



## Letter of Commitment

**A. FAKHRY & CO.**

**CRAFTERS OF AROMATIC RAW MATERIALS FROM EGYPT, SINCE 1955**

A. Fakhry & Co. confirms supporting the 10 Principles of the United Nations Global Compact in the areas of Human Rights, Labor, Environment and Anti-Corruption.

We would like to guide you through our daily activities and the work we have done with our community and in respect to our environment to ensure our commitment and transparency towards our stakeholders.

Sincerely,

Hussein Fakhry  
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## Communication on Progress

March 2021



**A. Fakhry & Co.**



**The Fakhry Aid Foundation**



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## 1. Introduction and Background

A. Fakhry & Co. was established as a family business in 1955 to supply a variety of raw materials. These materials are used in the fine fragrance, flavoring, cosmetics, and aromatherapy industries. All the company's production is exported to clients around the world. A. Fakhry & Co. is the oldest company in Egypt still operating in this particular sector. In fact, it greatly expanded jasmine and bitter orange (neroli) flower plantations in Egypt in the second half of the 20<sup>th</sup> century.

The company's farmland, which covers 60 feddans, and factory are located in the village of Kotour, in the Gharbeya Governorate, deep in the fertile Delta region. Kotour is only about 120 km north of Cairo. Consequently, the village does not benefit from many of the amenities, services, and general advantages that can be found in the towns located along Egypt's major roads axes, this is why the community development AF&Co. is doing is crucial. Egypt is a very centralized country, and remote areas tend to face many shortcomings when it comes to health and educational services, employment, and infrastructure.



*View of A. Fakhry & Co's cultivated fields in the vicinity of Kotour, Gharbeya Governorate*

The establishment of A. Fakhry & Co. in Kotour has had a dramatic impact on the life and work of the local community throughout the years. The company has over the past decades granted endless employment opportunities to the local community. Today, the company is constituted of 55 full-time staff members, and can employ an additional 150 daily workers to cover farm and factory labor requirements. However, the total number of workers involved in its supply chain as small-holder farmers, agricultural labor, or any of the other middlemen involved, is counted in the tens of thousands. Because of the limited size of A. Fakhry & Co.'s estate, the company relies on the surrounding farmers and across all of Egypt to supply it with the necessary raw materials that are processed in the factory.





*A. Fakhry & Co.'s laboratory (above), distillation/extraction unit (middle), and storage facilities (below).*



The relationship between A. Fakhry & Co. and the local community of Kotour has always been strong. It is 200+ years old, going back to the family's presence since the early 19th century in the area. AF&Co. relies on the community's engagement in its activities, and recognises the necessity of improving living standards in Kotour as much as possible. This mutually beneficial relationship will result in the most positive outcome for all stakeholders in the long-term, ensuring the sustainable development of the community, and A. Fakhry & Co. as a business. It is worth mentioning that the support for the company is such that during the 2011 Revolution, when security forces had volatilised and crime was rampant throughout the country, the community protected A. Fakhry & Co.'s factory. A. Fakhry & Co. is deeply indebted to Kotour's community.



*Hand-picking of Jasmine flowers during the harvest season.*

In order to help the community cope with the economic decline that ensued in the aftermath of the 2011 Revolution, A. Fakhry & Co. established *The Fakhry Aid Foundation* in 2012. The aim of the Foundation is simply to serve the community living in the general area of Kotour. As A. Fakhry & Co.'s arm in charge of the company's Corporate Social Responsibility (CSR), the Foundation is guided by the United Nations Sustainable Development Goals (SDGs). It is fully financed through a percentage extracted from the company's yearly profit margin, and A. Fakhry & Co. is therefore also deeply indebted to its loyal clients for their continuous support.

## **2. Activities Undertaken by the Fakhry Aid Foundation**

The investments made by the Foundation since it was established are described in the following pages.

