



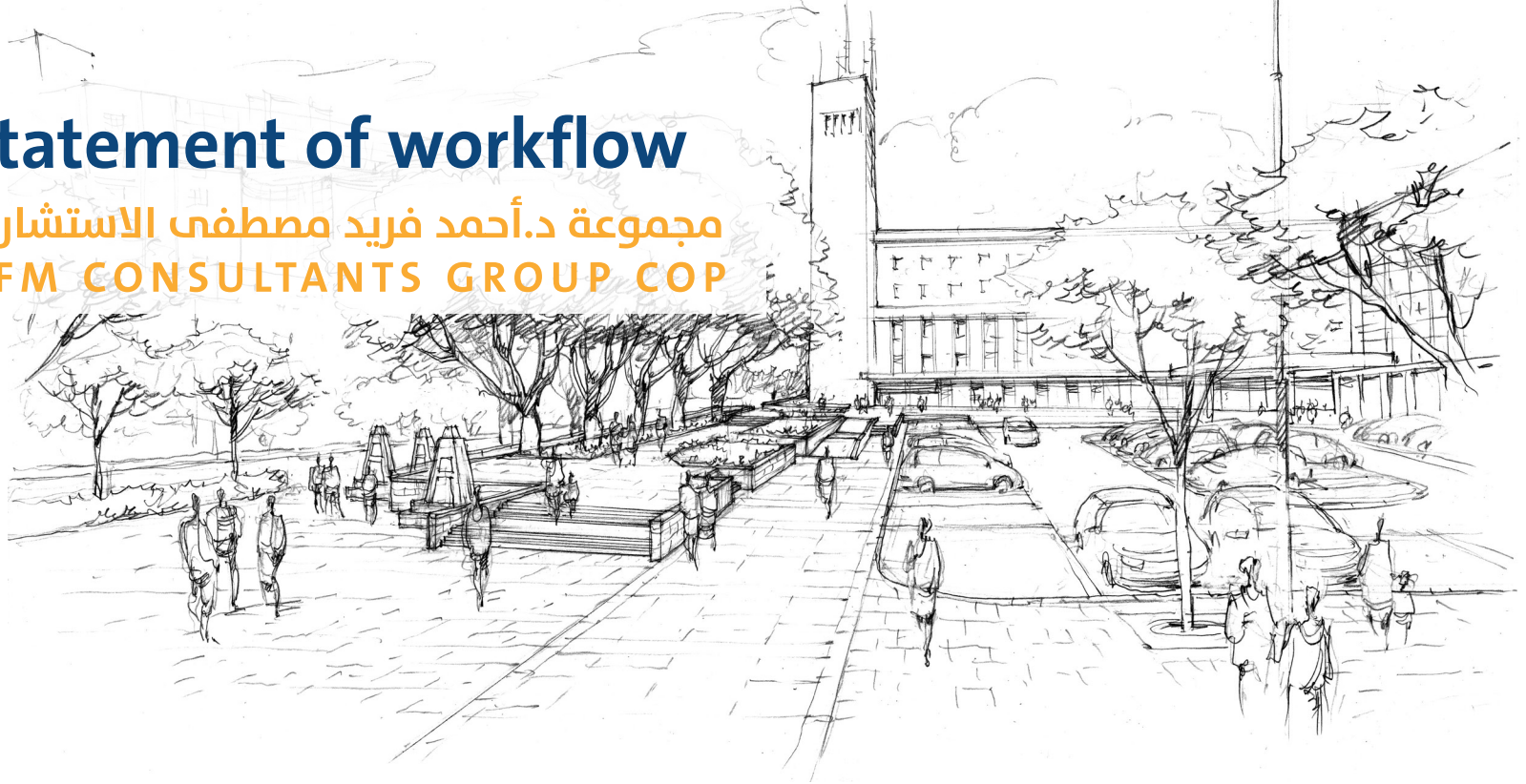
United Nations
Global Compact

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

20
22

Statement of workflow

مجموعة د. أحمد فريد مصطفى الاستشارية
AFM CONSULTANTS GROUP COP





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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

Our representative have been involved in helping to popularize and lunch the Saudi Network for the UN Global Compact, as we were one of the first companies to support the participated in was Enhancing Sustainability for private companies.

