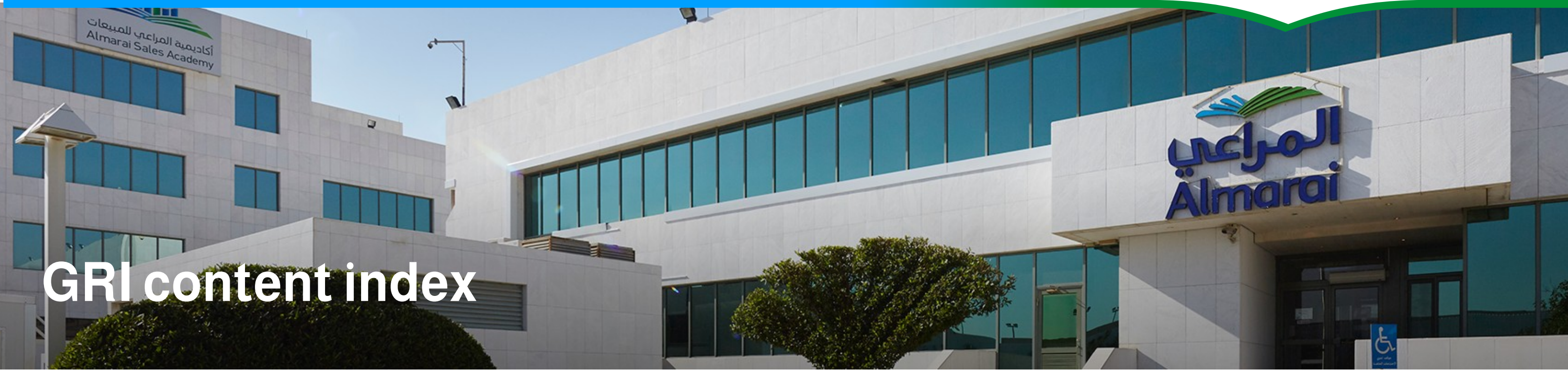




Doing better every day

Almarai Sustainability Report 2021

GRI content index



GRI content index

GRI 102: General Disclosures 2016

Organizational profile	
102-1 Name of the organization	Almarai Company
102-2 Activities, brands, products, and services	Annual Report 2021 pg. 6-9, 38-48
102-3 Location of headquarters	Riyadh, Saudi Arabia
102-4 Location of operations	Saudi Arabia, Oman, UAE, Bahrain, Kuwait, Jordan, Egypt, USA, and Argentina
102-5 Ownership and legal form	Annual Report 2021 pg. 88-93
102-6 Markets served	Primary markets served: Saudi Arabia, Oman, UAE, Bahrain, Kuwait, Jordan, Egypt
102-7 Scale of the organization	About this report Annual Report 2021 pg. 4-5, 8-9, 32-33, 125-130
102-8 Information on employees and other workers	Employee talent and diversity data
102-9 Supply chain	About Almarai Ethical Sourcing
102-10 Significant changes to the organization and its supply chain	Annual Report 2021 pg. 76
102-11 Precautionary Principle or approach	Sustainability management at Almarai Climate change
102-12 External initiatives	GRI, World Organization for Animal Health, Alliance for Water Stewardship
102-13 Membership of associations	National Dairy Committee under the Council of Saudi Chamber, National Bakery Committee under the Council of Saudi Chamber, National Poultry Committee under the Council of Saudi Chamber, National Transportation Committee under the Council of Saudi Chamber, National Labor Market Committee under the Council of Saudi Chamber, Agricultural Committee under the Riyadh Chamber of Commerce, Human Resources and Labor Market Committee under the Riyadh Chamber of Commerce, Saudi CODEX Committee, Food and Beverage Association (Dubai), Agriculture and Food Security Council (Riyadh Chamber of Commerce)
Strategy	
102-14 Statement from senior decision-maker	Management messages
102-15 Key impacts, risks, and opportunities	Sustainability management at Almarai

GRI Disclosure

Location and Notes

Ethics and integrity

102-16 Values, principles, standards, and norms of behavior	Annual Report 2021 pg. 9, 18, 50-62
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Governance

102-18 Governance structure	Annual Report 2021 pg. 68-78, 88-93
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102-19 Delegating authority	Annual Report 2021 pg. 89-90
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102-22 Composition of the highest governance body and its committees	Annual Report 2021 pg. 68-74, 89-91
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102-23 Chair of the highest governance body	Chair is a non-executive member.
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102-24 Nominating and selecting the highest governance body	Annual Report 2021 pg. 89-90
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102-26 Role of highest governance body in setting purpose, values, and strategy	Annual Report 2021 pg. 89-90
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102-30 Effectiveness of risk management processes	Annual Report 2021 pg. 52-57
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102-35 Remuneration policies	Annual Report 2021 pg. 88, 94, 103-104
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Stakeholder engagement

102-40 List of stakeholder groups	Stakeholder engagement
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102-41 Collective bargaining agreements	Trade unions are not allowed in the GCC. Employees in Argentina are represented by trade unions. Employees in the USA, Jordan and Egypt are not members of trade unions.
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102-42 Identifying and selecting stakeholders	Stakeholder engagement
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102-43 Approach to stakeholder engagement	Stakeholder engagement
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102-44 Key topics and concerns raised	Stakeholder engagement Defining and prioritizing the issues that matter the most
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Reporting practice

102-45 Entities included in the consolidated financial statements	Annual Report 2021 pg. 120-130
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102-46 Defining report content and topic Boundaries	About this report Defining and prioritizing the issues that matter the most Sustainability strategy boundaries
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102-47 List of material topics	Defining and prioritizing the issues that matter the most
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102-48 Restatements of information	Health and safety data , Community investment data , Water management data , Climate change data , Waste management data
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102-49 Changes in reporting	Employee talent and diversity goal has been amended to further align with the NTP and it now focuses on ensuring gender equality in our workforce. Our JV operations of Beyti and Teeba are now better reflected separately under subsidiaries.
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102-50 Reporting period	About this report
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102-51 Date of most recent report	2020
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GRI Disclosure	Location and Notes
102-52 Reporting cycle	Annual
102-53 Contact point for questions regarding the report	About this report
102-54 Claims of reporting in accordance with the GRI Standards	About this report
102-55 GRI content index	GRI content index
102-56 External assurance	Assurance Statement