### **2.1 Medical Support to the Community**

Providing medical support to Kotour's community has been the Foundation's first activity. The common practice among residents of rural villages such as Kotour is usually to go to the closest local



governmental health unit, rather than travelling to distant hospitals or private clinics. Unfortunately, services in such institutions tend to be subpar. *The Fakhry Aid Foundation* therefore tried to establish its own clinic to provide basic medical care to the community, but it was found to be ineffectual, particularly for complicated cases, due to a lack of appropriately trained, permanent staff. To remedy this situation, the Foundation tracked, established, and then subsidised a network linking reputable doctors and existing clinics with the community. This network is more effective than relying on the local unit, and has turned out to be very helpful, since some of these doctors and clinics are difficult for local community members to access, mainly for economic reasons. The Foundation thus sometimes pays for part or the totality of the consultation and/or treatment. Patients contact the Foundation, which then arranges for the requisite consultations and transport. For more complicated cases, the Foundation refers patients in Kotour to hospitals and laboratories in Cairo. Several surgeries, notably eye surgeries, have been sponsored by the Foundation.

## 2.2 The Educational Support Institution

From the outset, *The Fakhry Aid Foundation* has sought to give special emphasis on the community's children, because investing in children is of paramount importance to ensure a sustainable future. One of the first investments of the Foundation was therefore the establishment of an educational institution to provide daily support classes to primary and preparatory students. Creating such an institution is particularly important in Egypt, because children in need of extra educational support do not usually have any other option than to look for private classes, which are simply too expensive for the majority of parents. Moreover, children have very few options when considering extra-curricular activities, which are an essential part of every child's development.



*Colour drawing by a pupil depicting hand-picking of flowers*

The Foundation therefore inaugurated an Educational Support Institution in 2014, in a disused building owned by A. Fakhry & Co near the factory. The building was renovated, and made available



for support classes and extra-curricular activities to the community's girls and boys, free of charge. Seasonal clothes, stationery and books are also provided for free. When the Institution opened, less than 100 children were enrolled; there are now more than 350. This dramatic increase shows how the community has come to value the Educational Support Institution, and generally how positively the Institution has affected the life of the community's children.

The Institution is managed by a Headmaster, and comprises 10 permanent teachers specializing in staple subjects such as mathematics, Arabic, and English, who also provide storytelling and art classes. The performance of these teachers is evaluated by the children themselves through quizzes and questionnaires. The establishment also has a library of books on the natural environment, its flora and fauna, which helps the children build their awareness of the world surrounding them.

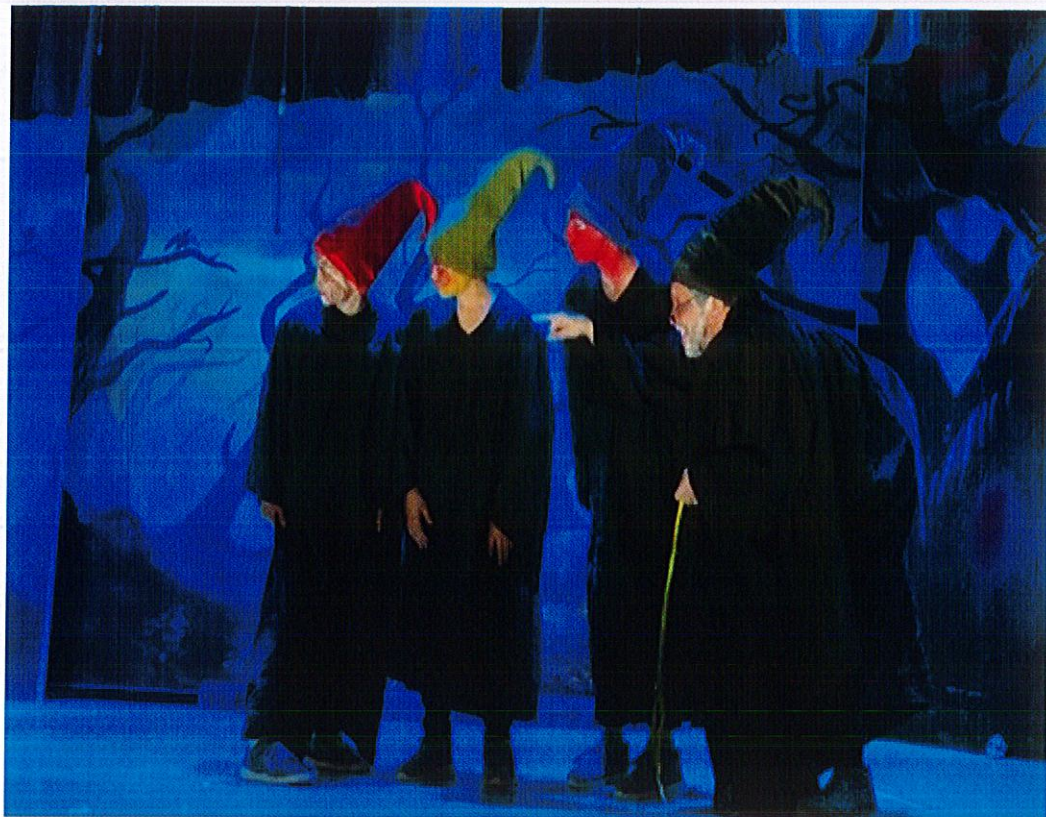
In early 2019, a series of new activities were introduced, such as weekly theatre and singing classes, as well as occasional cultural trips, among others. These activities include the following:

1. **Theatre and choir:** In 2019/2020, the school children performed *"The Enchanted Forest"*, at different Institutions in Cairo in 2019/2020. The Institution is now holding weekly rehearsals with 60 students, for 2 other plays, to be performed in late 2021 (post-COVID pandemic). This activity has been a great success. Not only is it bringing out the creative potential of the children, but it is also encouraging gender mixing in singing and theatre, which in Egypt has become somewhat problematic in recent years, due to unfortunate societal shifts towards stricter conservative behaviors. The Institution is trying to enrich the relationship between boys and girls from a young age, in an effort to build more egalitarian, tolerant societies in the future. Some of the parents were at first opposed to having their children attend these classes, but after attending the rehearsals themselves, were finally convinced that there was nothing illicit or immoral in allowing their children to perform in a play together. Some of the children truly flourished and opened up during these classes.



*Performance of "The Enchanted Forest" by the Institution's pupils*





Performance of "The Enchanted Forest" by the Institution's girls and boys



2. **Fun camps and excursions:** For the fourth consecutive year, 45 pupils between 6 to 13 years of age went to a fun/activity-oriented camp for 4 days in 2020. Some of the parents were also invited to participate. This approach has increased the community's confidence in the management team, and encouraged more parents to allow their children to travel on such excursions away from home. During the 2020 trip, 3 cooks also joined the camp, and under their guidance, the children were able to participate in the preparation of healthy Egyptian dishes. A much better alternative than feeding them the fast-foods which regretfully seem to be becoming children's (and parents!) first choice. Past excursions saw the children visit the coastal towns of Alexandria and Agami, Fayed, on the shore of the Great Bitter Lake, and Dream Park near Cairo.



*Excursion to the seaside*

The children are also taken on walks in the countryside, where their heritage is pointed out and given value. This is done to re-establish the children's connection with their natural environment, and instil among them a sense of pride in their own rural background. Unfortunately, in recent decades, the notion that the rural way of life is somehow inferior and retrograde has gained prominence, even among rural communities themselves. By engaging the children with their own heritage, and informing them on their own folklore, *The Fakhray Aid Foundation* is trying to combat this negative connotation associated with country life, while promulgating a culture of peace, diversity and tolerance.