CEO

of Ahmed Farid Mustafa Consultants



Brief

Dr. Ahmed Farid Mustafa Consultants company is one of the oldest consulting companies 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 company 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 company 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 company 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.

Joined to Global Copact

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 SDGs. 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.



The first members group in
the Saudi Netwaork





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 began to be implemented on 14 of March 2021.

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:





Human rights

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

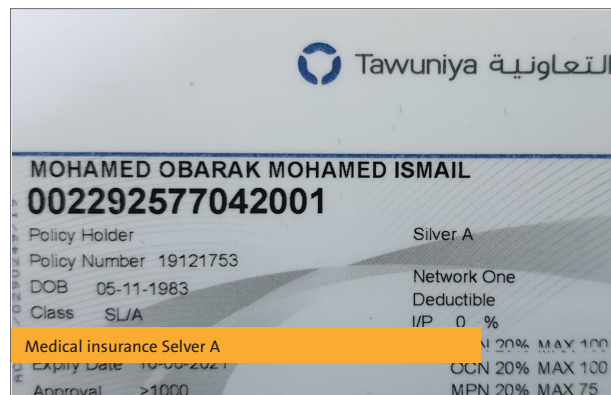
Dr. Ahmed Farid Mustafa Group operates within the framework of the labor regulations in Kingdom of Saudi Arabia, which maintain the preservation of human rights and take this into account in contracts concluded with employees.

The branches of the Labor company 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 2021, the Kingdom of Saudi Arabia canceled the sponsorship system 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.



Aphoto of the company's branch in Damam



((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)



Arrangement annual vacations



One of regulations point out the duties and powers of the employees



Organizing overtime hours



Contraventions Actions



Projects rewards



Arrangement of contract termination



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.

Since the middle of last year, working hours have been reduced to **40 hours** per week.