GRI 200 Economic Standard Series

Economic Performance	
GRI 103: Management Approach 2016	
103-2 The management approach and its components	Annual Report 2021 pg. 26-30
103-3 Evaluation of the management approach	Annual Report 2021 pg. 34-48
GRI 201: Economic Performance 2016	
201-1 Direct economic value generated and distributed	Annual Report 2021 pg. 125-127
201-2 Financial implications and other risks and opportunities due to climate change	Climate change
201-3 Defined benefit plan obligations and other retirement plans	Annual Report 2021 pg. 146
201-4 Financial assistance received from government	Annual Report 2021 pg. 148, 163, 173-174

Market Presence	
GRI 103: Management Approach 2016	
103-1 Explanation of the material topic and its Boundary	Employee talent and diversity. About this report
103-2 The management approach and its components	Employee talent and diversity.
103-3 Evaluation of the management approach	Employee talent and diversity. Employee talent and diversity data
GRI 202: Market Presence 2016	
202-2 Proportion of senior management hired from the local community	Employee talent and diversity data

Indirect Economic Impacts	
GRI 103: Management Approach 2016	
103-1 Explanation of the material topic and its Boundary	Employee talent and diversity. Community investment About this report
103-2 The management approach and its components	Employee talent and diversity. Community investment
103-3 Evaluation of the management approach	Employee talent and diversity. Community investment Employee talent and diversity data Community investment data

GRI Disclosure	Location and Notes
203-1 Infrastructure investments and services supported	Zero
GRI 203: Indirect Economic Impacts 2016	
203-2 Significant indirect economic impacts	Employee talent and diversity data Community investment data
Procurement Practices	
GRI 103: Management Approach 2016	
103-1 Explanation of the material topic and its Boundary	Ethical sourcing About this report
103-2 The management approach and its components	Ethical sourcing. CoC pg. 4-5
103-3 Evaluation of the management approach	Ethical sourcing. Ethical sourcing data
GRI 204: Procurement Practices 2016	
204-1 Proportion of spending on local suppliers	Ethical sourcing
Anti-corruption	
GRI 103: Management Approach 2016	
103-2 The management approach and its components	Annual Report 2021 pg. 50-62 See our Global Anti-Bribery & Corruption Policy and Procedures for full details. Almarai has a Policy for Reporting Violations, which is designed to help stakeholders (including employees, suppliers and third parties) to report any acts or practices which violate the Almarai Code of Conduct (CoC), laws, rules, and regulations. See our CoC and Policy for Reporting Violations for full details. In line with the above, Almarai has a model for ethics and compliance reporting and resolution duly approved by the Senior Management and the Audit Committee. The ethics and compliance model are also supported by a reporting website, NAVEX EthicsPoint, which is linked directly to Almarai's corporate website. Employees, customers, any concerned third parties, essentially anyone, can use the website and report violations safely and anonymously.
	In Egypt, a CoC was developed in 2020 and NAVEX EthicsPoint is being used for the reporting of suspected violations.
103-3 Evaluation of the management approach	Annual Report 2021 pg. 50-62
205-1 Operations assessed for risks related to corruption	Annual Report 2021 pg. 52-57
GRI 205: Anti-corruption 2016	
205-2 Communication and training about anti-corruption policies and procedures	Almarai requires all employees to acknowledge that they understand our CoC and to disclose any conflict of interest on an annual basis. In 2021, a communications campaign, has been ongoing to spread awareness and to embed the CoC and Global Anti- Bribery & Corruption Policy and Procedures within the organization. This is to ensure that employees are aware of the available tools they have access to and to ensure compliance with Almarai's ethical framework. A digital course on the CoC is underdevelopment and will include information on the Global Anti-Bribery & Corruption Policy and Procedures. The course launched in 2021 and is mandatory of all existing employees and new employees..
Anti-competitive Behavior	
GRI 103: Management Approach 2016	

GRI Disclosure	Location and Notes
103-2 The management approach and its components	Annual Report 2021 pg. 50-62
103-3 Evaluation of the management approach	Annual Report 2021 pg. 50-62 CoC pg. 4-5
GRI 206: Anti-competitive Behavior 2016	
206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices GRI 300 Environmental Standards Series	Zero

GRI 300 Environmental Standards Series	
GRI 103: Management Approach 2016	
103-2 The management approach and its components	Annual Report 2021 pg. 50-62
103-3 Evaluation of the management approach	Annual Report 2021 pg. 50-62 CoC pg. 4-5
GRI 206: Anti-competitive Behavior 2016	
206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices GRI 300 Environmental Standards Series	Zero

GRI 300 Environmental Standards Series

Materials	
GRI 103: Management Approach 2016	
103-1 Explanation of the material topic and its Boundary	Packaging innovation About this report
103-2 The management approach and its components	Packaging innovation
103-3 Evaluation of the management approach	Packaging innovation Packaging innovation data
GRI 301: Materials 2016	
301-2 Recycled input materials used	Packaging innovation data
301-3 Reclaimed products and their packaging materials	No reclaimed products are used to produce our products.