*Excursion to the seaside*

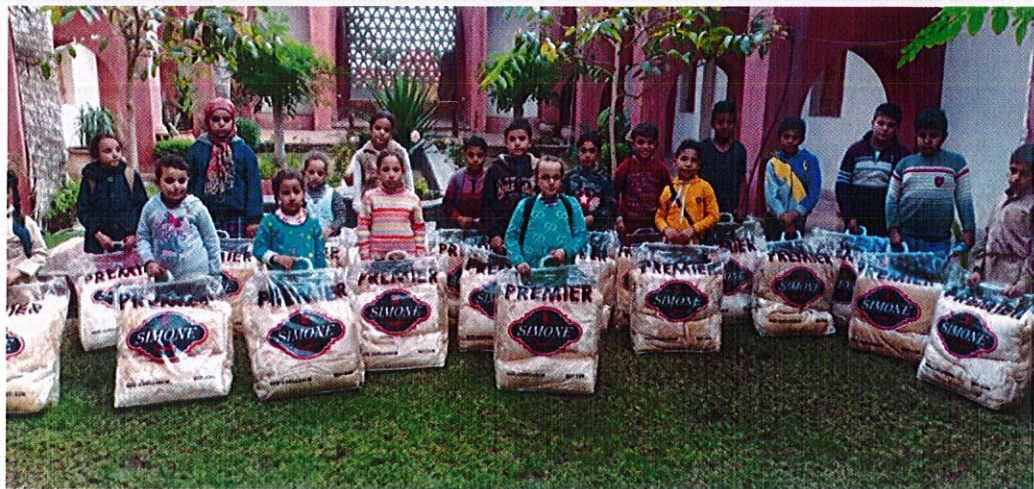




*Day trip to a water park*



3. **Gifts in kind:** Every year, the students enrolled in the Institution receive various gifts. In previous years, the Foundation would contract high-quality tailors and weaving firms to produce jackets. This year, the Foundation donated 350 warm blankets, which can be expensive, as well as all the necessary books and stationery for the Institution. All the children enrolled in the Institution benefit from these gifts;



*Distribution of winter blankets*

4. **Dealing with COVID-19:** Over the course of 2020, masks, sanitizers, and awareness sessions were also offered to the children to teach them how to reduce their chances of becoming infected with COVID-19. In order to demonstrate the necessity of avoiding being in close contact with others, some of the classes at the Institution were also given out in the open air, in the gardens.





*Outdoor classes to reduce the chances of contamination with Covid-19*

With the increasing demand from parents in neighbouring villages to have their own children join the Foundation's Institution, the number of pupils in each class has become a little too large. The Foundation's Board of Trustees is consequently planning to demolish the old building, to erect a new building for the Institution. This will expand the total number of classrooms available. The architectural design for this building has already been made, and funds are presently earmarked for its construction. An application for the requisite building permit has been submitted to the Local Council, and building will commence upon its receipt.





Pupils showing their artwork

### **2.3 Micro-finance**

A. Fakhry & Co. has since the year 2000 provided micro-finance services for community members in need. These financial assistance services are now managed entirely by the Foundation. They include interest-free loans for community members seeking to start a business, monthly financial support to people in need, such as unemployed widows (there are currently 15 such beneficiaries), or one-time cash donations for emergencies and disaster relief (for example in case of a collapsed house or important surgeries), or to help out in organising a wedding which are a relatively high cost impact affair in Egypt. All applications are studied by the Foundation's Steering Committee before disbursements are made. The Steering Committee members are themselves fully integrated in the community, so they are usually familiar with the cases being drawn to their attention.

### **2.4 Women's Empowerment**

The Foundation's close relationship with the women from the surrounding community is based on the fact that many are engaged with A. Fakhry & Co. professionally, or because they have their children enrolled in *The Fakhry Aid Foundation* Institution. This close proximity makes communication with the women easy and effective. The Foundation notably administers agricultural awareness classes related to the women's daily work, and classes professing healthy food habits, as opposed to the unbalanced diets that have become so popular in recent times. Being in daily contact with the local community made it easy for the Foundation to build a strong bond with Kotour's women, find out what their needs are, and be flexible in introducing new ideas.





*Awareness-raising session with a group of Kotour's women*

It is noteworthy that women play an important part in A. Fakhry & Co.'s activities, as they form the bulk of the labour force employed to hand-pick the jasmine and bitter orange flowers used to produce the essential oils, extracts, and hydrolates. It was found many years ago that women are much gentler in picking and handling the flowers than their male counterparts. Jasmine picking itself takes place between late May and early November, and each day is akin to a social gathering