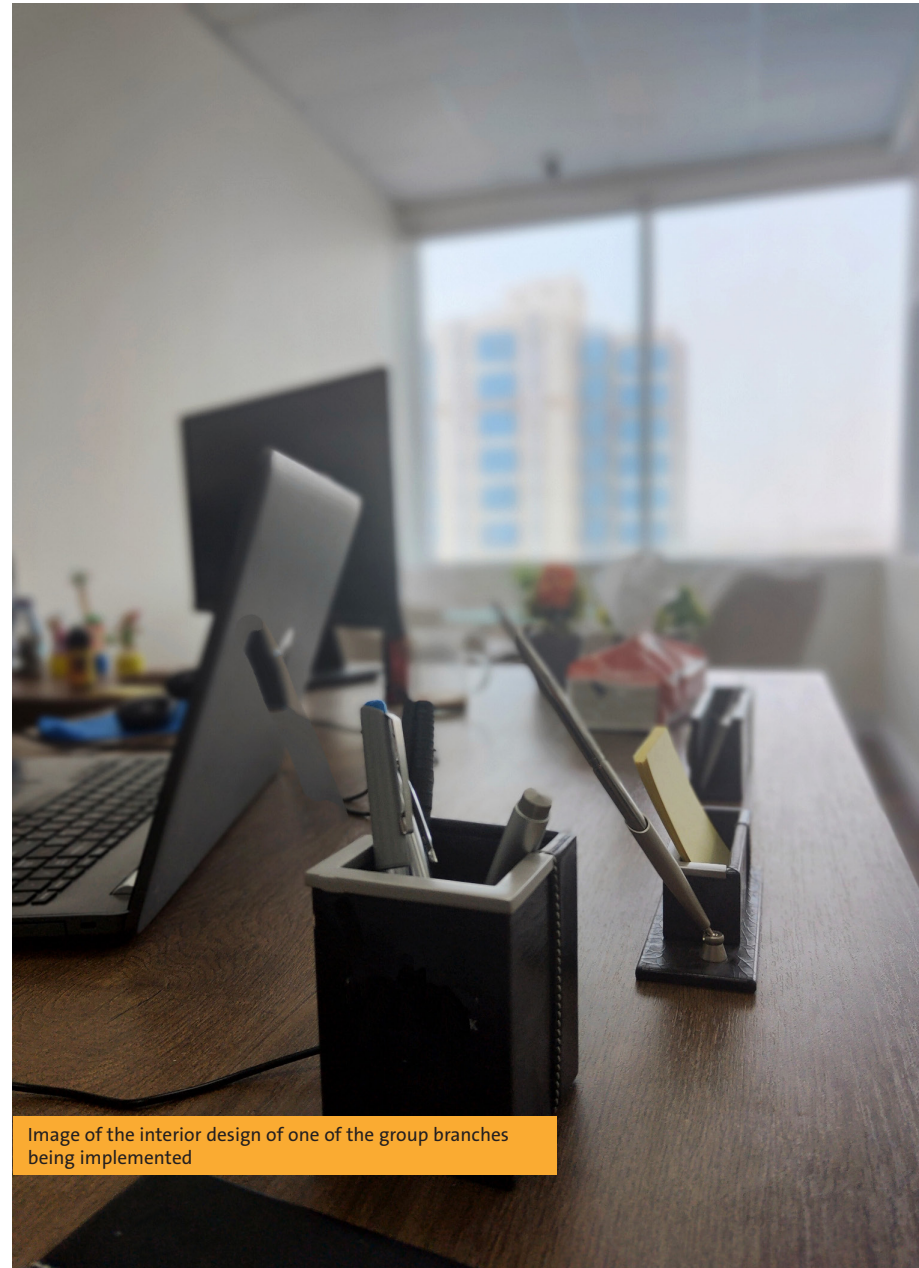


Image of the interior design of one of the group branches being implemented



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.

0.98%



أذري

1.3%



Syrian

40.7%



Saudi

0.96%



Bengali

1.3%



Pakistani

33%



Afghani

0.64%



Indian

0.96%



Sudani

52.2%



Egyptian

The proportional
distribution of the
group employees'
nationalities



35.9% | Age
31:40

31.1% | Age
20:30

10.9% | Age
51:60

18.6% | Age
41:50

3.5% | Age
Greater than 60

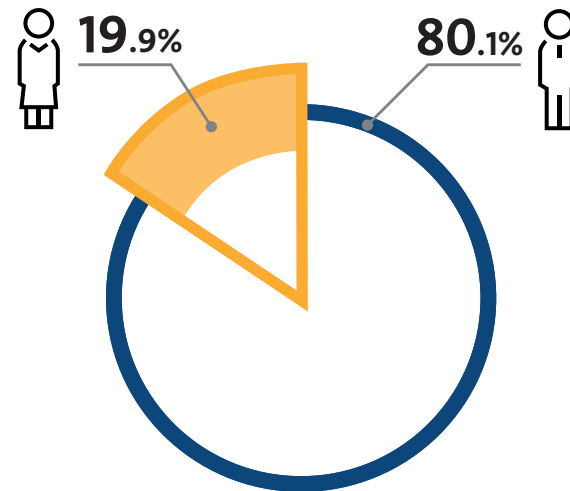
The relative
distribution of ages
for the group's
employees



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.

Between 2021 and 2022, the percentage of femal employees increased from 12.6% to 19.9% with a rate of 26.2.