Energy	
GRI 103: Management Approach 2016	
103-1 Explanation of the material topic and its Boundary	Climate change About this report
103-2 The management approach and its components	Climate change
103-3 Evaluation of the management approach	Climate change Climate change data
GRI 302: Energy 2016	
302-1 Energy consumption within the organization	Climate change data
302-2 Energy consumption outside of the organization	Climate change data
302-3 Energy intensity	Climate change data

GRI Disclosure	Location and Notes
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302-4 Reduction of energy consumption	Climate change data
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Water and Effluents	
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GRI 303: Management Approach 2018	
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303-1 Interactions with water as a shared resource	Water management
303-2 Management of water discharge-related impacts	Water management

GRI 303: Water and Effluents 2018	
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303-3 Water withdrawal	Water management data
303-4 Water discharge	Water management data
303-5 Water consumption	Water management data

Biodiversity	
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GRI 103: Management Approach 2016	
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103-1 Explanation of the material topic and its Boundary	Sustainable agriculture
103-2 The management approach and its components	About this report Sustainable agriculture
103-3 Evaluation of the management approach	Sustainable agriculture Sustainable agriculture data

GRI 304: Biodiversity 2016	
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304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	In Argentina, there are protected forests adjacent to farms.
304-2 Significant impacts of activities, products, and services on biodiversity	Zero to our knowledge.
304-3 Habitats protected or restored	Zero to our knowledge.
304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	Zero to our knowledge.

Emissions	
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GRI 103: Management Approach 2016	
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103-1 Explanation of the material topic and its Boundary	Climate change About this report
103-2 The management approach and its components	Climate change
103-3 Evaluation of the management approach	Climate change Climate change data

GRI 305: Emissions 2016	
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305-1 Direct (Scope 1) GHG emissions	Climate change data
305-2 Energy indirect (Scope 2) GHG emissions	Climate change data

GRI Disclosure	Location and Notes
305-3 Other indirect (Scope 3) GHG emissions	Climate change data
305-4 GHG emissions intensity	Climate change data
305-6 Emissions of ozone-depleting substances (ODS)	Climate change data

Waste	
GRI 306: Management Approach 2020	
306-1 Waste generation and significant waste-related impacts	Waste management
306-2 Management of significant waste-related impacts	Waste management
GRI 306: Waste 2020	
306-3 Waste generated	Waste management data
306-4 Waste diverted from disposal	Waste management data
306-5 Waste directed from disposal	Waste management data

Environmental Compliance	
GRI 103: Management Approach 2016	
103-2 The management approach and its components	Annual Report 2020 pg. 40-45 Sustainability governance
103-3 Evaluation of the management approach	Sustainability governance, Managing sustainability at Almarai data
GRI 307: Environmental Compliance 2016	
307-1 Non-compliance with environmental laws and regulations	Managing sustainability at Almarai data

Supplier Environmental Assessment	
GRI 103: Management Approach 2016	
103-1 Explanation of the material topic and its Boundary	Ethical sourcing About this report
103-2 The management approach and its components	Ethical sourcing
103-3 Evaluation of the management approach	Ethical sourcing, E Ethical sourcing data
GRI 308: Supplier Environmental Assessment 2016	
308-1 New suppliers that were screened using environmental criteria	Ethical sourcing data
308-2 Negative environmental impacts in the supply chain and actions taken	Ethical sourcing data

GRI 400 Social Standards Series

Employment	
GRI 103: Management Approach 2016	
103-1 Explanation of the material topic and its Boundary	Employee talent and diversity About this report
103-2 The management approach and its components	Employee talent and diversity

GRI Disclosure	Location and Notes
103-3 Evaluation of the management approach	Employee talent and diversity , Employee talent and diversity data
GRI 401: Employment 2016	
401-1 New employee hires and employee turnover	Employee talent and diversity data
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	All employees are entitled to benefits, such as medical insurance (life assurance is provided for senior management), annual leave, and full-time employees receive housing or a housing allowance and transportation.
401-3 Parental leave	Employee talent and diversity data
Labor/Management Relations	
GRI 103: Management Approach 2016	
103-1 Explanation of the material topic and its Boundary	Employee talent and diversity About this report
103-2 The management approach and its components	Employee talent and diversity
103-3 Evaluation of the management approach	Employee talent and diversity Employee talent and diversity data
GRI 402: Labor/Management Relations 2016	
402-1 Minimum notice periods regarding operational changes	We do not have a minimum notice period by which we must communicate operational changes ahead of time.
Occupational Health and Safety	
GRI 403: Management Approach 2018	
403-1 Occupational health and safety management system	Health and safety
403-2 Hazard identification, risk assessment, and incident investigation	Health and safety
403-3 Occupational health services	Health and safety
403-4 Worker participation, consultation, and communication on occupational health and safety	Health and safety
403-5 Worker training on occupational health and safety	Health and safety
403-6 Promotion of worker health	Health and safety
403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Health and safety
GRI 403: Occupational Health and Safety 2018	
403-9 Work-related injuries	Health and safety
Training and Education	
GRI 103: Management Approach 2016	
103-1 Explanation of the material topic and its Boundary	Employee talent and diversity About this report
103-2 The management approach and its components	Annual Report 2021 pg. 50-62 Employee talent and diversity data

GRI Disclosure	Location and Notes
103-3 Evaluation of the management approach	Annual Report 2021 pg. 50-62 Employee talent and diversity Employee talent and diversity data
GRI 404: Training and Education 2016	
404-1 Average hours of training per year per employee	Employee talent and diversity data
404-2 Programs for upgrading employee skills and transition assistance programs	We do not currently have any transition assistance programs. Common practice within our GCC operations is to train and redeploy workers within the business.
404-3 Percentage of employees receiving regular performance and career development reviews	Employee talent and diversity data
Diversity and Equal Opportunity	
GRI 103: Management Approach 2016	
103-1 Explanation of the material topic and its Boundary	Employee talent and diversity About this report
103-2 The management approach and its components	Employee talent and diversity CoC pg. 4-5
103-3 Evaluation of the management approach	Employee talent and diversity Employee talent and diversity data
GRI 405: Diversity and Equal Opportunity 2016	
405-1 Diversity of governance bodies and employees	Employee talent and diversity data
Non-discrimination	
GRI 103: Management Approach 2016	
103-1 Explanation of the material topic and its Boundary	Employee talent and diversity About this report
103-2 The management approach and its components	Employee talent and diversity CoC pg. 4-5
103-3 Evaluation of the management approach	Employee talent and diversity Employee talent and diversity data
GRI 406: Non-discrimination 2016	
406-1 Incidents of discrimination and corrective actions taken	Employee talent and diversity data
Freedom of Association and Collective Bargaining	
GRI 407: Freedom of Association and Collective Bargaining 2016	
407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Trade unions are not allowed in the GCC. Employees in Argentina are represented by trade unions. Employees in the USA, Jordan and Egypt are not members of trade unions. No information is available for suppliers.
Child Labor	
GRI 103: Management Approach 2016	
103-1 Explanation of the material topic and its Boundary	Ethical sourcing About this report
103-2 The management approach and its components	Ethical sourcing CoC pg. 4-5 Annual Report 2021 pg. 50-62