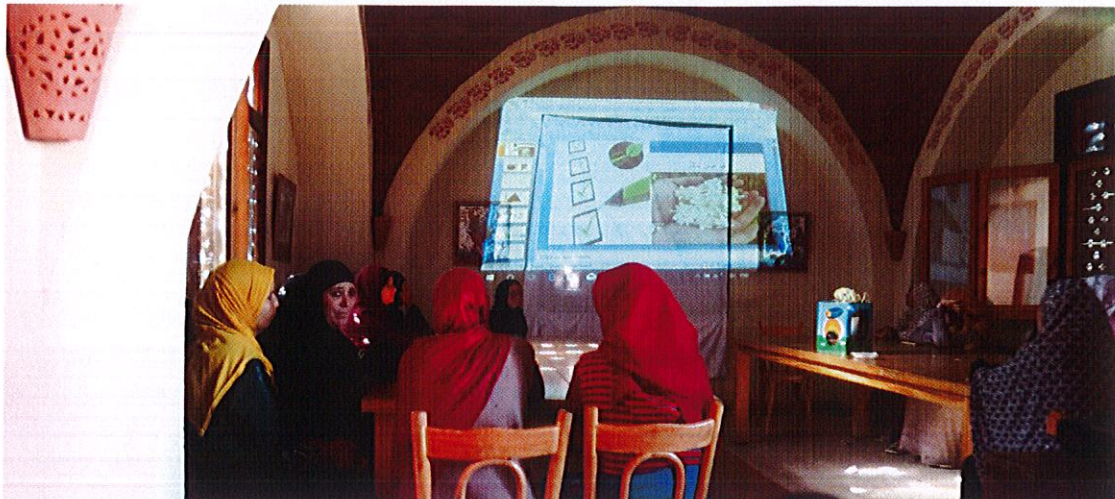
*Flowers picking*

## **2.5 Awareness Campaigns and Capacity Building**



Building the community's awareness on a variety of subjects is at the forefront of the Foundation's activities. Awareness-raising activities are carried out regularly, and amongst different social groups, including the community at large and the agricultural workers involved in the supply chain. Some of the recent topics covered have included:

- Technical agricultural support and orientation on Integrated Pest Management (IPM), eco-friendly, organic farming, pesticide mitigation, waste management, and composting.
- Healthy dietary habits and the revival of traditional foods.



*Awareness session mostly attended by women.*

The tangible results of these activities are that the community has gained a sense of belonging and pride in their heritage, leading to very few people emigrating from the villages to larger cities, or even to another country altogether. Instead, most community members prefer to work in and around Kotour, close to A. Fakhry & Co. supply chain, and participate in the manufacture of AF&Co.'s unique products. Aside from being a source of pride, these products are also a steady source of income.



*Awareness session*





*Awareness session for children on the natural environment*

Besides the numerous awareness activities carried out for the children attending the Educational Support Institution, awareness-raising at the wider community level began in 2018 to promulgate organic farming, especially for people working in the production of jasmine. The reason for this is that all of the 60 feddan owned by A. Fakhry & Co. have been producing certified organic material since the year 1999, which account for ca. 20% of the company's exports. The other 80% of the raw materials processed in A. Fakhry & Co.'s factory for export is purchased from the surrounding small-holder farmers and across Egypt. These materials are grown through conventional means, relying on the use of chemical fertilizers and pesticides. Lately, however, the company's clients have required lower pesticides residue levels, even for conventional products, if not their total absence.



*Practical training on pest control in jasmine plantations spraying *Bacillus thuringiensis* (Bt) a natural bacteria with no harmful effects to the environment used to control Jasmine eating caterpillars.*



Not only will reducing pesticide use in general improve customer satisfaction and minimize negative impact to the natural environment, it will also improve workers health. There have been unfortunate recent developments in the pesticide and fertilizer trade in Egypt, where farmers were being sold dangerous, illegal pesticides, without knowing what they were actually purchasing. Some people were poisoned and died as a result. It is clear that much information needs to be disseminated on this subject.

The Foundation's first workshop, which took place in May 2018, focused on organic farming alternatives and chemical input mitigation for those involved in jasmine production. It was attended by approximately 150 individuals, the majority of which were women. To improve the campaign's impact, a second workshop was organized in October 2018. It was attended by 120 individuals from the community, and saw the participation of hired consultants, including CARE Egypt and EcoCert Consultancy, a French company involved via its certifying arm with organic certification since the 1990s. The workshops not only provided new solutions, information on health and safety, awareness of pesticides and banned products, and other farming practices such as composting and recycling, but also concentrated on convincing the farmers to adapt to the new requirements of the jasmine market. This latter point was challenging, because the farmers would tend to be unwilling to change their practices, in fear of losing their harvest. The project with CARE Egypt and later with EcoCert Consultancy started with 400 participants from the community. There are now 200 who are serious about carrying on with the capacity building sessions and change in their agricultural practices in the long-term.