Training Courses for Women's Work Team, 2020



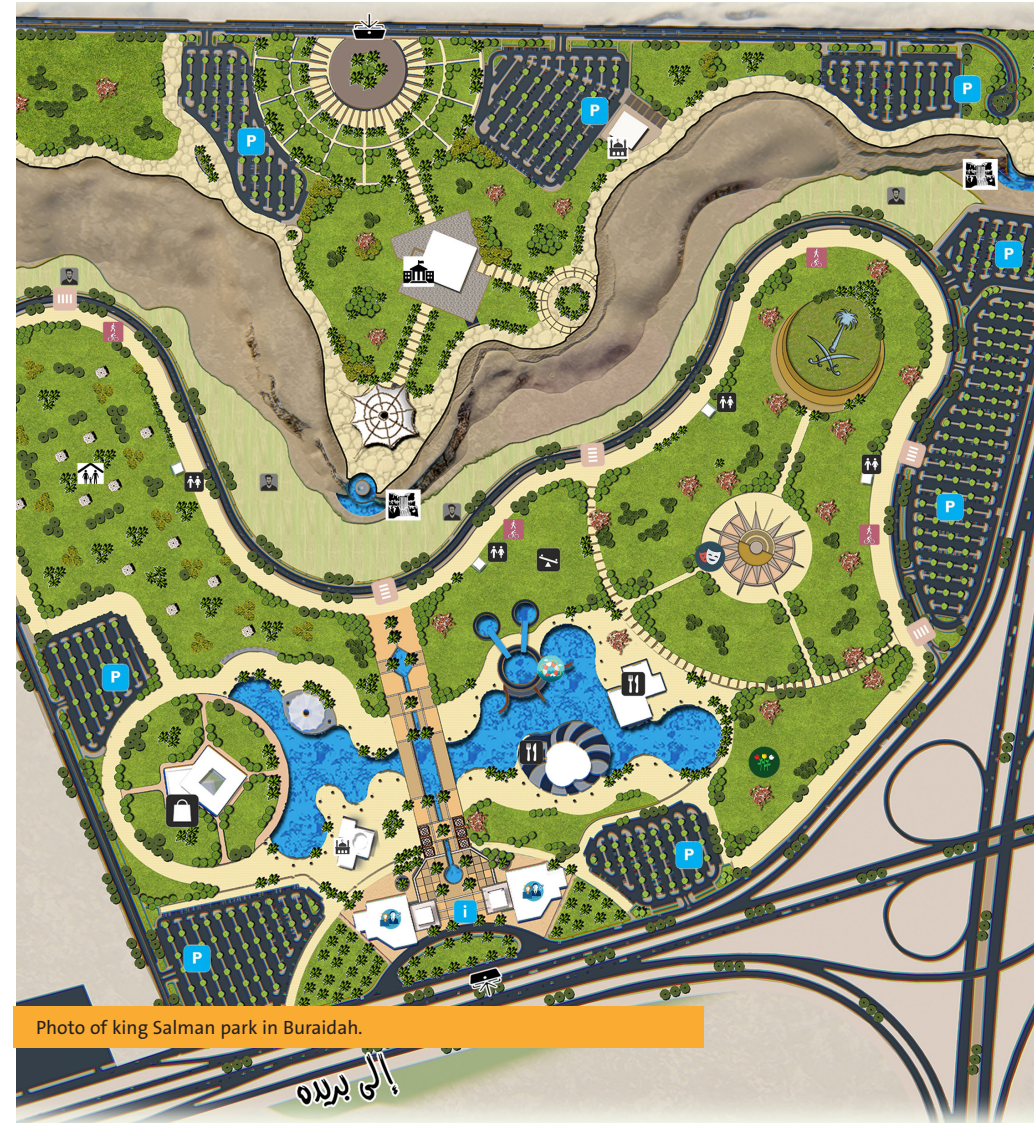
The Women's Temporary Work Team - The work of the field survey of the Qassim Urban Observatory 2020



Environment

Given to our group's specialization in the urban planning field, we are necessarily concerned with preserving the environment. We are in concern and responsibility of monitoring environmental shifts and this appear in the studies and consultations, which we provide at the level of the Kingdom's regions. Also, through the specialization, our group works in the field of urban observatories to measure environmental indicators in many cities (14 cities).

Environmental management indicator package	%	94.6	of the total amount of water consumed	Treated wastewater		1
		96.6	of the total amount of water entering the treatment plant (plant efficiency)			
	Tons / person / year	0.42	Generate solid waste		2	
	%	92.6	burial			
		7.4	recycling	Solid waste disposal		3
	House / Thousand House	0.0	destroyed houses			
	M 2 / individual	12.8	Per capita green spaces and parks		5	
	%	8.14	Access to open areas			
	%	0.0	Share of renewable energy consumption		7	
	%	97.7	Systematic collection of solid waste			
Mg / m3	8	Carbon Monoxide	Air quality		9	
		Mitrogen dioxide				
Environmental indicators for Buryadah City Observatory 2020 - one of the group's projects						10



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



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

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.