GRI Disclosure	Location and Notes
103-3 Evaluation of the management approach	Ethical sourcing. Annual Report 2021 pg. 50-62
GRI 408: Child Labor 2016	
408-1 Operations and suppliers at significant risk for incidents of child labor	To our knowledge our operations face no significant risk for incidents of child labor. No information is available for suppliers.
Forced or Compulsory Labor	
GRI 103: Management Approach 2016	
103-1 Explanation of the material topic and its Boundary	Ethical sourcing. About this report
103-2 The management approach and its components	Ethical sourcing CoC pg. 4-5 Annual Report 2021 pg. 50-62
103-3 Evaluation of the management approach	Ethical sourcing Annual Report 2021 pg. 50-62
GRI 409: Forced or Compulsory Labor 2016	
409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	To our knowledge our operations face no significant risk for incidents of forced or compulsory labor. No information is available for suppliers.
Security Practices	
GRI 103: Management Approach 2016	
103-1 Explanation of the material topic and its Boundary	Health and safety About this report
103-2 The management approach and its components	Health and safety CoC pg. 4-5
103-3 Evaluation of the management approach	Health and safety
GRI 410: Security Practices 2016	
410-1 Security personnel trained in human rights policies or procedures	All security guards in our GCC operations receive our standard manned guarding course. This course covers effective conflict management proportionate to the risk level as identified by the High Commission for Industrial Safety of the Ministry of Interior in Saudi Arabia. Similar conflict management training is conducted in Egypt, Jordan, USA, and Argentina.
Rights of Indigenous Peoples	
GRI 103: Management Approach 2016	
103-1 Explanation of the material topic and its Boundary	ethical sourcing About this report
103-2 The management approach and its components	ethical sourcing CoC pg. 4-5 Annual Report 2021 pg. 50-62
103-3 Evaluation of the management approach	Ethical sourcing Annual Report 2021 pg. 50-62
GRI 411: Rights of Indigenous Peoples 2016	

GRI Disclosure	Location and Notes
411-1 Incidents of violations involving rights of indigenous peoples	Zero
Human Rights Assessment	
GRI 103: Management Approach 2016	
103-1 Explanation of the material topic and its Boundary	ethical sourcing About this report
103-2 The management approach and its components	Ethical sourcing CoC pg. 4-5 Annual Report 2021 pg. 50-62
103-3 Evaluation of the management approach	Ethical sourcing Annual Report 2021 pg. 50-62
GRI 412: Human Rights Assessment 2016	
412-1 Operations that have been subject to human rights reviews or impact assessments	Zero to our knowledge.
412-2 Employee training on human rights policies or procedures	Zero
412-3 Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	Zero
Local Communities	
GRI 103: Management Approach 2016	
103-1 Explanation of the material topic and its Boundary	Community investment About this report
103-2 The management approach and its components	Community investment
103-3 Evaluation of the management approach	Community investment Community investment data
GRI 413: Local Communities 2016	
413-1 Operations with local community engagement, impact assessments, and development programs	Community investment
413-2 Operations with significant actual and potential negative impacts on local communities	Throughout our operations, we recognize that these operations could pose a potential negative impact on surrounding communities.
Supplier Social Assessment	
GRI 103: Management Approach 2016	
103-1 Explanation of the material topic and its Boundary	Ethical sourcing About this report
103-2 The management approach and its components	Ethical sourcing
103-3 Evaluation of the management approach	Ethical sourcing Ethical sourcing data
GRI 414: Supplier Social Assessment 2016	
414-1 New suppliers that were screened using social criteria	Ethical sourcing data

GRI Disclosure	Location and Notes
414-2 Negative social impacts in the supply chain and actions taken	Ethical sourcing data
Customer Health and Safety	
GRI 103: Management Approach 2016	
103-1 Explanation of the material topic and its Boundary	Quality and food safety About this report
103-2 The management approach and its components	Quality and food safety
103-3 Evaluation of the management approach	Quality and food safety Quality and food safety data
GRI 416: Customer Health and Safety 2016	
416-1 Assessment of the health and safety impacts of product and service categories	Quality and food safety data
Marketing and Labeling	
GRI 103: Management Approach 2016	
103-1 Explanation of the material topic and its Boundary	Nutrition and wellbeing About this report
103-2 The management approach and its components	Nutrition and wellbeing
103-3 Evaluation of the management approach	Nutrition and wellbeing Nutrition and wellbeing data
GRI 417: Marketing and Labeling 2016	
417-1 Requirements for product and service information and labeling	Nutrition and wellbeing Nutrition and wellbeing data
417-2 Incidents of non-compliance concerning product and service information and labeling	
417-3 Incidents of non-compliance concerning marketing communications	Nutrition and wellbeing data
Customer Privacy	
GRI 103: Management Approach 2016	
103-2 The management approach and its components	Almarai has a data loss prevention strategy in place and provides awareness training to employees on how to prevent data losses from occurring. Almarai is also ISO 27001:2013 Information Security Management System certified. Annual Report 2021 pg. 50-62 CoC pg. 12-13
103-3 Evaluation of the management approach	Almarai regularly reviews its data loss prevention strategy to ensure its effectiveness and actively monitors its information management system to identify risks and data breaches. Our information and information rights classification systems provide automated controls to prevent information and data leakage. Almarai is audited for ISO 27001 recertification on a biennial basis to assure the effectiveness of the controls in place. Employee awareness training takes place every three months. Annual Report 2021 pg. 50-62
GRI 418: Customer Privacy 2016	