*Practical training on pest control in a jasmine plantation.*



The training administered so far included practical, on-the-job workshops, where all materials for the training, including lists of internationally-accepted pesticides for jasmine, and personal protective equipment (masks, boots, and gloves), were provided. Over 500 log books were printed for the farmers to write down what fertilizers and pesticides or other organic methods and agricultural practices they were using after the training. This allows for consistent monitoring and evaluation of the program. The health and safety tips provided also included information on the proper disposal of the metal/plastic pesticide containers, which farmers were apparently sometimes converting into containers for their drinking water (*sic!*). Proper water containers were subsequently distributed. The Foundation provided 20 aluminium water containers as a safe alternative. Of course, subjects of common interest like the price of blossoms, global demand (oils, concretes/absolutes), and competition from other countries, are also on the training curriculum.



Training on composting (top) and pest identification (bottom).



In order to increase the impact of the capacity-building program, in February 2021, *The Fakhry Aid Foundation* started to train 7 trainers (train-the-trainers program), who under EcoCert Consultancy's supervision will continue working with local farmers and agricultural workers. There has even been interest from the Governor of Gharbeya, the Minister of Agriculture, and the Minister of Immigration, who visited the farm, as they wish to replicate this capacity-building program in other parts of the country.



*Information session on recycling.*

## **2.6 The A. Fakhry & Co. Nursery & Kindergarten**

Due to the increasing number of women working at A. Fakhry & Co.'s offices who have recently given birth and wish to return to work after their maternity leave, a small nursery/kindergarten has been built on-site. This facility, which can accommodate up to 10 toddlers or children with disabilities, allows the mothers to resume their jobs comfortably and free from worry, in close proximity to their babies and young children.

## **2.7 Income Generation during COVID-19**

About 10 women from the neighbouring villages had jobs that were negatively affected by the worldwide pandemic. In such difficult times, the Foundation took the opportunity to train them in a new income-generating activity: the design, confection, and mass production of masks. The women sewed 5,000 masks that were distributed throughout the township administration, as well as to workers in the fields and children at the Educational Institution. Many of the women had sewing machines, but the Foundation purchased and supplied two additional machines. Some of the masks were also commissioned by A. Fakhry & Co.'s international clients. The totality of the masks was purchased from the women by the company and its international clients. Moreover, sanitizers were distributed to all of A. Fakhry & Co.'s suppliers, workers, employees and contractors.

## **2.8 Medical Help During COVID-19**

*The Fakhry Aid Foundation* works hand-in-hand with a top infectious diseases MD who's helped many patients to deal with COVID-19 in particular. She treats the community members infected by COVID-19 who do not have the means to seek professional assistance. This doctor is financed through the Foundation, and she has been supplied with the generally expensive medical/clinical devices necessary for her to provide her treatments, including a blood pressure monitors, oximeters, and oxygen delivery nebulizers.





*Production of masks to curb the effects of COVID-19*



## **2.9 Projects in the Pipeline**

It is noteworthy that, the company and foundation have several projects in the pipeline. Firstly, doubling the condensation (cooling) capacity of the factory by increasing condensers lengths. This has led to a saving of up to 57% of water consumption and therefore electrical savings as less pumping is required. Moreover, this reduced consumption of cooling water will be recycled through cooling towers for reuse, thus reducing by over 98% water consumption. Waste waters on the other hand (which are today delivered to the communal waste water treatment plant) will be entirely treated on site and recycled for agricultural irrigation use thus mitigating the water pumping from the artesian water table.

Secondly, it is noteworthy that 100% of the distillation/extraction wastes from processed plants is recycled. When it is carbon-rich, it is sold to create wood chip-boards; and when it is nitrogen-rich (carbon-poor) it is composted and converted into high-quality organic fertilizer. Composting has been on-going at A. Fakhry & Co. since the year 1998. Even unwanted hexane (an extraction solvent traditionally used in some of our processes) rectification fractions are recycled by being traded back to the supplying company.

Moreover, because the factory uses highly-flammable products (hexane, ethanol), the fire-fighting measures on-site are being improved by implementing a new, world-class, firefighting system that uses foam to extinguish fires.

The company is also planning to start using biomass (wood chips from distillation wastes) as fuel, and move entirely away from fossil fuels (Diesel) to produce its required steam. In the process the company has engaged a quadrupling of its factory capacity in the latest renovation and expansion program that started in 2017.

