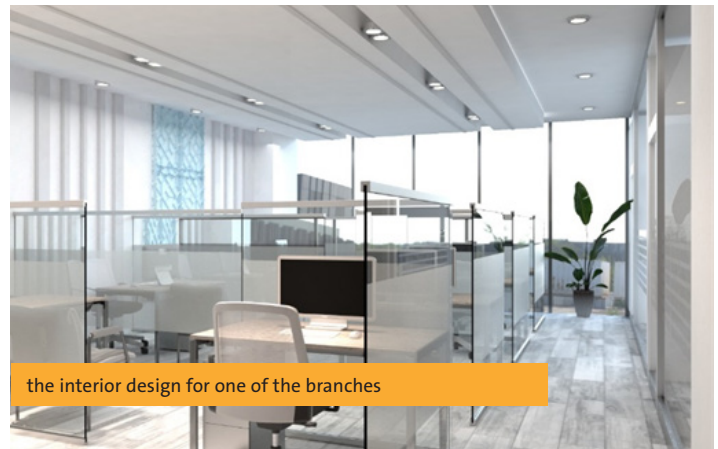
Dr. Ahmed Farid Mustafa Group operates within the framework of the labor regulations in Kingdom of Saudi Arabia, which maintain the preservation of human rights and take this into account in contracts concluded with employees.

The branches of the Labor Office spread in all cities of the Kingdom allow the employee to sue the companies in case of disagreement over the terms of the contract. On 14 March, the sponsorship system will be canceled in the Kingdom of Saudi Arabia to ensure a significant improvement in the work environment.

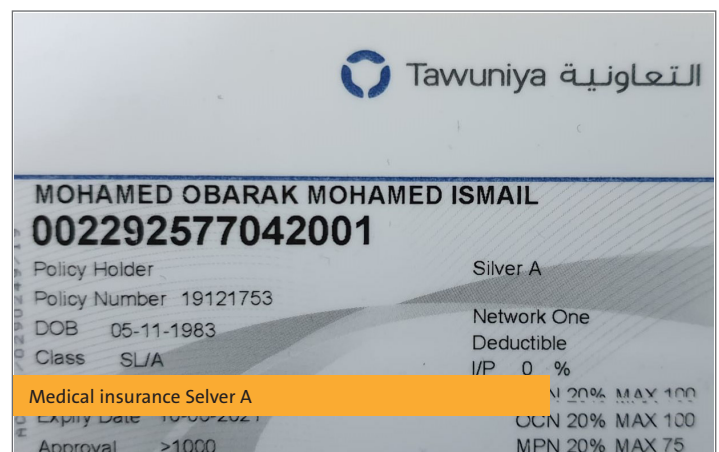
Other than contracts, our group always seek to provide safe and healthy working conditions. Also, we are currently pursuing a new policy in the interior design of branches to be more comfortable for employees.

In addition, Dr. Ahmed Farid Mustafa Group provides facilities for all employees in order to have a better level of health. We always look for health insurance for the individual to be one of the highest categories of health insurance offered by insurance companies under the supervision of the Health Insurance Council in the Kingdom. Our group also contributes to health insurance for the families of employees.

Our group seeks to measure of employees' satisfaction about its policies in the next periods to continue in improving the work environment.

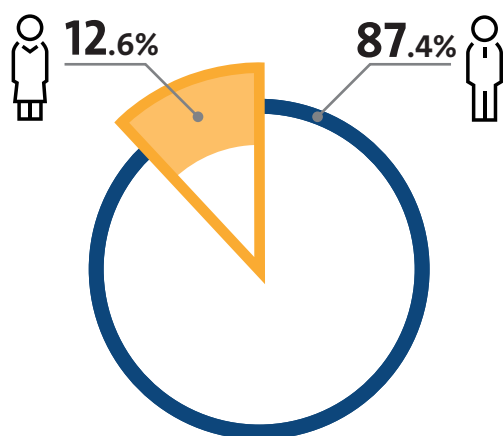


the interior design for one of the branches



Kingdom of Saudi Arabia gives a significant importance to 5th goal of the Sustainable Development Goals, which is related to gender equality and non-discrimination between men and women. It also puts its plan for women's participation in the labor market to reach to 30% by 2030 as a first step for eliminating discrimination between men and women totally.