Sector Specific Disclosures - Food Processing

GRI Disclosure	Location and Notes
418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Zero
Socioeconomic Compliance	
GRI 103: Management Approach 2016	
103-2 The management approach and its components	Annual Report 2021 pg. 50-62
103-3 Evaluation of the management approach	Annual Report 2021 pg. 50-62
GRI 419: Socioeconomic Compliance 2016	
419-1 Non-compliance with laws and regulations in the social and economic area	Zero
Procurement/Sourcing Practices	
GRI 103: Management Approach 2016	
103-1 Explanation of the material topic and its Boundary	Ethical sourcing. About this report
103-2 The management approach and its components	Ethical sourcing
103-3 Evaluation of the management approach	Ethical sourcing Ethical sourcing data
Procurement/Sourcing Practices	
FP1 Percentage of purchased volume from suppliers compliant with company's sourcing policy	Ethical sourcing data
FP2 Percentage of purchased volume which is verified as being in accordance with credible, internationally recognized responsible production standards	Ethical sourcing data
Labor/Management Relations	
GRI 103: Management Approach 2016	
103-1 Explanation of the material topic and its Boundary	Employee talent and diversity. About this report
103-2 The management approach and its components	Employee talent and diversity.
103-3 Evaluation of the management approach	Employee talent and diversity. Employee talent and diversity data E
Labor/Management Relations	
FP3 Percentage of working time lost due to industrial disputes, strikes and/or lockouts	Employee talent and diversity data
Customer Health and Safety	
GRI 103: Management Approach 2016	
103-1 Explanation of the material topic and its Boundary	Quality and food safety. About this report

GRI Disclosure	Location and Notes
103-2 The management approach and its components	Quality and food safety
103-3 Evaluation of the management approach	Quality and food safety Quality and food safety data
Customer Health and Safety	
FP5 Percentage of production volume manufactured in sites certified by an independent third party according to internationally recognized food safety management system standards	Quality and food safety data

Animal Welfare	
GRI 103: Management Approach 2016	
103-1 Explanation of the material topic and its Boundary	Animal welfare About this report
103-2 The management approach and its components	Animal welfare
103-3 Evaluation of the management approach	Animal welfare Animal welfare data
Animal Welfare	
FP9 Percentage and total of animals raised and/or processed, by breed type	Animal welfare data
FP10 Percentage and total animals raised and/or processed, per housing type	Animal welfare data
FP 12 Policies and practices on antibiotic, anti-inflammatory, hormone, and/or growth promotion treatments, by species and breed type	Animal welfare
FP 13 Total number of incidents of significant non-compliance with laws and regulations, and adherence with voluntary standards related to transportation, handling, and slaughter practices for live terrestrial and aquatic animals	Animal welfare data
GRI 103: Management Approach 2016	
103-2 The management approach and its components	Annual Report 2020 pg. 22 and 34
103-3 Evaluation of the management approach	Annual Report 2020 pg. 36-37
GRI 201: Economic Performance 2016	
201-1 Direct economic value generated and distributed	Annual Report 2020 pg. 124-128
201-2 Financial implications and other risks and opportunities due to climate change	Climate change
201-3 Defined benefit plan obligations and other retirement plans	Annual Report 2020 pg. 145
201-4 Financial assistance received from government	SAR 428.7 was received in government grants total

Market Presence	
GRI 103: Management Approach 2016	

GRI Disclosure	Location and Notes
103-1 Explanation of the material topic and its Boundary	Employee talent and diversity About this report
103-2 The management approach and its components	Employee talent and diversity
103-3 Evaluation of the management approach	Employee talent and diversity Employee talent and diversity data
GRI 202: Market Presence 2016	
202-2 Proportion of senior management hired from the local community	Employee talent and diversity data

Indirect Economic Impacts	
GRI 103: Management Approach 2016	
103-1 Explanation of the material topic and its Boundary	Employee talent and diversity , Community investment About this report
103-2 The management approach and its components	Employee talent and diversity , Community investment
103-3 Evaluation of the management approach	Employee talent and diversity , Community investment Employee talent and diversity data , Community investment data
GRI 203: Indirect Economic Impacts 2016	
203-1 Infrastructure investments and services supported	Zero
203-2 Significant indirect economic impacts	Employee talent and diversity data , Community investment data

Procurement Practices	
GRI 103: Management Approach 2016	
103-1 Explanation of the material topic and its Boundary	Ethical sourcing About this report
103-2 The management approach and its components	Ethical sourcing CoC pg. 4-5
103-3 Evaluation of the management approach	Ethical sourcing , Ethical sourcing data
GRI 204: Procurement Practices 2016	
204-1 Proportion of spending on local suppliers	Ethical sourcing data

Anti-corruption	
GRI 103: Management Approach 2016	
103-2 The management approach and its components	Annual Report 2020 pg. 40-45 See our Global Anti-Bribery & Corruption Policy and Procedures for full details. Almarai has a Policy for Reporting Violations, which is designed to help stakeholders (including employees, suppliers and third parties) to report any acts or practices which violate the Almarai Code of Conduct (CoC), laws, rules and regulations. See our CoC and Policy for Reporting Violations for full details. In line with the above, Almarai has a model for ethics and compliance reporting and resolution duly approved by the Senior Management and the Audit Committee. The ethics and compliance model are also supported by a reporting website, NAVEX EthicsPoint, which is linked directly to Almarai's corporate website. Employees, customers, any concerned third parties, essentially anyone, can use the website and report violations safely and anonymously. In