Photovoltaic electricity production and adsorption chilling projects are on the design table to be implemented as soon as possible to mitigate electric consumption from the grid.

A drip irrigation system for its perennial varieties (trees, bushes) and irrigation water channeling in underground pipelines are other projects well under way.

Altogether, these projects will further improve AF&Co.'s potential to achieve the SDGs, reduce the farm and factory's environmental carbon footprint, while bringing more benefits to the community.





*The compost turner*



### 3. Performance Under the UN Sustainable Development Goals (SDGs)

All the above-described activities show how A. Fakhry & Co. and *The Fakhry Aid Foundation* are successfully making life and work in Kotour fair, equitable, and beneficial to all stakeholders, long into the future. Their overall impact is certainly helping achieve the majority of the United Nations SDGs, which define the UN Global Compact<sup>1</sup>.

The following section summarizes how the above-described activities undertaken by AF&Co. address the 17 SDGs currently listed under the UN Global Compact:

#### - SDG 1: No poverty

- AF&Co. has been providing employment to thousands of individuals in and around Kotour for almost 70 years in its present company set-up and 200+ years as a family farm.
- Capacity-building and on-the-job training has been administered not only to ensure sustainability in income-generating activities related to agricultural production, but also in unrelated trades.
- The Foundation provides interest-free micro-finance services to boost business activation, as well as one-time and long-term financial donations to community members in need.
- In-kind donations (for example blankets and jackets) are made every year to benefit the community's children.

#### - SDG 2: Zero hunger

- There are no activities that directly address hunger; however, for the community of Kotour, food security is completely related to the local economy. The presence of AF&Co. and *The Fakhry Aid Foundation* ensures that all community members have more than sufficient means to adequately nourish themselves. This is achieved either through income generation, or financial assistance to individuals in need, as described under SDG 1.

#### - SDG 3: Good health and well-being

- *The Fakhry Aid Foundation* provides a network linking some of the best medical doctors, testing laboratories, and hospitals with the community. The Foundation will cover the expenses where necessary, and organise consultations.
- Several awareness campaigns have covered: healthy dietary habits, safety in the workplace, chemical and pesticide reduction, safe potable water storage to avoid contamination with chemicals, safety measures in the midst of the COVID-19 pandemic.

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<sup>1</sup> The UN Global Compact is a non-binding United Nations pact to encourage businesses worldwide to adopt sustainable and socially responsible policies, and to report on their implementation. The UN Global Compact is a principle-based framework for businesses, stating ten principles in the areas of human rights, labour, the environment and anti-corruption.



#### - SDG 4: Quality education

- *The Fakhry Aid Foundation* has opened an educational support institution, open to the girls and boys from Kotour and its neighbouring villages for free. This institution provides support to the regular school curriculum. Extra support is often necessary for children, but too expensive for the majority of local families. The institution also includes extra-curricular activities, such as theatre and singing, which allow the more artistically-inclined among them to flourish. This is all done in an environment that promotes tolerance and gender equality.
- The success of this institution is such that the Foundation will soon expand its premises.

#### - SDG 5: Gender equality

- As described under SDG 4, the educational support institution encourages the mixing of boys in girls, in an effort to reduce the male-dominant behaviours typical of patriarchal and conservative societies, which can easily lead to gender-based violence, and the stifling of the female members of the community.
- Several activities have been geared at empowering Kotour's women, including: awareness campaigns to promote the women's participation in AF&Co.'s labour force for the Jasmine pickers (and other botanicals), for which the majority are women.
- Training was administered to local women, allowing them to generate an income for themselves through the design, confection, and mass production of masks during the COVID-19 pandemic.
- A nursery was opened at AF&Co.'s offices (in Cairo) to allow women back to work without the worry of being far from their young children.

#### - SDG 6: Clean water and sanitation

- AF&Co. has donated 20 aluminium potable water containers, when it was noticed that some of the local farmers converted pesticide and fertiliser canisters for this purpose.

#### - SDG 7: Affordable and clean energy

- Many projects are in the pipeline to switch the source of energy used from Diesel to biomass clean energy, and recycling the water used which will approach zero waste in water consumption and therefore will also save energy.