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.



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:

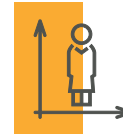


The group continues to measure the sustainable development goals in cities that vary with their local governments, and we are now putting in our plan as a first step measuring the sustainable development goals in the 13 cities of the Qassim region in the Kingdom, as well as Al-Ahsa and Hafr Al-Batin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



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.

Examples of the efforts achieving Sustainable Development Goals

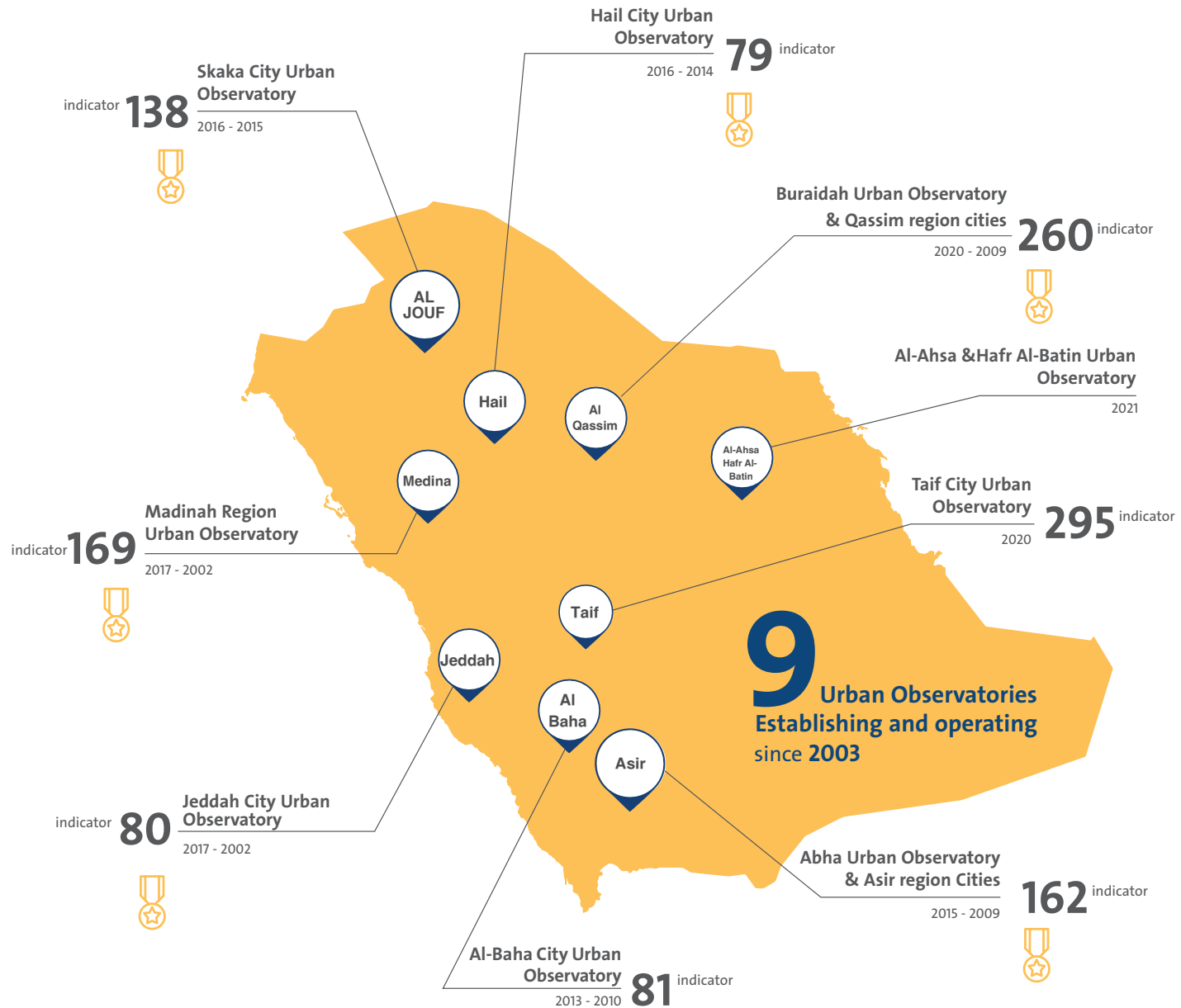
Urban observatories :

Dr. Ahmed Farid Mustafa's company 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 8 Regions of the Kingdom these regions include many cities. also, Al-Ahsa and Hafr Al-Batin obserfatories joined the Urban Observatories group. The Urban Observatory in Qassim region, which was established by the company of Dr. Ahmed Farid Mustafa company 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.