In the previous year, Dr. Ahmed Farid Mustafa Group developed a plan to ensure progress towards achieving this goal at the level of the group's branches. As well as, group established A women's department, which has currently about 34 women are working on permanent contracts, and we hope to provide more opportunities by the end of this year.



In addition to temporary contracts, which were, at the beginning of this year, about 21 temporary contracts for women, who work in field surveys at the urban observatory, whose work period may extend from 5 to 6 months annually and at the level of many regions of the Kingdom.





Work



The work includes four so significant principles from the Global Compact principles. We well know that it is difficult to have a good work environment without appropriately and satisfactory achievement for all the group's employees.

The 4th principle of the Global Compact //

focuses on eliminating all forms of forced labor and compulsory labor while improving the work environment. According to the amendments of the Ministry of Labor on contracts which were held between employees and companies, forced labor or compulsory overtime hours will be completely ended. This regulation shall be used by Dr. Ahmed Farid Mustafa Group since its inception, as overtime hours outside the official working hours are not compulsory. the employee is paid according to labor regulations. In the same approach, our policies are consistent with everything related to the principle or commitment of companies to eliminate all forms of forced and compulsory labor.

The 5th principle // related to the effective abolition of child labor. Kingdom of Saudi Arabia has completely ended such practices and criminalized work for those under the age of 18, and the group has been committed to that since its inception.

The 6th principle // states the importance of eliminating discrimination. The labor market in Kingdom of Saudi Arabia has variety of nationalities from different countries of the world. Everyone works in a unified work system for all. As well as the situation for our group, as Labor regulations are basically based on non-discrimination between one nationality and another. The office adheres to a unified wage list in which efficiency and years of experience are the most effective factor.

The relative distribution of ages for the group's employees



44.3%
31:40

21.6%
20:30 Age

9%
51:60

22.8%
41:50 Age

2.4%
أكبر من 60 Age

The proportional distribution of the group employees' nationalities



1.8%
Bengali

1.3%
Pakistani Nationality

1.8%
Sudani

33%
Saudi Nationality

1.3%
Indian

60.8%
Egyptian Nationality



The environment includes three principles from the Global Compact:

Supporting a pro-active approach against environmental problems.



proposing the initiatives to promote greater environmental responsibility.



Encouraging, developing, and deploying the Eco-Friendly technologies.



Dr. Ahmed Farid Mustafa Group always seeks to maintain these principles and highlighting environmental issues in the work entrusted to it at the level of the regions of Kingdom and cities. It reinforces the efforts of the Kingdom of Saudi Arabia in facing such challenges. Also, we always design our

recommendations about this to reduce the negative environmental impacts facing society and that necessarily affect future generations. The accelerated growth of urbanization and the renaissance in the Kingdom of Saudi Arabia especially.

Environmental sector



There is no renewable energy in the region



Low recycling rate



Saudi Arabia Vision 2030

A model of a visual presentation concerned with presenting environmental issues to decision-makers through urban monitoring of several cities in the Kingdom - 2020 AD.



There is no wastewater treatment

46% of cities haven't wastewater treatment



There is no wastewater treatment in

- AL_assyah
- AL_nabhanya
- Uyon-aljawa
- AL_shamasya
- Oklet elskur
- (Dria

Fulfillment of Goals



Our group proceeds its efforts to achieve the principles of the Global Compact in every area. Now, it also is working on preparing a plan to monitor the degree of fulfillment of the group's goals, which are born from the 10 principles, and from the goals that the group seeks to achieve during the year 2021:

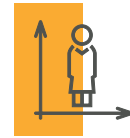


The group continues to measure **the sustainable development goals** in cities that vary with their local governments, and we are now putting in our plan as a first step measuring the sustainable development goals in the 13 cities of the Qassim region in the Kingdom.



