



Alam Trading & Contracting S.A.R.L



# Communications on Progress 2021

## Reporting on Our Growth as a Responsible Company

June 2021

2021 Communication on Progress for United Nations Global Compact



## Contents

1	Chief Executive Officer Statement	3
2	Highlights of our 2020 progress across the focus areas of the UNGC	5
3	Most relevant SDG targets for AT&C's operations	8
4	AT&C Business Conduct	9
5	Helping our clients & Supporting Local Community	10
6	AT&C Goals & Progress in 2021	11

## 1. Chief Executive Officer Statement

Welcome to our first annual Communication on Progress (COP) and re-affirmation that AT&C is a signatory of the UN Global Compact and continues to support the 10 principles related to Human Rights, Labour, Environment and Anti-Corruption. We have continued to embrace the principles as we have navigated our way through the pandemic.

AT&C became a signatory on the 8<sup>th</sup> of June 2020. Our vision is to be the leading supply chain & logistics services provider, exclusively serving INGOs & UN agencies in Lebanon and across the MENA Region. This is underpinned by our Corporate Responsibility aspiration to be the leading company for its positive contribution to society. Our 2020/2022 strategy reinforces this.

To deliver our aspirations, we remain committed to responsible business practices, addressing the global SDGs, collaborating with others and reporting on our progress and plans. This includes publication of our annual Communication on Progress (COP) as a signatory of the UN Global Compact. This year has been a year like no other and we are extremely proud of how everyone has pulled together during the pandemic, proving themselves resilient and responsive. The single biggest change in human behavior in history, triggered by the pandemic, has now triggered the single biggest reinvention of industry in living memory. We are seeing a world awakened to an incredible opportunity to reimagine and rebuild responsibly and sustainably, and, in turn, transform our global economy into one that works for the benefit of all. Shared success will depend on the ability to understand all stakeholders; connect the power of technology, human ingenuity and business value; and accelerate technology-led transformation.

Once again, we have been committed to the 10 Principles of the United Nations Global Compact (UNGC), supporting its efforts to advance sustainability, equality and human rights, with a special focus on those that are most relevant for our company, and accelerating the integration of the SDGs into core business management. We also continue to align with Environmental, Social and Governance (ESG) best practices, such as the World Economic Forum’s new Stakeholder Capitalism Metrics.

We are grateful to our people for their boundless humanity and heart, and for their unstinting dedication, resilience and commitment to our clients and all our stakeholders. Together, we are driving positive change every day—and delivering true shared success.



A stylized, handwritten signature in dark ink, appearing to read 'Wissam Alam'.

Wissam Alam  
Chief Executive Officer



## 2. Highlights of our 2020 progress across the focus areas of the UNGC

- Statement of continued support by the Chief Executive Officer
- Human Rights actions and policies
- Labor actions and relevant HR policies
- Environment actions and policies according to ISO 14001:2015
- Anti-Corruption actions and policies
- In 2020, AT&C *has awarded several ISO certifications (ISO 9001, ISO 45001 and ISO 14001, ISO 22000 & HACCP) both at Head Office and Operations levels.*



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## 2.1 Caring for our people

In challenging times Our talented people are our most important source of competitive differentiation. After the global pandemic was declared, we quickly enabled about 75% of our people to work remotely, as we ensured their safety and well-being. Our commitment to helping them be their best both professionally and personally has never been stronger than in this time of compounding crises and disruption.

On the other hand, we have taken all preventive measures to protect our staff by distributing hygiene & IPC kits as well as conducting training sessions in relation to COVID-19.

## 2.2 Reaffirming our stand against racism

In the face of more tragic losses of lives during the protests in Lebanon in 2020 as well as the increase of Syrian refugees, we reaffirmed our unwavering commitment to equality for all, with zero tolerance for discrimination, bigotry or hate of any kind. We announced mandatory training to support our people in identifying and speaking up about racism; and increased community investments to support economic inclusion through our NGOs partners.



## 2.3 Making progress on gender equality

We are now 40% women, on track to meet our gender-balanced workforce goal by 2025.

## 2.4 Setting the pace on net-zero and the environment

We set three new industry-leading goals: to achieve net-zero emissions by 2025, move to zero waste and plan for water risk. This includes committing to powering our offices and warehouses with 100% renewable energy; engaging key suppliers to reduce their emissions; and equipping our people with the necessary tools to achieve this target.

## 2.5 Committing to responsible procurement

Our ambition is to create supply chains that are more sustainable and more inclusive. We met our 2020 goal—ahead of plan—to engage 55% of our suppliers in disclosing their environmental targets and actions, and we set a new goal of 90% by 2025.



## Highest priority SDGs for AT&C

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## Second priority SDGs for Accenture's operations



## SDGs we may impact more indirectly



## 3. Most relevant SDG targets for AT&C's operations

**3.1** Ensure women's full and effective participation and equal opportunities for leadership at all levels.

**3.2** Enhance the use of enabling technology, in particular information and communications technology, to promote the empowerment of women.

**3.3** Achieve higher levels of economic productivity through diversification, technological upgrading and innovation.

**3.4** Achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.

**3.5** Protect labour rights and promote safe and secure working environments for all workers.

**3.6** Promote inclusive and sustainable industrialization and, by 2030, significantly raise industry's share of employment and gross domestic product.

**3.7** Enhance scientific research, upgrade the technological capabilities of industrial sectors in all countries, encouraging innovation and private research and development spending.

**3.8** Empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status.

**3.9** Achieve sustainable management and efficient use of natural resources.

**3.10** Substantially reduce waste generation through prevention, reduction, recycling and reuse.

**3.11** Strengthen resilience and adaptive capacity to climate related hazards and natural disasters in all our operations.