Last Aprilm Al-Qassim Observatory Deserved certificate of membership of the global netwaork observatoriesm due to its efforts in measuring indicators of the Sustainables Develop Goals and monitoring urban sustainability in the cities of Al-Qassim region.



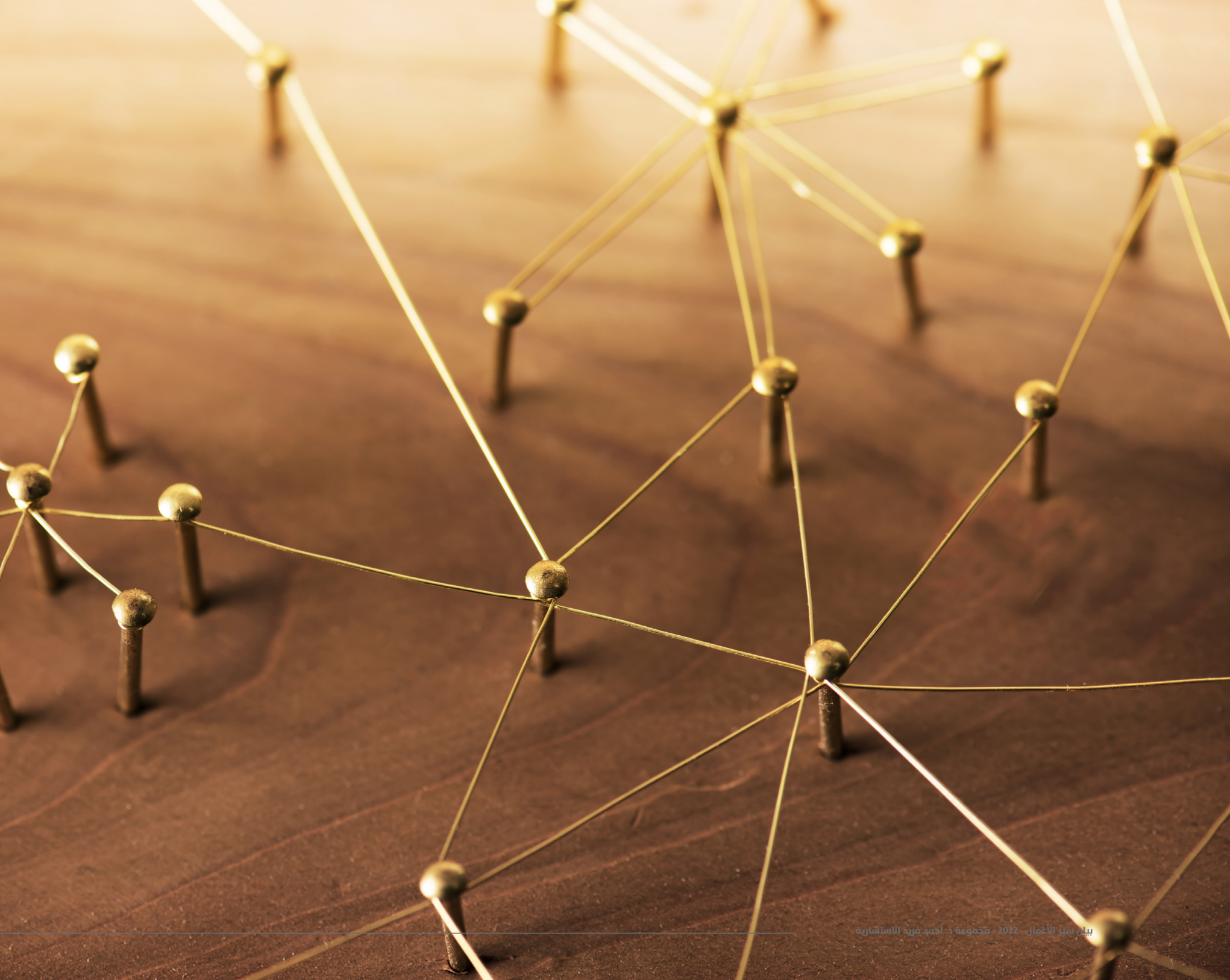


Work in partnerships to promote Sustainable Development Goals :