GRI Disclosure	Location and Notes
	Egypt, a CoC was developed in 2020 and NAVEX EthicsPoint is being used for the reporting of suspected violations.
103-3 Evaluation of the management approach	Annual Report 2020 pg. 40-45
GRI 205: Anti-corruption 2016	
205-1 Operations assessed for risks related to corruption	All divisions conduct a quarterly risk assessment, and the Risk Committee conducted 5 reviews of Almarai's top risks in 2020. Annual compliance risk assessments with the Risk Committee cover corruption. Operations in Egypt and Jordan were not assessed in 2020. No information available for USA and Argentina.
205-2 Communication and training about anti-corruption policies and procedures	Almarai requires all employees to acknowledge that they understand our CoC and to disclose any conflict of interest on an annual basis. In 2020, a communications campaign, which will continue into 2021, has been ongoing to spread awareness and to embed the CoC and Global Anti-Bribery & Corruption Policy and Procedures within the organization. This is to ensure that employees are aware of the available tools they have access to and to ensure compliance with Almarai's ethical framework. A digital course on the CoC is underdevelopment and will include information on the Global Anti-Bribery & Corruption Policy and Procedures. The course is scheduled to launch in 2021 and will be mandatory of all existing employees and new employees.

Anti-competitive Behavior	
GRI 103: Management Approach 2016	
103-2 The management approach and its components	Annual Report 2020 pg. 40-45
103-3 Evaluation of the management approach	Annual Report 2020 pg. 40-45 CoC pg. 4-5
GRI 206: Anti-competitive Behavior 2016	
206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Zero

GRI 300 Environmental Standards Series

Materials	
GRI 103: Management Approach 2016	
103-1 Explanation of the material topic and its Boundary	Packaging innovation About this report
103-2 The management approach and its components	Packaging innovation
103-3 Evaluation of the management approach	Packaging innovation, Packaging innovation data
GRI 301: Materials 2016	
301-2 Recycled input materials used	Packaging innovation data
301-3 Reclaimed products and their packaging materials	No reclaimed products are used to produce our products.

Energy	
GRI 103: Management Approach 2016	
103-1 Explanation of the material topic and its Boundary	Climate change About this report
103-2 The management approach and its components	Climate change

GRI Disclosure	Location and Notes
103-3 Evaluation of the management approach	Climate change , Climate change data
GRI 302: Energy 2016	
302-1 Energy consumption within the organization	Climate change data
302-2 Energy consumption outside of the organization	Climate change data
302-3 Energy intensity	Climate change data
302-4 Reduction of energy consumption	Climate change data
Water and Effluents	
GRI 303: Management Approach 2018	
303-1 Interactions with water as a shared resource	Water management
303-2 Management of water discharge-related impacts	Water management
GRI 303: Water and Effluents 2018	
303-3 Water withdrawal	Water management data
303-4 Water discharge	Water management data
303-5 Water consumption	Water management data
Biodiversity	
GRI 103: Management Approach 2016	
103-1 Explanation of the material topic and its Boundary	Sustainable agriculture
About this report	
103-2 The management approach and its components	Sustainable agriculture
103-3 Evaluation of the management approach	Sustainable agriculture , Sustainable agriculture data
GRI 304: Biodiversity 2016	
304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	In Argentina, there are protected forests adjacent to farms.
304-2 Significant impacts of activities, products, and services on biodiversity	Zero to our knowledge.
304-3 Habitats protected or restored	Zero to our knowledge.
304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	Zero to our knowledge.
Emissions	
GRI 103: Management Approach 2016	

GRI Disclosure	Location and Notes
103-1 Explanation of the material topic and its Boundary	Climate change About this report
103-2 The management approach and its components	Climate change
103-3 Evaluation of the management approach	Climate change , Climate change data
GRI 305: Emissions 2016	
305-1 Direct (Scope 1) GHG emissions	Climate change data
305-2 Energy indirect (Scope 2) GHG emissions	Climate change data
305-3 Other indirect (Scope 3) GHG emissions	Climate change data
305-4 GHG emissions intensity	Climate change data
305-6 Emissions of ozone-depleting substances (ODS)	Climate change data
Waste	
GRI 306: Management Approach 2020	
306-1 Waste generation and significant waste-related impacts	Waste management
306-2 Management of significant waste-related impacts	Waste management
GRI 306: Waste 2020	
306-3 Waste generated	Waste management data
306-4 Waste diverted from disposal	Waste management data
306-5 Waste directed from disposal	Waste management data
Environmental Compliance	
GRI 103: Management Approach 2016	
103-2 The management approach and its components	Annual Report 2020 pg. 40-45 Sustainability governance
103-3 Evaluation of the management approach	Sustainability governance , Managing sustainability at Almarai data
GRI 307: Environmental Compliance 2016	
307-1 Non-compliance with environmental laws and regulations	Managing sustainability at Almarai data
Supplier Environmental Assessment	
GRI 103: Management Approach 2016	
103-1 Explanation of the material topic and its Boundary	Ethical sourcing About this report
103-2 The management approach and its components	Ethical sourcing
103-3 Evaluation of the management approach	Ethical sourcing , Ethical sourcing data
GRI 308: Supplier Environmental Assessment 2016	

GRI Disclosure

Location and Notes

308-1 New suppliers that were screened using environmental criteria	Ethical sourcing data
308-2 Negative environmental impacts in the supply chain and actions taken	Ethical sourcing data

GRI 400 Social Standards Series

Employment

GRI 103: Management Approach 2016

103-1 Explanation of the material topic and its Boundary	Employee talent and diversity About this report
103-2 The management approach and its components	Employee talent and diversity
103-3 Evaluation of the management approach	Employee talent and diversity , Employee talent and diversity data

GRI 401: Employment 2016

401-1 New employee hires and employee turnover	Employee talent and diversity data
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	All employees are entitled to benefits, such as medical insurance (life assurance is provided for senior management), annual leave, and full-time employees receive housing or a housing allowance and transportation.
401-3 Parental leave	Employee talent and diversity data

Labor/Management Relations

GRI 103: Management Approach 2016

103-1 Explanation of the material topic and its Boundary	Employee talent and diversity About this report
103-2 The management approach and its components	Employee talent and diversity
103-3 Evaluation of the management approach	Employee talent and diversity , Employee talent and diversity data