Updating contracts of employees before the current March 14th in line with the current updates of the Ministry of Labor and Social Development and the initiative to improve the contractual relationship:

- Allowing the employee to move at the end of his contract without the consent of the first employer.
- Allow travel outside the Kingdom without the employer's consent. -
- This initiative is directly aimed at protecting human rights.



Increase the percentage of women's participation in the group from 12: 15% during this year 2021 as a first step, while we seek to raise the percentage to 30% by 2030 in term of the vision of the Kingdom of Saudi Arabia 2030.



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Dr. Ahmed Farid Mustafa Group has obtained many of certificates for the environment, health and safety such as OHSAS, OSHA.



شهادات البيئة والصحة والسلامة التي حصلت عليها المجموعة

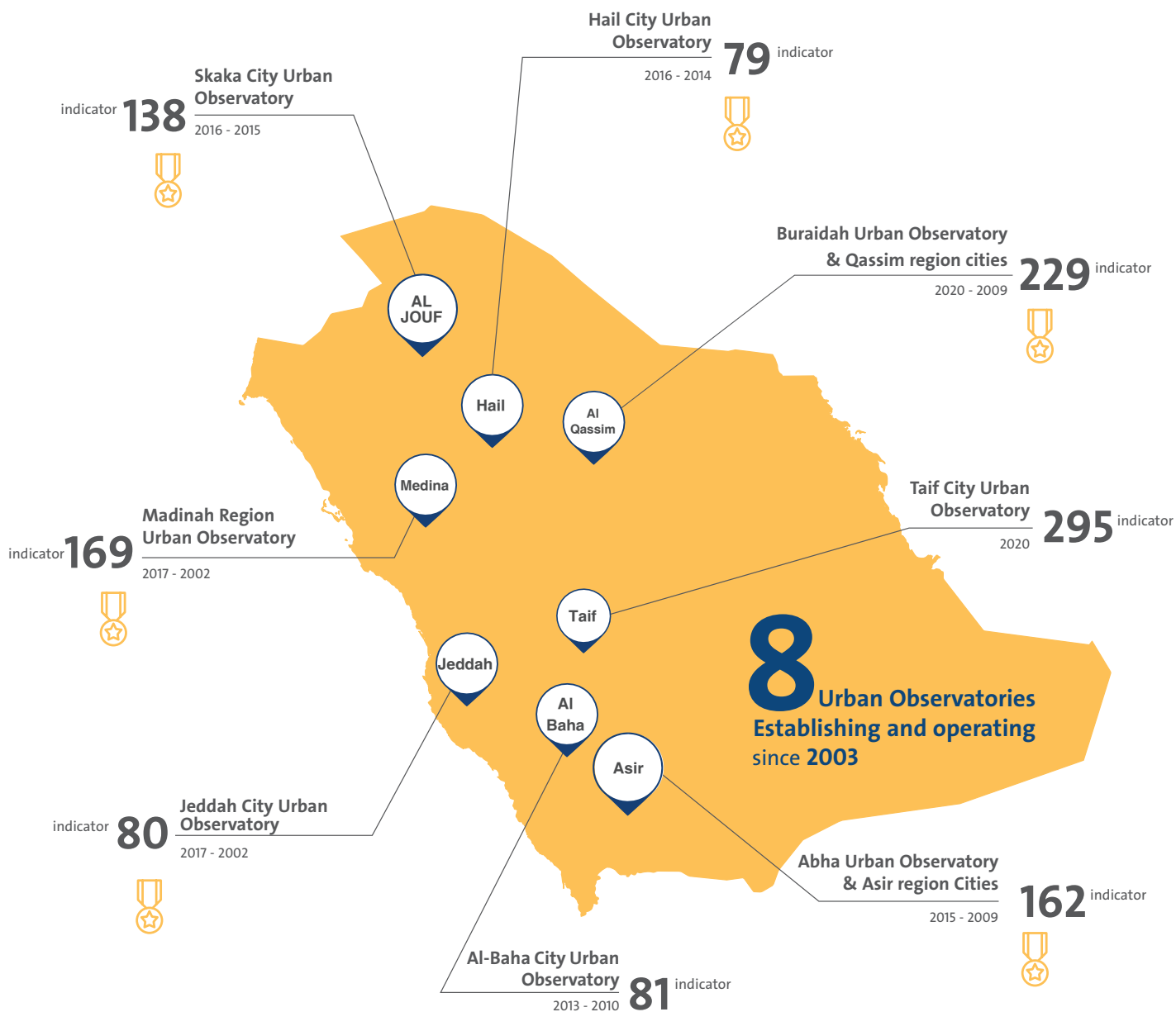
Anti-Corruption



Our group obliged to achieve the 10th principle of combating corruption in all its forms. the governing regulations of the group work emphasize that cooperation with the The Oversight and Anti-Corruption Authority (Nazaha) in the Kingdom of

Saudi Arabia, aiming the monitoring, combating corruption, eliminating it and clearing society from its dangerous effects.





Urban observatories in the Kingdom, which our group had established and operated.

Examples of the efforts

achieving
Sustainable Development Goals

Urban observatories :

Dr. Ahmed Farid Mustafa's office has headed the process of establishing and operating urban observatories in the Kingdom of Saudi Arabia since than 15 years ago, aiming the monitoring urbanization and cities progress of the early towards the goals of the first millennium. the work continues now towards monitoring the Sustainable Development Goals, and the office works to collect data of urban indicators and produce their analysis for more than 7 Regions of the Kingdom these regions include many cities.

- The Urban Observatory in Qassim region, which was established by the office of Dr. Ahmed Farid Mustafa office since more than 10 years and deserved the praise of specialists at the national and global levels and it still is updating its indicators annually for its distinguished outputs, which represent a qualitative leap for the development of urban management systems.
