



Alam Trading & Contracting S.A.R.L

Communications on Progress 2022

Reporting on Our Growth as a Responsible Company

June 2022

2022 Communication on Progress for United Nations Global Compact



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1. Chief Executive Officer Statement

Welcome to our second annual Communication on Progress (COP) and re-affirmation that AT&C is a signatory of the UN Global Compact. The following report describes our company's efforts to implement the Ten Principles and reiterates our support for public accountability and transparency.

AT&C became a signatory on 8th 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.

I am pleased to confirm that AT&C reaffirms its support of the Ten Principles of the United Nations Global Compact in relation to Human Rights, Labour, Environment and Anti-Corruption. In this our second annual Communication on Progress, we describe our actions to integrate the Global Compact and its principles into our business strategy, culture and daily operations, and our engagement in collaborative projects which advance the broader development goals of the United Nations, particularly the Sustainable Development Goals. AT&C is also committed to share this information with our stakeholders using our primary channels of communication.

Responding to strong market demand driven by impact, we've achieved significant growth during this year, welcoming more than 42 new colleagues to AT&C. In addition, we acquired new long term agreement and major contracts with various UN agencies and unlocking sustainable performance for our 89+ clients.

Once again, AT&C continues to encourage and nurture a diverse and inclusive culture. Recognizing there is still work to do, I'm proud of our progress this year through new employee networks, more diversity in our leadership and Board, and our suppliers chain

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.



Wissam Alam
Chief Executive Officer



2. AT&C Awards & Certifications

- AT&C has awarded several ISO certifications (ISO 9001, ISO 45001 and ISO 14001, ISO 22000 & HACCP) both at Head Office and Operations levels



3. AT&C Areas of commitment

In our sustainable business strategy, AT&C has identified 4 areas of commitment: people, supply chain, solutions & environment. These four areas are divided in areas of focus, as shown in the below figure. We have added these targets to our on-going business agenda in order to improve our environmental, economic and social impact while developing our business volume. At AT&C we believe in investing in human resources to secure the future of our business as well as our employees.



This year, we will increase and strengthen our sustainable partnerships with our stakeholders to ensure significant contribution to achieve our goals

3.1 Human Rights

The human rights impact of AT&C is not only within our own internal processes, but also in the projects we engage in. We work to ensure that all work undertaken incorporates full consideration of human rights and gender mainstreaming where appropriate.

This ensures that at all times throughout the lifetime of our projects, human rights are considered by ourselves and all those engaged/working on them.

- Due to the nature of our business (Specialized UN & INGOs Supplier), we have direct Human Rights related risks and impacts. However, with our work in supporting deforestation-free, sustainable, secure and resilient supply chains in consumer countries and also in producer countries, we indirectly look at best practice in human rights, gender mainstreaming, and bringing the possibility of modern slavery to people's attention.
- All AT&C employees have read and signed that they comply with our policies that include Bribery and anti-corruption, Whistleblowing, Confidentiality, Child Protection, Equal Opportunities, a statement on Modern Slavery and International Governance. These policies were reviewed and updated by the AT&C management team in 2021, and are now on an annual review cycle.
- Our Code of Conduct is part of our Staff Handbook, which outlines our core values, our working practices and the key standards by which we work. Our Staff Handbook is sent to all new staff, and is easily accessible online for all team members
- All staff are provided with equipment to help provide a safe and suitable working environment.

3.2 Making progress on gender equality

We are now 45% women, on track to meet our gender-balanced workforce goal by 2025. (5% Increase vs 2020)

3.3 Setting the pace on net-zero and 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 power our offices and warehouses with 100% renewable energy; engaging key suppliers to reduce their emissions; and equipping our people to necessary tools to achieve this target. (in 2020, up to 60% of our electricity consumption are obtained from solar power as we have installed solar panels and inverters in all our warehouse premises)

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 this year we’ve reached 62% and our goal to reach 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



4. 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 the 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 the sustainable development goals.

5. 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 have 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.

6. Helping our clients & Supporting Local Community

In 2021 and as an integral part of our CSR commitment, AT&C has donated and supported various local charities & NGOs as follows:

1. Donated 1000 PPE gear in response to COVID-19 to local school in northern region
2. Donated 5,000 Food Parcels to local families in need through local NGOs
3. Donated 1000 food kits to local families in need



7. AT&C Goals & Progress in 2022

- We set a goal to achieve 30% women on management level by the end of 2021 vs 25% in 2020 - Our new goal is to achieve 35% women by the end 2022. 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 to innovate for Eco-friendly products, including innovating explicitly for sustainability.
- Our Local Diverse Supplier Development Program explicitly targets minority-owned businesses. For example, in 2022, we gave set a goal to procure goods up to 70% of our needs through local suppliers VS 60% in 2021.
- We set a goal in 2022 to procure recyclable products only to our operations – we reached only 70% in 2021.