Through his supervision of several observatories in the Kingdom, works with many local and international development partners, Dr. Ahmed Farid Mustafa's company is working achieve the maximum possible benefit to push towards achieving sustainable development goals in the cities, which participate in the planning process generally.

- Work with the Center for Sustainable Development at Qassim University with aiming the preparation studies and research necessary to transform the cities of the region into sustainable cities.
- Work with the World Urban Observatory in Nairobi, with aim of cooperating in developing lists of urban indicators to better monitor urbanization.
- Work with many local and international experts on an annual basis to prepare 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.

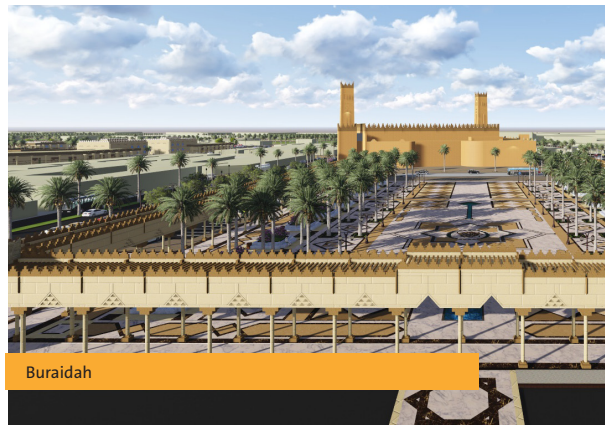




Urban and tourism plans :

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.



Workshops and Educational seminars :

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



Qasim University - Saudi Arabia 2018



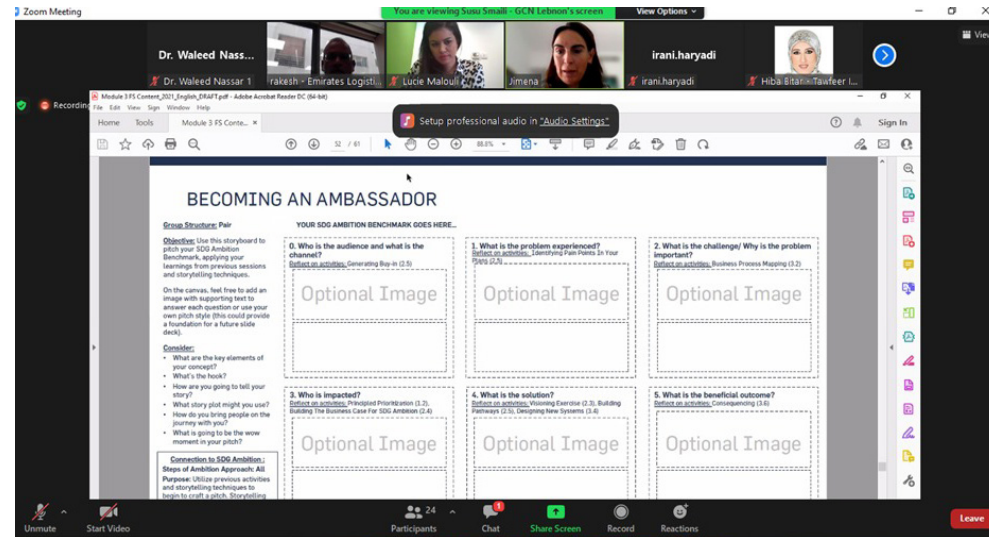
The World Urban Forum - Abu Dhabi 2020



Virtual Workshop for Urban Observation - Madrid 2020

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.



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