- The Urban Observatory in Madinah also deserved the Organization of Islamic Capitals and Cities Award as the best urban monitoring project in 2006.







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Workshops and Educational seminars :

Through its experiences in planning, sustainability and urban observatories, Dr. Ahmed Farid Mustafa's office participates in several local and international workshops that contribute mainly to promoting the sustainable development goals.



Qasim University - Saudi Arabia 2018



The World Urban Forum - Abu Dhabi 2020



Virtual Workshop for Urban Observation - Madrid 2020



Urban and tourism plans :

Working with global consultants and companies to promote and define SDG targets in our planning process such as New Taif, Buraydah city center, detailed draw of Jwaf. Development of heritage areas such as the Wast Aloyun, Fursan etc.

operating with several local and international experts annually, preparing reports on the state of cities in the Kingdom and the extent of their progress towards urban sustainability and the goals of the Kingdom's Vision 2030.





Conclusion

Dr. Ahmed Farid Mustafa's group seeks to achieve Global Compact initiatives and to strongly participate within the local network. One of group most prominent efforts, it has held a workshop for suppliers and who related to the group with participation in the initiative from the United Nations and universities, and our work is continuing in this context.

A PRINCIPLES BASED APPROACH

Delivering the Sustainable Development Goals

HUMAN RIGHTS

LABOUR

ENVIRONMENT

ANTI-CORRUPTION

1 NO POVERTY

2 ZERO HUNGER

3 GOOD HEALTH AND WELL-BEING

4 QUALITY EDUCATION

5 GENDER EQUALITY

7 AFFORDABLE AND CLEAN ENERGY

8 DECENT WORK AND ECONOMIC GROWTH

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

10 REDUCED INEQUALITIES

11 SUSTAINABLE CITIES AND COMMUNITIES

13 CLIMATE ACTION

14 LIFE BELOW WATER

15 LIFE ON LAND

16 PEACE, JUSTICE AND STRONG INSTITUTIONS

17 PARTNERSHIPS FOR THE GOALS

Virtual workshop to show the group's efforts in coordination with Global Compact, February 2021