**3.12** Incorporate measures to fight climate change into policies, strategies and planning.

**3.13** Develop effective, accountable and transparent business practices at all levels.

**3.14** Enhance our local & global partnership for sustainable development, complemented by multi-stakeholder partnerships that mobilize and share knowledge, expertise, technology and financial resources, to support the achievement of sustainable development goals.



## 4. AT&C Business conduct

We are committed to conducting our business with honesty and integrity and we expect all partners/directors and staff to maintain high standards. All colleagues are expected to behave as ambassadors of AT&C and we have clear procedures in place for how to do this, which are communicated and reviewed on an annual basis.

As part of the preparation, as well as a provider to almost all INGOs and UN agencies across Lebanon, our management undertook inter office quizzes about ethical behavior. Further training and guidance has been issued to all staff.

We take pride in being an ethical, transparent company which acts with integrity at all times. We have a zero-tolerance approach to bribery and corruption and comply with our other statutory obligations.

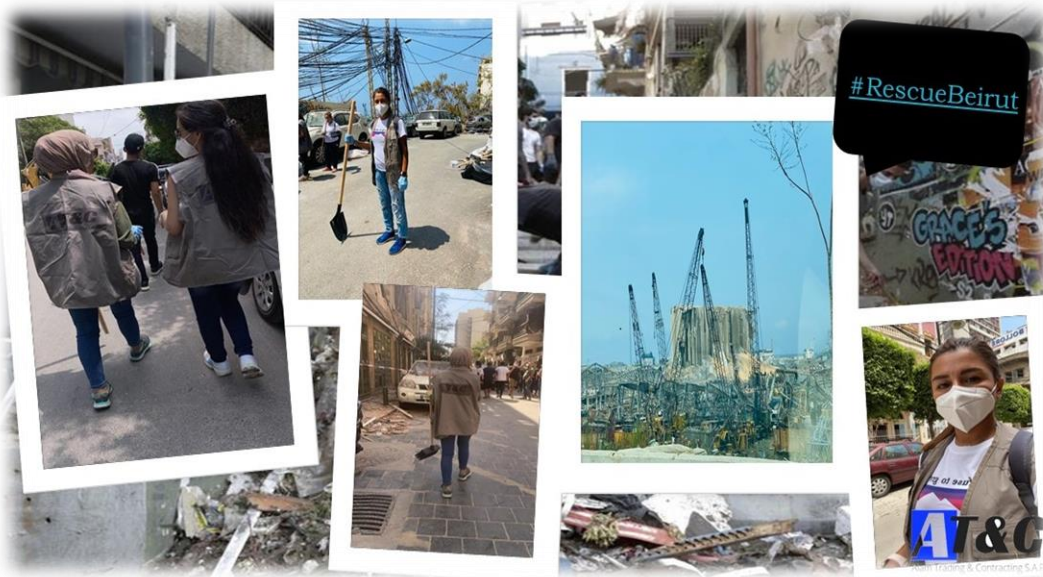
Our policies cover such issues as anti-money laundering, data protection/General Data Protection Regulation, information security, anti-bribery and corruption, gifts and hospitality, quality and risk management, Criminal Finances Act 2017 and supplier management procedures. All colleagues complete regular training on these issues to ensure they are fully aware of their obligations. This includes a requirement for all new starters to complete our anti-bribery course during induction, plus anti-money laundering and data protection courses as well as a number of other risk-management courses. There is an annual program of mandatory refresher training, all of which is tracked for follow up purposes, with clear deadlines. The training includes anti-bribery, anti-money laundering, data protection and information security.

Our supplier code of conduct sets out our supplier expectations regarding under age and forced labour, freedom of association, discrimination, wages and benefits, working hours, healthy and safe working conditions, environment, business integrity, discipline and grievances.

## 5. Helping our clients & Supporting Local Community

In 2020 and during the pandemic period and as an integral part of our CSR commitment, AT&C has donated and supported various local charities & NGOs as follows:

1. Donated 2000 PPE items to a local school in the northern region in response to COVID-19, including a face shield for children, 3PLY face masks, and hand gel sanitizers.
2. Donated 3000 Food Parcels to local families in need through local NGOs
3. Donated 5 respirator devices to Seer Municipality to support the isolation center in response to Covid-19
4. Donated 200 hygiene & PPE kits to civil defense in Northern region
5. After the Beirut port blast, our team volunteered to help poor families and with re-housing activities.



بلدية سير - Syr municipality

February 1 · 🌐

بلدية سير تتسلم هبة عينية عبارة عن ثلاث ماكينات اوكسيجين  
قامت شركة علم ترادينغ، AT&C ممثلة بالسيد حسن يوسف بتسليم بلدية  
سير هبة عينية ، وهي عبارة عن ثلث  
See More ...



## 6. AT&C Goals & Progress in 2021

- We set a goal to achieve 25% women at management level by the end of 2020 - Our new goal is to achieve 30% women by the end of 2021.  
Additionally, by 2025 we will achieve a gender-balanced workforce (for those whose gender is binary).
- We are firmly committed to pay equity and have robust processes in place to ensure that all our people—across gender, race and ethnicity—are compensated fairly based on their markets and skills, from the moment they are hired through the milestones of their careers at our company. If we find an issue, we fix it.
- R&D and innovation are pivotal to AT&C's strategy and we invest heavily in innovating for Eco-friendly products, including innovating explicitly for sustainability.
- Our Local Diverse Supplier Development Program explicitly targets minority-owned businesses. For example, in 2021, we have set a goal to procure goods up to 60% of our needs through local suppliers.
- We set a goal in 2021 to procure recyclable products only for our operations.