#### - SDG 8: Decent work and economic growth

- As mentioned above, AF&Co. has been providing employment to thousands of individuals in and around Kotour for almost 70 years. This relatively long period of time and the long-standing general socio-economic status of the village and its environs are a testimony to the successful partnership between the company and Kotour's community.
- The company provides safety equipment (PPE) for its workers.
- Numerous employment activities are provided for women, often on a daily basis, especially in the summer months (Jasmine) when other crops belonging to those women's families are awaiting harvesting.



- Young mothers working at AF&Co.'s offices in Cairo have a nursery/kindergarten, allowing them to work close to their children.
- There is very little emigration from Kotour, proving that life and work in and around Kotour are agreeable and prone to prevent countryside to urban areas exodus.

#### - SDG 9: Industry/innovation and infrastructure

- AF&Co. pioneered many of the industrial processes used in its productions – some of them are proprietary and unique in the world.
- The company has a state-of-the art laboratory for the quality control of its products, and the improvement of its production processes.
- The factory will soon be equipped with cooling towers, to dramatically reduce its water usage in condensation requirements.
- Developing new products to the industry, with a positive impact to the environment as organically certified and, for some spearheading processes, shifting altogether away from petroleum based solvent extraction for more carbon neutral and green oriented technologies.

#### - SDG 10: Reduced inequalities

- As previously mentioned, AF&Co. promotes women's empowerment in the workplace by all.
- *The Fakhry Aid Foundation* provides financial aid and support for people in need. Those funds are not only for emergencies, but also to reduce social inequalities (for example to participate in often overburdening wedding expenses).
- Through the educational institution, the Foundation seeks to reduce gender inequalities, and promote harmony between all community members.

#### - SDG 11: Sustainable cities and communities

- The thousands of people involved in AF&Co.'s supply chain, and the very small number of people emigrating for economic purposes are a proof of the sustainability of Kotour.

#### - SDG 12: Responsible consumption and production

- AF&Co.'s estate is a certified organic farm (under 3 certification standards: EU, NOP, and Biodynamic). One hundred percent of its botanical waste is recycled.
- The factory will soon be equipped with cooling towers that will dramatically reduce the amount of freshwater used in the cooling/condensation processes necessary with distillation and extraction.
- Awareness campaigns and capacity-building session are being implemented to reduce the reliance on chemical pesticides and fertilisers, promote organic farming practices, and eradicate potentially dangerous practices.

#### - SDG 13: Climate action

- AF&Co. recycles all of its agricultural waste, and promotes composting. This means that high quality organic matter is produced and can be re-used to fertilize the farms. Composting completes the nutrient cycle, putting wasted organic material to good use. This mitigates climate change (by reintroducing and fixing carbon into the soil) and support the creation of high quality arable land.



**- SDG 14: Life below water**

- AF&Co.'s estate is already a certified organic farm. This means that it does not contribute to the contaminated agricultural drainage canals that flow northward to the Mediterranean Sea. For the small-holder farmers working in AF&Co.'s supply chain, there are on-going awareness campaigns and training sessions that are encouraging the reduction of chemical fertilisers and pesticides. In the long-term, this means less pollution being conveyed to the sea or underground to the water table which the community depends on for drinking water.

**- SDG 15: Life on land**

- AF&Co.'s farm is certified organic, and recycles 100% of its distillation/extraction wastes. As seen above, composting provides high quality organic matter that is re-used to fertilize farms. Composting completes the nutrient cycle, putting wasted organic material to good use. This mitigates climate change and support the creation of arable soil.
- Awareness campaigns among the farmers and labourers involved in the supply chain have been carried out to promote composting, integrated pest management (organic farming, pesticide & fertiliser reduction).

**- SDG 16: Peace and justice: strong institutions**

- Currently not addressed.

**- SDG 17: Partnerships for the goals**

- Existing partnerships in projects in the environmental and women empowerment fields.

## **4. Conclusion**

Ultimately, the real reason behind AF&Co.'s success is that it has managed to permeate the local community of Kotour. The matter of its presence is a subject that is discussed monthly by the management staff, with the aim of improving the outcome of its CSR activities. New ideas, whether large or small, are always welcome and discussed. The result is that the company is on the right path to help in the achievement of all of the SDGs. The belief that the education and development of sustainable communities require constant monitoring and frequent revisions is firmly rooted in AF&Co.'s institutional memory.