GRI 402: Labor/Management Relations 2016

402-1 Minimum notice periods regarding operational changes	We do not have a minimum notice period by which we must communicate operational changes ahead of time.
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Occupational Health and Safety

GRI 403: Management Approach 2018

403-1 Occupational health and safety management system	Health and safety
403-2 Hazard identification, risk assessment, and incident investigation	Health and safety
403-3 Occupational health services	Health and safety
403-4 Worker participation, consultation, and communication on occupational health and safety	Health and safety
403-5 Worker training on occupational health and safety	Health and safety
403-6 Promotion of worker health	Health and safety

GRI Disclosure	Location and Notes
403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Health and safety
GRI 403: Occupational Health and Safety 2018	
403-9 Work-related injuries	Health and safety data
Training and Education	
GRI 103: Management Approach 2016	
103-1 Explanation of the material topic and its Boundary	Employee talent and diversity About this report
103-2 The management approach and its components	Annual Report 2020 pg. 40-45 Employee talent and diversity
103-3 Evaluation of the management approach	Annual Report 2020 pg. 40-45 Employee talent and diversity , Employee talent and diversity data
GRI 404: Training and Education 2016	
404-1 Average hours of training per year per employee	Employee talent and diversity data
404-2 Programs for upgrading employee skills and transition assistance programs	We do not currently have any transition assistance programs. Common practice within our GCC operations is to train and redeploy workers within the business.
404-3 Percentage of employees receiving regular performance and career development reviews	Employee talent and diversity data
Diversity and Equal Opportunity	
GRI 103: Management Approach 2016	
103-1 Explanation of the material topic and its Boundary	Employee talent and diversity About this report
103-2 The management approach and its components	Employee talent and diversity CoC pg. 4-5
103-3 Evaluation of the management approach	Employee talent and diversity , Employee talent and diversity data
GRI 405: Diversity and Equal Opportunity 2016	
405-1 Diversity of governance bodies and employees	Employee talent and diversity data
Non-discrimination	
GRI 103: Management Approach 2016	
103-1 Explanation of the material topic and its Boundary	Employee talent and diversity About this report
103-2 The management approach and its components	Employee talent and diversity CoC pg. 4-5
103-3 Evaluation of the management approach	Employee talent and diversity , Employee talent and diversity data
GRI 406: Non-discrimination 2016	

GRI Disclosure	Location and Notes
406-1 Incidents of discrimination and corrective actions taken	Employee talent and diversity data
Freedom of Association and Collective Bargaining	
GRI 407: Freedom of Association and Collective Bargaining 2016	
407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Trade unions are not allowed in the GCC. Employees in Argentina are represented by trade unions. Employees in the USA, Jordan and Egypt are not members of trade unions. No information is available for suppliers.
Child Labor	
GRI 103: Management Approach 2016	
103-1 Explanation of the material topic and its Boundary	Ethical sourcing About this report
103-2 The management approach and its components	Ethical sourcing CoC pg. 4-5 Annual Report 2020 pg. 40-45
103-3 Evaluation of the management approach	Ethical sourcing Annual Report 2020 pg. 40-45
GRI 408: Child Labor 2016	
408-1 Operations and suppliers at significant risk for incidents of child labor	To our knowledge our operations face no significant risk for incidents of child labor. No information is available for suppliers.
Forced or Compulsory Labor	
GRI 103: Management Approach 2016	
103-1 Explanation of the material topic and its Boundary	Ethical sourcing About this report
103-2 The management approach and its components	Ethical sourcing CoC pg. 4-5 Annual Report 2020 pg. 40-45
103-3 Evaluation of the management approach	Ethical sourcing Annual Report 2020 pg. 40-45
GRI 409: Forced or Compulsory Labor 2016	
409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	To our knowledge our operations face no significant risk for incidents of forced or compulsory labor. No information is available for suppliers.
Security Practices	
GRI 103: Management Approach 2016	
103-1 Explanation of the material topic and its Boundary	Health and safety About this report
103-2 The management approach and its components	Health and safety CoC pg. 4-5
103-3 Evaluation of the management approach	Health and safety
GRI 410: Security Practices 2016	

GRI Disclosure	Location and Notes
410-1 Security personnel trained in human rights policies or procedures	All security guards in our GCC operations receive our standard manned guarding course. This course covers effective conflict management proportionate to the risk level as identified by the High Commission for Industrial Safety of the Ministry of Interior in Saudi Arabia. Similar conflict management training is conducted in Egypt, Jordan, USA and Argentina.
Rights of Indigenous Peoples	
GRI 103: Management Approach 2016	
103-1 Explanation of the material topic and its Boundary	Ethical sourcing About this report
103-2 The management approach and its components	Ethical sourcing CoC pg. 4-5 Annual Report 2020 pg. 40-45
103-3 Evaluation of the management approach	Ethical sourcing Annual Report 2020 pg. 40-45
GRI 411: Rights of Indigenous Peoples 2016	
411-1 Incidents of violations involving rights of indigenous peoples	Zero
Human Rights Assessment	
GRI 103: Management Approach 2016	
103-1 Explanation of the material topic and its Boundary	Ethical sourcing About this report
103-2 The management approach and its components	Ethical sourcing CoC pg. 4-5 Annual Report 2020 pg. 40-45
103-3 Evaluation of the management approach	Ethical sourcing Annual Report 2020 pg. 40-45
GRI 412: Human Rights Assessment 2016	
412-1 Operations that have been subject to human rights reviews or impact assessments	Zero to our knowledge.
412-2 Employee training on human rights policies or procedures	Zero
412-3 Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	Zero
Local Communities	
GRI 103: Management Approach 2016	
103-1 Explanation of the material topic and its Boundary	Community investment About this report
103-2 The management approach and its components	Community investment
103-3 Evaluation of the management approach	Community investment , Community investment data
GRI 413: Local Communities 2016	
413-1 Operations with local community engagement, impact assessments, and	Community investment

GRI Disclosure	Location and Notes
development programs	
413-2 Operations with significant actual and potential negative impacts on local communities	Throughout our operations, we recognize that these operations could pose a potential negative impact on surrounding communities.
Supplier Social Assessment	
GRI 103: Management Approach 2016	
103-1 Explanation of the material topic and its Boundary	Ethical sourcing About this report
103-2 The management approach and its components	Ethical sourcing
103-3 Evaluation of the management approach	Ethical sourcing , Ethical sourcing data
GRI 414: Supplier Social Assessment 2016	
414-1 New suppliers that were screened using social criteria	Ethical sourcing data
414-2 Negative social impacts in the supply chain and actions taken	Ethical sourcing data
Customer Health and Safety	
GRI 103: Management Approach 2016	
103-1 Explanation of the material topic and its Boundary	Quality and food safety About this report
103-2 The management approach and its components	Quality and food safety
103-3 Evaluation of the management approach	Quality and food safety , Quality and food safety data
GRI 416: Customer Health and Safety 2016	
416-1 Assessment of the health and safety impacts of product and service categories	Quality and food safety data
Marketing and Labeling	
GRI 103: Management Approach 2016	
103-1 Explanation of the material topic and its Boundary	Nutrition and wellbeing About this report
103-2 The management approach and its components	Nutrition and wellbeing
103-3 Evaluation of the management approach	Nutrition and wellbeing , Nutrition and wellbeing data
GRI 417: Marketing and Labeling 2016	
417-1 Requirements for product and service information and labeling	Nutrition and wellbeing , Nutrition and wellbeing data
417-2 Incidents of non-compliance concerning product and service information and labeling	4 incidents related to artwork compliance and 1 incident related to product information compliance in the GCC with the Saudi Food and Drug Authority (SFDA) specifications. Corrective actions were taken, and financial penalties were paid to the amount of SAR 32,000. 2 incidents related to artwork compliance in the GCC with the SFDA specifications: the outcome of one of these incidents is still pending, and for the other incident, feedback has been submitted to the SFDA with no financial penalty issued. In total, there were 7 incidents of non-compliance. 1

GRI Disclosure	Location and Notes
	incident related to artwork compliance with the Egyptian Standards Specification. Corrective actions and the necessary revisions were implemented. Financial penalties were paid to the amount of EGP 660,000.
417-3 Incidents of non-compliance concerning marketing communications	Nutrition and wellbeing data

Customer Privacy	
GRI 103: Management Approach 2016	
103-2 The management approach and its components	Almarai has a data loss prevention strategy in place and provides awareness training to employees on how to prevent data losses from occurring. Almarai is also ISO 27001:2013 Information Security Management System certified. Annual Report 2020 pg. 40-45 CoC pg. 12-13
103-3 Evaluation of the management approach	Almarai regularly reviews its data loss prevention strategy to ensure its effectiveness and actively monitors its information management system to identify risks and data breaches. Our information and information rights classification systems provide automated controls to prevent information and data leakage. Almarai is audited for ISO 27001 recertification on a biennial basis to assure the effectiveness of the controls in place. Employee awareness training takes place every three months. Annual Report 2020 pg. 40-45
GRI 418: Customer Privacy 2016	
418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Zero

Socioeconomic Compliance	
GRI 103: Management Approach 2016	
103-2 The management approach and its components	Annual Report 2020 pg. 40-45
103-3 Evaluation of the management approach	Annual Report 2020 pg. 40-45
GRI 419: Socioeconomic Compliance 2016	
419-1 Non-compliance with laws and regulations in the social and economic area	Zero

Sector Specific Disclosures - Food Processing

Procurement/Sourcing Practices	
GRI 103: Management Approach 2016	
103-1 Explanation of the material topic and its Boundary	Ethical sourcing About this report
103-2 The management approach and its components	Ethical sourcing
103-3 Evaluation of the management approach	Ethical sourcing , Ethical sourcing data
Procurement/Sourcing Practices	
FP1 Percentage of purchased volume from suppliers compliant with company's sourcing policy	Ethical sourcing data
FP2 Percentage of purchased volume which is verified as being in accordance with	Ethical sourcing data

GRI Disclosure	Location and Notes
credible, internationally recognized responsible production standards	
Labor/Management Relations	
GRI 103: Management Approach 2016	
103-1 Explanation of the material topic and its Boundary	Employee talent and diversity About this report
103-2 The management approach and its components	Employee talent and diversity
103-3 Evaluation of the management approach	Employee talent and diversity , Employee talent and diversity data
Labor/Management Relations	
FP3 Percentage of working time lost due to industrial disputes, strikes and/or lockouts	Employee talent and diversity data
Customer Health and Safety	
GRI 103: Management Approach 2016	
103-1 Explanation of the material topic and its Boundary	Quality and food safety About this report
103-2 The management approach and its components	Quality and food safety
103-3 Evaluation of the management approach	Quality and food safety , Quality and food safety data
Customer Health and Safety	
FP5 Percentage of production volume manufactured in sites certified by an independent third party according to internationally recognized food safety management system standards	Quality and food safety data
Animal Welfare	
GRI 103: Management Approach 2016	
103-1 Explanation of the material topic and its Boundary	Animal welfare About this report
103-2 The management approach and its components	Animal welfare
103-3 Evaluation of the management approach	Animal welfare , Animal welfare data
Animal Welfare	
FP9 Percentage and total of animals raised and/or processed, by breed type	Animal welfare data
FP10 Percentage and total animals raised and/or processed, per housing type	Animal welfare data
FP 12 Policies and practices on antibiotic, anti-inflammatory, hormone, and/or growth promotion treatments, by species and breed type	Animal welfare
FP 13 Total number of incidents of significant non-compliance with laws and regulations, and adherence with voluntary standards related to transportation, handling, and slaughter practices for live terrestrial and aquatic animals	Animal welfare data